

Perth and Kinross Child Protection Committee (CPC)

Joint Learning Review Summary into Child G and Child D

Log of Recommendations and Key Improvements: Update @ 4 October 2023

Recommendations for CPC	Key Improvements Identified	Ongoing Improvements / Next Steps / Timescales
Child G		
<p>1. NHS Tayside should review their current wide range of child protection policies, procedures and guidance and where possible, rationalise them, to ensure that it is readily available, accessible and is understood by all staff across all NHS Tayside disciplines and services, including primary and acute services. Regular quality assurance exercises, including staff surveys and audit reports should be carried out to ensure both understanding and compliance.</p>	<p>NHS Tayside Response:</p> <ul style="list-style-type: none"> • Child Protection (CP) Leadership and Governance structures are in place across NHS Tayside via the Public Protection Executive Group (PPEG). The PPEG, chaired by the Executive Lead for Public Protection, meets quarterly and is supported by the Public Protection Operational Group (PPOG) and associated Sub-Groups, one of which has a remit for CP policies and guidance with multi-disciplinary representation. • NHS Tayside’s Medical Director and Associate Medical Director for Primary Care are both members of the PPEG. • NHS Tayside is also represented on the Managed Clinical Networks (MCNs) for CP and contributes to the development of CP Scottish National Clinical Guidelines. • NHS Tayside’s Child Protection Team oversees a CP policy and guidance tracker (established in 2017) for all NHS Tayside CP policies and guidance to ensure robust processes are in place for reviewing and updating policies and guidance. NHS Tayside’s CP Policy was established in 2006 and continues to be updated regularly in line with 	<p>NHS Tayside Response:</p> <ul style="list-style-type: none"> • Planned improvements via the CP Medical Team include: <ul style="list-style-type: none"> ○ Staff survey to frontline hospital medical staff involved with child protection. ○ Consider learnPro resource around babies with bruising and other injuries. ○ Review CP Medical Staffnet page to ensure it is easy to find key information. • The CP Team will work in partnership with GP colleagues to develop: <ul style="list-style-type: none"> ○ A flowchart of guidance to support staff in Primary Care/GP settings. ○ CP referral guidance via RefGuide. • The CP Team will share CP related 7-Minute Briefings e.g., NHS Tayside’s CP policy. • NHS Tayside’s Public Protection (PP) Health Service will undertake CP ‘pulse’ surveys with GP/Primary Care colleagues to gauge confidence in CP roles and responsibilities and highlight areas for improvement.

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Recommendations for CPC	Key Improvements Identified	Ongoing Improvements / Next Steps / Timescales
	<p>the CP policy tracker (last updated in July 2023 to reflect changes to national CP guidance).</p> <ul style="list-style-type: none"> • All NHS Tayside CP policies and guidance are accessible to the workforce, including independent contractors such as GPs, via a dedicated CP webpage on Staffnet (intranet). In addition, the workforce is signposted to CP policies and guidance via CP training, CP Case Supervision, the CP telephone advice line and CP related communications (e.g., Newsletters, Vital Signs). • Guidance for the management of non-mobile babies with bruises or injuries (established in March 2020) was updated in April 2021 to include a section on torn frenulum. Feedback on the guidance was also sought via an online survey to Consultant Paediatric medical staff. • NHS Tayside's Quality Assurance and Performance Framework for CP is reported to the PPEG quarterly and the board level Care Governance Committee (CGC) annually; a range of quality indicators relating to the CP policy and guidance landscape, both locally and nationally are included. • Feedback on staff awareness of how to access CP policies and guidance and confidence in staff knowledge of policies/guidance is captured via quarterly CP 'pulse surveys' with key services across the organisation. Survey findings support CP quality improvement work. • Where possible, work is being undertaken to streamline CP guidance and a recent example is the review of NHS Tayside's Adverse Event Reporting for CP Incidents Guidance to include 	<ul style="list-style-type: none"> • Work via NHS Tayside's PP Health Service is ongoing to implement a national NHS Public Protection Accountability and Assurance Framework. As part of this work, NHS Tayside is piloting a national reporting template during May to October 2023. • As NHS Tayside moves to a PP approach, where possible and appropriate, policies and guidance will be combined to reflect the PP agenda. • The recommendations of this Learning Review will be shared with the PPEG which has a role in the wider dissemination of learning across the organisation. It should be acknowledged that while this recommendation is to rationalise NHS Tayside's CP policies and guidance, further recommendations in this Learning Review describe the need for additional CP guidance to cover the following topics: <ul style="list-style-type: none"> ○ Child Protection Register (CPR) ○ Suspicion of Poisoning ○ Out of Area (when a baby, child or young person moves to another health board area) ○ Skeletal Surveys for Multi-Agency Teams

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	<p>NHS Tayside's Child Death Guidance for Community Nursing Staff.</p>	
<p>2. NHS Tayside should ensure that they have in place guidance on the Child Protection Register (CPR), which should include guidance on the areas of concern / risk coming into place on 1 August 2023 and they should ensure this information is made readily available, accessible and understood by all staff, particularly when babies, children and young people are admitted to primary, acute and / or hospital settings.</p>	<p>NHS Tayside Response:</p> <ul style="list-style-type: none"> • NHS Tayside's CP policy includes a section on the Child Protection Register (CPR) and an appended flowchart describing the process for staff to follow for children on the CPR seen in hospital. • A system is in place within NHS Tayside to 'flag up' unborn babies, children and young people where an unborn baby, child or young person is on the CPR. Child Protection registration status is available via the TrakCare patient management system, Clinical Portal and EMIS Web clinical systems. • As documented in NHS Tayside's CP policy, all NHS Tayside staff must record relevant information received. Registered nurses and midwives must follow NHS Tayside's Records and Record Keeping Policy and ensure they adhere to the Nursing and Midwifery Council (NMC) Code of Conduct. Allied Health Professionals should refer to the Health Professional Council standards of proficiency relating to record keeping. Medical staff should refer to the General Medical Council Guidance: Protecting Children and Young People: The responsibilities of all doctors on keeping records. 	<p>NHS Tayside Response:</p> <ul style="list-style-type: none"> • The CP Staffnet page has been revised with a section for acute services highlighting the processes in place for when a child in hospital is on the CPR. • The CP Team continues to conduct monthly qualitative electronic health record audits of pre-school aged children on/recently removed from the CPR to assess the quality of CP practice. • In line with NHS Tayside's Policy for Records and Record Keeping, services are expected to conduct routine service record audits.
<p>3. NHS Tayside should develop or include guidance on "Suspicion of Poisoning" for all health practitioners which ensures that such a concern is shared quickly with the NHS Tayside Child Protection</p>	<p>NHS Tayside Response:</p> <ul style="list-style-type: none"> • All NHS Tayside guidance documents have been reviewed and where required, revised in line with the national CP guidance published in 2021. 	<p>NHS Tayside Response:</p> <ul style="list-style-type: none"> • Revised National CP guidance was published on 31 August 2023. Changes to the national guidance will be reviewed as part of NHS Tayside's ongoing review processes to ensure

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<p>Team and when appropriate, with Police Scotland.</p>	<ul style="list-style-type: none"> Level 2 CP training covers all forms of abuse including fabricated or induced illness. 	<p>that policy/guidance documents remain up to date and accurate.</p> <ul style="list-style-type: none"> The CP Medical Team will review the existing 'CP Recognition and Response Toolkit' for clinical staff to include suspicion of poisoning; this would provide a more streamlined approach rather than developing separate/standalone guidance.
<p>4. NHS Scotland and / or NHS Tayside should develop a public health basic awareness and understanding campaign of the dangers and risks of parental substance use to babies, children and young people.</p>	<p>NHS Tayside Response:</p> <ul style="list-style-type: none"> The recognition and impact of parental substance use is woven throughout all levels of CP training provided to NHS Tayside staff. NHS Tayside staff have access to CP advice and support via a dedicated telephone advice line and CP case supervision. While national agreement on a public health awareness campaign is out with the scope of this progress update, colleagues in the Directorate of Public Health recognise that impacting behaviour change in this area is complex and will require a multi-pronged approach. 	<p>NHS Tayside Response:</p> <ul style="list-style-type: none"> NHS Tayside's Directorate of Public Health will raise this area of work at a national level through existing connections. Locally, work can be progressed via the Alcohol and Drug Partnerships (ADPs). Explore further work to support midwives in their communications with pregnant women. Information on parental substance use should include prescribed medications also.
<p>5. NHS Tayside should ensure they have in place robust guidance when a baby, child or young person is transferred to another Health Board area where there are child protection concerns and should consider appointing a Single-Point-of-Contact to ensure good information sharing between all relevant partner services and agencies involved with the baby, child or young person.</p>	<p>NHS Tayside Response:</p> <ul style="list-style-type: none"> NHS Tayside follows national CP Out of Area Guidance developed as part of the CP Scottish National Clinical Guidelines. This information is accessible to staff via the CP Staffnet page. NHS Tayside ensures trained medical staff are available 24 hours a day seven days a week to provide CP advice, medical care and assessment. A daytime on-call rota of CP Paediatricians is in 	<p>NHS Tayside Response:</p> <ul style="list-style-type: none"> A CP communication highlighting national CP Out of Area Guidance to be issued to NHS Tayside clinical staff. A single-point-of-contact will be designated via the on-call Paediatrician for CP within working hours.

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	<p>place and out of hours support is accessed via the on-call General Paediatrician at Ninewells Hospital.</p> <ul style="list-style-type: none"> The CP Team maintains a telephone advice line during office hours, Monday to Friday (excluding public holidays). 	
<p>6. NHS Tayside should ensure that all staff are alert to disguised compliance, that it is included in key child protection guidance and supported by staff learning and development opportunities.</p>	<p>NHS Tayside Response:</p> <ul style="list-style-type: none"> The recognition and impact of disguised compliance is addressed in all levels of CP training provided to NHS Tayside staff and reinforced at CP case supervision. Caseload midwives across NHS Tayside attend Level 3 CP training annually which includes a focus on disguised compliance. 	<p>NHS Tayside Response:</p> <ul style="list-style-type: none"> Level 3 CP training on Learning from CP Reviews commenced in June 2023; disguised compliance is a theme. Over the past 18 months, Perth and Kinross caseload midwives have accessed focussed CP supervision sessions monthly with each midwife attending two sessions annually. This model is now being rolled out across Tayside to Angus and Dundee teams.
<p>7. Perth and Kinross CPC should ensure that disguised compliance is included in key inter-agency child protection staff learning and development opportunities.</p>	<p>Perth and Kinross CPC Response:</p> <ul style="list-style-type: none"> This Recommendation also links closely with Recommendation 17 below. Perth and Kinross CPC has in place two key Practitioners Guides: Working with Hostile and / or Non-Engaging Parents and Carers (October 2015) and the more recent Practitioner's Guide: Professional Curiosity (August 2019). The Practitioner's Guide: Professional Curiosity (August 2019) specifically references disguised compliance. Both Guides have been widely cascaded and are available on the CPC's public facing website. 	<p>Perth and Kinross CPC Response:</p> <ul style="list-style-type: none"> This Recommendation also links closely with Recommendation 17 below. Perth and Kinross CPC Child Protection Learning and Development Officer is currently (September 2023) reviewing all CPC inter-agency child protection training – online, webinars and face-to-face opportunities to ensure both disguised compliance and the need for professional curiosity is included.

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<p>8. Perth and Kinross CPC and partners, working together with key services and agencies, in particular with NHS Tayside, should ensure that all single service and agency Review processes are coordinated and that the findings and recommendations are shared timeously with CPC partners and relevant others, to ensure learning and practice improvement.</p>	<p>Perth and Kinross CPC Response:</p> <ul style="list-style-type: none"> Perth and Kinross CPC has in place a P&K CPC Joint Protocol: Learning Reviews (Published 28 March 2023) which includes guidance on parallel and / or cross cutting review processes – in particular the need to ensure early contact with and ongoing liaison and dialogue with other review processes. <p>NHS Tayside Response:</p> <ul style="list-style-type: none"> CP Leadership and Governance structures are in place across NHS Tayside via the Public Protection Executive Group (PPEG), chaired by the Executive Lead for Public Protection. The PPEG is supported by the Public Protection Operational Group (PPOG) and associated Sub-Groups, one of which has a remit for Public Protection Learning and Development with multi-disciplinary representation, including from Tayside’s three Health and Social Care Partnerships. NHS Tayside is represented on each of Tayside’s three CPCs and Chief Officers’ Groups (COGs) and contributes to the work of the Tayside Regional Improvement Collaborative (TRIC) and TRIC Priority Group 5 on Safeguarding and Child Protection. NHS Tayside contributes to the work of the CPC and associated sub-groups including a workforce survey on CP Learning Reviews (live during September 2023 and cascaded to NHS Tayside staff). 	<p>Perth and Kinross CPC Response:</p> <ul style="list-style-type: none"> Whilst Perth and Kinross CPC has in place a P&K CPC Joint Protocol: Learning Reviews (Published 28 March 2023), as specified in column two, it does not include a requirement for other CPC partners to coordinate and share findings from their own service / agency review processes. This is now seen as a gap in terms of sharing lessons-learned and practice improvement. This will be explored further by the CPC with its partners when this Learning Review is published. <p>NHS Tayside Response:</p> <ul style="list-style-type: none"> A Public Protection Learning and Development Sub-Group of the PPEG was established in August 2023. Level 3 CP training on Learning from CP Reviews commenced in June 2023 and an evaluation plan is in place. A series of 7-minute briefings have been developed to complement NHS Tayside’s CP policies and guidance. In line with NHS Tayside’s guidance on Adverse Event Reporting for CP Incidents, work is underway to ensure appropriate multi-agency representation at Local Adverse Event Reviews (LAERs). NHS Tayside is participating in a P&K CPC workforce survey on CP Learning Reviews during September 2023.

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Child D		
<p>9. NHS Tayside and Partners should consider multi-agency training to ensure that understanding of the NHS Tayside Unborn Baby Protocol Protocols and other single agency protocols are clear and robust.</p>	<p>NHS Tayside Response:</p> <ul style="list-style-type: none"> • NHS Tayside’s CP Concern for Unborn Babies (UBB) Protocol is in place (established in 2009) and will be reviewed in October 2023 in line with the CP policy/guidance tracker. As part of the review process cognisance of Learning from CP Learning Reviews and Tayside Multi-Agency UBB Guidance will be taken. • The CP Team provides guidance on recognising and responding to concerns for UBB through CP training, CP case supervision, the CP advice line and portfolio work with individual services including Maternity, Health Visiting and Family Nurse Partnership (FNP) services. • CP pulse surveys gather feedback from practitioners on their level of awareness and understanding of CP polices and guidance, including the Concern for UBB Protocol. 	<p>NHS Tayside Response:</p> <ul style="list-style-type: none"> • The CP Team has developed a 7-minute briefing on the Concern for UBB Protocol due to be launched following review of the protocol in October 2023. • The CP Team is working closely with Maternity services to ensure awareness and understanding of the Concern for UBB protocol.
<p>10. Perth and Kinross CPC should ensure that the Tayside Multi-Agency Practitioner Guide: Concern for Unborn Babies is disseminated widely and understood across all services and agencies.</p>	<p>Perth and Kinross CPC Response:</p> <ul style="list-style-type: none"> • Tayside Regional Improvement Collaborative (TRIC) Priority Group 5 (PG5), of which Perth and Kinross CPC was a leading partner, published the Tayside Multi-Agency Practitioner Guide: Concern for Unborn Babies (Published / Refreshed in August 2022). • Widely cascaded across all P&K CPC partner services and agencies. • Perth and Kinross CPC Data Reports, monitored by the CPC on a monthly and annual basis, include 	<p>Perth and Kinross CPC Response:</p> <ul style="list-style-type: none"> • Recent Perth and Kinross CPC Data Reports show that by far the majority of the Unborn Baby Concerns / Referrals continue (rightly) to emanate from NHS Tayside. • The CPC recognises the need to carry out further awareness raising to ensure this Guidance is understood and implemented across all CPC partner services and agencies and will do so once this Learning Review has been published.

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	<p>key information in relation to Unborn Baby Concerns / Referrals.</p>	
<p>11. NHS Tayside should review their Child Protection Training Programme, alongside consideration of available NHS Education Scotland resources, and ensure regular robust assurance and audit processes to monitor compliance.</p>	<p>NHS Tayside Response:</p> <ul style="list-style-type: none"> • NHS Tayside has a well-established CP training strategy in place (established in 2010), alongside an evaluated CP training programme which delivers: <ul style="list-style-type: none"> ○ CP Level 1 mandatory training applicable to all NHS Tayside staff via a learnPro e-module. ○ CP Level 2 training applicable to the general workforce who comes into contact with children, young people and their families. ○ CP Level 3 training applicable to all staff who work regularly with a child, young person or their family where they provide specific services/contribute to risk assessment and management and may be involved in providing ongoing support. CP Level 3 training provision includes the following courses: Core Skills for CP; Chronologies – Assessment and Decision Making in CP; Working with Emotional Abuse/Neglect (co-delivered with CAMHS North of Scotland Network); Sexual Harm (co-delivered with The Corner) and Learning from CP reviews. • Annual planning for NHS Tayside’s CP training programme takes cognisance of the learning and recommendations from both local and national reviews alongside an evidence-based approach. • Quality assurance (QA) reporting is provided to the Public Protection Executive Group (PPEG) quarterly and the Care Governance Committee 	<p>NHS Tayside Response:</p> <ul style="list-style-type: none"> • New CP Level 3 courses, developed in 2022/23, commenced in June 2023 including Sexual Harm and Learning from CP Reviews. Both courses are delivered face to face. • An NHS Tayside Public Protection Learning and Development Coordinator took up post in May 2023. • Planned improvement work is underway to capture changes to practice post attendance at both CP Level 2 and 3 training. • Planning is underway for the 2024/25 CP Training Programme which will commence in April 2024.

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Recommendations for CPC	Key Improvements Identified	Ongoing Improvements / Next Steps / Timescales
	<p>(CGC) annually and includes staff uptake of CP training and feedback from CP pulse surveys on access to training and confidence in CP role. Uptake of CP Level 1 training is also reported to NHS Tayside's Staff Governance Committee as part of routine reporting on mandatory training modules across the organisation.</p> <ul style="list-style-type: none"> NHS Tayside's CP Annual Report provides public facing information on the number of sessions of CP training delivered annually, staff uptake and feedback from participants. <p>The CP Team reviews evaluation feedback routinely to ensure that learning objectives are being met and to continuously improve the quality of training delivered.</p>	
<p>12. NHS Tayside and Primary Care should take the opportunity to explore how existing resources within NHS Tayside's Child Protection Team support Primary Care and their Child Protection Training Programmes, disseminate key messages and 5 or 7 minute briefings (for example) and provide professional support for child protection issues to GP colleagues.</p>	<p>NHS Tayside Response:</p> <ul style="list-style-type: none"> The CP Team has developed a series of 7-minute briefings to accompany NHS Tayside's CP policies and guidance. This information will be accessible via the CP Staffnet page and a range of NHS Tayside communications (e.g., Public Protection newsletter, Vital Signs and Team Brief communications). NHS Tayside's CP training programme is accessible to all clinical staff including GPs and Out of Hours GPs. The CP advice line is accessible to Primary Care services, including GPs. NHS Tayside's Associate Medical Director for Primary Care is a member of the Public Protection Executive Group (PPEG) which oversees the 	<p>NHS Tayside Response:</p> <ul style="list-style-type: none"> The CP Team to launch CP related 7-minute briefings across NHS Tayside. Each GP practice in Perth and Kinross to identify a Lead GP for CP to raise the profile of CP support available and enhance joint working with the CP Team.

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	governance arrangements for CP across NHS Tayside.	
<p>13. NHS Tayside Primary Care Services should develop a Strategy to promote Child Protection Training and embed training within all Tayside GP Practices and the Out of Hours Service. This strategy should include a reporting mechanism to assure the Health Board that all GPs have the recommended level of training.</p>	<p>NHS Tayside Response:</p> <ul style="list-style-type: none"> • NHS Tayside has a CP Training Strategy in place (established in 2010) to ensure that all staff, medical (including GPs), non-medical and students from all disciplines receive training to an appropriate CP competency level. The strategy is reviewed in line with the CP policy/guidance tracker and was last reviewed in July 2023. • All GP trainees must provide evidence of Level 3 CP training, via participatory and non-participatory learning, prior to qualifying. • NHS Tayside’s Lead Paediatrician CP and CP Medical Team contribute to CP training for medical staff including GPs: <ul style="list-style-type: none"> ○ Annual multi-agency training is delivered to Year 2 undergraduates. ○ 10 tutorials per year are delivered to Year 4 undergraduates. ○ GP trainees receive annual multi-agency training and postgraduates participate in Paediatric Grand Rounds (6 per year) and peer review (8 per year). ○ Level 3 and 4 Paediatricians undertake regular peer review of CP cases. • Guidance on how CP competencies can be achieved locally in Tayside has been disseminated to Paediatric trainees. 	<p>NHS Tayside Response:</p> <ul style="list-style-type: none"> • NHS Tayside appointed a Public Protection (PP) Learning and Development Coordinator in May 2023, who is currently: <ul style="list-style-type: none"> ○ Developing a PP Learning and Development Strategy for 2024-2026. ○ Supporting Primary Care services to access and increase uptake of CP training. ○ Exploring the facilitation of small problem-based learning groups to discuss cases within Primary Care via the CP Team. ○ Working with the CP Team to facilitate a Protected Learning Time (PLT) session to GPs across Tayside equivalent to Level 3 CP training; this session will focus on GP roles and responsibilities and learning from case reviews. • CP Level 3 training on Learning from CP Reviews commenced in June 2023 and is accessible to all NHS Tayside’s eligible workforce, including GPs. • OOH GP service to highlight process for referring CP concerns to Social Work to all clinicians. • CP training to be delivered to GP ST3 trainees in January 2024 via the CP Medical Team with support from the CP Team.

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	<ul style="list-style-type: none"> • Bespoke multi-agency training was delivered to Tayside GPs via Microsoft Teams in November 2020 and the recording was available for GPs to access over a three-month period. • CP learning event held for out of hours (OOH) GP service in December 2022 which focused on patient history, examination, risk assessment and referral (including how to access advice from the Paediatric Consultant on call and the process for making CP referrals to Social Work). 	<ul style="list-style-type: none"> • GP practices across Perth and Kinross to explore GP Lead/Champion role for CP.
<p>14. NHS Education Scotland should integrate Child Safeguarding Training Recommendations into the Scottish Online Appraisal Resource (SOAR) for GPs and all relevant Appraisal processes.</p>	<p>NHS Tayside Response:</p> <ul style="list-style-type: none"> • A response from NHS Education Scotland (NES) is out with the scope of this progress update. <p>Perth and Kinross CPC Response:</p> <ul style="list-style-type: none"> • The Independent Chair of Perth and Kinross CPC will bring this recommendation to the attention of NHS Education Scotland prior to and also at the time of publication of this Learning Review. 	<p>NHS Tayside Response:</p> <ul style="list-style-type: none"> • The Lead Reviewer has escalated this recommendation to the Lead Appraiser within NHS Tayside to be escalated jointly to NES. <p>Perth and Kinross CPC Response:</p> <ul style="list-style-type: none"> • The Independent Chair of Perth and Kinross CPC will bring this recommendation to the attention of NHS Education Scotland prior to and also at the time of publication of this Learning Review.
<p>15. NHS Tayside Medical (All Paediatric Specialties) and Nursing staff should be adequately trained in recognition and response of Physical Abuse and other aspects of Child Abuse and Neglect. Service Leads should have processes in place to ensure their staff have undertaken the relevant training and be able to report on this.</p>	<p>NHS Tayside Response:</p> <ul style="list-style-type: none"> • NHS Tayside has a well evaluated CP training programme in place for all NHS Tayside staff, which is accessible to GPs and offers: <ul style="list-style-type: none"> ○ CP Level 1 mandatory training applicable to all NHS Tayside staff via a learnPro e-module. ○ CP Level 2 training applicable to the general workforce who comes into contact with children, young people and their families. 	<p>NHS Tayside Response:</p> <ul style="list-style-type: none"> • Establish monitoring of CP learnPro/TURAS training for medical staff by medical staffing leads. <p>Perth and Kinross CPC Response:</p> <ul style="list-style-type: none"> • Perth and Kinross CPC will explore this recommendation further in terms of recognition and response learning and development opportunities – this recommendation also links with Recommendation 22.

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	<ul style="list-style-type: none"> ○ CP Level 3 training applicable to all staff who work regularly with a child, young person or their family where they provide specific services/contribute to risk assessment and management and may be involved in providing ongoing support. CP Level 3 training provision includes the following courses: Core Skills for CP; Chronologies – Assessment and Decision Making in CP; Working with Emotional Abuse/Neglect (co-delivered with CAMHS North of Scotland Network); Sexual Harm (co-delivered with The Corner) and Learning from CP reviews. ● In addition to the above training, medical staff have access to learning opportunities via Paediatric Grand Rounds, peer review and online courses. ● Staff uptake of CP training is monitored by nursing, midwifery and Allied Health Professional (AHP) service leads and reported through established quality assurance processes for CP at an operational and strategic level. ● Further work is required to monitor the uptake of CP training for medical staff. ● Induction of new staff in Paediatrics now includes a specific CP resource. 	
<p>16. NHS Tayside should ensure that all referrals made within antenatal services should be passed to Family Nurse Partnership / Health Visiting Services to allow follow up of outcomes. Services not taken up should have systems to clearly communicate back to the referrer.</p>	<p>NHS Tayside Response:</p> <ul style="list-style-type: none"> ● NHS Tayside’s Unborn Baby Protocol (UBP) has been developed by the CP Team in collaboration with maternity services, and in consultation with other professionals who work with children and families. The protocol is intended to be used in conjunction with NHS Tayside’s CP Policy and local 	<p>NHS Tayside Response:</p> <ul style="list-style-type: none"> ● An NHS Tayside Vital Signs communication, developed jointly by the Information Governance and Cyber Security Team and CP Team, was issued to all NHS Tayside staff in January 2023 to reinforce the importance of good information sharing for CP purposes.

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Recommendations for CPC	Key Improvements Identified	Ongoing Improvements / Next Steps / Timescales
	<p>inter-agency guidance where UBB concerns have been identified.</p> <ul style="list-style-type: none"> • NHS Tayside’s CP Team regularly provides CP advice on information sharing through the CP telephone advice line, CP Case Supervision and CP training. • Maternity services have undertaken improvement work on improving relationships between Midwifery and Health Visiting staff involving information sharing, particularly to ensure robust discussion when there is concern that does not necessarily meet the criteria for other agency involvement. This work was rolled out in March 2023. 	<ul style="list-style-type: none"> • The CP Team continues to conduct monthly qualitative electronic health record audits of pre-school aged children on/recently removed from the CPR to assess quality of CP practice. The audit period may cover the antenatal period depending on the age of the child (records are audited over a two-year period) and feedback on key themes is provided to Family Nurse Partnership and/or Health Visiting service leads.
<p>17. NHS Tayside Out-of-Hours Services (hosted by Angus Integration Joint Board) should review their information sharing processes and consider alerting systems for infants / non ambulant babies presenting with injury. It is suggested that NHS Tayside Out-of-Hours Services (hosted by Angus Integration Joint Board) highlight any injury in a non-mobile infant (regardless of assessment outcome) to the NHS Tayside Child Protection Team the following day – this could be achieved through a Reporting Proforma.</p>	<p>NHS Tayside Response:</p> <ul style="list-style-type: none"> • NHS Tayside Guidance for the Management of Bruising and Other Injuries in Non-Mobile Babies is in place (established in March 2020) and is of particular relevance to: <ul style="list-style-type: none"> ○ NHS Tayside community staff, including Health Visitors, Family Nurses, Midwives and GPs (including OOH GP Service) ○ Paediatric Hospital staff • Child Protection registration status is available via TrakCare patient management system, Clinical Portal and EMIS Web clinical systems. 	<p>NHS Tayside Response:</p> <ul style="list-style-type: none"> • OOH GP service to highlight process for referring CP concerns to Social Work to all clinicians. • Explore how joint working between OOH services and the CP Team can be enhanced.
<p>18. Perth and Kinross CPC should ensure that current inter-agency training programmes are reviewed to ensure inclusion of the Professional Curiosity themes. Post-course evaluation should</p>	<p>Perth and Kinross CPC Response:</p> <ul style="list-style-type: none"> • This Recommendation also links closely with Recommendation 7 above. • Perth and Kinross CPC has in place two key Practitioners Guides: Working with Hostile and / or 	<p>Perth and Kinross CPC Response:</p> <ul style="list-style-type: none"> • This Recommendation also links closely with Recommendation 7 above. • Perth and Kinross CPC Child Protection Learning and Development Officer is currently

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<p>be undertaken to ensure the specific learning is effective and successful.</p>	<p>Non-Engaging Parents and Carers (October 2015) and the more recent Practitioner’s Guide: Professional Curiosity (August 2019).</p> <ul style="list-style-type: none"> • The Practitioner’s Guide: Professional Curiosity (August 2019) specifically references disguised compliance. • Both Guides have been widely cascaded and are available on the CPC’s public facing website. • Perth and Kinross CPC has also developed and implemented a Perth and Kinross CPC OnLine Module – Professional Curiosity. • In total, 772 multi-agency practitioners have successfully completed this module. • Professional Curiosity has also featured as a recurring theme and findings in recent Perth and Kinross CPC Initial Case Reviews (ICRs); Significant Case Reviews (SCRs) and in more recent Learning Reviews. 	<p>(September 2023) reviewing all CPC inter-agency child protection training – online, webinars and face-to-face opportunities to ensure both disguised compliance and the need for professional curiosity is included.</p> <ul style="list-style-type: none"> • Perth and Kinross CPC are currently (September 2023) promoting all the CPC OnLine Modules – including the Professional Curiosity OnLine Module. • Whilst all Perth and Kinross CPC webinar and face-to-face child protection training is evaluated on the day by way of exit evaluations, we recognise the need to develop our post-course evaluations and at present (September 2023) the Perth and Kinross CPC Child Protection Learning and Development Officer is exploring further options to do so. • Given that Professional Curiosity has also featured as a recurring theme and findings in recent Perth and Kinross CPC Reviews, the CPC has implemented a multi-agency staff survey (September 2023) to gain a better understanding of how staff learn and react to Learning Reviews and thereafter the plan is to move to Reflective Practice Sessions, later in 2023 / early 2024 to explore these recurring themes and findings – including Professional Curiosity.
<p>19. Perth and Kinross CPC and partner agencies should ensure 5 or 7 Minute Briefings on Professional Curiosity are made available as a part of agency</p>	<p>Perth and Kinross CPC Response:</p> <ul style="list-style-type: none"> • Perth and Kinross CPC has in place a 5 & 7 Minute Staff Briefing Template which they make use of as necessary. 	<p>Perth and Kinross CPC Response:</p> <ul style="list-style-type: none"> • Perth and Kinross CPC will publish a 5 or 7 Minute Staff Briefing Template in relation to

OFFICIAL

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<p>Induction Programmes to introduce this concept to new employees.</p>	<p>NHS Tayside Response:</p> <ul style="list-style-type: none"> • NHS Tayside’s CP Team has developed a series of 7-minute briefings including one on professional curiosity. • The importance of professional curiosity is reinforced at CP training and CP Case Supervision. • NHS Tayside staff can access CP advice via the CP telephone advice line and CP Medical Team during working hours and out of hours via the on-call General Paediatrician at Ninewells Hospital. • NHS Tayside staff have access to Tayside Multi-Agency Practitioner’s Guidance: Professional Curiosity on the CP Staffnet page. 	<p>Professional Curiosity, once this Learning Review has been published.</p> <p>NHS Tayside Response:</p> <ul style="list-style-type: none"> • Launch of 7-minute briefings across NHS Tayside through the CP Team’s portfolio work with individual health services and a range of NHS Tayside communications.
<p>20. Perth and Kinross CPC should ensure that there are clear protocols in place for the supervision of babies and children in hospital settings who may have been abused or neglected. A multi-agency policy on the Supervision of Children / Babies admitted to Hospital for Child Protection Investigations is strongly recommended.</p>	<p>Perth and Kinross CPC Response:</p> <ul style="list-style-type: none"> • Perth and Kinross CPC will explore this Recommendation further with CPC partner services and agencies. 	<p>Perth and Kinross CPC Response:</p> <ul style="list-style-type: none"> • Perth and Kinross CPC will explore this Recommendation further with CPC partner services and agencies. • Perth and Kinross CPC will confirm the existing independent advocacy arrangements for children, young people and families working with / known to children’s social work services with a view to extending this to hospital settings.
<p>21. NHS Tayside should consider revision of their existing protocols to include early discussion with the Medical Child Protection Team, when there is a baby or child admitted to hospital and where there are child protection concerns. Such discussions could include advice for attending IRD.</p>	<p>NHS Tayside Response:</p> <ul style="list-style-type: none"> • NHS Tayside Guidance for the Management of Bruising and Other Injuries in Non-Mobile Babies is in place (established in March 2020) and directs staff to the actions required when a non-mobile baby is identified with bruising and/or other injuries. • It is now routine practice for CP medicals to be undertaken in the hospital setting by the CP 	<p>NHS Tayside Response:</p> <ul style="list-style-type: none"> • The CP Team continues to provide specialist CP input to IRDs for suspected non-accidental injury and where there are CP concerns for children admitted to hospital. • A CP handover process is in place to strengthen information sharing between the CP Team and CP Paediatricians where a Joint Paediatric

OFFICIAL

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	<p>Paediatrician on-call where a child is admitted to hospital.</p> <ul style="list-style-type: none"> Specialist CP input from the CP Team's Nurse Advisors/Advisors CP is in place for Inter-Agency Referral Discussions (IRDs) where there are CP concerns for children admitted to hospital. 	<p>Forensic Examination has been recommended at IRD.</p>
<p>22. NHS Tayside, in partnership with Perth and Kinross CPC, should develop Guidance on Skeletal Surveys for Multi-Agency Teams, to augment understanding of the role of Skeletal Survey in planning processes.</p>	<p>Perth and Kinross CPC Response:</p> <ul style="list-style-type: none"> Perth and Kinross CPC will explore this Recommendation further with CPC partner services and agencies. <p>NHS Tayside Response:</p> <ul style="list-style-type: none"> The following guidance/documentation is in place to support CP clinical investigations: <ul style="list-style-type: none"> Standard Operating Procedure on Joint Paediatric Forensic Medical Examinations when Tayside Forensic Service is Covering. Child Protection Management of Fractures (Long Bones and Skull) in Children Under Two Years of Age; developed jointly by Consultants in Paediatrics, Accident and Emergency, Radiology and Orthopaedics. A skeletal survey information leaflet has been developed for parents and carers to explain the process. 	<p>Perth and Kinross CPC Response:</p> <ul style="list-style-type: none"> Perth and Kinross CPC will explore this Recommendation further with CPC partner services and agencies. Perth and Kinross CPC will explore this recommendation further in terms of recognition and response learning and development opportunities – this recommendation also links with Recommendation 15. <p>NHS Tayside Response:</p> <ul style="list-style-type: none"> The CP Medical Team has co-produced a resource regarding skeletal surveys and safety planning.