

**PERTH AND KINROSS COUNCIL****Council Meeting – 7 October 2015****Perth and Kinross Child Protection Committee (CPC)  
Standards and Quality Report 2014 – 2015****Joint Report by Chief Executive and Senior Depute Chief Executive (Equality,  
Community Planning and Public Service Reform)****PURPOSE OF REPORT**

Perth and Kinross Child Protection Committee (CPC), in compliance with National Guidance, publishes an annual Standards and Quality Report. This Standards and Quality Report, for the academic year 2014 – 2015, provides an overview of the key activities and the work of the CPC to protect children and young people from abuse and neglect, and presents the findings from a wide range of CPC-led single agency and multi-agency self-evaluation activity. It identifies key strengths and areas for further development for the coming year. The report findings indicate that there is a strong capacity for continued improvement in services to protect children and young people.

**1. BACKGROUND/MAIN ISSUES**

- 1.1 All Child Protection Committees in Scotland are encouraged to publish an Annual Report. This Standards and Quality Report covers the work of the Child Protection Committee for the academic year from 1 August 2014 to 31 July 2015.
- 1.2 The Children, Young People and Families Partnership considered this report at their meeting on 21 August 2015, and CPC partner agencies will be requested to take the report to their respective Boards and Committees for similar approval.
- 1.3 The Standards and Quality Report takes account of the Care Inspectorate's Quality Indicator Framework for Services for Children *How well are we improving the lives of children and young people?* It presents an overview of performance in services to protect children and is based on sound evidence obtained through a wide range of self-evaluation activities. The conclusions and evaluations provide the CPC with robust confirmation of areas of strength and will assist the CPC to focus its improvement actions upon key areas for development.
- 1.4 Overall, the CPC has made very good progress in implementing a high level Improvement Plan for 2014 - 2015. A significant amount of work has been taken forward and progress is reported in Appendix 5 of the Standards and Quality Report. The CPC will continue to consolidate this within a 3-year improvement plan for 2015 - 2018.

- 1.5 The headlines set out in the Executive Summary of the Standards and Quality Report notes the extensive range of activity in Perth and Kinross to achieve a shared vision to keep children and young people safe, and enable them to be the best they can be. The findings demonstrate that we have maintained some very effective multi-agency practices to protect children and young people and support vulnerable families and, in many areas, can be confident of ongoing improvement. The findings also highlight the positive collaboration and concerted efforts of staff to intervene when necessary to keep children safe, and to strive to give children the best start in life and to achieve positive outcomes.
- 1.6 There are also a number of key areas in which there is room for further development and improvement. These include some which have been identified previously and others identified as key areas for improvement nationally, through the findings of the Joint Inspections of Services for Children led by the Care Inspectorate.
- 1.7 Key areas for continued improvement include the need to:
- 1.7.1 further develop our management information and performance framework to focus on qualitative outcome measures;
  - 1.7.2 further develop consistency of response to children and young people at an earlier stage when there are concerns about their wellbeing, using a *Getting it Right for Every Child* approach;
  - 1.7.3 continue to develop our zero-tolerance and preventative approach to abuse and exploitation; and
  - 1.7.4 continue to implement and consolidate upon the high level actions / tasks in the CPC Improvement Plan between 2015 – 2018.
- 1.8 The statistical data in this Standards and Quality Report shows that the numbers of children and young people who may be at risk and need of protection has continued to grow in Perth and Kinross over 2014 - 2015. This is particularly apparent in the increase in the numbers of children whose names are placed on the Child Protection Register. This means we cannot afford to be complacent, and it presents us with a constant challenge to respond quickly to those children and young people whose circumstances place them at immediate risk. This needs to be balanced well with ensuring sound advice, support and assistance at sufficiently early stage to all children when there is a concern about their wellbeing. It also requires the Council, and its statutory partners, to keep under review staffing levels and the capacity to manage increasing demands from higher numbers of children who are assessed as being at risk of abuse and neglect, and who need to be kept safe through child protection measures.

## **2. PROPOSALS**

- 2.1 It is proposed that the Council endorse the CPC Standards and Quality Report 2014 – 2015 (Appendix 1).

### 3. CONCLUSION AND RECOMMENDATIONS

3.1 It is recommended that the Council:

- (i) Notes the wide range of work carried out by Perth and Kinross Council, and partners through the Child Protection Committee, to provide high quality services to protect children and young people, in particular the high level commitment to continuous improvement through self-evaluation; and
- (ii) Endorses the contents of this report and the Child Protection Committee Standards and Quality Report 2014 – 2015 (Appendix 1);
- (iii) Instructs the Chief Executive and Senior Depute Chief Executive (Equality, Community Planning and Public Service Reform) to submit the report to the Scrutiny Committee on 2 December 2015 for scrutiny and comment as appropriate.

#### Author(s)

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#### Approved

Name	Designation	Date
John Fyffe	Senior Depute Chief Executive (Equality, Community Planning and Public Service Reform)	31 August 2015

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## 1. IMPLICATIONS, ASSESSMENTS, CONSULTATION AND COMMUNICATION

<b>Strategic Implications</b>	<b>Yes / None</b>
Community Plan / Single Outcome Agreement	<b>Yes</b>
Corporate Plan	<b>Yes</b>
<b>Resource Implications</b>	
Financial	n/a
Workforce	n/a
Asset Management (land, property, IST)	n/a
<b>Assessments</b>	
Equality Impact Assessment	n/a
Strategic Environmental Assessment	n/a
Sustainability (community, economic, environmental)	n/a
Legal and Governance	n/a
Risk	n/a
<b>Consultation</b>	
Internal	<b>Yes</b>
External	<b>Yes</b>
<b>Communication</b>	
Communications Plan	n/a

### Strategic Implications

#### Community Plan / Single Outcome Agreement

- 1.1 This report relates to Strategic Objective No (i) Giving every child the best start in life.

#### Corporate Plan

- 1.2 This report relates to Strategic Objective No (i) Giving every child the best start in life.

- 1.3 Education & Children's Services Policy Framework

The report also links to the Education & Children's Services Policy Framework in respect of the following key policy area – Integrated Working.

## 2. Resource Implications

### Financial

- 2.1 There are no known resource implications at this time.

### Workforce

- 2.2 There are no known workforce implications at this time.

### Asset Management (land, property, IT)

- 2.3 There are no asset management implications at this time.

## **3. Assessments**

### Equality Impact Assessment

- 3.1 This report has been considered under the Corporate Equalities Impact Assessment process (EqIA) with the following outcome:

- (i) Assessed as **not relevant** for the purposes of EqIA.

### Strategic Environmental Assessment

- 3.2 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.

### Sustainability

- 3.3 Not Applicable.

### Legal and Governance

- 3.4 There are no legal implications at this time.

### Risk

- 3.5 There are no associated risks at this time.

## **4. Consultation**

### Internal

- 4.1 The Head of Democratic Services, Head of Finance, Head of Legal Services, Corporate Human Resources Manager, the Children, Young People and Families Partnership, Education and Children's Services SMT and the Child Protection Committee and partners have been consulted in the preparation of this report.

### External

- 4.2 The Child Protection Committee and partners have been consulted in the preparation of this report.

**5. Communication**

5.1 There are no Communication issues at this time.

**2. BACKGROUND PAPERS**

None

**3. APPENDICES**

Appendix 1: Perth and Kinross Child Protection Committee Standards and Quality Report 2014 – 2015.



**ChildProtection**  
Perth & Kinross

# Standards and Quality Report 2014 / 2015

**Child Abuse  
can often be masked**



**If you have a Child Protection  
concern, please contact**  
**01738 476768**  
or  
**childprotection@pkc.gov.uk**

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Excluding by Section 18



**ChildProtection**  
Perth & Kinross

**see beyond**

Perth & Kinross Voluntary Sector Child Protection Forum

**Perth and Kinross<sup>1</sup>**



<b>Guardian/Keeper:</b>	<b>Perth and Kinross Child Protection Committee (CPC) Standards and Quality Report 2014 / 2015</b>
<b>Version Number:</b>	1.0
<b>Approved by CYP&amp;FP</b>	21/08/2015
<b>Approved by CPC:</b>	18/08/2015
<b>Publication Date:</b>	07/10/2015
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<b>ECHR Compliant:</b>	Yes
<b>Diversity Compliant:</b>	Yes
<b>Data Protection Compliant:</b>	Yes
<b>FOI Compliant:</b>	Yes
<b>Health &amp; Safety Compliant:</b>	Yes

<sup>1</sup> Source: Extracted from Perth and Kinross Community Plan / Single Outcome Agreement (SOA) 2013 - 2023



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## Preface by the Children, Young People and Families' Partnership

The Chief Officers of the public sector organisations in Perth and Kinross, Elected Members of Perth and Kinross Council and the NHS Tayside Board are pleased to support the latest Perth and Kinross Child Protection Committee (CPC) Standards and Quality Report 2014 / 2015.

Our individual and collective commitment to the **protection of children and young people** in Perth and Kinross remains paramount. It is our firm belief that protecting children and young people is **everyone's job**; we take this responsibility very seriously and we are determined to **support all children and young people to be the best they can be**. We are committed to **closing the gap** and **tackling inequalities** and **minimising the impact of child poverty**.

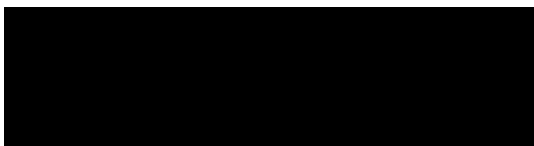
We continue to deliver our services to protect children within the *Getting it Right for Every Child* policy framework.

The Children, Young People and Families' Partnership (CYP&FP) continues to provide robust leadership, direction, governance, scrutiny, challenge and support to the CPC. Over the last year, we have scrutinised the work of the CPC regularly.

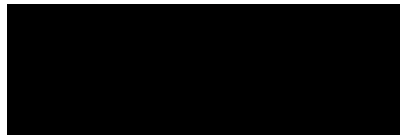
As a partnership group we are committed to continuous improvement through self-evaluation. We remain vigilant and are pleased that this report shows a very positive position; we are not complacent and together with the CPC strive to ensure continuous improvement and to realise fully our capacity for improvement.

We acknowledge the efforts of the CPC, members of the CPC Sub Groups and all staff across the public, private, third and independent sectors, whose commitment, dedication and hard work provides significant progress towards better outcomes for vulnerable and at risk children and their families.

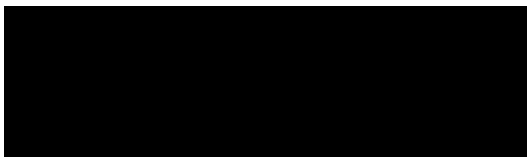
We commend and endorse this CPC Standards and Quality Report for 2014 / 2015.



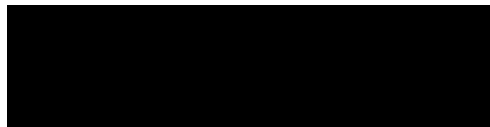
**Bernadette Malone CBE**  
Chief Executive  
Perth & Kinross Council



**Lesley McLay**  
Chief Executive  
NHS Tayside



**Eddie Smith**  
Chief Superintendent  
Police Scotland – Tayside Division



**Anne Gerry**  
Locality Reporter Manager  
Scottish Children's Reporter  
Administration

## Introduction by the Chair of Perth and Kinross CPC

Welcome to our CPC Standards and Quality Report 2014 / 2015. This report covers the period 1 August 2014 to 31 July 2015.

2014 - 2015 has been a year for review, reflection and consolidation by the CPC. We have supported a cycle of self-evaluation which demonstrates our continued improvement. We know ***what works; what can work better; how good we are now and how good we can be.***

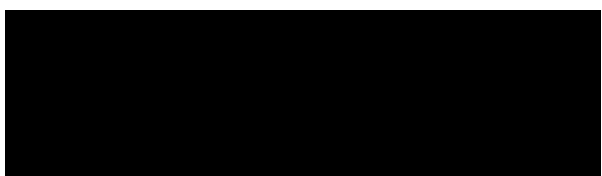
After 12 months as Chair of the CPC, I am very pleased to present this high-level overview report of our multi-agency activity for the past year. This report presents the findings from an increasing range of single and joint self-evaluation activities. It identifies our achievements; key strengths; and areas for further improvement.

We remain confident that our approach to joint self-evaluation is evidence-based, focused firmly on frontline child protection practice and is embedded across all services in Perth and Kinross.

Once again, 2014 / 2015 has been a very demanding and challenging year for the CPC. Working against a backdrop of changing demographics, financial constraints, organisational and transformational change, service redesign, increasing demands and new legislation this report shows we have continued to deliver our services to protect children and young people effectively and efficiently. We have taken forward a key theme to ***build our child protection community*** and to develop our ***community approach to self-evaluation***. Together, we are supporting a partnership approach to creating a ***hostile environment and zero-tolerance*** to abuse and exploitation.

The Child Protection Committee has identified its improvement priorities for the year ahead. It has set an ambitious plan for improvement and I am confident that this will build on the track record of strong performance in the protection of children and young people in Perth and Kinross.

The hard work, commitment and dedication of all our staff is outstanding and they are making a positive difference to, and improving the life chances of children, young people and families across Perth and Kinross.



**Jacquie Pepper**  
**Chair of Perth and Kinross Child Protection Committee (CPC)**

## Executive Summary – *What key outcomes have we achieved and how are we improving?*

This report reflects the extensive range of activity in Perth and Kinross to achieve the vision of ***keeping children and young people safe*** and ***enabling them to be the best they can be***.

It demonstrates effective partnership working and the commitment of Chief Officers, Elected Members, the Child Protection Committee (CPC) and our wider child protection community to achieve high standards in all areas of our work. It reflects the work of a very energetic child protection community and a highly committed CPC support team.

We are confident that our performance overall in protecting children and young people is continuously improving and remains effective.

We know that:

- *our services to protect all children and young people are robust and focus on vulnerability, risks and needs*
- *there is a very strong commitment at every level to close the gap, tackle inequalities and to improve the life chances of all children, young people and families*
- *our practices are flexible, evidence-based, informed by policy and self-evaluation*
- *our services respond to children, young people and families in ways which keep them safe and promote their wellbeing*
- *we are supporting, developing and empowering a highly committed, competent and confident workforce*
- *we are a learning CPC which is transparent and public-facing*

The work presented in this report is a summary of our key outcomes and the improvements set out below underpin a confidence in our collective capacity for continued improvement.

The CPC has made ***significant progress*** in taking forward the many high level actions / tasks in the CPC Improvement Plan 2014 - 2015 and will continue to do so. Whilst much has been achieved, there remains more to do. The CPC will continue to implement its ambitious programme of change and improvement, described throughout this report.

The statistical data in this report shows that ***the number of children and young people whose safety and wellbeing may be at risk in Perth and Kinross is growing***. This means we cannot afford to be complacent and presents us with a constant challenge to respond, not only to those children and young people whose circumstances place them at immediate risk, but to ensure that we provide advice, support and assistance at a sufficiently early stage to prevent their difficulties from getting worse.

## Context

This section sets out our shared and ambitious vision, values and aims. It briefly describes the national and local legislative, policy, planning and practice context within which we continue to deliver our effective and highly evaluated child protection services for children, young people in need of protection and their families.

*"In areas which are performing well, leaders continue to provide strong, collective ownership of a common purpose and shared values for delivering the best possible outcomes for children and young people in need of protection. Chief officers and child protection committees are making strenuous efforts to steer services through the challenges associated with sustaining what is working well and implementing change for improvement through integrated working. Placing the emphasis on protecting children and young people within the wider public protection agenda has been highly effective in delivering better outcomes for children and young people through safer communities"*

*"Strong links between the work of child protection committees and strategic groups which lead integrated children's services planning helps place protection of children and young people at the centre of wider strategies to improve their wellbeing. This provides a helpful interface between child protection and other planning arrangements for services for children and supports steady and incremental advancement in successful and collaborative partnership working"*

*A report on the effectiveness of child protection arrangements in Scotland  
(Care Inspectorate: November 2014)*

### **Vision, Values and Aims**

Elected Members, Chief Officers, the Child Protection Committee and partner agencies are **working together to keep children safe**. Our Vision is to **enable all children and young people to be the best they can be**. We are committed to **getting it right for every child** by working to keep them **safe; healthy; achieving; nurtured; active; respected; responsible and included**.

### **National Context**

All children and young people have the right to be cared for and protected from harm and abuse and to grow up in a safe environment in which their rights are respected and their needs met. Children and young people should **get the help they need; when they need it** and their safety is always paramount.

Within Scotland, the protection of children and young people is set within a wide legislative and policy framework which includes: The Children (Scotland) Act 1995; The Children and Young People (Scotland) Act 2014; Getting it right for every child (GIRFEC); the Early Years Framework and the UN Convention on the Rights of the Child.

### **Local Context**

Under the auspices of the Community Planning Framework, the Perth and Kinross Community Plan/Single Outcome Agreement 2013 - 2023 and the Perth and Kinross Integrated Children's Services Plan 2013 - 2018 are the key strategic plans for all services for children, young people and families in Perth and Kinross.

Our **Strategic Objectives** and **Local Outcomes** for 2013 – 2023 form the **golden thread** for all of our work to improve the lives of children, young people and families by ensuring that:

- *Children have the best start in life*
- *Families are nurtured and supported*

- *Young people reach their potential*
- *People are ready for life and work*
- *Employment opportunities for all*
- *Longer healthier lives for all*
- *Resilient, responsible and safe communities*
- *People in vulnerable circumstances are protected*

The Perth and Kinross Integrated Children’s Services Plan 2013 - 2018 identifies the priorities and actions across services for children, young people and their families for the next five years around eight key themes:

1. *GIRFEC - Getting it Right for Every Child*
2. *Participation and Engagement*
3. *Early Years*
4. *Parenting*
5. *Corporate Parenting*
6. *Child Protection – Keeping Children Safe*
7. *Learning and Achievement*
8. *Workforce Development*

**Our Local Outcomes: A Whole Life Approach<sup>2</sup>**



<sup>2</sup> Source: Perth and Kinross Community Plan / Single Outcome Agreement (SOA) 2013 - 2023  
Perth and Kinross Council Corporate Plan 2013 - 2018  
Perth and Kinross Integrated Children’s Services Plan 2013 - 2018

## ***The Work of the Child Protection Committee (CPC)***

The work of Perth and Kinross Child Protection Committee is fundamental to promoting wellbeing and to ensuring better outcomes for our most vulnerable children and young people who are at risk of abuse, neglect and exploitation.

Underpinning the work of the CPC is the National Guidance for Child Protection in Scotland 2014 (Scottish Government: 2014) and two quality improvement frameworks for services to protect children: How well do we protect children and meet their needs? (HM Inspectorate of Education: 2009) and How well are we improving the lives of children and young people? (Care Inspectorate: 2014)

The National Guidance for Child Protection in Scotland 2014 describes the functions of Child Protection Committees as ***continuous improvement, strategic planning and public information and communication.***

### **Continuous Improvement**

- *Policies, Procedures and Protocols*
- *Self-Evaluation in Improving Services to Protect Children*
- *Promoting Good Practice*
- *Learning and Development*

### **Strategic Planning**

- *Communication, Collaboration and Co-operation*
- *Making and Maintaining Links with Other Planning Fora*

### **Public Information and Communication**

- *Raising Public Awareness*
- *Involving Children and Young People and their Families*

## Management Information and Performance Outcomes

This section describes our progress in developing our CPC multi-agency management information and performance outcome framework and *headline messages* from our current management information and statistical framework for 2014 - 2015.

**Evaluation: We are confident that, children and young people in need of care and protection are getting the help they need; when they need it and that we are improving their life-chances and keeping them safe.**

*"CPCs have continued to develop systematic and rigorous approaches to joint self-evaluation using relevant quality improvement frameworks such as How well do we protect children and meet their needs? published by HMIE in 2009 and How well are we improving the lives of children and young people? published by the Care Inspectorate in 2012. This is providing them with a detailed, shared understanding of strengths as well as priorities for improvement. In turn, this is helping services sustain what is working well and at the same time embrace new, improved ways of working"*

*A report on the effectiveness of child protection arrangements in Scotland  
(Care Inspectorate: November 2014)*

### **Background Information and Context**

Perth and Kinross CPC publishes Child Protection and Looked-After Children Management Information and Statistical Reports on an academic year basis (August to July), in compliance with Scottish Government's reporting requirements.

Last year we set an objective to develop a more robust and meaningful multi-agency CPC Management Information and Performance Outcome Framework. Working in partnership with colleagues in Education; Health; Housing and Community Care; Police; Scottish Children's Reporter Administration; Social Work (Children and Families' Services); Third Sector and with the support of Education Children's Services Research and Performance Team, we have developed and implemented a new CPC Management Information and Performance Outcome Framework.

The framework, which reflects both *Getting it right for every child* and child protection processes includes key performance indicators across key partners and includes output indicators (quantitative indicators showing frequency and volume) and proxy outcome indicators (qualitative indicators showing improved outcomes).

This new framework went live on 1 August 2015 and will provide the CPC with quarterly headline / highlight reports and a more robust and comprehensive annual performance report from August 2016 onwards.

***This represents a significant improvement led by the CPC.*** Following a quality assurance workshop held on 26 May 2015, facilitated by the Care Inspectorate Link Inspector, this new framework will now be developed further to include relevant qualitative measures to allow us to demonstrate how well we are improving outcomes for children young people and families.

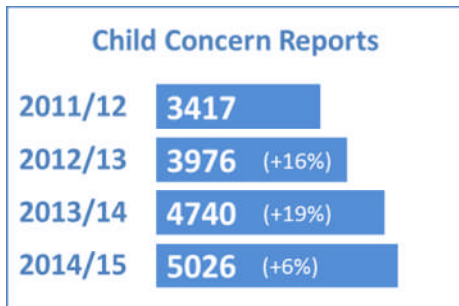
For the purpose of this report, these developments mean that for this year we have been able to provide more comprehensive headline messages than we have been able to do so previously.



## Headline Messages 2014 - 2015

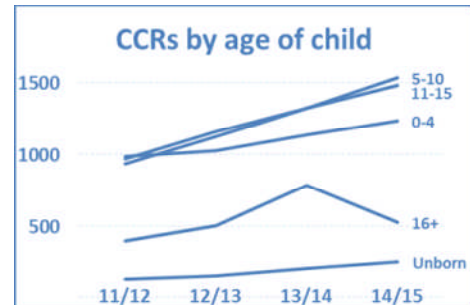
For the purposes of this report, we will present only the **headline messages** from our CPC Management Information and Performance Outcome Framework. These are presented for the academic year 01 August 2014 – 31 July 2015 and, where possible, compared with previous years.<sup>34</sup>

Table No: 1



The total number of Child Concern Reports (CCRs) received continues to rise, although the rate of increase has reduced.

Table No: 2



The number of older children (aged 16+) with a CCR has dropped following a general rise over the last 3 years.

## Source of Concern Reports

Table No: 3

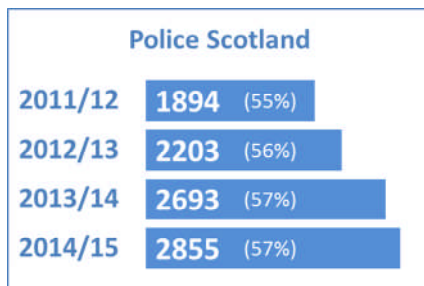


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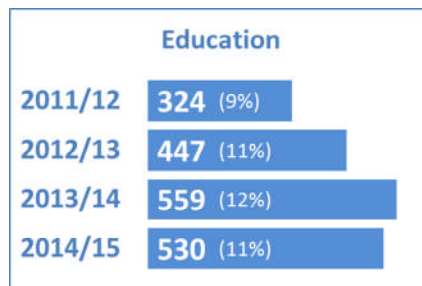
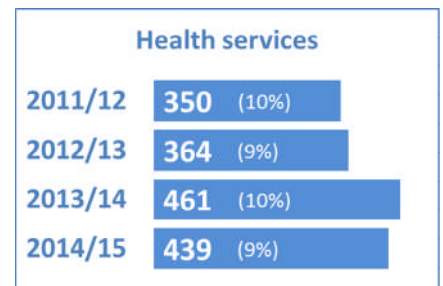
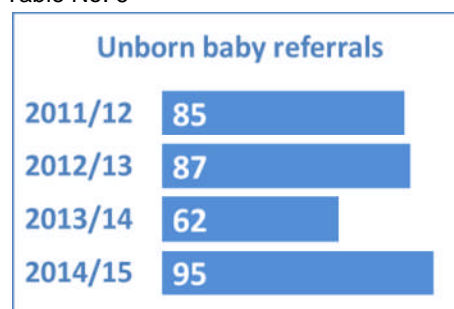


Table No: 5



The majority of CCRs continue to be submitted by Police Scotland. The number of CCRs submitted by both Education and Health services has dropped slightly, but remain high. Overall, these three groups account for 75% of all CCRs submitted.

Table No: 6



The number of referrals for unborn babies has returned to previous levels, following a reduction in numbers last year.

<sup>3</sup> Note: Since August 2011, Child Protection statistical information has been reported on an Academic Yearly basis (August to July) in compliance with Scottish Government Guidance.

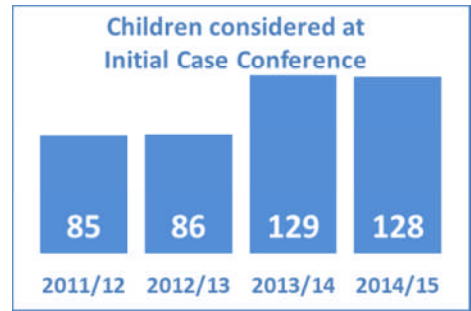
<sup>4</sup> Note: **Figures are accurate as at 31 July 2015, however they may be updated in subsequent reporting due to data validation and quality processes.**

Table No: 7



The number of Child Protection Investigations completed has risen slightly, but at a much lower rate than the rise reported in 2013/2014.

Table No: 8



The number of children considered at an Initial Child Protection Case Conference remains high, but still only represents a small proportion (2.5%) of CCRs.

### Conversion rates

Table No: 9



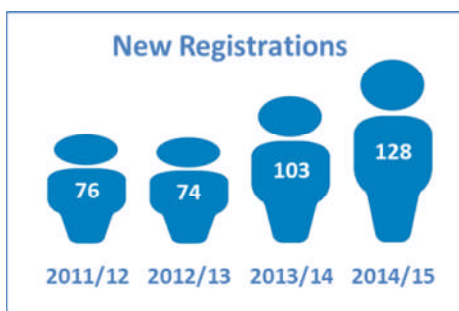
Table No: 10



The conversion rate from Investigation to Case Conference is rising, with 92% of investigations during 2014/2015 resulting in a Case Conference. A similar trend is seen in the outcomes of case conferences, where 84% resulted in a registration.

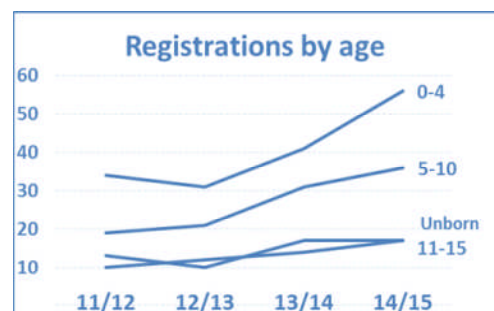
Taken together, this is a good indication that right case and the right children are being progressed through the child protection system.

Table No: 11



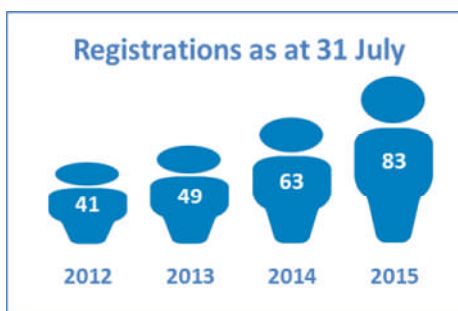
The number of children placed on the Child Protection Register during the year continues to rise. This includes several large family groups.

Table No: 12



Children aged 0-4 make up the largest age group with 51 (48%) of registrations. The most significant increases are among males aged 0-4 and females aged 5-10.

Table No: 13



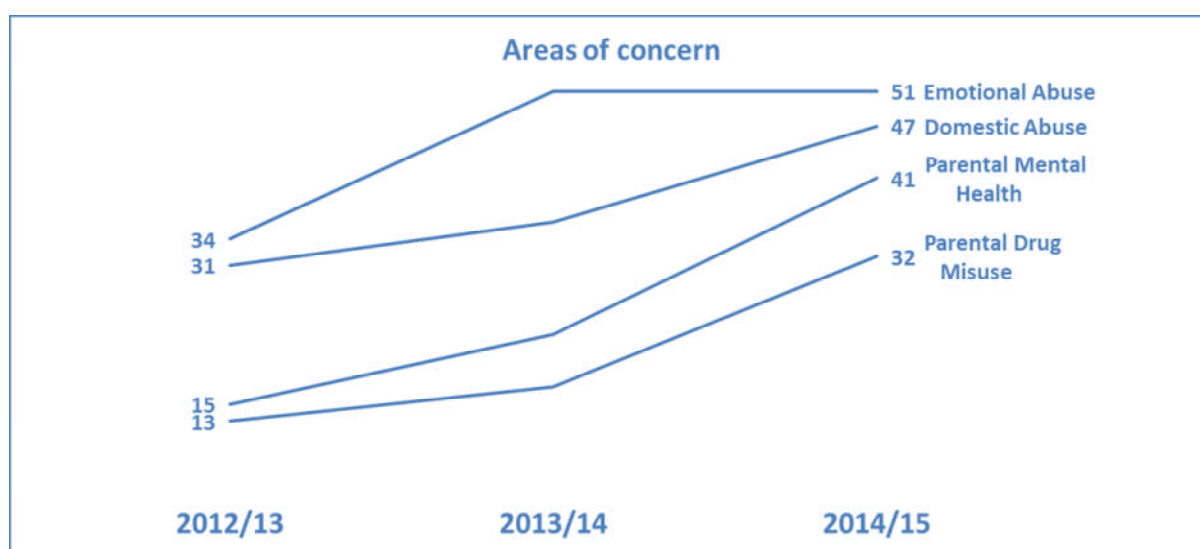
The number of children on the Child Protection Register shows an upward trend. The increase since 2014 is partly due to several large sibling groups being registered.

Table No: 14



Most registrations last less than 6 months, with only 25 out of 106 children removed from the register in 2014/15 having been on the register for 6 months or more.

Table No: 15



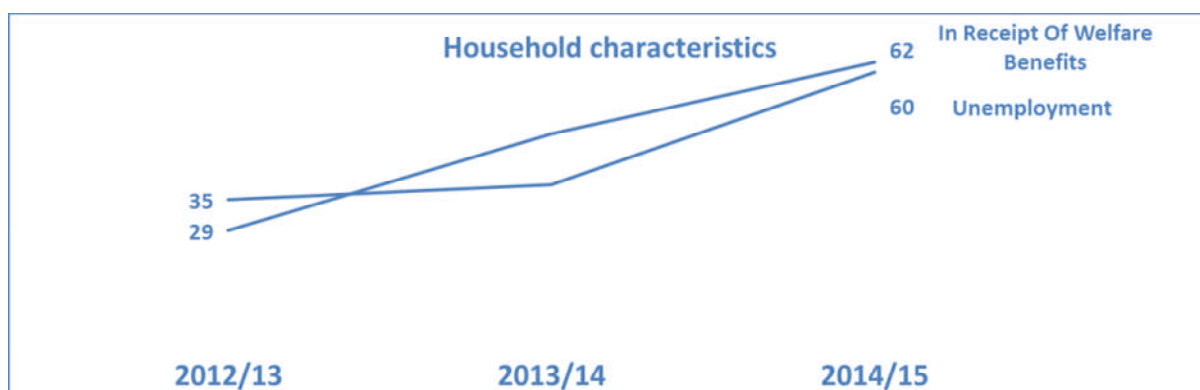
The most common area of concern for Child Protection Registrations is *Emotional Abuse*, in line with previous years. However there are significant rises in the 'Toxic Trio' of *Domestic Abuse*, *Parental Mental Health* and *Parental Drug Misuse*. More than one area of concern can be identified for each child registered.

Table No: 16

Area of concern <sup>5</sup>	Count	Area of concern	Count
Emotional Abuse	51	Poverty/Financial Difficulty	19
Domestic Abuse	47	Physical Abuse	18
Non Engaging Family	41	Sexual Abuse	14
Parental Mental Health	41	Child Placing Themselves At Risk	10
Parental Drug Misuse	32	Frequent Changes Of Address	7
Parental Alcohol Misuse	27	Parental Learning Difficulties	*
Neglect	26		

<sup>5</sup> Note: Totals less than 5 have been suppressed.

Table No: 17



The most common Household Characteristics are *In Receipt of Welfare Benefits* and *Unemployment*, which also show the largest increases.

Household Characteristics for children on the CPR register are recorded by the Chair of the Child Protection Case Conference, and more than one category can be recorded for each registration.

Table No: 18

Household characteristics	Count
In Receipt Of Welfare Benefits	62
Unemployment	60
Serious Marital Problems	36
Domestic Violence	33
Social Isolation - Lack Of Family Or Community Support	33
Mother Pregnant Or Recently Delivered	27
Debts Or Serious Financial Stress	18
Frequent Address Change	11
Inadequate Housing	10
Schedule 1 Offender	8

### Scottish Children’s Reporter Administration (SCRA)

(figures based on Financial Year (Apr – Mar))

Table No: 19

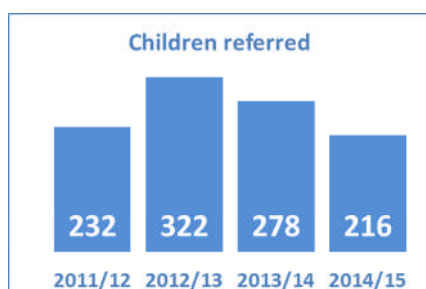
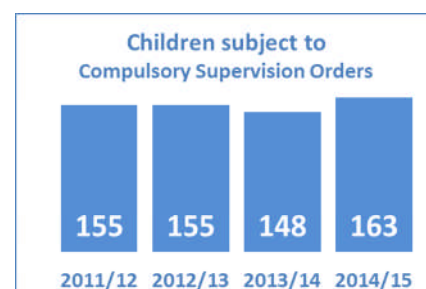


Table No: 20



Table No: 21



The number of children referred to SCRA is dropping, in line with a national trend. The number of Child Protection Orders has risen significantly, partially due to early intervention and large sibling groups. The number of Supervision Orders has risen, opposed to a generally downward national trend. However these are small numbers, and are subject to large short term variations.

## How well do we meet the needs of our stakeholders?

This section describes the **impact** we are having on the overall wellbeing of children and young people; how we are working to keep them **safe** and the extent to which their lives and life chances and opportunities have been enhanced. It describes the **impact** on families and the extent to which family wellbeing has been strengthened. It describes the **impact** on staff and recognises the extent of their motivation, involvement and contribution. It also considers the **impact** on the community and the extent of their participation, engagement and confidence across Perth and Kinross.

*"The most effective child protection committees have adopted sound quality assurance systems, jointly monitor performance and implement systematic and rigorous self-evaluation using relevant quality improvement frameworks. We found a high level of commitment to quality improvement through joint multi-agency self-evaluation led by child protection committees. We also found encouraging evidence that this was becoming much more firmly embedded and carried out systematically, often conducted within a programme or cycle of evaluation"*

*A report on the effectiveness of child protection arrangements in Scotland  
(Care Inspectorate: November 2014)*

### Quality Improvement Framework

The continuous improvement through self-evaluation work of the CPC continues to be underpinned by the following quality improvement frameworks:

- *How well do we protect children and meet their needs?* published by HMIE in 2009
- *How well are we improving the lives of children and young people?* published by the Care Inspectorate in 2014

We have developed a range of self-evaluation templates and toolkits which we use to support and carry out a wide range of annual activities in terms of our self-evaluation programme.

The following Quality Indicators are those used by the CPC to evaluate the impact of single and multi-agency child protection processes and practices on children and young people, families, staff and the community:

#### Quality Indicator Framework 2009

- QI 2.1 *Children and young people are listened to, understood and respected*
- QI 2.2 *Children and young people benefit from strategies to minimise harm*
- QI 2.3 *Children and young people are helped by the actions taken in immediate response to concerns*
- QI 2.4 *Children and young people's needs are met*
- QI 5.2 *Information sharing and recording*

#### Quality Indicator Framework 2014

- QI 2.1 *Impact on children and young people*
- QI 2.2 *Impact on families*
- QI 3.1 *Impact on staff*
- QI 4.1 *Impact on the community*
- QI 5.1 *Providing help and support at an early stage*
- QI 5.2 *Assessing and responding to risks and needs*
- QI 5.3 *Planning for individual children and young people*
- QI 5.4 *Involving individual children, young people and families*

## Impact on Children, Young People and Families

**Evaluation: We are confident that we listen carefully, understand and respect children, young people and their families and that we are helping them to keep themselves safe. We have in place a range of early intervention and support services to protect wellbeing and to meet their immediate and longer term needs.**

The following activities from our self-evaluation programme are presented here as exemplars to demonstrate the impact of our work on children and families:

### ***Multi-Agency Review 2015***

Since 2002, the CPC has been carrying out annual quality assurance evaluations of key child protection processes. One element of this has included an annual review of a sample of children and young people known to be at risk of abuse and neglect.

This year the focus was on ***child sexual abuse***, given the national government and media attention on this issue. We recruited a number of new and existing practitioners and managers to act as Assessors. We adopted an improved methodology which included three separate but complementary elements: *case file reading analysis*; *team around the child meetings* and *meetings with children, young people and their parents/carers*; which would allow us to triangulate the findings and place the views of children, young people, parents and carers and our staff at the forefront of our evaluation..

### ***Case File Reading 2015 (Stage 1)***

Working in pairs and using a quality indicator framework (focused on impact), we asked the Assessors to examine and evaluate the practice contained within a representative sample of multi-agency files (education; health; police and social work). In total, 7 sets of individual children's case files were examined; including one sibling group.

### ***Team Around the Child Meetings 2014 (Stage 2)***

Following the case file reading analysis, we asked the same Assessors to meet with the multi-agency group of practitioners supporting the child and family – team around the child and family. 6 out of the possible 7 *Team Around the Child Meetings* were successfully completed. In total the assessors met 21 out of a possible 26 practitioners.

### ***Meeting with Children, Young People and their Parents / Carers (Stage 3)***

Following the case file reading analysis and team around the child meetings, we asked the same Assessors to meet with the children, young people and their parents / carers at their homes. In total Assessors successfully met with 4 out of the 7 family groups (by consent) and met with 3 children / young people and 4 parents / carers.

**In terms of impact**, the high-level findings are:

### **Key Strengths**

- *staff across all services were very alert to, and recognised when, a child or young person was at risk of harm, abuse or neglect and responded timeously and effectively*
- *staff ensured children and young people were seen and their views and voices heard*
- *staff across services worked very effectively together, and in partnership with, children and families and ensured children and young people were kept safe*
- *interventions by staff resulted in positive outcomes and demonstrate improvements in wellbeing*
- *staff worked hard to build and maintain trusted relationships with children and families*
- *information sharing across all services and agencies continues to be very effective*
- *voluntary measures were used very effectively to protect children and young people*
- *holistic assessments were identifying risks and meeting needs; specified outcomes and informed child's plans*
- *staff worked well together and with children and families to develop child's plans*
- *staff were supported by good line management case supervision which is recorded*

### **Areas for Development**

- *opportunity to ensure there is a consistent response to wellbeing concerns and to ensure children and young people get the right help at the right time*
- *at times of key transition earlier sharing of information could enhance joint working*
- *recording practices and file maintenance could be more consistent*
- *need to improve the consistency and maintenance of chronologies across all services and agencies, particularly those held by Named Person*
- *child's plans need to be much SMARTer (specific, measurable, achievable, realistic and time-bound)*

### **Conclusions**

Across Perth and Kinross, services are working very effectively together to provide help and support to vulnerable children and families. Our staff are working hard to keep all children and young people safe; to identify needs and risks and are committed to providing better outcomes for children and families.

However, there are a number of key areas in which there is room for further improvement. They present both challenge and opportunity; some are recurring themes and also include some which have been identified nationally as emerging key areas for improvement through the findings of the Joint Inspections of Services for Children led by the Care Inspectorate.

Improvement work is already underway and it is anticipated this work will be completed by the end of 2015.

## **Child Protection Case Conference (CPCC) Minutes 2015**

This year we examined a total of 18 (an increase of 10 from 2013 / 2014) sets of Child Protection Case Conference (CPCC) Minutes (Pre-Birth CPCCs; Initial CPCCs; Review CPCCs) and Joint CPCC / Looked After Reviews. The sample included 2 family sibling groups.

We examined 9 Pre-Birth / Initial CPCC Minutes and followed this up with 9 Review CPCC Minutes, held 3 months after inclusion on the Child Protection Register (CPR).

We evaluated the process and practice against a number of key quality indicators and we placed an emphasis on information sharing and decision making as well as the impact of CPR Registration.

**In terms of impact**, the high-level findings are:

### **Key Strengths**

- *single and joint agency interventions were effective and ensured that children and young people were seen; kept safe from further harm or abuse and wellbeing needs were being met*
- *parental non-engagement; non-compliance and non-attendance was being actively challenged within the CPCC meetings*
- *kinship placements were keeping children safe; increased their resilience and were leading to improvements in their wellbeing*
- *risk assessments, including parenting capacity assessments were effective in identifying risks; needs and protective factors*
- *planning to meet needs and risks was good and there was good evidence of regular monitoring; contingency and forward planning*
- *information sharing was good between and across all agencies with GPs regularly providing written reports at CPCCs*
- *parents and carers (extended family) were being listened to, understood and respected; their views were being sought; they were involved in key decision making processes and were being supported and challenged*
- *in the majority of cases, parents and carers were invited and attended both the Initial CPCCs and the Review CPCCs*
- *children and young people's views were being sought and there was evidence that increasing use was being made of the recently revised "what do you think forms"*
- *chairs of CPCCs were actively supporting and preparing parents and carers immediately prior to and at CPCCs; challenging them where necessary*
- *the decisions made at the Initial CPCCs to place (register) the child or young person on the CPR were appropriate in all 9 cases*
- *the decisions made at the Review CPCC (3 months later) to remove (de-register) the child or young person from the CPR were appropriate in all but one of the 9 cases*



## Areas for Development

- *inconsistency in the provision of written reports from Health; Tayside Substance Misuse Service (TSMS); Mental Health Services; Psychiatric Services; Educational Psychology and Criminal Justice Services*
- *no written reports were received from education / schools and attendance was sporadic*
- *attendance at Review CPCCs is not as good as attendance at Pre-Birth and Initial CPCCs*
- *child plans could be much SMARTer*
- *Minute Template should be reviewed*
- *Chairs and Minute Takers would benefit from refresher training*

## Conclusions

Whilst this review identified many effective practices it also identified a number of processes which could be improved upon. These include our current arrangements relating to CPCC invitations, attendance and the provision of written reports. We have also identified an opportunity to provide refresher training to chairs and minute takers. Improvement work is already underway and it is anticipated this work will be completed by the end of 2015.

## Survey of Child Protection Service Users (Parents & Carers) 2015

Out of a possible 9 parents / carers who attended the above mentioned CPCCs, we contacted and completed 1-2-1 structured interviews with 6 of them at home. All were asked a series of questions in relation to a number of key quality indicators and we particularly focused on three aspects of CPCCs; the parents / carers perceptions before, during and after CPCCs.

***In terms of impact***, the high-level findings are<sup>6</sup>:

## Key Strengths

- *all parents / carers reported that they had met the chair of the CPCC and that he / she had explained the process and purpose of the conference*
- *all parents / carers reported that they had been able to fully participate in the discussion and express their views*
- *most parents and carers reported they were able to contact their social worker; they understood the concerns about their child and were shown social work reports and / or assessments*
- *majority of the parents / carers reported that they felt they had been listened to, understood and respected and were treated with dignity and respect*
- *most parents / carers reported that they understood the decision making about their child and agreed with it*
- *most parents / carers reported that they understood and were involved in their child's plan*
- *most parents / carers reported that they felt they had received the right help for as long as was necessary*

<sup>6</sup> Note: For the purposes of this survey work, HMIE Evaluation terminology was used: All meaning 100%; Almost All meaning 90% - 99%; Most meaning 75% - 89%; Majority meaning 50% - 74% and a Few meaning less than 15%.

## **Areas for Development**

- *most parents / carers reported that they did not receive explanatory information and advice leaflets prior to the CPCCs taking place*
- *majority of parents / carers did not think they had received the help they needed quickly enough*
- *majority of parents / carers did not think the registration and help they had been provided with had improved their situation*

## **Conclusions**

The findings from this review are consistent with previous findings. The parents and carers have confirmed that in all cases they felt prepared and able to participate at CPCCs. The majority felt they had been listened to, understood and respected and most felt they had been involved in and understood their child's plan. We recognise that we need to be providing them with explanatory information before CPCCs and respect their perception.

Improvement work is already underway and it is anticipated this work will be completed by the end of 2015.

## Keeping Children Safe Survey: Local Authority Schools Sector 2015

This year we repeated the annual *How Good is Our School at Helping Me to Stay Safe Survey* across the Perth and Kinross Council Primary and Secondary Schools between May and June 2015.

In total 1,740 children and young people took part in the survey (compared to 1,079 in 2014 an increase of 61%). 1,382 (79%) were of primary school age and 358 (21%) were of secondary school age.

**In terms of impact**, the following Table provides a comparative analysis between the 2014 and 2015 surveys:

Table No: 22

<b>Survey Questionnaire – Children and Young People</b> Sample Size 2015: 1,740 Sample Size 2014: 1,079	<b>2015 Strongly Agree and/or Agree</b>	<b>2014 Strongly Agree and/or Agree</b>	<b>Trend</b>
<b>Survey Questions 2014 and 2015</b>			
<i>I know what things are dangerous for me</i>	96%	97%	↓
<i>School teaches me how to stay safe online</i>	90%	91%	↓
<i>If I had a problem I know who I would talk to at school</i>	89%	92%	↓
<i>School teaches me how to stay safe in my community</i>	88%	89%	↓
<i>At least one adult knows me well at school</i>	88%	88%	→
<i>If I had a worry about my friend not being safe, I would talk to an adult I can trust in school</i>	87%	89%	↓
<i>If I have a problem I know school will help me for as long as I need help</i>	85%	91%	↓
<i>At school, if I want to talk to someone privately about a concern, I can do that</i>	75%	82%	↓
<i>I know that I can call ChildLine on 0800 1111 free of charge if I have a problem</i>	70%	67%	↑
<b>Additional Questions for 2015</b>			
<i>I know what a friend is and understand how friends should help and care for each other</i>	97%	N/A	N/A
<i>I know that it is wrong for anyone to hurt me</i>	96%	N/A	N/A
<i>I know that it is wrong for anyone to ask me to do something I don't want to</i>	95%	N/A	N/A
<i>I understand that everyone can be vulnerable and that there are people who might take advantage of that</i>	95%	N/A	N/A
<i>I am confident to say "No" if someone asks me to do something I don't want to</i>	87%	N/A	N/A

## Conclusions

Taking into consideration the size of the respective survey cohorts and some slight % differences, overall the findings remain very positive. They clearly demonstrate that children and young people have a good awareness and understanding about keeping themselves safe; a good knowledge of where and when to seek help and a confidence that they would get the help when they needed it. The CPC plans to repeat these surveys in the future.

### **Keeping Children Safe Survey: Independent Schools Sector 2015**

This year we repeated the *How Good is Our School at Helping Me to Stay Safe Survey* across the Perth and Kinross Independent School sector in May 2015. We last ran this survey across the sector in 2013. This year 5 out of the 11 Independent Schools took part in this survey.

In total 929 children and young people took part in the survey (compared to 742 in 2013 an increase of 25%). 799 (86%) were aged 12 - 18 years of age; 109 (12%) were aged 9 - 11 years and 15 (2%) were over 18 years of age.

**In terms of impact**, the following Table provides a comparative analysis between the 2013 and 2015 surveys:

Table No: 23

<b>Keeping Children Safe Survey: Independent Schools Sector 2015</b> Sample Size 2015: 929 Sample Size 2013: 742	<b>2015 Strongly Agree and/or Agree</b>	<b>2013 Strongly Agree and/or Agree</b>	<b>Trend</b>
<b>Survey Questions 2013 and 2015</b>			
<i>I know what things are dangerous for me</i>	97%	97%	→
<i>When I am on the internet and communicating with other people using sites like Facebook or Twitter, I know that I can report bullying or abuse</i>	91%	91%	→
<i>If I have a concern at school I know someone will help me</i>	88%	89%	↓
<i>If I had a problem at school I know who I would talk to at school</i>	87%	90%	↓
<i>At least one adult knows me well at school</i>	85%	89%	↓
<i>School teaches me how to stay safe</i>	83%	89%	↓
<i>I feel listened to, understood and respected, when I talk to a member of school staff</i>	83%	86%	↓
<i>I know that I can call ChildLine on 0800 1111 free of charge if I have a problem</i>	82%	87%	↓
<i>If I have a problem I know school will help me for as long as I need help</i>	81%	85%	↓
<i>If I had a worry about my friend not being safe, I would talk to an adult in school I can trust</i>	79%	82%	↓

## Conclusions

Taking into consideration the size of the respective survey cohorts and some slight % differences, overall the findings remain very positive. Again, they clearly demonstrate that children and young people have a good awareness and understanding about keeping themselves safe; a good knowledge of where and when to seek help and a confidence that they would get the help when the needed it. The findings have been shared with the Independent School sector and specifically with the 5 schools which took part. The CPC plans to repeat these surveys in the future.

## NSPCC Schools Service 2014 – 2015

Last year we reported on the continued small-scale pilot / roll-out of the NSPCC Schools Service in Highland Perthshire.

First launched in January 2011, this service continues to be rolled-out across Scotland. To date the service has been delivered to 1,509 unique schools (many schools more than once) and to date 67% of all primary schools across Scotland have now received this service. The number of P6 and P7 children who have participated in this programme is now 105,520 across Scotland.

Between August 2014 and June 2015, this service has been delivered by trained volunteers to 26 primary schools across Perth and Kinross. A total of 934 children have participated in this programme, which required parental opt-in (explicit written consent), 183 (20%) children from 13 (50%) schools provided survey evaluation feedback.

**In terms of impact**, the following Table presents a comparative analysis between the previous small-scale pilot last year and the extended programme this year:

Table No: 24

<b>NSPCC Schools Service 2014 – 2015</b>			
Sample Size 2013 / 2014: 15			
Sample Size 2014 / 2015: 183			
<b>Outcome Indicators</b>	<b>2014/2105</b>	<b>2013/2014</b>	<b>Trend</b>
<b>1. Understanding and recognising signs of abuse</b>			
<i>% of pupils who correctly identified the scenarios which indicated signs of abuse</i>	96%	95%	↑
<i>% of pupils who correctly identified the scenarios describing situations that were not abusive, demonstrating their balance of understanding</i>	91%	100%	↓
<b>2. Knowing who to turn to for help and support (trusted adults)</b>			
<i>% of pupils who confirmed they would speak to their parent or carer</i>	89%	80%	↑
<i>% of pupils who said they would speak to an adult they could trust</i>	77%	59%	↑
<i>% of pupils who said they would speak to a teacher</i>	68%	53%	↑
<i>% of pupils who said they would speak to a relative</i>	57%	60%	↓
<i>% of pupils who said they would speak to a friend</i>	58%	47%	↑

% of pupils who said they knew they could also speak to or access help and advice from ChildLine	74%	60%	↑
<b>3. Increased knowledge and protection (we asked pupils what they knew about abuse before and after the visit)</b>			
% of pupils who reported that they <u>knew very little</u> about abuse <u>before</u> the visit	75%	86%	↓
% of pupils who reported they <u>knew nothing</u> about abuse <u>before</u> the visit	8%	6%	↑
% of pupils who reported they <u>knew a lot</u> about abuse <u>before</u> the visit	17%	6%	↑
% of pupils who reported that they knew <u>a lot more</u> about abuse <u>after</u> the visit	69%	73%	↓
% of pupils who reported that they knew <u>a little more</u> about abuse <u>after</u> the visit	28%	26%	↑
% of pupils who said they would recommend that other children receive the service	91%	86%	↑
<b>4. As a measure of the wider impact and on-going learning from the delivery</b>			
% of pupils who said that they had spoken to their parent or carer about what they had learned in the presentations	86%	93%	↓
% of pupils who had spoken to another relative	53%	40%	↑
% of pupils who had spoken to an adult they trust	57%	33%	↑
% of pupils who had spoken to a teacher	54%	40%	↑

Table: 25

<b>Teacher Evaluation (6 Teachers)</b>	
% of teachers who would recommend this programme to other schools	100%
% of teachers who reported that they thought the children were <u>a lot more</u> aware of the kinds of abuse <u>after</u> the visit	83%
% of teachers who reported that they thought the children were <u>only slightly more</u> aware of the kinds of abuse <u>after</u> the visit	17%
% of teachers who reported that they thought the children were <u>a lot more</u> aware of who to talk to <u>after</u> the visit	60%
% of teachers who reported that they thought the children were <u>only slightly more</u> aware of who to talk to <u>after</u> the visit	40%
<p>Teacher Comments:</p> <p><b><i>I was impressed about how sexual abuse was tackled in a clear, sensitive way without giving any unnecessary explicit information. It was informative and generated good discussion within the classroom. Covered all aspects of abuse. Children were able to link the ChildLine content with the sex education we were carrying out too...particularly the area of inappropriate touching.</i></b></p>	

## Conclusions

Overall, the findings remain very positive and encouraging. They demonstrate that the children have a good knowledge of these issues and knew what to do and who to tell if they

were concerned. The findings also suggest that there has been a significant impact on the learning taken away from these sessions. Teachers are highly evaluating these sessions and we are recommending further roll-out which is planned for 2015 – 2016. In addition the NSPCC have started to roll this service out to Independent Schools and are also planning a similar service for younger children.

### **Annual Safety Awareness Survey – School Pupil Transition Days 2015**

This year we carried out our fourth annual safety awareness survey with those children and young people in transition between primary school P7 and secondary school S1 between May and June 2015.

In total of 466 children and young people (compared with 357 last year an increase of 31%) took time to complete our survey; being the highest total number we have recorded to date.

**In terms of impact**, the following Table provide a cumulative comparative analysis between this year and last year's surveys (greyed-out figures):

Table No: 26

<b>Safety Awareness Survey – School Transition Days 2015</b>						
Sample Size 2015: 466						
Sample Size 2014: 357						
<b>Question</b>	<b>Year</b>	<b>Strongly Agree</b>	<b>Agree</b>	<b>Disagree</b>	<b>Strongly Disagree</b>	<b>Don't Know</b>
<i>I feel listened to, understood and respected in school?</i>	2015	135	297	12	6	16
	2014	83	238	14	3	21
<i>I know how to keep myself safe from harm?</i>	2015	275	181	0	0	9
	2014	189	161	2	1	6
<i>I know how important it is to keep myself active and healthy?</i>	2015	336	126	1	0	2
	2014	234	118	1	0	6
<i>If I was worried about myself or another child or young person I know who to contact?</i>	2015	197	251	8	3	7
	2014	124	202	6	1	26
<i>I am confident that my worry or concern would be taken seriously and dealt with quickly?</i>	2015	148	272	30	2	14
	2014	99	190	23	4	43
<i>I feel I am helped and encouraged to learn?</i>	2015	245	204	6	2	8
	2014	166	161	11	4	17
<b>Question</b>	<b>Responses</b>					
<i>What dangers do you think children and young people should be protected from?</i>	<i>Bullying – 193; Drugs – 137; Stranger Danger – 99; Abuse – 87; Alcohol – 84; Smoking – 81; Cyber Bullying - 57</i>					

### **Conclusions**

Overall, the findings this year remain consistent with the findings from previous surveys and remain extremely positive. The CPC plans to repeat these surveys in the future.

## **Children's Rights and Advocacy**

Last year we reported on the work of the Children and Youth Rights Officer (CYRO) and the Who Cares? Scotland Advocacy Worker, in particular our efforts to increase the appropriate advocacy provisions for children and young people attending Child Protection Case Conferences (CPCC) and Looked-After Children (LAC) Reviews.

### **Advocacy**

Throughout 2014 - 2015 we have continued to review and evaluate these arrangements. We have reviewed the roles of the Children and Youth Rights Officer (CYRO) and the Who Cares? Scotland Advocacy Worker and by a realignment of their core responsibilities, we have prioritised our advocacy arrangements; particularly for those children and young people most in need of advocacy (external residential placements).

We have also carried out an independent review and evaluation of our advocacy provisions at Child Protection Case Conferences (Initial and Review) and Looked-After Reviews. We have identified areas for improvement in terms of the administrative arrangements and the advocate attendance rates at both CPCCs and at LAC Reviews.

***In terms of impact***, the following provides an overview of some of the advocacy support work that has been undertaken since April 2014:

#### **Advocacy Support**

- *132 contact visits made to prepare and support children and young people for Child Protection Case Conferences*
- *80 contact visits made to prepare and support children and young people for Looked-After Children Reviews*
- *12 contact visits made to prepare and support children and young people for a Children's Hearing*
- *25 contact visits made to support children and young people in residential placements*
- *11 contact visits made to support children and young people out-of-hours*
- *24 additional contact visits made to provide general rights and advocacy advice*

### **Children's Rights**

In addition to the above, the Children and Youth Rights Officer (CYRO) continues to carry out a wide range of other duties in relation to her children's rights and respect work, including:

- *bullying support work in schools (when requested by schools)*
- *classroom inputs on rights; respect; resilience; coping mechanisms and self-awareness*
- *engagement activities during school Transitions days (P7 to S1)*
- *support to schools to achieve Rights Respecting School Awards*
- *supported the development of the Looked-After Children Champion's Board and filming work.*



## **Young Carers Project**

Last year we reported on the multi-agency partnership work to support Young Carers and detailed the work of Perth and Kinross Association of Voluntary Service (PKAVS) Young Carers Service.

Young Carers are children and young people who have caring responsibilities for someone they live with. Young Carers may be helping a family member with a long term illness, drug or alcohol problems, mental ill health, physical or learning disability. These caring responsibilities can affect Young Carers emotionally, socially and educationally. The PKAVS Young Carers Service aims to provide Young Carers with information and advice, individualised support, group activities, day and residential trips. The service campaigns to raise better awareness of about Young Carers.

It is estimated that there are approximately 1800 Young Carers between 5 and 18 years of age in Perth and Kinross. The PKAVS Young Carers Service currently supports about 240 Young Carers aged 5 to 15 years. Referrals to this service continue to increase annually and have almost doubled since 2011.

A new Perth and Kinross Young Carers Strategy is due to be published in November 2015. The strategy aims to embed a sustainable model of support for all Young Carers by building on the role of the Named Person in schools to promote their wellbeing and ensuring that they can get the help they need close to their home and community.

The following provides an overview of some of the progress that has been made

### **Young Carers Project – Achievements**

- *new Young Adult Carers Service developed in 2014 to provide age appropriate support for older Young Carers. As a result of this new service the age of Young Carers receiving support will fall from 18 years old to 16 years old. Young Adult Carers aged between 16 years old and 25 years old will be offered support through the new Young Adult Carers Service*
- *appointment of a full-time PKAVS Young Carers School Worker (April 2014) who attends multi-agency integrated team meetings in support of Young Carers;*
- *developed a new comfortable drop-in den within PKAVS for Young Carers to socialise, relax or study;*
- *new Education and Children's Services Guidance: Getting it Right for Young Carers in Perth & Kinross. This will assist staff to identify children and young people with disproportionate caring responsibilities and to obtain the support and intervention they need to manage their learning and social interests alongside their caring role;*
- *CAMHS (Child & Adolescent Mental Health Services) have a confirmed Named Worker specifically for Young Carers from March 2014 and provide staff training and support*
- *a Young Carer's referral pathway was added to NHS Tayside MIDiS IT system in June 2014 enabling all users within Perth & Kinross to assess need and make direct referrals to PKAVS Young Carers Service;*
- *since December 2014 the CHP Children, Young People and Families Service Intranet site provides staff with easier access to Young Carer information and referral forms;*
- *in November 2014 a new NHS Tayside website was launched with refreshed Perth & Kinross Young Carer and Young Adult Carer dedicated pages:  
[http://www.nhstayside.scot.nhs.uk/OurServicesA-Z/ChildrenFamiliesServices-PerthKinrossCHP/PROD\\_207912/index.htm](http://www.nhstayside.scot.nhs.uk/OurServicesA-Z/ChildrenFamiliesServices-PerthKinrossCHP/PROD_207912/index.htm)*

## **Good Practice Example -Transitions within the Community and Building Family Support at Woodlea Cottage**

This year we are pleased to report on the success of the above multi-service transformation project, led jointly Housing and Community Care and the Children and Families' Service. The aim was to reduce the number of children and young people needing a residential school placement and wherever possible keep children and families with complex needs in their own homes, local schools and communities.

The transformation project developed outreach support by staff at Woodlea Cottage. It was recognised that challenging or difficult behaviour often starts in childhood and without intervention, endures into adulthood. Services at Woodlea were reconfigured and expanded from residential short breaks to a wider range of support tailored to assist children, young people and families manage the varied challenges which they faced in daily life, for example support to help develop healthy sleep patterns and assist families to take part in active social activities.

The project was highly ambitious and innovative and required considerable change. New ways of working and stronger integration to meet the needs of children, young people and families provided a strong foundation for sustainable change in the way in which services are offered. We have developed relationships and worked in partnership with over 80 children and families.

The project was evaluated independently by CELCIS<sup>7</sup> who concluded:

*“Of particular note is the extent to which the Project has achieved **significant shifts in cultures**. In particular, there have been changes in the way some workers and others think about disabled children and the services provided for them, additionally there has been **a shift in the approach to integrated working** at grass roots level...*

*We conclude that the Project approach was **highly innovative** and the Project successfully represented preventative spend. The project has resulted in financial benefits and has had **significant positive impact** on children, young people and their families”.*

***In terms of impact, feedback from families included:***

***A changed child, a completely different child.... I look forward to the future now and can't wait to see what he'll do next.***

***What he's achieved in such a short space of time has been incredible.***

***So pleased with the progress he's making... who knows what he'll be able to do.***

***Am amazed at how quickly things have improved.***

The project was also awarded a Gold Award at the Perth and Kinross Securing the Future event in 2015.

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<sup>7</sup> Note: CELCIS - Centre of Excellent for Looked After Children in Scotland

## **Good Practice Example - Accept & Respect Campaign 2014 / 2015**



The original concept for this work dates back to 2011, following some early partnership work with local Girls' Groups, Perth and Kinross CHP's Young People's Health Team and the Council.

During this time, there had been a significant increase in the numbers of referrals to local support services, in relation to S2 and S3 girls with social and self-esteem issues, as well as risk-taking behaviours.

In June 2014, Perth and Kinross CHP's Young People's Health Team, in collaboration with representatives from Soroptimist International aimed to pilot and launch this initiative which was targeted at young women within

Perth and Kinross. The objective of this pilot was to provide health and wellbeing support to girls and young women; to empower them to reach their full potential and enable them to communicate with their peers by driving the Accept and Respect initiative.

Following a successful local recruitment campaign and drop-in sessions, a number of girls / young women participated in a 12-week programme of activities which included:

- *team building exercises*
- *inputs on happiness and healthy relationships*
- *advice on sexual health; consent and sexualisation*
- *exploring mindfulness - mind; body; soul; sleep and hygiene*
- *benefits of exercise*
- *information on risk-taking behaviours and safe decision making;*
- *conflict resolution - particularly for young carers and young adult carers*

These who participated in the multi-agency programme were enrolled for the Youth Achievement Awards and are currently working towards obtaining their Bronze Awards.

In December 2014, the young participants went on to design and implement their own Accept & Respect Campaign, supported by an Accept & Respect Poster Campaign, which has been successfully rolled out locally and widely distributed via social media.

Since then the project has been evaluated, learning outcomes identified and subject to further funding, there are plans to roll the initiative / campaign out further on a more permanent basis across Perth and Kinross.

***In terms of impact***, the following quotations provides a snapshot of what the young participants learned and the positive impact this work had on them:

***I will keep everything I learned with me, especially the relationship advice.***

***I want to do something better with myself instead of doing a repeat of everything.***

***I learned what makes me happy and the challenges to this....I won't let the obstacles get in the way.***

***I learned about sex and the law. I also found out more about the Internet. It will make me think more.***

***The group has opened my eyes to girls' problems....and I am not alone. It is one of the best groups I have gone to.***

***My confidence has grown a lot....it helped me to know who I can speak to if I need help.***

***This session was about what healthy and unhealthy relationships are and how to recognise them.***

***The session today was about internet sexualisation. We learned about photo-shop and how awful sexualisation is on kids' clothes and websites.***

***I learned how quickly something can be sent on the Internet....and how many people it goes through. I will be more careful.***

***I learnt that there is sometimes easier ways of communicating....your message may not always be taken in the right way with the wrong method.***

## Impact on Staff

**Evaluation: We are confident that we are developing a competent and confident workforce. Our staff are highly motivated and committed to their own continuous professional development. We are empowering and supporting our staff with a wide range of evidenced-based multi-agency learning and development opportunities. Which are evaluated highly and having a positive impact on practice.**

### Staff Learning and Development

*“Child Protection Committees are responsible for publishing, implementing and reviewing an inter-agency child protection training strategy. They should also quality assure and evaluate the impact of that training”.*

*“Multi-agency training is an essential component in building common understanding and fostering good working relationships, which are vital to effective child protection. Child Protection Committees are well placed to help develop and deliver such training. Training on a single and an inter-agency basis can help develop the core skills needed to support effective inter-disciplinary working both on actual cases of abuse and on prevention and post-abuse programmes. Child Protection Committees should make sure mechanisms are in place for the delivery and evaluation of local training initiatives”.*

*National Guidance for Child Protection in Scotland 2014 (Scottish Government 2014)*

Since 2012, all our CPC child protection staff learning and development opportunities have been compliant with the National Framework for Child Protection Learning and Development in Scotland 2012 (Scottish Government 2012).

We are continuing to provide highly evaluated, inter-agency, learning and development opportunities to the *general contact workforce; specific contact workforce and the intensive contact workforce*. We do this in partnership with the Pan Tayside Child Protection Learning and Development Group and the new Perth and Kinross Education and Children’s Services (ECS) Learning Hub which now provides a one-stop shop for all ECS learning and development opportunities across Perth and Kinross. We continue to provide these opportunities within our existing budget, free of charge at the point of delivery.

In July 2015, we appointed a new, full-time, ECS Child Protection Learning and Development Officer. This appointment effectively allows us to increase our training capacity provision for both ECS and the CPC training in 2015 and beyond.

Throughout 2014 - 2015, we have continued to provide inter-agency child protection learning and development opportunities in a number of ways - online; seminars; workshops and group learning activities.

**In terms of impact**, the following Tables provide an analysis of the inter-agency child protection learning and development opportunities we have provided throughout 2014 - 2015:

Table No: 27

<b>OnLine Learning and Development Opportunities</b>	
<b>Title of Course</b>	<b>No of Unique Users (Internal and External)</b>
<i>Child Protection OnLine Module</i>	1,214
<i>Adult Support and Protection OnLine Module</i>	646
<i>Getting it Right for Every Child (GIRFEC) OnLine Module</i>	638
<b>Totals</b>	<b>2,498</b>

Table No: 28

<b>CPC Seminar and Workshop Inter-Agency Learning and Development Opportunities</b>		
<b>Title of Course</b>	<b>No of Events</b>	<b>No of Attendees</b>
<i>Significant Case Review (SCR): Grooming in an Early Years Nursery Seminar</i>	1	89
<i>Protecting Disabled Children from Abuse and Neglect Seminar</i>	1	53
<i>Getting Our Priorities Right Guidance: Working with Children, Young People and Families Affected by Problematic Alcohol and/or Drug Use</i>	1	90
<i>Central and North East Scotland Child Protection Consortium: Engagement, Feedback and Performance Management Workshop</i>	1	23
<b>Totals</b>	<b>4</b>	<b>255</b>

Table No: 29

<b>CPC Inter-Agency Learning and Development Opportunities</b>		
<b>Title of Course</b>	<b>No of Courses</b>	<b>No of Attendees</b>
<i>Basic Awareness Child Protection (Half-Day)</i>	6	149
<i>Protecting People Course (One-Day)</i>	1	16
<i>Designated Child Protection Officer Course (One-Day)</i>	1	29
<i>Inter-Agency Child Protection (Two-Day)</i>	1	22
<i>Foundation Child Protection Course (Three-Day)</i>	1	21
<i>Keeping Children with Disabilities Safe (One-Day)</i>	1	16
<i>Protecting Children &amp; Young People Online (One-Day)</i>	1	21
<i>Children &amp; Families Affected by Parental Substance Misuse (Two-Day)</i>	1	21
<i>Child Protection Online (NSPCC) (One-Day)</i>	1	23
<i>Child Sexual Exploitation (CSE) (One-Day)</i>	1	21
<b>Totals</b>	<b>15</b>	<b>339</b>

Table No: 30

<b>Early Years Childcare Strategy Team Learning and Development Opportunities</b>		
<b>Title of Course</b>	<b>No of Courses</b>	<b>No of Attendees</b>
<i>Basic Awareness Child Protection (Half-Day)</i>	5	116
<i>Exploring Child Protection Further (One-Day)</i>	3	54
<b>Totals</b>	<b>8</b>	<b>170</b>

Table No: 31

<b>Grand Totals (Seminars; Workshops; Courses)</b>	<b>27</b>	<b>764</b>
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## Conclusions

**In terms of impact** we continue to collate exit evaluations which are consistently high. We have also developed an evaluation methodology in the workplace, to measure the impact of

child protection learning and development on practice and we plan to implement that in 2015 and beyond.

**In terms of impact**, the following is a snapshot of some of the feedback we have received from practitioners who have attended our CPC and Early Years child protection staff learning and development opportunities over the last year:

### **Feedback and Impact – Staff Learning and Development**

#### **CPC Inter-Agency Learning and Development Opportunities**

<i>Basic Awareness Child Protection</i>	<i>"I am much more aware of how this impacts on my work" "I feel more confident in identifying concerns" "I will take what I have learned today and share with my colleagues" "I am now aware of what to look for"</i>
<i>Protecting People Course</i>	<i>"found the alcohol and drug part extremely interesting and helpful" "increased my awareness of how to protect people" "myself and my staff will now be more aware"</i>
<i>Inter-Agency Child Protection</i>	<i>"fantastic course with a wide range of information provided" "we will now look at child protection within the wider GIRFEC framework"</i>
<i>Foundation Child Protection Course</i>	<i>"I hope to use my improvement knowledge in daily work with children and families" "I am more confident in making assessments following interviews"</i>
<i>Keeping Children with Disabilities Safe</i>	<i>"this course delivered on its aims - very factual" "I am more knowledgeable about communication aids" "we have the power now to make change"</i>
<i>Designated Child Protection Officer Course</i>	<i>"I am now more able to support other staff in my guidance team" "I am strong enough to do a good job now" "I am more confident and informed"</i>
<i>Children &amp; Families Affected by Parental Substance Misuse</i>	<i>"I found this course very helpful" "highlighted how importance information sharing is" "the interactions and discussions greatly helped my learning"</i>
<i>Child Sexual Exploitation (CSE)</i>	<i>"I will be emphasising the importance of looking out for the early signs of CSE" "I plan to share with my co-workers" "this has improved my ability to identify CSE"</i>

#### **Early Years Childcare Strategy Team Learning and Development Opportunities**

<i>Basic Awareness Child Protection (Half-Day)</i>	<i>"very useful and empowering" "definitely feel much more informed" "I am much more aware of the signs and symptoms" "I will continue to build my knowledge"</i>
<i>Exploring Child Protection Further (One-Day)</i>	<i>"remember to listen" "I must review my practice regularly" "I will use this in my everyday practice" "Listen! Listen! Listen!"</i>

#### **CPC Multi-Agency Practitioner Workshops and Seminars**

In 2014 and 2015, as a learning CPC, we have continued our annual tradition of hosting a number of CPC led Practitioner Workshops and Seminars. This year we held two further seminars / workshops as follows.

### **Significant Case Review (SCR): Grooming in an Early Years Nursery Seminar**

This multi-agency Practitioner seminar took place on 21 November 2014. 89 delegates, which included numerous representatives from HR and Recruitment, attended this highly evaluated seminar. Presented by Norman Dunning, Independent Chair of South Lanarkshire CPC, delegates were provided with a powerful presentation which described the SCR circumstances, challenges and opportunities. Existing recruitment and appointment procedures were discussed; the presenter posed many thought provoking questions; answered numerous questions from the delegates and a number of learning points were identified.

**Impact**, 89 delegates attended this seminar and 77 (86%) delegates completed an exit evaluation form. Of the 77 who did so, 60 (78%) delegates evaluated the seminar as very good; 16 (21%) delegates evaluated the seminar as good and 74 (96%) delegates reported that their personal learning objectives for this seminar had been fully realised. A number of delegates described both the presentation and the speaker as excellent.

Feedback and evaluation reports have been presented to the CPC, partner agencies and to those delegates who attended this seminar. At the time of publication, a post-event workplace evaluation survey of those who attended this event is being planned.

### **Protecting Disabled Children from Abuse and Neglect Seminar**

This multi-agency Practitioner seminar took place on 4 December 2014. 53 delegates attended this highly evaluated seminar. Presented again by Norman Dunning, Independent Chair of South Lanarkshire CPC, delegates had an opportunity to learn more about the National Guidance for Child Protection in Scotland: Protecting Disabled Children from Abuse and Neglect and the OnLine Toolkit 2014.

Delegates had an opportunity to:

- *examine the guide and online toolkit*
- *consider which parts of the guide and toolkit they were most helpful and why*
- *discuss how they would take this forward within their own organisation*
- *confirm what would help them in doing so*

**Impact**, 53 delegates attended this seminar and 46 (87%) delegates completed an exit evaluation form. Of the 46 who did so, 18 (39%) delegates evaluated the seminar as very good; 15 (33%) delegates evaluated the seminar as good and 43 (93%) delegates reported that their personal learning objectives for this seminar had been fully realised. A number of delegates reported that as a result of this seminar they had a much greater knowledge and understanding of the guide and online toolkit.

Feedback and evaluation reports have been presented to the CPC, partner agencies and to those delegates who attended this seminar. At the time of publication, a post-event workplace evaluation survey of those who attended this event is being planned.



## Getting it Right: Keeping Your Child Safe Event 2015

Last year we reported on the third annual *Getting it Right: Keeping Your Child Safe Event*.

This year we held our fourth annual event on 5 March 2015 in the Playhouse Cinema, Perth. This popular event continues to be targeted at inter-agency practitioners and parents and / or carers in Perth and Kinross.

This event aimed to raise awareness and understanding about *keeping children and young people safe from harm and abuse online* and from *child sexual exploitation (CSE)*. Guest speakers provided presentations on *the dark net; sexting; cyber-crime* and *child sexual exploitation*.

Three separate sessions took place in the morning, afternoon and evening with a total of 622 delegates attending this highly evaluated event, compared to 581 last year.

Of those who attended this year's event, a total of 361 (58%) took time to complete an exit evaluation form prior to leaving. All the presentations and speakers were highly evaluated.

**In terms of impact**, the following Table provides an analysis of the individual levels of understanding prior to the event; the impact the presentations had on their understanding and learning post the event and a snapshot of practitioner feedback:

Table No: 32

<b>Evaluation: Getting it Right: Keeping Your Child Safe Event</b>				
<i>Sample Size 2015: 361</i>				
<b>Key Indicators</b>	<b>Very Good</b>	<b>Good</b>	<b>Adequate</b>	<b>Weak</b>
<b>Knowledge levels <u>before</u> the event</b>				
<i>keeping children and young people safe from <b>harm and abuse online</b></i>	3%	29%	49%	19%
<i>keeping children and young people safe from <b>child sexual exploitation</b></i>	3%	27%	44%	24%
<b>Knowledge levels <u>after</u> the event</b>				
<i>keeping children and young people safe from <b>harm and abuse online</b></i>	24%	59%	14%	1%
<i>keeping children and young people safe from <b>child sexual exploitation</b></i>	27%	57%	13%	1%
<b>Key Practitioner Feedback: <i>I need to speak to my children - early and often. I don't know enough. I need to be much more careful online myself. I now know the importance of getting it right. I need to be constantly checking what my kids are doing on the net. I need to get anti-virus applications on all my devices. I now know there is information and advice out there and where I can get it. I need to talk and bring this up with the children I am working with. I now know how dark the Dark Net really is. Child sexual exploitation is not always about grooming - it can take many forms. Don't turn a blind eye. Be sceptical and also suspicious. Be ever vigilant but to keep it in perspective.</i></b>				

## **Getting it Right (GIRFEC)**

Throughout 2014 - 2015 the Perth and Kinross GIRFEC Strategic Group has continued to provide the strategic direction and leadership for the implementation and embedding of GIRFEC within all services and agencies across Perth and Kinross.

The following provides an overview of some of the key aspects of work taken forward during 2014 - 2015:

- *reviewed and updated the group membership*
- *reviewed the local GIRFEC Implementation Plan*
- *participated in and influenced the work of the Tayside GIRFEC Group*
- *benchmarked local GIRFEC processes against the various Touchpoint self-assessment documents*
- *further developed work on a Child's Plan*
- *reviewed and updated guidance on Chronologies*
- *made a written submission to the Scottish Government's Consultation - Draft Statutory Guidance on Parts 4, 5 and 18 of the Children and Young People (S) Act 2014*
- *made a written submission to the Scottish Government's Consultation- Draft Corporate Parenting Guidance*
- *completed a GIRFEC self-assessment for submission to the Scottish Government*
- *identified and planned staff learning and development needs in relation to Named Persons*
- *identified the need to update local GIRFEC guidance by August 2016*
- *started the development of generic information and advice leaflets on GIRFEC*
- *held a GIRFEC case study self-evaluation day*
- *developed and implemented a children's wellbeing survey for staff*

## **Improving Children's Wellbeing Survey**

Between May and June 2015 a multi-agency *Improving Children's Wellbeing Survey* was carried out and key staff within education, health and social work were invited to participate. These were staff who will assume roles of Named Person and Lead Professional.

74 separate survey questions were asked and additional comments sought.

The aim of the survey was to seek and benchmark the views of staff about how effectively services are working together to ensure positive outcomes for children and young people. Staff were also invited to comment on areas that they felt could be improved upon.

A total of 177 responses were received - 40 (22%) from social work; 35 (20%) from health and 102 (58%) from education.

The following Table provides some of the headline findings from this survey. It evidences the confidence staff have in the our shared vision, multi-agency interventions and that our approach to implementing GIRFEC is improving outcomes for children and young people. The survey also identified areas where there is room for improvement which are currently being taken forward by the GIRFEC Strategic Group

Table No: 33

<b>Improving Children's Wellbeing Survey 2015</b>					
Sample Size 2015:177					
<b>Key Question</b>	<b>Strongly Agree</b>	<b>Agree</b>	<b>Disagree</b>	<b>Strongly Disagree</b>	<b>Not Applicable</b>
<i>We can demonstrate improving trends as a result of our effective approaches to prevention and early intervention</i>	10%	81%	5%	1%	3%
<i>We are working to a clear set of improvement targets, aimed at achieving better outcomes for children and young people</i>	27%	65%	6%	0%	2%
<i>We do everything possible to ensure that children and young people receive timely help and support to give them best start in life</i>	37%	56%	5%	1%	1%
<b><i>We do everything possible to ensure that children and young people are safe – well protected from abuse, neglect or harm</i></b>	54%	41%	5%	0%	0%
<i>We do everything possible to ensure that children and young people thrive as a result of nurturing relationships and stable environment</i>	36%	58%	6%	0%	0%
<i>We do everything possible to ensure that children and young people are involved meaningfully in decisions that affect them</i>	30%	58%	9%	0%	3%
<i>I understand my roles and responsibilities as a Named Person<sup>8</sup></i>	38%	55%	7%	0%	-
<i>I understand my role and responsibility as a Lead Professional<sup>9</sup></i>	35%	61%	4%	0%	-
<i>GIRFEC has made it easier to help children &amp; young people and families at an earlier stage</i>	20%	65%	9%	1%	5%
<i>Individual plans for children are regularly reviewed by the multidisciplinary team I work in<sup>10</sup></i>	16%	74%	9%	1%	-
<i>GIRFEC has improved the way we plan to meet children's needs</i>	14%	74%	5%	1%	6%
<i>I am clear about our vision for children, young people and families</i>	35%	61%	2%	1%	1%
<i>The vision for children, young people and families is shared across services</i>	21%	70%	5%	1%	3%
<i>I am positive about the future for services for children and families</i>	15%	70%	12%	1%	2%

<sup>8</sup> Note: % relates to those members of staff for whom this role was applicable.

<sup>9</sup> Note: % relates to those members of staff for whom this role was applicable.

<sup>10</sup> Note: % relates to respondents who thought this was applicable to them.

## Impact on the Community

**Evaluation: We are confident that the CPC is transparent and public-facing; that we are providing highly evaluated public information that is accurate, relevant and useful in terms of helping to keep children and young people safe; that we are communicating, listening and actively engaging with the community, building capacity and helping to keep people safe in their communities.**

### **Public Information, Communication and Engagement**

*“Perth and Kinross CPC is outward looking..... specific examples of good practice include public reporting; successfully promoting community engagement in public protection through events run in partnership with the Community Safety Partnership; effective engagement to protect children and young people with the third sector.....in private schools.....in on-site sports and recreational activities delivered by approved providers”.*

*Emma McWilliam, Link Inspector, Care Inspectorate –  
Effectiveness of the CPC in Perth and Kinross Council Area  
(Report to Scottish Ministers 2014)*



### **Perth and Kinross Protecting People Communications Group**

Under the direction of the CPC, in February 2015, we established the Perth and Kinross Protecting People Communications Group. Membership of the group includes the Lead Officers of the Adult Protection Committee (APC); Alcohol and Drug Partnership (ADP); Child Protection Committee (CPC); Violence Against Women Partnership (VAWP) and two Communications Officers from the Chief Executive's Service and Education and Children's Services respectively.

The purpose of this new group is to coordinate existing public information and communication activities, with a clear focus on *protecting people and keeping them safe*.

At the time of publication, the group is developing two evaluation and feedback surveys; one to elicit feedback from members of the public who have been involved with our adult and child protection services (research self-evaluation analysis) and the other to elicit feedback from members of the public who have not been involved in our adult and child protection services (wider public - gap analysis). The aim of these two surveys is to gauge public awareness, understanding, perceptions, satisfaction and confidence in services to protect the public.

Both surveys will be launched in Autumn 2015 and circulated widely through a range of mediums, including social media.

The CPC Public Information, Communication and Engagement Strategy 2015 - 2018 was reviewed recently and continues to underpin the CPC's approach to *public information, communication and community engagement*. This strategy has three specific strands – *information, communication and engagement*.

The following are key exemplars of the work the CPC has undertaken throughout 2014 and 2015 in terms of communication and engagement.

### **Child Protection Website**

Last year we reported on the improvements we had made to the Perth and Kinross Child Protection Website. Throughout 2014 - 2015 we have continued to consolidate this work to ensure the website and the work of the CPC remains transparent and public-facing.

**In terms of impact**, the following Table provides some specific comparative performance management information on the child protection website; showing single user, page activity and an impact analysis between last year and this year:

Table No: 34

<b>CPC Website Single User and Page Activity 1 August 2014 - 31 July 2015</b>		
<b>Key Webpage Activity</b>	<b>Impact (Minimum) 2014 - 2015</b>	<b>Impact (Minimum) 2013 - 2014</b>
<i>Child Protection Front Page</i>	<i>6,735 users - 13,851 page hits</i>	<i>8,194 users - 21,199 page hits</i>
<i>Information Sharing Guide and OnLine Toolkit</i>	<i>1,133 users - 1,979 page hits</i>	<i>1,818 users - 2,970 page hits</i>
<i>Child Protection Committee – Main Page</i>	<i>934 users - 1,309 page hits</i>	<i>995 users - 1,324 page hits</i>
<i>Child Protection – Frequently asked Protection</i>	<i>790 users - 1,077 page hits</i>	<i>609 users - 1,028 page hits</i>
<i>OnLine Training Modules (3)</i>	<i>727 users - 1,342 page hits</i>	<i>296 users - 510 page hits</i>
<i>What's New in Child Protection – News Page</i>	<i>583 users - 1,388 page hits</i>	<i>1,185 users - 2,410 page hits</i>
<i>GOPR Guide and OnLine Toolkit</i>	<i>518 users - 902 page hits</i>	<i>N/A</i>
<i>Information for Practitioners</i>	<i>391 users - 575 page hits</i>	<i>477 users - 823 page hits</i>
<i>Child Protection Posters</i>	<i>383 users - 503 page hits</i>	<i>N/A</i>
<i>Child Protection Publications &amp; Resources</i>	<i>327 users - 670 page hits</i>	<i>535 users - 922 page hits</i>
<i>National Guidance for Child Protection</i>	<i>279 users - 511 page hits</i>	<i>N/A</i>
<i>Information for Children and Young People</i>	<i>176 users - 247 page hits</i>	<i>N/A</i>
<i>Information for Parents and Carers</i>	<i>160 users - 207 page hits</i>	<i>N/A</i>
<i>Disability Guide and OnLine Toolkit</i>	<i>152 users - 239 page hits</i>	<i>N/A</i>

## CPC Protecting People: Keeping Safe Surveys 2014 - 2015

Last year we reported on the CPC's community engagement work; in particular *the Protecting People: Keeping Safe Surveys* with children, young people and adults. Throughout 2014 / 2015 we have continued to carry out this work and this year we have increased substantially the sample size.

### Surveys of Children and Young People

Since 1 August 2014 a total of 693 survey questionnaires were completed by children and young people on 7 occasions (compared with only 55 participants last year).

This year we targeted older children and young people, specifically those undertaking the S3 School Drama Health & Wellbeing Tours where 681 (98%) participants reported they were aged between 11 - 15.

**In terms of impact**, the following Table provides a cumulative comparative analysis between the findings from the children and young people this year and last year (greyed-out figures). Participants did not necessarily answer all the questions:

Table No: 35

<b>Survey Questionnaire – Children and Young People</b>						
Sample Size 2014 / 2015: 693						
Sample Size 2013 / 2014: 55						
<b>Question</b>		<b>Yes</b>	<b>Not Sure</b>	<b>No</b>	<b>Don't Know</b>	<b>N/A</b>
<i>Would you know who to contact if an adult was at risk of harm?</i>	2014 / 2015	412	116	74	67	24
	2013 / 2014	47	6	2	0	0
<i>Do you know at what age you can legally purchase alcohol?</i>	2014 / 2015	611	37	0	19	26
	2013 / 2014	0	3	46	6	0
<i>Do you know how to keep yourself safe from harm?</i>	2014 / 2015	572	53	18	29	21
	2013 / 2014	49	3	2	0	1
<i>Do you know where to get help if you are uncomfortable or worried about something which has happened to you online?</i>	2014 / 2015	525	53	28	34	53
	2013 / 2014	45	5	2	2	1
<i>Have you heard of any organisation involved in helping children; young people or adults who are at risk of harm or in need of support or protection?</i>	2014 / 2015	491	94	47	34	27
	2013 / 2014	30	8	9	7	1
<i>Is it ok for a man to stop his wife / girlfriend / partner from going out with her friends, because he wants her to stay at home?</i>	2014 / 2015	56	134	418	45	40
	2013 / 2014	1	3	42	3	4

### Conclusions

Overall the findings are comparable with last year. They show a continued awareness in young people of how to keep themselves and others safe from harm and abuse; who to contact if they were worried or concerned about their own or another person's safety and an

improved understanding of the legal age to purchase alcohol, possibly as a result of the targeted age-profile.

### Surveys of Adults

Since 1 August 2014, 404 survey questionnaires were completed by adults on 4 separate occasions (compared with 238 participants last year). In particular this included 201 staff members within Pullar House; 24 staff members within St Martin's House; 133 staff from members from one of Perth and Kinross's biggest employers and 46 from one other community engagement event.

**In terms of impact**, the following Table provides a cumulative comparative analysis between the findings from the adults this year and last year (greyed-out). Participants did not necessarily answer all the questions:

Table No: 36

<b>Survey Questionnaire – Adults</b>						
Sample Size 2014 / 2015: 404						
Sample Size 2013 / 2014: 238						
<b>Question</b>		<b>Yes</b>	<b>Not Sure</b>	<b>No</b>	<b>Don't Know</b>	<b>N/A</b>
<i>Would you know who to contact if an adult was at risk of harm?</i>	2014 / 2015	263	88	38	11	4
	2013 / 2014	197	26	9	3	2
<i>Will the minimum pricing of alcohol, change how much you purchase?</i>	2014 / 2015	43	39	314	7	1
	2013 / 2014	30	17	174	11	6
<i>Do you know who you can contact if a child or young person was in need of protection?</i>	2014 / 2015	323	53	22	4	2
	2013 / 2014	220	11	5	1	1
<i>Do you know where to seek help and advice if you are concerned about something which your child has experienced online?</i>	2014 / 2015	180	108	68	14	34
	2013 / 2014	157	43	28	7	1
<i>Have you heard of any organisation involved in helping children; young people or adults who are at risk of harm or in need of support or protection?</i>	2014 / 2015	295	47	49	6	7
	2013 / 2014	197	19	16	5	0
<i>Would you know where to get help and support for a friend suffering Domestic Abuse?</i>	2014 / 2015	271	77	49	6	1
	2013 / 2014	187	30	19	1	0

### Conclusions

Overall the findings are comparable with last year. They show a continued awareness of how to keep others safe from harm and abuse and who to contact if worried or concerned about another person's safety. The question relating to the minimum pricing of alcohol and the potential impact on purchasing once again showed that respondents did not think this would significantly alter their purchasing habits.

Given the year-on-year consistency and positive responses to these questions, the CPC has decided to discontinue these surveys in their present form and focus more on developing a

greater understanding about public confidence in our protecting people services and the experience of people who have made contact with them.

### **Engagement with Activity Centres / Approved Providers**

Approved Providers are organisations that provide on-site adventurous, sporting and recreational activities to children and young people within Perth and Kinross. Perth and Kinross Council approve these organisations if they meet certain standards; particularly in terms of registration, health, safety and liability cover.

Last year we described the joint work with the CPC, Education and Children’s Services, Cultural and Community Services and our Approved Providers. We described the work to promote a culture of promoting child wellbeing and keeping children and young people safe. This included support to develop robust child protection policies and procedures and with access to free child protection training.

Since 2012 the overall number of approved providers has continued to fluctuate as providers have been approved, removed and / or suspended.

Working on a RAG Matrix – *GREEN* – meets the requirements expected; *AMBER* – almost meets the requirements expected and *RED* – does not meet the standards expected, and we are continuing to make good progress.

**In terms of impact**, the following Tables provide a status overview of the progress we have made @ 31 July 2015

Table No: 37

<b>Approved Provider: Active and Suspended Status</b>	<b>ACTIVE</b>	<b>SUSPENDED</b>	<b>TOTAL</b>
@ November 2013	52	15	67
@ August 2014	59	13	72
@ August 2015	<b>62</b>	<b>12</b>	<b>74</b>

Table No: 38

<b>Approved Provider: Child Protection Policy – Review Outcomes</b>	<b>GREEN</b>	<b>AMBER</b>	<b>RED</b>	<b>TOTAL</b>
@ November 2013	27	15	10	52
@ August 2014	35	12	12	59
@ August 2015	<b>49</b>	<b>8</b>	<b>5</b>	<b>62</b>

Table No: 39

<b>Approved Providers: Child Protection Training – Review Outcomes</b>	<b>GREEN</b>	<b>AMBER</b>	<b>RED</b>	<b>TOTAL</b>
@ November 2013	15	17	20	52
@ August 2014	31	15	13	59
@ August 2015	<b>39</b>	<b>13</b>	<b>10</b>	<b>62</b>



## How good is our operational management?

This section describes how the CPC has led a range of policy, practice and planning developments, to support the delivery of services to protect children, young people and families. It describes improvements we have already made to some of our key child protection policies, procedures and practices and planned improvements to support and empower practice; identified through single and inter-agency self-evaluation activity across Perth and Kinross.

**Evaluation: We are confident that our child protection services are robust, effective and focused on vulnerability, risk and need. We are working extremely hard to improve the life chances of children and young people. Practice is enabled by evidence-based policy, practice and planning improvements, and multi-agency practitioner learning and development opportunities.**

*"Strong leadership and a competent and confident workforce play a critical role in child protection. Two key issues here are the importance of leadership in local child protection, particularly with regard to the way in which services are steered by senior managers and to the professional development of those working in child protection"*

*"Child protection can be a complex and demanding area for staff and volunteers at all levels and requires sound professional judgements to be made. All of those involved should have access to advice and support from, for example, peers, managers or designated practitioners. Opportunities to reflect on individual and collaborative practice are particularly valuable"*

*"Child Protection Committees have a responsibility to identify and promote good, evidence-based policy and practice developments, address issues of poor policy and practice, and encourage learning from effective policy and practice developments"*

*National Guidance for Child Protection in Scotland 2014  
(Scottish Government 2014)*

Throughout 2014 and 2015, the CPC has effectively led on a number of key child protection policy and practice developments, in collaboration with partner agencies and our staff. The following is a *representative sample* of some key improvements we have made to date, and plan to make, all of which are aimed at *supporting and empowering* our staff:

### **Child Sexual Exploitation (CSE)**

*"Child protection committees have led significant development and activity to highlight and address the risks associated with child sexual exploitation and there are some potential areas of good practice emerging which are worthy of further exploration, validation and wider dissemination"*

*A report on the effectiveness of child protection arrangements in Scotland  
(Care Inspectorate: November 2014)*

Last year following a number of high profile, UK media reported cases of CSE across England (including Rochdale, Derby and Oxford) and more recently events in Rotherham, we reported briefly on our intention to raise practitioner awareness and understanding of this complex issue and on the contributions we had made to, and our involvement in, the emerging national work on CSE in Scotland.

In August 2014, Professor Alexis Jay OBE, published her *Independent Inquiry Report into Child Sexual Exploitation in Rotherham 1997 - 2013* and on 11 November 2014, the Scottish Government published *Scotland's National Action Plan to tackle Child Sexual Exploitation*.

Following these two publications, the CPC provided comprehensive briefings and reports to Elected Members (Full Council) and to the Children, Young People and Families Partnership (CYP&FP) on these matters.

In February 2015, under the leadership of the CPC, we established the Perth and Kinross Child Sexual Exploitation Working Group. Following helpful leadership, direction, challenge and scrutiny by Elected Members and Chief Officers, we have finalised the Working Group's broad multi-agency Membership; developed clear Terms of Reference and published our comprehensive CSE Work Plan with four specific workstreams: *Prevention; Intervention; Prosecution and Disruption; and Recovery*. Since publication of this Work Plan in April 2015 we have progressed the following work:

#### **CSE Working Group - Achievements:**

- *provided a comprehensive written submission to the Care Inspectorate on how we are progressing our CSE work and received very positive feedback*
- *completed a CSE self-assessment exercise against the University of Bedfordshire's CSE Self-Assessment Toolkit which has allowed us to develop our CSE work further*
- *gauged levels of awareness and understanding of CSE through surveys with children, young people and adults which has been reported upon in this report*
- *created a CSE electronic resource library of all CSE publications*
- *developed a working definition of CSE; including warning signs; risk indicators and vulnerability factors identified*
- *developed a website page for CSE as part of the child protection website*
- *worked jointly with the NSPCC and continued the roll-out of the schools programme across our primary schools*
- *developed bespoke information and advice publications for specific stakeholders (firmly focussed on prevention) for further design, publication and distribution*
- *engaged with the minority ethnic access development project (MEAD) to ensure wider engagement with minority ethnic communities*
- *purchased the roshni Abuse, Culture and Child Protection OnLine Training Modules which includes modules on GIRFEC; child protection; sexual abuse; forced marriage; honour-based violence and female genital mutilation (FGM) - which is being launched and rolled-out on 8 September 2015*
- *working to develop a CSE screening toolkit and guidance to strengthen existing screening and information sharing arrangements for child concern reports*
- *mapped our existing recovery services into a single directory of services showing contact numbers; referral pathways; types of support services and identified gaps*
- *provided key members of staff (including CSE Working Group) with highly evaluated CSE training by Barnardos (2); NHS (2) and by Just Whistle / Safe and Sound (16)*
- *developed bespoke CSE training for specific stakeholder groups which is being piloted on 19 August 2015 in Perth*
- *agreed to participate as one of 4 pilot areas for the Children 1st led Stop To Listen Project - aimed at providing a rights-based, child-centred approach to supporting children and young people who have been sexually abused and exploited*

In addition a *Leadership Summit: Zero-Tolerance to Abuse and Exploitation* will be held in Perth on 8 September 2015. The Summit will bring together Elected Members, Chief Officers Leaders and Managers from across the Community Planning Partnership and provide an

opportunity to discuss, consider and share a commitment to stamping-out abuse and exploitation.

### **Review of the Multi-Agency Screening Group (MASG)**

Last year we reported on the establishment of the Multi-Agency Screening Group (MASG) on 6 November 2012; which allowed the systematic sharing and exchange of police concern reports and unborn baby referrals with education, health, police and social work. It also allowed us to improve upon our existing information sharing and screening arrangements and develop a more holistic approach to joint investigations, assessment and planning.

The establishment of the MASG represented a significant operational practice improvement and considerable investment in our early screening arrangements for vulnerable children and young people.

We also described how the MASG had continued to evolve and identified a year-on-year increase in the number of police concern reports and unborn baby referrals being made to the MASG and a plan to carry out a review and evaluation of the MASG.

**In terms of impact**, the following Table confirms this ongoing year-on-year trend:

Table No: 40	01/08/2014 – 31/07/2015	01/08/2013 - 31/07/2014	Trend
Police Concern Reports	2855 <sup>11</sup>	2404	↑
Unborn Baby Referrals	95	62	↑

In January 2015, we completed planned multi-agency review and evaluation of the MASG. This review included a:

- *document examination of all single and multi-agency MASG guidance*
- *7 structured one-to-one interviews with those who had participated in the MASG*
- *115 online survey questionnaire (91 from education; 12 from health and 12 from children and families services - including Named Persons and Lead Professionals)*
- *management information and statistical analysis*

A Review and Evaluation Report identified key strengths and areas for development and made 17 recommendations to the CPC. An Improvement Plan was agreed and this work is now being taken forward by the CPC with planned completion by January 2016.

It is anticipated that this will result in further improvement in our early intervention, information sharing, screening and joint assessment processes. These improvements will also contribute positively to the implementation of the GIRFEC provisions contained within The Children and Young People (Scotland) Act 2014.

<sup>11</sup> Note: The figure of 2855 includes 710 police concern reports relating to children / young people who have a current involvement with Children & Families' Services. From November 2014 these reports have been sent directly to the Social Worker already working with the child and family and simultaneously to the Named Person.

## ***Joint Working between the Child Protection Committee (CPC) and the Alcohol and Drug Partnership (ADP) - Getting Our Priorities Right Guidance: Working with Children, Young People and Families Affected by Problematic Alcohol and/or Drug Use***

*“Alcohol and Drug Partnerships presents an opportunity to further develop the relationship between the key strategic bodies responsible for coordinating local activity across adult and child services. This will largely be achieved through enhanced links between Alcohol and Drug Partnerships and Child Protection Committees”.*

*National Guidance for Child Protection in Scotland 2014  
(Scottish Government 2014)*

Last year following publication of Getting Our Priorities Right (GOPR) Guidance: Working with Children, Young People and Families Affected by Problematic Alcohol and/or Drug Use (Scottish Government: April 2013) we reported on the development of our Practitioners Guide to GOPR and the Practitioner’s OnLine Toolkit. This work had been taken forward jointly by the CPC and ADP, in partnership with 216 local managers and practitioners from public, private and voluntary sectors across Perth and Kinross who had attended three, highly evaluated, previous multi-agency practitioner events.

In January 2015, we held a further GOPR Practitioners' Seminar, specifically for Managers and Team Leaders. In total, a further 90 delegates attended this highly evaluated seminar. The purpose of this seminar was to:

- *allow them an opportunity to make use of the guide and online toolkit*
- *consider which parts of the guide and toolkit they were most likely to make use of*
- *discuss how they would take this forward within their own organisation*
- *confirm what would help them in doing so*

***Impact***, 90 delegates attended this seminar and 77 (86%) delegates completed an exit evaluation form. Of the 77 who did so, 37 (48%) delegates evaluated the seminar as very good; 36 (47%) delegates evaluated the seminar as good and 70 (91%) delegates reported that their personal learning objectives for this seminar had been fully realised.

Since this seminar, we have continued to develop both the guide and online toolkit. Feedback and evaluation reports have been presented to the CPC, ADP, partner agencies and provided to those delegates who attended this seminar.

At the time of publication, a post-event workplace evaluation survey of those who attended this seminar is being planned. Further work to embed this guide and online toolkit across Perth and Kinross is planned in 2015 – 2016 through local multi-agency learning and development opportunities.

### ***Engagement, Feedback and Performance Management Workshop***

This Central and North East Scotland Child Protection Consortium (C&NES CPC) practice workshop took place on 20 March 2015. 23 representatives from Aberdeen City; Aberdeenshire; Angus; Clackmannanshire and Stirling; Dundee; Falkirk; Moray; Perth and Kinross CPCs and WithScotland attended this all-day, highly evaluated seminar hosted in Perth.

*Engagement and Feedback (Service Users)* - In the morning session, building on a previous workshop (2012) delegates presented and discussed the various mechanisms and toolkits

they were using in their CPC respective areas to secure engagement with and feedback from service users, in particular from children and families.

*Performance Management* - In the afternoon session, again building on a previous workshop (2012) delegates presented and discussed the various frameworks and toolkits they were using in their respective CPC areas to measure performance management information.

At the end of this workshop, all participants were provided with an electronic library of the all resources shared and exchanged.

**Impact**, 23 delegates attended this workshop and 19 (83%) delegates completed an exit evaluation form. Of the 19 who did so, 14 (74%) delegates evaluated the workshop overall as very good. 14 (74%) delegates evaluated the electronic resources shared at the workshop as very good also. 18 (95%) delegates reported that their personal learning objectives for this seminar had been fully realised. A number of delegates described this workshop as very useful and excellent.

## Single Agency Practice Development

The following is a management snapshot of single agency policy and practice development; including achievements; key strengths and areas identified for further development and / or improvement in 2014/2015 and beyond:

### Children and Families' Services

Table No: 41

<b>Key Strengths / Achievements</b>	<b>Areas for Development</b>
<ul style="list-style-type: none"> <li>• completion of the review and evaluation of the multi-agency screening group (MASG)</li> </ul>	<ul style="list-style-type: none"> <li>• implement all the areas for improvement identified in the MASG review</li> </ul>
<ul style="list-style-type: none"> <li>• effective engagement with children and families in key child protection processes</li> </ul>	<ul style="list-style-type: none"> <li>• provide refresher training for Chair of CPCC; LAC Reviews and minute takers</li> </ul>
<ul style="list-style-type: none"> <li>• improved advocacy for children and young people at key child protection meetings</li> </ul>	<ul style="list-style-type: none"> <li>• extend the advocacy provisions for children and young people further</li> </ul>
<ul style="list-style-type: none"> <li>• very good information sharing and holistic assessments which address both risk and needs</li> </ul>	<ul style="list-style-type: none"> <li>• review the CAPSM Operational Group (children affected by parental substance misuse)</li> </ul>
<ul style="list-style-type: none"> <li>• recruitment of a full-time ECS Child Protection Learning and Development Officer with increased training capacity</li> </ul>	<ul style="list-style-type: none"> <li>• implement the legislative changes in the Children and Young People (S) Act 2014</li> </ul>
<ul style="list-style-type: none"> <li>• children identified for permanency - the decision making is complete within one year of being accommodated (100%)</li> </ul>	<ul style="list-style-type: none"> <li>• develop separate multi-agency pre-birth / early years screening and resource group which will offer timely management of UBB referrals and earlier intervention with very young children</li> </ul>

## Cultural and Community Services (C&CS)

Table No: 42

<b>Key Strengths / Achievements</b>	<b>Areas for Development</b>
<ul style="list-style-type: none"> <li>• <i>assessing and responding to the needs of vulnerable children, young people and families using the SHANARRI wellbeing indicator</i></li> </ul>	<ul style="list-style-type: none"> <li>• <i>refresh and update child care and protection training needs of staff and volunteers regularly</i></li> </ul>
<ul style="list-style-type: none"> <li>• <i>wide range of staff and volunteers trained in child protection and other related training that focuses on keeping children and young people safe</i></li> </ul>	<ul style="list-style-type: none"> <li>• <i>continue to promote and share good practice across all parts of the service</i></li> </ul>
<ul style="list-style-type: none"> <li>• <i>targeted early intervention and support work with vulnerable children &amp; families who are identified through collaboration with partners such as MASG, CAPSM, ITMs and other agencies</i></li> </ul>	<ul style="list-style-type: none"> <li>• <i>improve and develop consistent methods of child care / concern recordings</i></li> </ul>
<ul style="list-style-type: none"> <li>• <i>lead facilitators in delivering Strengthening Families Parenting Programme and collaborative partners in the delivery of the Incredible Years Parenting Programme</i></li> </ul>	<ul style="list-style-type: none"> <li>• <i>identify and develop consistent procedures to respond to MASG referrals across the service</i></li> </ul>
<ul style="list-style-type: none"> <li>• <i>all clubs in C&amp;CS have a child protection policy, statement and proof of attendance of child protection raining.</i></li> </ul>	<ul style="list-style-type: none"> <li>• <i>develop and improve relevant and appropriate support and supervision processes for staff</i></li> </ul>
<ul style="list-style-type: none"> <li>• <i>all staff in Libraries and front of house Museum are fully trained in child protection with a designated Child Protection Lead.</i></li> </ul>	<ul style="list-style-type: none"> <li>• <i>continue to embed GIRFEC principles across the service</i></li> </ul>
<ul style="list-style-type: none"> <li>• <i>provision of targeted early intervention and support work with vulnerable children &amp; families delivered through the Parenting Strategy / Early Years and Parenting Sub Group through activities which encourage and support secure attachment i.e. Infant massage and attachment based programmes such as Incredible Babies</i></li> </ul>	

## Education Services (Schools)

Table No: 43

<b>Key Strengths / Achievements</b>	<b>Areas for Development</b>
<ul style="list-style-type: none"> <li>improved outcomes for children and young people as a result of more effective information sharing between Named Persons and MASG</li> </ul>	<ul style="list-style-type: none"> <li>reviewing and addressing requirements for providing Named Persons in schools with full Police Child Concern Reports</li> </ul>
<ul style="list-style-type: none"> <li>use of Child Concern Folders in schools to record wellbeing concerns supported by clear guidance</li> </ul>	<ul style="list-style-type: none"> <li>providing specific training for all CPOs and Named Persons in schools on Chronologies in keeping with the Tayside Guidance</li> </ul>
<ul style="list-style-type: none"> <li>consistency of support, guidance and information for Named Persons in schools by the GIRFEC Development Officer</li> </ul>	<ul style="list-style-type: none"> <li>planning three further training and development sessions for all Named Persons for session 2015-2016</li> </ul>
<ul style="list-style-type: none"> <li>planned and effective transfer of information from Health Visitor Named Persons to Headteacher Named Persons for all new P1 pupils for whom there are known wellbeing concerns</li> </ul>	<ul style="list-style-type: none"> <li>working with health colleagues to ensure evaluation of the 2015 information sharing process is used to improve the 2016 transfer of Named Person responsibility</li> </ul>
<ul style="list-style-type: none"> <li>continued support for all CPOs in schools by designated officers; further funded mandatory half day training</li> </ul>	<ul style="list-style-type: none"> <li>rolling out the assessment tool devised to inform CPOs evaluations and judgements</li> </ul>
<ul style="list-style-type: none"> <li>partnership working with SCRA resulting in clearer referral guidance for schools; standard reporting template; electronic communication of scheduled hearings via a central officer in Education Services to ensure schools have time to prepare reports and to provide an overview of referral patterns</li> </ul>	<ul style="list-style-type: none"> <li>training for all Named Persons in use of the referral guidance and pro-forma referral form (informed by a review of referrals made and impact of electronic processes)</li> </ul>

## Health Services

Table No: 44

<b>Key Strengths / Achievements</b>	<b>Areas for Development</b>
<ul style="list-style-type: none"> <li>information sharing process in place between Named Person (Health) and Named Person (Education)</li> </ul>	<ul style="list-style-type: none"> <li>development of child's plans in keeping with GIRFEC</li> </ul>
<ul style="list-style-type: none"> <li>all staff receiving case supervision 4 times a year</li> </ul>	<ul style="list-style-type: none"> <li>pilot of the School Nursing Transformation project</li> </ul>
<ul style="list-style-type: none"> <li>implementation of the 'Accept &amp; Respect' programme and campaign</li> </ul>	<ul style="list-style-type: none"> <li>roll out the new Immunisations model</li> </ul>
<ul style="list-style-type: none"> <li>embedding of the new interim 0-3 HV pathway</li> </ul>	<ul style="list-style-type: none"> <li>development of the Letham Health Outreach Programme</li> </ul>
<ul style="list-style-type: none"> <li>baby friendly stage 3 accreditation awarded</li> </ul>	<ul style="list-style-type: none"> <li>development of school drop-ins</li> </ul>
<ul style="list-style-type: none"> <li>introduction of Early Years Support Workers in the community</li> </ul>	<ul style="list-style-type: none"> <li>rolling out the Scottish Mental Health First Aid: Young People</li> </ul>



## Housing and Community Care (H&CC)

Table No: 45

<b>Key Strengths / Achievements</b>	<b>Areas for Development</b>
<ul style="list-style-type: none"> <li>H&amp;CC staff representatives on key CPC &amp; Sub Groups and involved in policy development</li> </ul>	<ul style="list-style-type: none"> <li>embedding the findings from the performance management information into improvement plans</li> </ul>
<ul style="list-style-type: none"> <li>joint development of Child Protection Procedures including relevant sections for H&amp;CC staff</li> </ul>	<ul style="list-style-type: none"> <li>rolling out the champions model for GOPR within H&amp;CC</li> </ul>
<ul style="list-style-type: none"> <li>development and implementation of H&amp;CC child protection performance management indicators included in the CPC management information framework</li> </ul>	<ul style="list-style-type: none"> <li>reviewing the implementation of GOPR to ensure that the principles and assessments are embedded throughout H&amp;CC Services</li> </ul>
<ul style="list-style-type: none"> <li>joint delivery of Protecting People training course</li> </ul>	<ul style="list-style-type: none"> <li>ensuring that key staff access the online child protection development module</li> </ul>
<ul style="list-style-type: none"> <li>mapping the key community safety themes in terms of adult and child protection.</li> </ul>	<ul style="list-style-type: none"> <li>reviewing the transition of vulnerable young people between child care and adult services</li> </ul>
<ul style="list-style-type: none"> <li>the development of a joint Children and Adults working group as part of the Alcohol and Drugs Partnership</li> </ul>	<ul style="list-style-type: none"> <li>the further development of the OWLS service with the opportunities offered from the new premises</li> </ul>

## Police Scotland

Table No: 46

<b>Key Strengths / Achievements</b>	<b>Areas for Development</b>
<ul style="list-style-type: none"> <li>specialist child protection investigating officers available now till 2200 hrs Mon - Fri with robust call out procedures</li> </ul>	<ul style="list-style-type: none"> <li>working to ensure police officer attendance at child protection case conferences and the provision of written reports where necessary</li> </ul>
<ul style="list-style-type: none"> <li>improved recording practices in place as a result of the roll out of Police Scotland's national VPD database</li> </ul>	<ul style="list-style-type: none"> <li>ongoing work to ensure a consistency in the content of police concern reports being provided to partner agencies</li> </ul>
<ul style="list-style-type: none"> <li>central screening hub for all police child concern reports established for Tayside</li> </ul>	<ul style="list-style-type: none"> <li>continuing to influence and work with the Police Scotland National Risk and Concern Project</li> </ul>
<ul style="list-style-type: none"> <li>compliance with the agreed Tayside protocol for medical examination where consent is comprised</li> </ul>	<ul style="list-style-type: none"> <li>examining inter-agency referral discussions across Police Scotland's Tayside Division to ensure consistency in police practice</li> </ul>
<ul style="list-style-type: none"> <li>joint investigative interviews only being carried out by fully trained police officers in partnership with social work staff</li> </ul>	<ul style="list-style-type: none"> <li>continuing to review the joint investigative interviewing arrangements - training provisions and quality assurance of practice</li> </ul>
<ul style="list-style-type: none"> <li>active participation in the MASG - multi-agency screening group and its recent review and evaluation</li> </ul>	<ul style="list-style-type: none"> <li>taking forward improvements following the review and evaluation of the MASG</li> </ul>

## Scottish Children’s Reporter Administration (SCRA)

Table No: 47

<b>Key Strengths / Achievements</b>	<b>Areas for Development</b>
<ul style="list-style-type: none"> <li>partnership working between SCRA and key partner agencies</li> </ul>	<ul style="list-style-type: none"> <li>developing a multi-agency referral form and process</li> </ul>
<ul style="list-style-type: none"> <li>sharing statistical information via the online statistical dashboard</li> </ul>	<ul style="list-style-type: none"> <li>developing a protocol between SCRA and ECS Children and Families’ Services</li> </ul>
<ul style="list-style-type: none"> <li>continuing to develop and review practice between SCRA and partners agencies</li> </ul>	
<ul style="list-style-type: none"> <li>included key SCRA data in the CPC management information and performance outcome framework</li> </ul>	

## Third Sector – Child Protection Forum

Table No: 48

<b>Key Strengths / Achievements</b>	<b>Areas for Development</b>
<ul style="list-style-type: none"> <li>pro-active engagement with the National Third Sector GIRFEC Project with many voluntary sector organisations contributing</li> </ul>	<ul style="list-style-type: none"> <li>continuing to promote and embed GIRFEC practice model and the SHANARRI wellbeing indicators across our services to promote integrated and collaborative working</li> </ul>
<ul style="list-style-type: none"> <li>leading on the development of child sexual exploitation training for all stakeholders</li> </ul>	<ul style="list-style-type: none"> <li>improving the quality and consistency of chronologies supported by staff training</li> </ul>
<ul style="list-style-type: none"> <li>good quality assessments; care plans and recording practices in place across sector</li> </ul>	<ul style="list-style-type: none"> <li>promoting awareness and understanding of self- evaluation in a partnership setting</li> </ul>
<ul style="list-style-type: none"> <li>made staff training and development opportunities more accessible to our staff</li> </ul>	<ul style="list-style-type: none"> <li>developing further engagement with smaller voluntary sector organisations</li> </ul>
<ul style="list-style-type: none"> <li>wide range of diverse early supports in place for children and families</li> </ul>	<ul style="list-style-type: none"> <li>proactive inclusion of third sector at strategic planning stages</li> </ul>
<ul style="list-style-type: none"> <li>good cross service working and peer support promoting good practice</li> </ul>	<ul style="list-style-type: none"> <li>recognition and inclusion of third sector role in relation to child protection and children and young people’s services</li> </ul>

## How good is our leadership?

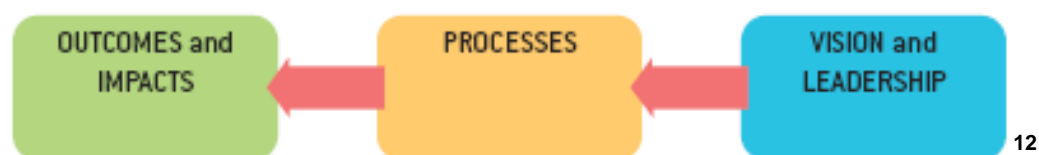
This section describes our collective approach to leadership, direction, challenge and scrutiny. It describes how we are promoting effective and collaborative partnership working to deliver the best possible outcomes for children and young people. It also describes our commitment to continuous improvement through self-evaluation and our capacity for further improvement across Perth and Kinross.

**Evaluation: We are confident that our individual and collective approach to leadership, direction, challenge, scrutiny and joint partnership working is effective and robust; and that our commitment to continuous improvement through self-evaluation is providing better outcomes for children and families across Perth and Kinross.**

*"A growing number of chief officers' groups have reviewed and strengthened structures and governance arrangements for public protection comprising child and adult protection, and the management of sex offenders. This is aimed both at improving the scrutiny and challenge of performance across public protection and at firming up wider connections across relevant strategic areas such as domestic abuse, violence against women, and drug and alcohol partnerships"*

*"Collective leadership for public protection is leading to new integrated approaches and better coordinated efforts to protect and support groups that are vulnerable and at risk. There are notable illustrations of positive joint working across strategic groups and some possible areas of good practice worthy of further exploration. For example, the establishment of joint working groups on behalf of adult and child protection committees in relation to raising public awareness and multi-agency training and development of staff"*

*A report on the effectiveness of child protection arrangements in Scotland  
(Care Inspectorate: November 2014)*



### **Perth and Kinross Children, Young People and Families' Partnership (CYP&FP)**

Elected Members and Chief Officers of the public, private and third sectors in Perth and Kinross continue to discharge their individual and collective responsibility for children's services, in particular, child protection services through the Perth and Kinross Children, Young People and Families' Partnership (CYP&FP), formerly the Children and Young People's Strategic Group (C&YPSG).

They do so within the Community Planning Partnership (CPP) Framework and their work is articulated via the Perth and Kinross Community Plan/Single Outcome Agreement 2013 - 2023 and the Perth and Kinross Council Corporate Plan 2013 – 2018.

The Vision of the CYP&FP is **to enable children and young people to be the best they can be**. The CYP&FP continues to provide strong leadership, direction, challenge and scrutiny of children's services and child protection services. The CYP&FP has also provided the CPC with clear governance; accountability and reporting frameworks for its work (see Appendices 1 and 2) and is committed to continuous improvement through self-evaluation.

<sup>12</sup> Source: Extracted from *How well do we protect children and meet their needs?* (HM Inspectorate of Education 2009)

Elected Members (Full Council) and Agency Board Members continue to provide added value and scrutiny of the work of the CPC across Perth and Kinross.

Throughout 2014 - 2015, in keeping with new and emerging legislation, the CYP&FP has extended the role, remit and responsibility of the partnership; reviewed the membership of the partnership and strengthened the existing joint / integrated approaches to the delivery of children's services.

On 22 May 2015, the CYP&FP held a Development Session; the key themes of which were *Closing the Gap* and *Tackling Inequalities*. A series of themed Workshops allowed the 23 members and invited guests to explore the partnership's achievements to date; challenges and opportunities ahead (immediate and longer term) and to identify their future priorities.

In terms of this Development Session, the CYP&FP identified and agreed the following priority areas of work for 2015 and beyond:

### **Priority Areas of Work for 2015 and Beyond**

- *enhance our partnership working to achieve transformational change*
- *develop our approach to strategic commissioning*
- *continue to deliver GIRFEC – Keeping the child at the centre (see adult - think child)*
- *maximise the contribution of the Third Sector*
- *ensure children and families are heard and develop further community engagement*
- *ensure our decision making is informed by intelligent data with a focus on outcomes*
- *continue our commitment to tackling inequalities*

### **Perth and Kinross Child Protection Committee (CPC)**

*"The most effective child protection committees have continued to place a strong focus on continuous improvement and striving for excellence. They have adopted sound quality assurance systems and jointly monitor performance across relevant services, using good quality quantitative and qualitative data for measuring and reporting on progress regularly against agreed priorities"*

*A report on the effectiveness of child protection arrangements in Scotland  
(Care Inspectorate: November 2014)*

Perth and Kinross Child Protection Committee (CPC) is the strategic, multi-agency child protection partnership which oversees the development; dissemination; implementation; and evaluation of child protection policy and practice developments across Perth and Kinross. Membership of the CPC is reviewed regularly to ensure it represents fully local children's services local needs and challenges.

The CPC remains compliant with the requirements specified in Part 2 of the National Guidance for Child Protection in Scotland 2014 (Scottish Government 2014) and continues to operate in terms of a CPC Partnership Agreement and Constitution. The CPC is supported by a public facing, Child Protection Website, which provides a transparent overview of the work of the CPC.

The CPC supports the ethos that **getting it right for every child is everyone's job** and it is **everyone's responsibility to keep children safe** from harm, abuse and neglect.

## **CPC Continuous Improvement through Self-Evaluation**

Underpinning the work of the CPC is a robust continuous improvement through self-evaluation programme. Throughout 2014 and 2015, the CPC has continued to review, evaluate and consolidate its work. The following snapshot demonstrates the CPC's commitment to continuous improvement through self-evaluation:

### **CPC Continuous Improvement through Self-Evaluation**

- reviewed and updated the Membership of the CPC and the CPC Sub Groups
- reviewed and updated the CPC Partnership Agreement and Constitution 2015 in keeping with national guidance
- provided members of the three CPC Sub Groups with definitive Roles, Remits and Responsibilities
- published and implemented an ambitious CPC Improvement Plan 2014 – 2015 an update to which can be found at Appendix 4
- published and implemented an ambitious CPC Self-Evaluation Programme 2014 – 2015 which included a much wider range of self-evaluation activities, some of which are reported throughout this report
- developed a more robust CPC Management Information and Performance Outcome Framework, which includes both quantitative and qualitative indicators showing proxy outcomes measures
- reviewed and updated the CPC Public Information, Communication and Engagement Strategy 2015 - 2018 with a renewed focus on protecting people and keeping children, young people and families safe
- established a Perth and Kinross Child Sexual Exploitation Working Group with clear Terms of Reference and a comprehensive Work Plan
- established a Perth and Kinross Protecting People Communications Group to coordinate our approach to public information, communication and engagement; aimed at protecting people and keeping them safe
- reviewed and improved the Child Protection Website
- held an Annual CPC Development Day and separate Development Sessions for each of the three CPC Sub Groups

### **CPC Development Day 2015**

This annual event was held on 28 April 2015 and 42 representatives from our *child protection community* attended this highly evaluated event. The themes for this event were *Building our Child Protection Community* and *A Child Protection Community Approach to Self-Evaluation*.

This event allowed those who attended an opportunity to reflect on the work of the CPC; to identify what works; what could be improved upon; key themes and messages. Also ways of evidencing improved outcomes, embedding quality indicator frameworks and developing joint self-evaluation processes. A full evaluation report was presented to the CPC on 18 August 2015 which will continue to underpin the future work of the CPC.

## ***CPC Sub Group Development Sessions 2015***

The three CPC Sub Groups: *CPC Quality Assurance Sub Group* (formerly the CPC Quality Improvement Sub Group); *CPC Practice Sub Group* and the *CPC Learning and Development Sub Group* (formerly the CPC Training Sub Group) all held separate Development Sessions in 2014 - 2015.

The *CPC Practice Sub Group Development Session* was held on 20 November 2014 and 11 (76%) of the 14 members of the Sub Group attended.

The *CPC Learning and Development Sub Group Development Session* was held on 19 February 2015 and 8 (62%) of the 13 members of the Sub Group attended.

The *CPC Quality Assurance Sub Group Development Session* was held on 1 April 2015 and 12 (80%) of the 15 members of the Sub Group attended.

Following the same self-evaluation framework, members had an opportunity to review their role; remit; responsibilities; work plan; priorities and to explore opportunities for improved working. As a result, each Sub Group now has in place definitive roles and remits; members have clearly defined responsibilities and have a work plan which supports the CPC Improvement Plan.

Evaluation Reports have been published for each of these three events and the findings will continue to underpin the future work of the three Sub Groups and support the work of the CPC.

## ***Partnership Working***

Perth and Kinross CPC continues to work in partnership with and proactively influences, negotiates and contributes to the child protection policy, practice and work plans of a number of national, regional and local partnerships and / or groups. This includes (in no particular order):

### ***National Partnership Working***

- *Scottish Government Child Protection Policy Team*
- *Scottish Government Getting it Right for Every Child (GIRFEC) Team*
- *Scottish Government Ministerial and National Working Groups - including the National Child Sexual Exploitation Working Group and the Joint Alcohol and Drug Partnership and Child Protection Committee Working Group*
- *Scottish Child Protection Committee Chairs Forum (SCPCCF)*
- *National CPC Lead Officers' Group*
- *National Child Protection Learning and Development Group*
- *National Child Protection and Getting it Right for Every Child (GIRFEC) Working Group*
- *National Child Protection and Disability Network*
- *Care Inspectorate*
- *WithScotland*

## **Regional Partnership Working**

- *Central and North East Scotland Child Protection Consortium (C&NESCP)*
- *Tayside Getting it Right for Every Child (GIRFEC) Group*
- *Pan Tayside Child Protection Learning and Development Group*
- *A Number of Other Child Protection Committees in Scotland - including in particular Angus; East Renfrewshire; Inverclyde; North Ayrshire; North Lanarkshire and Renfrewshire*

## **Local Partnership Working (Perth and Kinross)**

- *Perth and Kinross Children, Young People and Families' Partnership (CYP&FP)*
- *Perth and Kinross Adult Protection Committee (APC)*
- *Perth and Kinross Alcohol and Drug Partnership (ADP)*
- *Perth and Kinross Violence Against Women Partnership (VAWP)*
- *Perth and Kinross Community Safety and Environment Outcome Delivery Group*
- *Perth and Kinross Suicide Prevention Steering Group*
- *Perth and Kinross Voluntary Sector Child Protection Forum*
- *Perth and Kinross Getting it Right for Every Child (GIRFEC) Strategic Group*
- *Perth and Kinross Partnership Coordinators' Network*
- *Perth and Kinross Child Sexual Exploitation Working Group*
- *Perth and Kinross Protecting People Communications Group*

## **Useful Links**

- [\*Perth and Kinross Children, Young People and Families' Partnership - Membership\*](#)
- [\*Perth and Kinross Child Protection Committee - Membership\*](#)
- [\*Perth and Kinross CPC Quality Assurance Sub Group - Membership\*](#)
- [\*Perth and Kinross CPC Practice Sub Group - Membership\*](#)
- [\*Perth and Kinross CPC Learning and Development Sub Group - Membership\*](#)
- [\*Perth and Kinross Child Sexual Exploitation Working Group - Membership\*](#)
- [\*Perth and Kinross Protecting People Communications Group - Membership\*](#)
- [\*Role, Remit and Responsibility - CPC Quality Assurance Sub Group\*](#)
- [\*Role, Remit and Responsibility - CPC Practice Sub Group\*](#)
- [\*Role, Remit and Responsibility - CPC Learning and Development Sub Group\*](#)

## What is our capacity for improvement?

*"We found encouraging signs that chief officers and child protection committees are striving for excellence in the protection of children and young people and that the capacity for improvement overall is high. In those areas showing signs of highly effective performance, leaders provide strong direction and collective ownership of shared values for delivering the best possible outcomes for children and young people in need of protection"*

*"Our link inspectors will build on these conclusions and provide the necessary support and challenge to community planning partnerships, chief officers and child and adult protection committees to effect continuous improvement. They will offer support to build capacity for joint self-evaluation using recognised quality improvement frameworks and carry out work to validate areas of good practice, focusing particularly in those aspects which represent the biggest challenges across Scotland"*

*A report on the effectiveness of child protection arrangements in Scotland  
(Care Inspectorate: November 2014)*

In keeping with previous external evaluations and assessment of our work and the above Care Inspectorate Report 2014, we are confident that our commitment to continuous improvement through self-evaluation is helping to keep children and young people safe and delivering better outcomes for children and families across Perth and Kinross.

2014 - 2015 has been a year for review, reflection and consolidation. Alongside this is a full programme of continuous improvement informed by the results of self-evaluation. We know *how good we are now and how good we can be*.

Strong leadership, direction, challenge and support; effective partnership; a wide range of self-evaluation activities and workshops; engagement and feedback from service users; learning visits to other high-performing CPC areas; benchmarking exercises and local practitioner events helps us to conclude that our *capacity for improvement is strong*

In this report we have presented key findings from our Self-Evaluation Programme and provided a comprehensive update on our high-level Improvement Plan.

The CPC will now prepare a 3 year improvement plan to 2018 / 2019.

In summary, the CPC high-priority improvement actions / tasks for 2015 - 2016 will include:

### **CPC High Priority Actions / Tasks 2015 - 2016**

- *develop the management information and performance outcome framework with a particular focus on key outcome measures*
- *develop a zero tolerance and preventative approach to child sexual exploitation and other harmful practices*
- *develop our communications strategy for protecting people and keeping children safe*
- *develop our advocacy arrangements and methods of engagement with children, young people and families*
- *develop our screening and management through the multi-agency steering group and fully implement the MASG improvement plan*
- *develop the consistency of single and integrated chronologies and integrated assessments for children and young people at risk*
- *develop a child's plan and continue to align and embed GIRFEC and the provisions of the Children and Young People (Scotland) Act 2015*
- *continue to implement all the actions / tasks in the CPC Improvement Plan*



## Child Protection Committee Statutory 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 148,880. Perth and Kinross Council is ranked 5<sup>th</sup> in Scotland in terms of area and 13<sup>th</sup> in Scotland in terms of population. Our population is projected to grow by 24% by 2037, which is the third highest growth rate in Scotland. In 2013, there were 65,600 households in Perth and Kinross and it is predicted that there will be 82,870 by 2033. Levels of deprivation

remain relatively low. 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 areas.

Children and young people (0-15) make up 17% of the population and education is delivered to 17,750 pupils. Education is provided through 10 secondary schools; 75 primary schools; one additional support needs school and one pre-school centre. Pre-school education is delivered through 46 nursery classes and an additional 37 partner providers. Attainment levels are very high. 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<sup>13</sup>.

**NHS Tayside** is responsible for commissioning health care services for the residents in the geographical local government areas of Angus, Dundee and Perth and Kinross. The Board's boundaries are coterminous with these local authority government areas, which had a combined population of 405,721 based on mid-year 2011 population estimates published by the General Register Office for Scotland.



NHS Tayside's governance includes a total of 22 major and community hospitals, including the University of Dundee's Medical School attached to the region's flagship institute, Ninewells Hospital in Dundee. It also includes over 75 GP surgeries and a variety of health centres staffed by over 30,000 employees of the health region.

The strategic aims for NHS Tayside are: *everyone has the best care experience and we will strive to deliver excellent care with compassion, dignity and respect, always listening to patients, their families and carers and working with partners to support people to live longer and healthier lives. We have a determination to learn, to improve and do the right thing*<sup>14</sup>.

**Perth and Kinross Community Health Partnership (CHP)** aims to add real value to the lives of citizens of our communities, through improved quality, better coordination and more effective delivery of care. CHPs act to enhance quality of life, health and wellbeing and to fundamentally address inequalities<sup>15</sup>.

<sup>13</sup> Source: [National Records of Scotland: 2015](#)  
[Perth and Kinross Community Plan / Single Outcome Agreement \(SOA\) 2013 - 2023](#)  
[Perth and Kinross Education and Children's Services Standards and Quality Report 2013/2014](#)

<sup>14</sup> Source: NHS Tayside Website at: <http://www.nhstayside.scot.nhs.uk/index.htm> (2015) and

<sup>15</sup> Source: <http://www.nhstayside.scot.nhs.uk/OurServicesA-Z/PerthKinrossCommunityHealthPartnership/index.htm> (2015)



**Police Scotland** was formally established on 1 April 2013 and is responsible for policing across the length and breadth of Scotland, some 28,168 square miles. Police Scotland is the second largest force in the UK, after the Metropolitan Police. Police Scotland's purpose is to improve the safety and wellbeing of people, places and communities in Scotland. Our focus is on ***Keeping People Safe*** which is at the heart of everything that we do. There are 14 local policing divisions, each headed by a Local Police

Commander who ensures that local policing in each area is responsive, accountable and tailored to meet local needs<sup>16</sup>.

**Tayside Division** serves approximately 388,000 people over 2,896 square miles, covering the City of Dundee, Angus and Perth and Kinross council areas. The Division has three territorial command areas – one each for Dundee, Angus and Perth and Kinross.

Each area has a dedicated Area Commander who has the responsibility for all day-to-day policing functions in that area. Each area is served by a number of community policing teams. These teams are built around the needs of local people. They are responsible for responding to calls in the local area, as well as looking for long term solutions to key issues<sup>17</sup>.

**Perth and Kinross Area Command** covers an area of 2,000 square miles and is home to 134,949 people (2001 census). The main centres of population are Perth, Blairgowrie, Crieff, Kinross and Pitlochry<sup>18</sup>. Policing across Perth and Kinross is delivered in compliance with the Police Scotland: Perth and Kinross Local Policing Plan 2014.

**Scottish Children's Reporter Administration (SCRA)** is a national body focused on 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 accommodation for Children's Hearings.

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/young person to a Children's Hearing
- prepare for and participate in court proceedings where statement of grounds or Hearing findings are appealed and ensure the wellbeing of children and young people – particularly vulnerable witnesses – are protected throughout the court process
- support Panel Members (though we are not involved in making Hearing decisions) and ensure fair process in Hearings

<sup>16</sup> Source: Police Scotland Website at: <http://www.scotland.police.uk/about-us/> (2015)

<sup>17</sup> Source: Police Scotland Website at: <http://www.scotland.police.uk/your-community/tayside/> (2015)

<sup>18</sup> Source: Police Scotland Website at <http://www.scotland.police.uk/your-community/tayside/perth-and-kinross/> (2015)

- enable children, young people and families to participate in Hearings
- disseminate information and data to influence, inform and reassure
- provide premises for Hearings to take place
- work collaboratively with partners to support and facilitate the Getting it Right For Every Child (GIRFEC) agenda.

SCRA has nine localities, supported by a Head Office. The nine localities are: Highlands & Islands, North Strathclyde, Glasgow, Grampian, South East, Tayside & Fife, Ayrshire, Central, and Lanarkshire/Dumfries & Galloway.<sup>19</sup>

**SCRA service to Perth and Kinross** is provided from the Tayside and Fife Locality, which has sites in a Dundee and Glenrothes. The Children's Hearings Centre in Perth continues to hold on average 170 hearings sessions throughout the year.

**Children's Hearings Scotland (CHS)** is a public body. It was established in July 2011 by The Children's Hearings (Scotland) Act 2011 and became fully operational on 24 June 2013. The Act aims to improve the lives, outcomes and opportunities of Scotland's most vulnerable children and young people. In relation to CHS, the Act:



- created the role of National Convener, to act as a figurehead for Scotland's 2,700 volunteer panel members, to ensure they are consistently supported to a high standard
- created CHS as a dedicated national body, to support the National Convener in the delivery of functions related to the recruitment, selection, appointment, training, retention and support of panel members
- empowered the National Convener to establish a national Children's Panel
- empowered the National Convener to establish Area Support Teams, with the consent of each local authority, to be responsible for managing and supporting the national panel at local level.

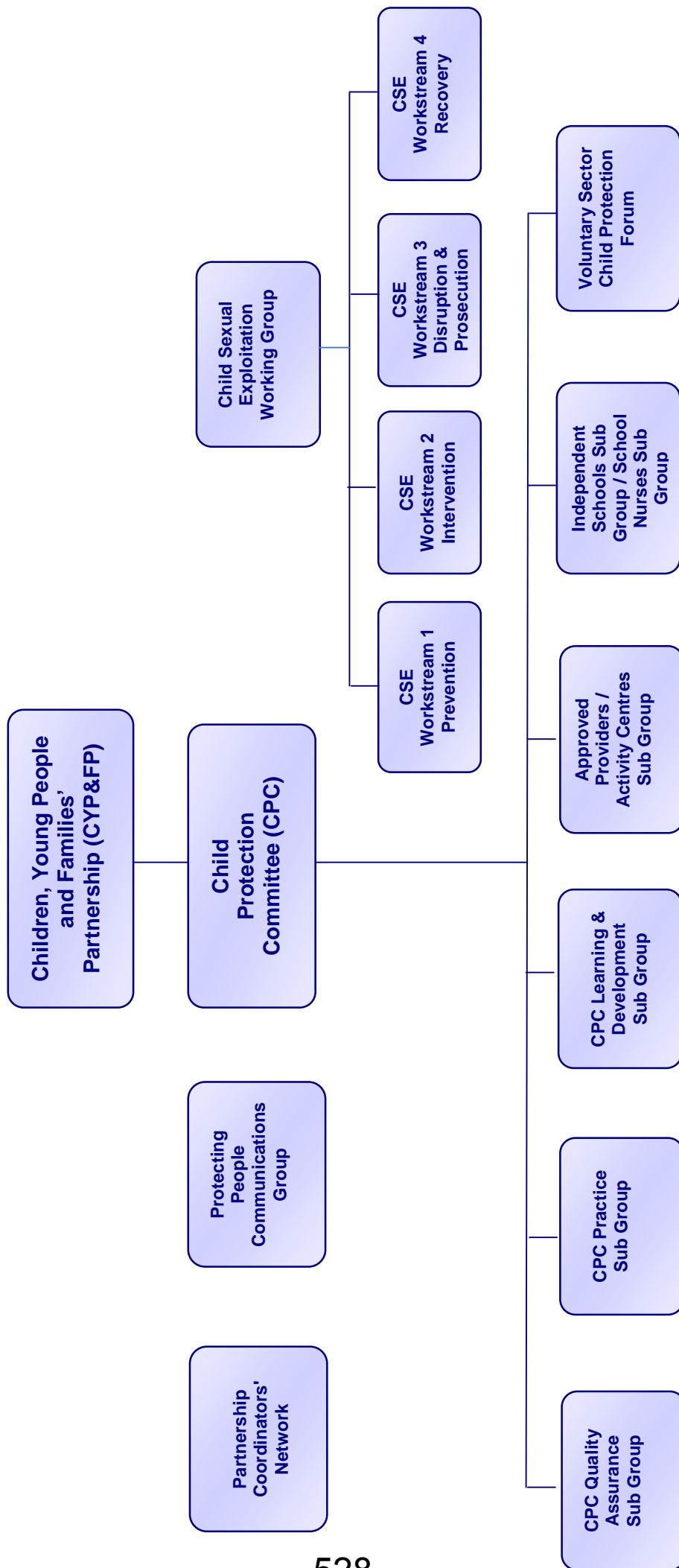
Under the Act, the National Convener of CHS has a number of duties. These include:

- recruitment, appointment and reappointment of panel members
- making arrangements for the training of panel members
- managing the 22 Area Support Teams
- appointment and reappointment of Area Support Team members
- providing advice to children's hearings
- publishing annually a report about the implementation of compulsory supervision orders (the feedback loop)<sup>20</sup>.

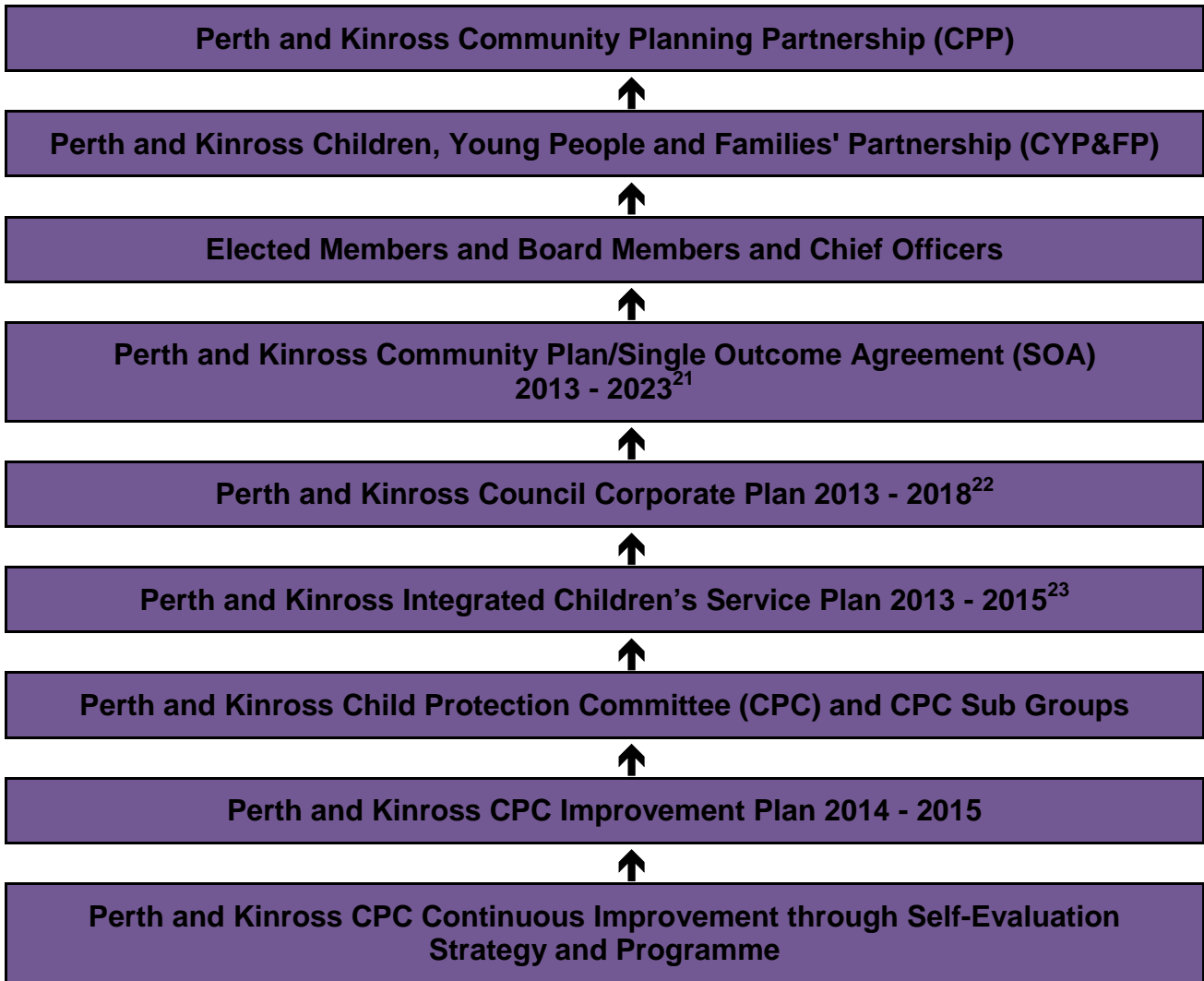
<sup>19</sup> Source: SCRA Website at: [http://www.scra.gov.uk/children\\_s\\_hearings\\_system/about\\_scra.cfm](http://www.scra.gov.uk/children_s_hearings_system/about_scra.cfm) (2015)

<sup>20</sup> Source: Children's Hearings Scotland Website at: <http://www.chscotland.gov.uk/about-chs/> (2015)

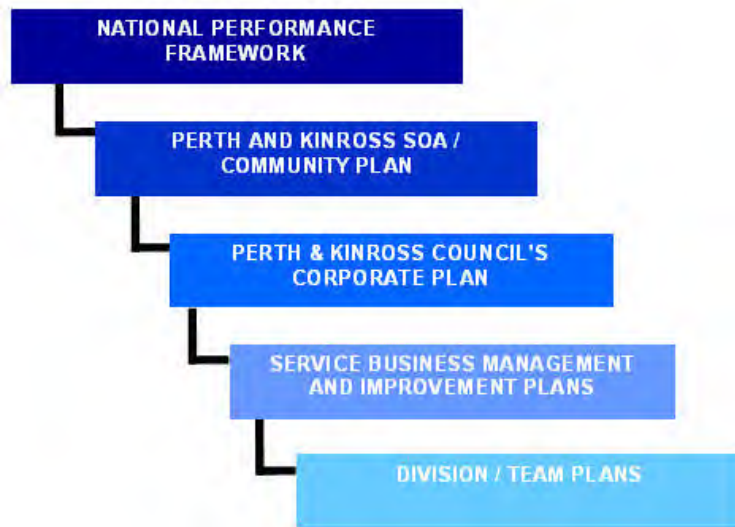
**Perth and Kinross Child Protection Committee  
Governance and Accountability Framework**



## Perth and Kinross Child Protection Committee Reporting Framework



**Our Golden Thread<sup>24</sup>**



<sup>21</sup> Source: [Perth and Kinross Community Plan/Single Outcome Agreement 2013 - 2023](#)  
<sup>22</sup> Source: [Perth and Kinross Council Corporate Plan 2013 – 2018](#)  
<sup>23</sup> Source: [Perth and Kinross Integrated Children's Services Plan 2013 - 2015](#)  
<sup>24</sup> Source: Extracted from the [Perth and Kinross Council Corporate Plan 2013 – 2018](#)



ICR	Initial Case Review (s)
ICSP	Integrated Children's Services Plan
ITMs	Integrated Team Meetings (in Schools)
LAC	Looked After Children
MARAC	Multi-Agency Risk Assessment Conference
MATAC	Multi-Agency Tasking and Coordinating
MASG	Multi-Agency Screening Group
MiDIS	Multi-Disciplinary Information Systems (NHS Tayside)
MIS	Management Information and Statistics
NHS	National Health Service
NSPCC	National Society for the Prevention of Cruelty to Children
OWLS	One-Stop Women's Learning Service
P&K	Perth and Kinross
PCC	Police Concern Report (s)
PKAVS	Perth and Kinross Association of Voluntary Service
PKC	Perth and Kinross Council
QI	Quality Indicator (s)
RAG	Red; Amber; Green
RRS	Rights Respecting Schools
S&Q	Standards and Quality Report
SCPCCF	Scottish Child Protection Committee Chairs Forum
SCR	Significant Case Review (s)
SCRA	Scottish Children's Reporter Administration
SHANARRI	Safe; Healthy; Achieving; Nurtured; Active; Respected; Responsible; Included
SMART	Specific; Measurable; Achievable; Realistic and Time-Limited
SOA	Single Outcome Agreement
UNCRC	United Nations Convention on the Rights of the Child
VAWP	Violence Against Women Partnership
VPD	Vulnerable Person's Database (Police Scotland)
VRI	Visually Recorded Interviews



# CPC Improvement Plan 2014 – 2015

## Progress/Update Report – 31 July 2015



## Introduction

Welcome to the Perth and Kinross Child Protection Committee CPC Improvement Plan 2014 – 2015.

Perth and Kinross Child Protection Committee (CPC) and partners are committed to continuous improvement through self-evaluation; as demonstrated by this CPC Improvement Plan 2014 - 2015. This commitment is also demonstrated through our CPC Self-Evaluation Strategy; CPC Annual Self-Evaluation Programme and our CPC Annual Standards and Quality Report.

## National Context

The Scottish Government wants Scotland to be the best place in the world for children and young people to grow up so that they become: *successful learners; confident individuals; effective contributors and responsible citizens*. All children and young people (including unborn babies) have the right to be cared for and protected from harm and abuse and to grow up in a safe environment in which their rights are respected and their needs met. Children and young people should get the help they need; when they need it; for as long as they need it and their safety is always paramount.

The protection of children and young people in Scotland is set in the wider context of Getting it right for every child (GIRFEC); the Early Years Framework and the UN Convention on the Rights of the Child (UNCRC). GIRFEC promotes action to improve the wellbeing of all children and young people across eight indicators of wellbeing. The wellbeing indicators are designed to optimise wellbeing and guide staff working with children, young people and their families to ensure that they are as **healthy; achieving; nurtured; active; respected; responsible; included** and as **safe** as they can be.

## Local Context

The Community Plan and the Integrated Children's Services Plan 2013 - 2018 are the key strategic plans for all services for children, young people and families in Perth and Kinross. Our **Strategic Objectives** and **Local Outcomes** for 2013 – 2023 are set out clearly within the Perth and Kinross Community Plan/Single Outcome Agreement 2013 - 2023. These form the golden thread for all of our work to improve the lives of children, young people and families. Our vision is **“to enable children and young people to be the best they can be”** by ensuring that:

- *Children have the best start in life*
- *Nurtured and supported families*
- *Young people reach their potential*
- *People are ready for life and work*

- *Employment opportunities for all*
- *Longer healthier lives for all*
- *Resilient, responsible and safe communities*
- *People in vulnerable circumstances are protected*

The Perth and Kinross Integrated Children's Services Plan 2013 - 2018 identifies the priorities and actions across services for children, young people and their families for the next three years around eight key themes:

9. GIRFEC - Getting it Right for Every Child
10. Participation and Engagement
11. Early Years
12. Parenting
13. Corporate Parenting
14. Child Protection – Keeping Children Safe
15. Learning and Achievement
16. Workforce Development

### **The Work of the Child Protection Committee (CPC)**

The work of the Perth and Kinross Child Protection Committee in keeping our children and young people **safe** and protected from abuse and neglect is fundamental to realising our vision for improving wellbeing and ensuring better outcomes for our most vulnerable and at risk children and young people.

The work of the CPC is articulated in the CPC Improvement Plan 2014 – 2015.

The CPC supports the ethos that **getting it right for every child is everyone's job** and that it is **everyone's responsibility to keep children safe**.



Underpinning the work of the CPC are two key national child protection policy documents; the National Guidance for Child Protection in Scotland 2014 (Scottish Government: 2014) and two quality improvement frameworks for services to protect children: How well do we protect children and meet their needs? (HM Inspectorate of Education: 2009) and How well are we improving the lives of children and young people? (Care Inspectorate: 2014).

The National Guidance for Child Protection in Scotland 2014 describes the functions of Child Protection Committees as **continuous improvement**; **strategic planning and public information and communication**.

#### **Continuous Improvement**

- *Policies, Procedures and Protocols*
- *Self-Evaluation in Improving Services to Protect Children*
- *Promoting Good Practice*
- *Learning and Development*

#### **Strategic Planning**

- *Communication, Collaboration and Co-operation*
- *Making and Maintaining Links with Other Planning Fora*

#### **Public Information and Communication**

- *Raising Public Awareness*
- *Involving Children and Young People and their Families*

The CPC Improvement Plan 2014 – 2015 has been published as an agreed *statement of intent* for which partners are jointly committed to deliver. It is therefore our individual and collective continuous improvement agenda for services to protect children and young people in Perth and Kinross. This document sets out our high level priority actions for 2014 to 2015 and beyond.

These are presented in a way which is intended to be **SMART**: **specific; measurable; achievable; realistic** and **time-limited**. They are outcome-focused; aimed at keeping children safe and protected from abuse and neglect and at delivering better outcomes for children, young people and their families.

### **Monitoring, Evaluation, Outcomes and Impact**

The Child Protection Inter-Agency Coordinator will be responsible for coordinating the plan on behalf of the CPC.

Strategic Lead Officers are identified for each of the high level improvement actions/tasks. The plan will be monitored, evaluated and reviewed regularly by the CPC and it will inform and direct the work plans for each of the CPC Sub Groups.

The CPC will consider regular progress reports on each improvement action/task and will, in turn, provide regular updates to the Children, Young People and Families Partnership (CYP&FP).

This CPC Improvement Plan 2014 – 2015 will be a dynamic resource and further areas for improvement will be added as required.

**Perth and Kinross Child Protection Committee  
5 August 2014**

**RAG Legend – Red; Amber; Green;**

<b>R</b>	<b>RED:</b> <i>There are <b>significant</b> issues and/or risks that are impacting on the action/task right now = we are not delivering the action/task on time/scope/budget.</i>
<b>A</b>	<b>AMBER:</b> <i>There are <b>some</b> issues and/or risks that will impact on the action/task if not fixed = we are at risk of not delivering the action/task on time/scope/budget.</i>
<b>G</b>	<b>GREEN:</b> <i>There are <b>no</b> issues and the action/task is progressing according to plan = we are delivering the action/task on time/scope/budget.</i>

No	Action/Task	Strategic Person Responsible	Timescale	Progress Check to Date	R A G	Evidence Available
538 1	<p>Develop and implement a robust and systematic performance management information and statistical reporting framework on key child protection practices; processes; patterns and trends</p> <p>Develop and implement robust qualitative measures in relation to the impact and outcomes for children, young people and their families</p>	<p>Chair of CPC Quality Improvement Sub Group</p> <p>Chair of CPC Practice Sub Group</p>	<p>By 31 December 2014</p> <p>By 31 January 2015</p>	<p><b>Update @ 31 July 2015:</b></p> <ul style="list-style-type: none"> <li>CPC Multi-Agency Management Information and Performance Outcome Framework Developed;</li> <li>Includes Multi-Agency Output Indicators and Outcome Indicators;</li> <li>Go Live Date - 1 August 2015;</li> <li>First CPC Quarterly Headline Report for Quarter 1 August to October 2015 - November 2015;</li> <li>Care Inspectorate led CPC Continuous Improvement Workshop - Held on 26 May 2015 - Identified further Potential Measures;</li> <li>CPC Continuous Improvement through Self-Evaluation Framework reflects Key Quality Indicators from HMIE 2009 and Care Inspectorate 2014 Quality Indicator Framework;</li> <li><b>Work Ongoing.</b></li> </ul>	<h1 style="margin: 0;">GREEN</h1>	<ul style="list-style-type: none"> <li>CPC Multi-Agency Management Information and Performance Outcome Framework;</li> <li>CPC Headline Reports;</li> <li>CPC Continuous Improvement through Self-Evaluation Framework;</li> <li>CPC Self-Evaluation Reports and Improvement Plans;</li> </ul>

No	Action/Task	Strategic Person Responsible	Timescale	Progress Check to Date	R A G	Evidence Available
539 2	<p>Develop and implement effective joint working between staff in children's services and adult services with a particular focus on children and families affected by:</p> <ol style="list-style-type: none"> <li>1) <i>Domestic abuse</i></li> <li>2) <i>Problematic alcohol / drug use</i></li> <li>3) <i>Mental ill-health</i></li> <li>4) <i>Learning disability</i></li> <li>5) <i>Young people in need of protection in transition between children's services and adults services</i></li> </ol>	<p>Joyce Thewlis ECS Service Manager (Child Protection) Children and Families Service</p> <p>Diane Fraser/ Colin Johnston Head of Housing and Community Care</p> <p>ADP and APC Sub Groups and Lead Officers</p>	<p>By 31 August 2015</p>	<p><b>Update @ 31 July 2015:</b></p> <ul style="list-style-type: none"> <li>• Joint Working Protocols between Children's Services and Adult Services (Mental Health and Learning Disability) - Under Review;</li> <li>• Joint Working between Alcohol &amp; Drug Partnership; Child Protection Committee and P&amp;K HCC Drug &amp; Alcohol Team on <i>Getting Our Priorities Right – Well-Advanced</i>;</li> <li>• P&amp;K GOPR Practitioner's Guide and OnLine Toolkit - In Place - since September 2015;</li> <li>• Further GOPR Champions and GOPR Training planned across P&amp;K for 2015/2016;</li> <li>• CPC Practice Sub Group Work Plan - Continuing to focus on Themes 1 to 5 and on developing Joint Practitioner Guides and Toolkits on Key Issues and Themes;</li> <li>• <b>Work Ongoing.</b></li> </ul>	<p><b>GREEN</b></p>	<ul style="list-style-type: none"> <li>• Joint Working Protocols;</li> <li>• P&amp;K GOPR Practitioner's Guide and OnLine Toolkit;</li> <li>• CPC Practice Sub Group Minutes and Work Plan;</li> </ul>

No	Action/Task	Strategic Person Responsible	Timescale	Progress Check to Date	R A G	Evidence Available
	<p>Develop, roll-out and implement a Perth and Kinross Practitioner's Guide and OnLine Toolkit to GOCR: <i>Getting our Priorities Right: Working with Children, Young People and Families Affected by Problematic Alcohol and/or Drug Use</i> (Scottish Government: GOCR2 2012)</p>	<p>Ian Smillie ADP Lead Officer</p> <p>Ross Drummond CPC Child Protection Inter-Agency Coordinator</p> <p>Alcohol and Drug Partnership (ADP) and Child Protection Committee (CPC)</p>	<p>By 30 September 2014</p>	<p><b>Update @ 31 July 2015:</b></p> <ul style="list-style-type: none"> <li>Joint ADP and CPC GOCR Action Plan and Joint Working between Alcohol &amp; Drug Partnership and Child Protection Committee - <i>Getting Our Priorities Right: Working with Children, Young People and Families Affected by Problematic Alcohol and/or Drug Use;</i></li> <li>Four well-attended and highly evaluated GOCR Practitioner Seminars held between November 2013 and January 2015;</li> <li>P&amp;K GOCR Practitioner's Guide and OnLine Toolkit - In Place - since September 2015;</li> <li>Further GOCR Champions and GOCR Training planned across P&amp;K for 2015/2016;</li> <li><b>Work Ongoing.</b></li> </ul>	<h1 style="margin: 0;">GREEN</h1>	<ul style="list-style-type: none"> <li>Joint ADP and CPC Partnership Agreement;</li> <li>Joint ADP and CPC GOCR Action Plan and Progress Reports;</li> <li>P&amp;K GOCR Practitioner's Guide and OnLine Toolkit;</li> <li>Seminar Feedback and Evaluation Reports;</li> </ul>



No	Action/Task	Strategic Person Responsible	Timescale	Progress Check to Date	R A G	Evidence Available
	<p>Review the Multi-Agency Screening Group (MASG) arrangements for Police Concern Reports and Unborn Baby Referrals</p> <p>Develop and implement an Action Plan for improvement of the Multi-Agency Screening to ensure the safety and wellbeing of children and young people</p>	<p>Joyce Thewlis ECS Service Manager (Child Protection) Children and Families Service</p> <p>Joyce Thewlis ECS Service Manager (Child Protection) Children and Families Service</p>	<p>By 31 December 2014</p> <p>By 31 March 2015</p>	<p><b>Update @ 31 July 2015:</b></p> <ul style="list-style-type: none"> <li>CPC Multi-Agency Screening Group (MASG) Review Group - Established August 2014;</li> <li>MASG Review – Completed;</li> <li>Included a Document Review; Structured Interviews; OnLine Staff Survey;</li> <li>Final MASG Evaluation Report with Findings; 17 Recommendations and an Improvement Plan reported to the CPC on 12 May 2015;</li> <li>MASG Evaluation Report and Improvement Plan presented to the CPC Practice Sub Group on 28 July 2015;</li> <li>MASG Improvement Plan - finalised 31 July 2015;</li> <li>Further In-Depth Work - Planned for August to December 2015;</li> <li><b>Work Ongoing.</b></li> </ul>	GREEN	<ul style="list-style-type: none"> <li>MASG Review and Evaluation Report;</li> <li>MASG Improvement Plan;</li> </ul>

No	Action/Task	Strategic Person Responsible	Timescale	Progress Check to Date	Evidence Available
	<p>Raise and increase practitioner, service and agency awareness and understanding of:</p> <p>1) <i>Child sexual abuse and child sexual exploitation</i></p>	<p>Ross Drummond CPC Child Protection Inter-Agency Coordinator</p>	<p>By 31 December 2014</p>	<p><b>Update @ 31 July 2015:</b></p> <p><b>CSE:</b></p> <ul style="list-style-type: none"> <li>• P&amp;K Child Sexual Exploitation (CSE) Multi-Agency Working Group - Established February 2015;</li> <li>• Terms of Reference - Published April 2015;</li> <li>• Comprehensive Work Plan - Published April 2015;</li> <li>• Workstreams - Identified and being taken forward;</li> <li>• Wide Range of CSE Related Activities - Completed and/or Ongoing - Including Rolling-Out NSPCC Schools Programme; Staff Training; Staff Seminars; Surveys in Schools; Public Surveys; Self-Evaluation Activities;</li> <li>• Findings being reported in the CPC S&amp;Q Report 2014 - 2015;</li> <li>• Perth and Kinross Leadership Summit - Zero-Tolerance to Abuse and Exploitation - Planned for 8 September 2015;</li> <li>• <b>Work Ongoing.</b></li> </ul>	<p style="text-align: center;"><b>R A G</b></p> <p style="text-align: center; font-size: 2em; font-weight: bold; color: white;">GREEN</p> <ul style="list-style-type: none"> <li>• P&amp;K Child Sexual Exploitation (CSE) Multi-Agency Working Group - Papers;</li> <li>• Terms of Reference;</li> <li>• CSE Work Plan - Outputs;</li> <li>• Committee Progress Reports - Full Council; Children, Young People and Families Partnership; P&amp;K Council Executive Officer Team and CPC;</li> <li>• Evaluation Reports;</li> </ul>

No	Action/Task	Strategic Person Responsible	Timescale	Progress Check to Date	R A G	Evidence Available
	<p>Raise and increase practitioner, service and agency awareness and understanding of:</p> <ol style="list-style-type: none"> <li>2) <i>Female genital mutilation (FGM)</i></li> <li>3) <i>Honour based violence</i></li> <li>4) <i>Forced marriage</i></li> <li>5) <i>Other harmful practices</i></li> </ol>	<p>Ross Drummond CPC Child Protection Inter-Agency Coordinator</p>		<p><b>Cultural Issues:</b></p> <ul style="list-style-type: none"> <li>• CPC has purchased the ROSHNI Abuse, Culture and Child Protection OnLine Training Modules - Covering GIRFEC; Child Protection and Cultural Issues;</li> <li>• Being launched/rolled out at Leadership Summit on 8 September 2015;</li> <li>• Roll-Out Recommendations Report - Being presented to CPC 18 August 2015;</li> <li>• Work Ongoing via Tayside Harmful Practices Group;</li> <li>• <b>Work Ongoing.</b></li> </ul>	GREEN	<ul style="list-style-type: none"> <li>• ROSHNI Abuse, Culture and Child Protection OnLine Training Modules;</li> <li>• Report to CPC;</li> <li>• Tayside Harmful Practice Group - Minutes etc;</li> </ul>

No	Action/Task	Strategic Person Responsible	Timescale	Progress Check to Date	R A G	Evidence Available
544	<p>Develop, promote, embed and align the <i>Getting it Right for Every Child</i> (GIRFEC) approach in Perth and Kinross, specifically:</p> <ol style="list-style-type: none"> <li>1) P&amp;K GIRFEC Website and Practice Guide</li> <li>2) National Practice Model</li> <li>3) Role of the Named Person</li> <li>4) Role of the Lead Professional</li> <li>5) Child's Plan</li> <li>6) Chronologies</li> <li>7) P&amp;K OnLine GIRFEC Module and Staff Training and Workforce Development</li> </ol>	Jacquie Pepper Head of Children and Families' Service	By 31 August 2015	<p><b>Update @ 31 July 2015:</b></p> <ul style="list-style-type: none"> <li>• P&amp;K GIRFEC Group;</li> <li>• Implementation Plan - Under Review;</li> <li>• Self-Assessments completed against Touchpoint Documents;</li> <li>• Written Submissions made to Scottish Government;</li> <li>• GIRFEC and Named Person Training - Planned Autumn 2015;</li> <li>• GIRFEC Case Study Day - Held July 2015;</li> <li>• Child's Plan - Work Progressing;</li> <li>• Chronologies - Amendments made to Tayside-wide Guidance - For Approval;</li> <li>• GIRFEC OnLine Module - 638 unique users have accesses since August 2014;</li> <li>• Wellbeing Survey - Completed by 177 multi-agency staff May to June 2015;</li> <li>• <b>Work Ongoing.</b></li> </ul>	GREEN	<ul style="list-style-type: none"> <li>• Agenda, Minutes; and Action Points;</li> <li>• Implementation Plan;</li> <li>• Touchpoint - Self-Assessments;</li> <li>• Written Submissions;</li> <li>• Case Study Day - Write-Ups;</li> <li>• Child's Plan Work;</li> <li>• Chronology Guidance;</li> <li>• Wellbeing Survey Results;</li> </ul>
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No	Action/Task	Strategic Person Responsible	Timescale	Progress Check to Date	RAG	Evidence Available
	<p>Develop a common approach to self-evaluation using relevant frameworks; implement a planned and coordinated cycle of single agency and joint-self evaluations of child protection which integrates well with the evaluation of our work across services for children, young people and their families</p>	<p>Chair of CPC Quality Improvement Sub Group  Ross Drummond CPC Child Protection Inter-Agency Coordinator</p>	<p>By 31 March 2015</p>	<p><b>Update @ 31 July 2015:</b></p> <ul style="list-style-type: none"> <li>CPC Continuous Improvement through Self-Evaluation Programme and Public - Facing Webpage in place since August 2014;</li> <li>CPC Continuous Improvement through Self-Evaluation Framework reflects Key Quality Indicators from HMIE 2009 and Care Inspectorate 2014 Quality Indicator Framework;</li> <li>CPC Self-Evaluation Programme 2014 - 2015 - Comprehensive and Nearing Completion;</li> <li>CPC Multi-Agency Management Information and Performance Outcome Framework Developed;</li> <li>CPC Standards and Quality Report 2014 - 2015 - Being Drafted for the CPC on 18 August 2015; the Children, Young People and Families' Partnership on 21 August 2015; Full Council on 7 October 2015 and then Scrutiny Committee by end of 2015;</li> <li>CPC Multi-Agency Review of Child Protection Cases/ Team Around the Child and Home Visits (Children &amp; Families) - Completed</li> </ul>	<h1 style="margin: 0;">GREEN</h1>	<ul style="list-style-type: none"> <li>CPC Continuous Improvement Webpage;</li> <li>CPC Multi-Agency Management Information and Performance Outcome Framework;</li> <li>CPC Self-Evaluation Programme 2014 - 2015;</li> <li>CPC Standards and Quality Reports;</li> <li>CPC Self-Evaluation Toolkits and Evaluation Reports;</li> <li>CPC Development Days - Evaluation Reports;</li> <li>CPC Improvement Plans;</li> <li>Survey Reports and Evaluations;</li> </ul>

No	Action/Task	Strategic Person Responsible	Timescale	Progress Check to Date	R A G	Evidence Available
				<p>May/June 2015 - Evaluation Report to CPC on 18 August 2015;</p> <ul style="list-style-type: none"> <li>• CPC Minute Review and CPC Parents &amp; Carers Survey - Completed May 2015 - Evaluation Reports to CPC on 18 August 2015;</li> <li>• CPC Development Day 28 May 2015 - <i>Developing a Child Protection Community Approach to Joint Self-Evaluation</i> - Evaluation Report to CPC on 18 August 2015;</li> <li>• Numerous Children &amp; Young People; Parents &amp; Carers; Public and Staff Surveys - Completed by CPC during 2014/2015;</li> <li>• Joint Continuous Improvement through Self-Evaluation Workshop between CPC and Care Inspectorate - Held on 26 May 2015;</li> <li>• Positive and Continuous Feedback from Care Inspectorate - Link Inspector;</li> <li>• CPC Joint Quality Assurance Framework - Being developed Further;</li> <li>• <b>Work Ongoing.</b></li> </ul>	<h1 style="margin: 0;">GREEN</h1>	

No	Action/Task	Strategic Person Responsible	Timescale	Progress Check to Date	R A G	Evidence Available
8	Develop a joint framework for quality assurance to include a comprehensive set of standards; systems and processes to check on the quality of our work	Chair CPC Practice Sub Group  Ross Drummond CPC Child Protection Inter-Agency Coordinator	By 31 March 2015	<b>Update @ 31 July 2015:</b> <ul style="list-style-type: none"> <li>Care Inspectorate Quality Indicator Framework published in 2014</li> <li>CPC Quality Assurance Framework - Under Development;</li> <li><b>Work Ongoing.</b></li> </ul>	A M B E R	<ul style="list-style-type: none"> <li>CPC Quality Assurance Sub Group Minutes;</li> <li>CPC Multi-Agency Management Information and Performance Outcome Framework;</li> </ul>
9	Review the use of and efficacy of Voluntary Measures (advice and guidance) between Social Work and the Scottish Children's Reporter Administration	Anne Gerry Locality Reporter SCRA  Joyce Thewlis ECS Service Manager (Child Protection) Children and Families Service	By 31 December 2014	<b>Update @ 31 July 2015:</b> <ul style="list-style-type: none"> <li>Following Discussions between the CPC Chair and the Locality Reporter SCRA - Agreed this was not an issue in Perth and Kinross;</li> <li><b>Action/Task Discharged.</b></li> </ul>	G R E E N	<ul style="list-style-type: none"> <li>Discharged.</li> </ul>

No	Action/Task	Strategic Person Responsible	Timescale	Progress Check to Date	R A G	Evidence Available
10	Review and report on the impact of DWP Benefit Reforms and/or Welfare Reforms on Children and Families	Nicola Sutherland Housing and Community Care - Welfare Rights	By 30 November 2014	<b>Update @ 31 July 2015:</b> <ul style="list-style-type: none"> <li>CPC agreed to defer this Action/Task until after the UK General Election in May 2015;</li> <li>Further DWP Benefit and Welfare Reforms - Planned;</li> <li>H&amp;CC Welfare Rights Team Providing Report and Presentation on Impact and Poverty to the CPC on 18 August 2015;</li> <li><b>Work Ongoing.</b></li> </ul>	GREEN	<ul style="list-style-type: none"> <li>Presentation and Report to CPC;</li> </ul>
11	Review, publish and implement a revised CPC Significant Case Review (SCR) Protocol, once the Scottish Government: <i>National Guidance for CPCs for Conducting a Significant Case Review (SCR)</i> is published (published)	Ross Drummond CPC Child Protection Inter-Agency Coordinator  Chair of CPC Practice Sub Group	By 30 November 2014	<b>Update @ 31 July 2015:</b> <ul style="list-style-type: none"> <li>Revised National Guidance: Conducting a Significant Review - Published by Scottish Government March 2015;</li> <li>Code of Practice for the Review of Significant Case Reviews of Children and Young People in Scotland - Published by Care Inspectorate March 2015;</li> <li>Presented to CPC on 12 May 2015;</li> <li>Local CPC Initial Case Review and Significant case Review Arrangements - In Place;</li> <li>CPC Chair - SPOC;</li> <li><b>Work Ongoing.</b></li> </ul>	GREEN	<ul style="list-style-type: none"> <li>Revised National Guidance: Conducting a Significant Review;</li> <li>Code of Practice for the Review of Significant Case Reviews of Children and Young People in Scotland;</li> <li>CPC ICR and SCR Protocol;</li> </ul>



No	Action/Task	Strategic Person Responsible	Timescale	Progress Check to Date	R A G	Evidence Available
12	Review, publish and implement a revised CPC Under-Age Sexual Activity Protocol in compliance with the Scottish Government: <i>National Guidance for Under-Age Sexual Activity – Meeting the Needs of Children and Young People and Identifying Child Protection Concerns</i> (published)	Ross Drummond CPC Child Protection Inter-Agency Coordinator  Chair of CPC Practice Sub Group	By 30 November 2014	<b>Update @ 31 July 2015:</b> <ul style="list-style-type: none"> <li>Issues Alleging Under-Age Sexual Activity - Within P&amp;K are currently dealt with via existing Child Protection Procedures - Single Agency and Inter-Agency;</li> <li>CPC Under-Age Sexual Activity Protocol - Requires to be Updated;</li> <li>Awaiting Police Scotland to published their Final Standard Operating Procedure: Under-Age Sexual Activity;</li> <li><b>Work Ongoing.</b></li> </ul>	<b>A M B E R</b>	<ul style="list-style-type: none"> <li>Child Protection Procedures - Single Agency and Inter-Agency;</li> </ul>
13	Review, revise and publish the CPC Inter-Agency Child Protection Guidelines, once the Scottish Government: <i>National Guidance for Child Protection in Scotland 2014</i> is published (published)	Ross Drummond CPC Child Protection Inter-Agency Coordinator  Child Protection Committee (CPC)	By 31 March 2015	<b>Update @ 31 July 2015:</b> <ul style="list-style-type: none"> <li>CPC Inter-Agency Child Protection Guidelines - Published 2011;</li> <li>Revision and Updating Work Planned - End of 2015;</li> <li>Awaiting Statutory Guidance in relation to Parts 4,5 and 18 of the Children and Young People (Scotland) Act 2014 to ensure local guidelines take account of new legislative Duties of GIRFEC; Named Person and Child's Plan;</li> <li><b>Work Ongoing.</b></li> </ul>	<b>A M B E R</b>	<ul style="list-style-type: none"> <li>CPC Inter-Agency Child Protection Guidelines - Published 2011;</li> </ul>

No	Action/Task	Strategic Person Responsible	Timescale	Progress Check to Date	R A G	Evidence Available
550	Develop and implement a robust and consistent approach to involving children, young people and their families meaningfully in key child protection processes and self-evaluation	Chair of CPC Quality Improvement Sub Group Chair of CPC Practice Sub Group	By 30 August 2015	<p><b>Update @ 31 July 2015:</b></p> <ul style="list-style-type: none"> <li>P&amp;K Advocacy Group - Established 2012;</li> <li>Graduate Trainee Engagement and Feedback Research Findings and Recommendations presented to CPC on 12 May 2015;</li> <li>Existing processes for Advocacy and Seeking Views under Review;</li> <li><i>What do you Think Forms for Children and Young People - In Constant Use;</i></li> <li>Children, Young People and Families CPC Survey Questionnaires completed throughout 2014/2015;</li> <li>CPC Multi-Agency Review of Child Protection Cases/ Team Around the Child and Home Visits (Children &amp; Families) - Completed May/June 2015 - Evaluation Report being presented to CPC on 18 August 2015;</li> <li>CPC Minute Review and CPC Parents &amp; Carers Survey - Completed May 2015 - Evaluation Reports to CPC on 18 August 2015;</li> <li><b>Work Ongoing.</b></li> </ul>	GREEN	<ul style="list-style-type: none"> <li>P&amp;K Advocacy Group Minutes and Outputs;</li> <li>Engagement and Feedback Research Findings and Recommendations;</li> <li><i>What do you Think Forms</i></li> <li>CPC Multi-Agency Review of Child Protection Cases/ Team Around the Child and Home Visits (Children &amp; Families) Evaluation Reports;</li> <li>CPC Minute Reviews and CPC Parents &amp; Carers Surveys Evaluation Reports;</li> <li>Surveys - Service User Feedback (Self-Evaluation Analysis) and Wider Public (Gap Analysis);</li> </ul>

No	Action/Task	Strategic Person Responsible	Timescale	Progress Check to Date	R A G	Evidence Available
	<p>Establish a CPC Public Information, Communication, Participation and Engagement Sub Group with a clear role and remit in keeping with the business functions specified in the <i>National Guidance for Child Protection in Scotland 2014</i></p>	<p>Chair of the Child Protection Committee  Ross Drummond  CPC Child Protection Inter-Agency Coordinator</p>	<p>By 31 December 2014</p>	<p><b>Update @ 31 July 2015:</b></p> <ul style="list-style-type: none"> <li>• <b>Multi-Agency Protecting People Communication Group</b> - Established February 2015;</li> <li>• Complements but does not replace Existing Partnership Communications Strategies and Plans;</li> <li>• Joint Communications Plan August 2015 - July 2016 - Under Development;</li> <li>• Community Engagement Programme 2014/2015 - Rolled out by the P&amp;K Partnership Coordinators' Network;</li> <li>• Public Surveys - <i>Keeping Yourself Safe (Children and Young People and Adults)</i> - Completed during 2014 / 2015;</li> <li>• Findings being reported in the CPC Standards and Quality Report 2014 - 2015;</li> <li>• Surveys - Service User Feedback (Self-Evaluation Analysis) and Wider Public (Gap Analysis) - Planned for September 2015</li> <li>• <b>Work Ongoing.</b></li> </ul>	GREEN	<ul style="list-style-type: none"> <li>• Multi-Agency Protecting People Communication Group - Minutes and Outputs;</li> <li>• Joint Communications Plan;</li> <li>• Surveys - Service User Feedback (Self-Evaluation Analysis) and Wider Public (Gap Analysis);</li> </ul>

No	Action/Task	Strategic Person Responsible	Timescale	Progress Check to Date	R A G	Evidence Available
	Develop and implement a Communications Plan to promote awareness of child protection aligned to the key improvement priorities for the CPC	Chair of the Child Protection Committee	By 31 December 2014	<p><b>Update @ 31 July 2015:</b></p> <ul style="list-style-type: none"> <li>CPC Communications Strategy - In Place since April 2012;</li> <li>CPC Communications Strategy - Updated and being presented to CPC on 18 August 2015 for Approval;</li> <li>Working with ECS Communications Support and P&amp;K Chief Executives Communications and Design Team a CPC Communications Themed Plan August 2015 - July 2016 is being developed;</li> <li><b>Work Ongoing.</b></li> </ul>	GREEN	<ul style="list-style-type: none"> <li>CPC Communications Strategy and Communications Plan;</li> </ul>

No	Action/Task	Strategic Person Responsible	Timescale	Progress Check to Date	R A G	Evidence Available
	<p>Develop and implement a strategy for involving children, young people and families in:</p> <ol style="list-style-type: none"> <li>1) <i>policy design; development and review</i></li> <li>2) <i>service design; development and review</i></li> <li>3) <i>public information, communication and community engagement</i></li> <li>4) <i>the promotion of Children's Rights; Advocacy; Sexual Health; Keeping Safe; and Child Protection</i></li> </ol>	<p>Chair of the Child Protection Committee</p>	<p>By 31 December 2014</p>	<p><b>Update @ 30 June 2015:</b></p> <ul style="list-style-type: none"> <li>• Graduate Trainee Engagement and Feedback Research Findings and Recommendations presented to the CPC on 12 May 2015;</li> <li>• Report included a Toolkit; Methodology; Literature Review; Findings and Recommendations;</li> <li>• Public Surveys - <i>Keeping Yourself Safe (Children and Adults)</i> - Completed during 2014 / 2015;</li> <li>• Findings being reported in the CPC Standards and Quality Report 2014 - 2015;</li> <li>• Surveys - Service User Feedback (Self-Evaluation Analysis) and Wider Public (Gap Analysis) - Planned for September 2015</li> <li>• <b>Work Ongoing.</b></li> </ul>	<h1 style="margin: 0;">GREEN</h1>	<ul style="list-style-type: none"> <li>• P&amp;K Advocacy Group Minutes and Outputs;</li> <li>• Engagement and Feedback Research Findings and Recommendations;</li> <li>• Toolkit and Methodology;</li> <li>• <i>What do you Think Forms</i></li> <li>• Surveys - Service User Feedback (Self-Evaluation Analysis) and Wider Public (Gap Analysis);</li> </ul>

