



Annual Report
2010/11
and Business Plan
2011-2012



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PREFACE FROM CHIEF OFFICERS

We are delighted to present the 2010-2011 Annual Report for North Ayrshire Child Protection Committee, and Business Plan for 2011-2012.

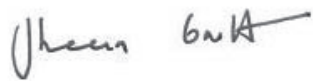
The annual report contains details of the work carried out by the Child Protection Committee and the various subgroups, much of which represents significant progress. This includes the implementation of a two year multi agency self evaluation strategy, the launch of our first multi agency child protection staff survey and a robust response to the publication of revised National Guidance for Child Protection in Scotland.

The past year has presented significant challenges for all partners in respect of the economic climate and the pressing need to evaluate and deliver services that provide best value and meet the needs of our local community.

Many services and agencies have undergone programmes of review and restructuring and we are pleased that within such a period of transition and change, staff in all agencies have continued to give the highest priority to the protection of children and young people in North Ayrshire.

This priority for the welfare and protection of children is shared by officers at all levels in all agencies and, as Chief Officers, we commend the continuing work of North Ayrshire Child Protection Committee in striving to drive forward continuous improvement in child protection services.

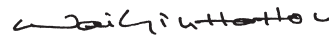
We commend this annual report and business plan and the efforts of everyone involved. It is a reflection of the work carried out by the Child Protection Committee and of its identified priorities for 2011/12. We hope you find it informative and that it assists your understanding of child protection work in North Ayrshire.



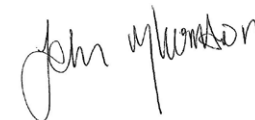
Sheena Gault
Chair
Child Protection Committee



Elma Murray
Chief Executive
North Ayrshire Council



Wai-yin Hatton
Chief Executive
NHS Ayrshire and Arran



John Thomson
Divisional Commander
Strathclyde Police "U" Division

INTRODUCTION

The past year has seen a particularly significant development in the world of child protection with the publication of revised *National Guidance for Child Protection in Scotland*.

INTRODUCTION

As well as taking account of policy developments and legislative changes over the last decade, the revised national guidance has ambitiously encompassed a wider range of factors known to be harmful to children. This broader approach, which is firmly aligned with *Getting It Right For Every Child* (GIRFEC), challenges services to ensure they respond effectively to every child in need of protection, regardless of the source of risk.

North Ayrshire Child Protection Committee has been fully involved in this work and has ensured practitioners across services have been consulted about key changes. This will support the implementation of the revised national guidance next year and this is reflected in our 2011-2012 Business Plan.

Following the second Joint Inspection of Services to Protect Children and Young People in North Ayrshire, which took place earlier in 2010, the Child Protection Committee has begun to implement a two year improvement plan and further details in relation to this will be reported later in this document.

The North Ayrshire Child Protection Committee annual report will reflect on key achievements over the last year in pursuit of our vision for children: *A Better Childhood*.

EVALUATION

In January 2011, the North Ayrshire Child Protection Committee launched a two year Multi Agency Self Evaluation Strategy. This strategy takes a themed approach to the evaluation of child protection services and incorporates a range of sources of evidence for self evaluation.

EVALUATION

The priority themes for the next two years are: pre birth child protection processes, transition, “uncooperative” families, parental substance misuse and domestic abuse. The first of these – pre birth child protection processes – has been completed and further details are provided in the box below.

Our methodology includes data interrogation, case file audit and staff focus groups, all of which are undertaken on a multi agency basis.

In addition, we have launched a staff survey designed to seek staff views in relation to how well we are doing in three aspects of child protection – information sharing, assessing risk and need and effective support for staff – and obtain suggestions for improvements. Further details are provided in the box below.

Multi Agency Pre Birth Evaluation

From January 2011 to March 2011, a range of evaluation activities took place which were focused on pre birth child protection concerns. These included:

- Data Interrogation
- Case File Audit
- Staff Focus Groups

All pre birth child protection referrals from April 2009 to March 2010 were audited to examine: reason for referral, outcome of referral, intervention and outcome for the child at six months and at twelve months.

A multi agency case file audit then took place. This was conducted in accordance with the NACPC Code of Practice in that consent was sought from each family, and records were read by two auditors.

EVALUATION

Each pair read two cases resulting in a total of eight sets of case records being read.

The cases fell into one of the following categories:

- Pre birth referral made, no child protection conference convened
- Pre birth referral made, initial child protection conference held, child not placed on the register
- Pre birth referral made, initial child protection conference held, child placed on child protection register

During the case file audit, core members of staff involved with all eight cases were identified and invited to take part in a multi agency staff focus group. In three instances there were insufficient staff members available at the arranged date/time to allow the focus group to proceed and these were cancelled. Thus five focus groups took place.

The key findings from this evaluation are as follows:

- The data interrogation exercise highlighted evidence of robust decision making at the time of pre birth referral and early planning stages.
- Substance misuse features in the majority of pre birth child protection referrals.
- The majority of pre birth child protection referrals which progress to initial child protection conference result in further protective measures for the child.
- For those pre birth child protection referrals which did not result in an initial child protection conference, the position at both six months follow up and twelve months follow up was that no protective action in respect of these children was required.

EVALUATION

- There is a need to improve the recording processes for pre birth referrals.
- The case file audit exercise identified seven key areas of strength. These broadly related to identification of concern, decision making, early planning, multi agency working and the recording of the baby's presentation.
- The case file audit exercise also identified nine key areas for improvement. These broadly related to record keeping, information sharing, assessment, ongoing planning and recording of significant events.
- Analysis of the case file audit tool utilised highlighted that intervention and planning was the priority area for improvement.
- Staff focus groups added valuable insight into this self evaluation exercise.
- Effective interagency liaison and working relationships were evidenced during the staff focus groups.
- Staff demonstrated a shared understanding of the areas of concern being addressed within families.
- Staff could articulate a range of outcomes for children.

An improvement plan, in response to these findings, will be developed, implemented and monitored by the Audit & Evaluation subgroup. As part of our Multi Agency Self Evaluation Subgroup, the impact of this improvement plan will be measured at a specified future date.

EVALUATION

MULTI AGENCY CHILD PROTECTION SURVEY

A Multi Agency Child Protection Staff Survey was administered via SurveyMonkey from January to March 2011.

Staff were asked to indicate their agreement with the statements below on a four point scale from strongly agree to strongly disagree, and to make comment in relation to how these areas could be improved.

1. Services share information well
2. Services work well together to assess risk
3. The support and advice available to me, with regard to child protection, is effective

These are the findings:

Please indicate your level of agreement with the following statement: SERVICES SHARE INFORMATION WELL?		
	Response Percent	Response Count
Strongly Agree	12.1%	25
Agree	67.5%	139
Disagree	19.9%	41
Strongly Disagree	0.5%	1
How could this be improved?	65	65
answered question	206	206

EVALUATION

**Q4: Please indicate your level of agreement with the following statement:
SERVICES WORK WELL TOGETHER TO ASSESS RISK?**

	Response Percent	Response Count
Strongly Agree	7.3%	15
Agree	72.3%	149
Disagree	20.4%	42
Strongly Disagree	0.0%	0
How could this be improved?	51	51
answered question	206	206

**Q5: Please indicate your level of agreement with the following statement:
THE SUPPORT AND ADVICE AVAILABLE TO ME IN RELATION
TO CHILD PROTECTION IS EFFECTIVE?**

	Response Percent	Response Count
Strongly Agree	33.5%	69
Agree	60.2%	124
Disagree	6.3%	13
Strongly Disagree	0.0%	0
How could this be improved?	26	26
answered question	206	206

EVALUATION

In relation to comments provided by staff, these were the key messages:

1. Communication would be improved if staff had more opportunity to spend time on this aspect of their work and if everyone understood the value of effective communication.
2. Staff feel there is not always a shared priority or understanding of child protection.
3. Staff would like greater consistency of response from those who receive child protection referrals.
4. Staff have some concern about the capacity of frontline staff to meet the growing demands of child protection.
5. Staff would like secure, compatible IT systems which reduce duplication of work and facilitate better communication and joint working between agencies and services.
6. Some staff, particularly school nurses and housing, sometimes feel they don't have all the information they need to play their role in child protection.
7. Some education and health staff feel that they are not fully involved in the multi agency assessment of risk in child protection cases.
8. Information sharing feels difficult and there are tensions between various services on what information should be shared.
9. Staff would like clearer direction about what information should/can be shared.
10. Improved partnership working between adult and children's services is required.
11. The implementation of GIRFEC needs to continue, with more emphasis on evaluating and improving what is in place.
12. Improved partnership working between adult and children's services is required.
13. Training provides many benefits to staff.
14. Staff would like greater senior management support in accessing relevant training.
15. The mechanisms agencies have in place to support staff in relation to child protection are effective.
16. Consultation groups for complex child protection cases would be welcomed by staff.

The Audit & Evaluation Subgroup will design and publish a response to staff which informs them of these findings and advises what action will be taken. The same survey will be repeated at the same time next year.

INSPECTION

We are currently implementing the improvement plan below, following the 2010 Joint Inspection of Services to Protect Children and Young People in North Ayrshire.

INSPECTION

IMPROVEMENT AREA ONE

Continue to improve the assessment of risk and needs,
focusing more on improving outcomes for children and families

OUTCOMES	<ol style="list-style-type: none"> 1. Improved quality of assessment 2. Increased focus on improving outcomes for children
INDICATORS	<ol style="list-style-type: none"> 1. Proportion of children on the child protection register who have a satisfactory integrated assessment. 2. Proportion of children's plans which result in improved outcomes for children.
ACTIONS	<ol style="list-style-type: none"> 1. Provide the learning and development necessary for the successful application of the GIRFEC Practice model. <ol style="list-style-type: none"> (a) Deliver IAF training (b) Deliver Chronologies training (c) Communicate with staff in all agencies to increase understanding of outcomes for children and linking assessment to care planning 2. Ensure links between assessment, care planning and outcomes for children <ol style="list-style-type: none"> (a) Communicate the links between assessment, care planning and outcomes for children (b) Audit children's plans against both assessment and outcomes (c) Audit data available to then feedback into staff learning and development 3. Develop quality assurance processes for integrated assessment <ol style="list-style-type: none"> (a) Develop audit tool (b) Share tool across agencies and agree implementation using staff supervision and support systems (c) Audit data available from each agency to then feedback into staff learning and development

INSPECTION

IMPROVEMENT AREA TWO

Strengthen approaches to reviewing the quality of services and more fully involve staff, children and families in this work

OUTCOMES	<ol style="list-style-type: none"> 1. Strengthened self evaluation approaches 2. Increased involvement of stakeholders
INDICATORS	<ol style="list-style-type: none"> 1. Proportion of families involved in child protection system who provide feedback on services 2. Increased range of sources of input to self evaluation
ACTIONS	<ol style="list-style-type: none"> 1. Develop a multi agency self evaluation strategy 2. Explore the use of ViewPoint in child protection 3. Maximise capacity of CHILDREN 1st Advocacy Service in gaining feedback about services 4. Establish mechanism(s) to involve staff in review of services

SIGNIFICANT CASE REVIEW

North Ayrshire Child Protection Committee continues to implement a Significant Case Review Process. There have been no case reviews commissioned by the CPC this year.

Work continues on revising the Significant Case Review Process, learning from practice elsewhere and taking cognisance of the recommendations from the national Short Life Working Group led by the Multi Agency Resource Service which examined relevant issues.

NORTH AYRSHIRE CHILD AND PUBLIC PROTECTION CHIEF OFFICER'S GROUP

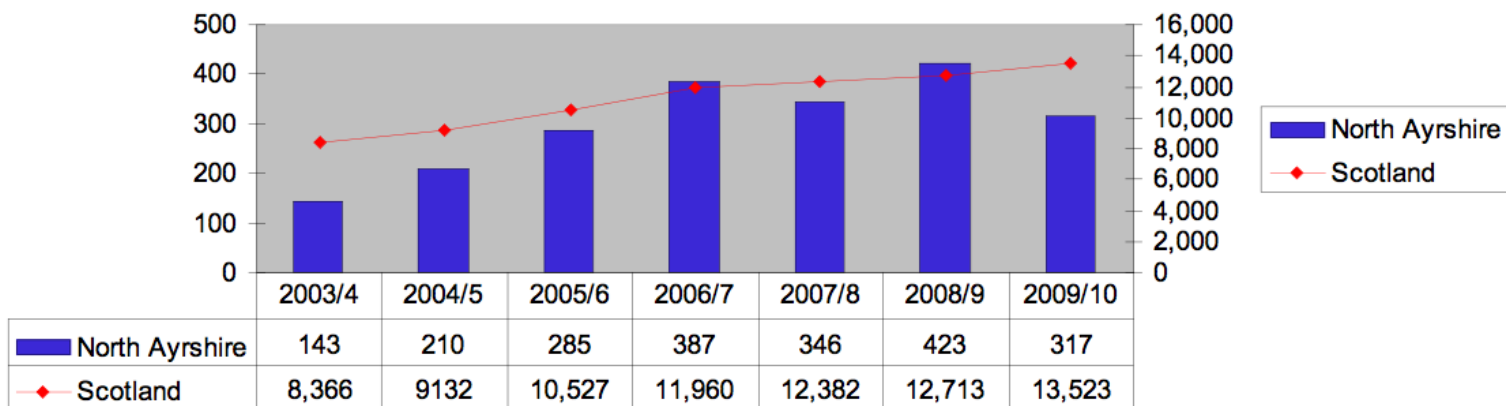
The North Ayrshire Child and Public Protection Chief Officers Group meet quarterly to scrutinise progress with the Child Protection Committee business plan and self evaluation activity. They provide strong leadership and direction in response to updates from the Child Protection Committee Chair and Lead Officer, and consider the links across the public protection forum as well as issues common to the three Ayrshire local authorities.

STATISTICS

PLEASE NOTE THE SCOTTISH GOVERNMENT HAVE INTRODUCED A NEW NATIONAL DATA SET FOR CHILD PROTECTION WHICH ALSO HAS A DIFFERENT REPORTING CYCLE. DUE TO THESE CHANGES THE STATISTICS FOR 2010-11 ARE NOT AVAILABLE AT TIME OF WRITING THIS ANNUAL REPORT. THE STATISTICS PRESENTED BELOW, WHICH WERE PRESENTED IN THE 2009-10 ANNUAL REPORT, ARE THE MOST UP TO DATE STATISTICS AVAILABLE AT TIME OF WRITING.

CHILD PROTECTION REFERRALS

Figures since 05/06 include referrals on unborn children.



Nationally, there continues to be an increase in child protection referrals year on year. For 2009/10, there was an increase of 6% in comparison with the previous year. This does not mirror the situation in North Ayrshire. As can be seen from the table above, referral rates in North Ayrshire have varied considerably over the last three years. The Management Information Sub Group of North Ayrshire Child Protection Committee have undertaken further analysis of this and continue to closely monitor local trends.

TABLE 1:

The table below gives a summary of the age group of those referred and in comparison across Scotland

	North Ayrshire	Scotland	North Ayrshire	Scotland	North Ayrshire	Scotland	North Ayrshire	Scotland	North Ayrshire	Scotland
Age of those referred (%)	0-4	0-4	5-10	5-10	11-15	11-15	16+	16+	unborn	unborn
2003/04	29% (42)	30%	38% (54)	35%	33% (47)	32%	0	3%	-	-
2004/5	46% (96)	31%	27% (56)	35%	27% (57)	32%	0% (1)	2%	-	-
2005/6	34% (97)	29%	26% (75)	34%	28% (81)	32%	0% (1)	2%	11% (31)	1%
2006/7	32% (122)	30%	30% (116)	33%	28% (109)	32%	2% (6)	2%	9% (34)	2%
2007/8	36% (125)	30%	29% (99)	33%	21% (72)	32%	1% (2)	2%	14% (48)	3%
2008/9	37% (158)	31%	28% (118)	32%	21% (89)	31%	0% (1)	2%	13% (57)	3%
2009/10	40% (126)	31%	24% (77)	33%	19% (60)	30%	0% (1)	2%	17% (53)	3%

(Source: Scottish Government CP Return)

Note: Pre – birth referrals have been collected since 2005/06. There was also a change in the way that child protection referrals were counted from that date so comparisons pre and post 2005/06 should be made with caution.

In North Ayrshire there has been a slight rise in child protection referrals of 0-4 year age group and a drop in child protection referrals for other age groups, except 16 plus. Across Scotland, the figures remain fairly static.

Figures indicate North Ayrshire has a higher rate of referrals for unborn children than the national average. However there are differences in how this data is captured and reported in different areas across Scotland so it is very difficult to make comparisons. This will change with the introduction of a new national data set for child protection.

TABLE 2:

The table below gives a summary of the outcome of referral

	% to case conference		% with no further action*	
	North Ayrshire	Scotland	North Ayrshire	Scotland
2003/4	43% (61)	40%	57% (82)	60%
2004/5	40% (85)	36%	60% (125)	64%
2005/6	40% (115)	38%	60% (170)	62%
2006/7	32% (123)	39%	68% (264)	61%
2007/8	29% (100)	35%	71% (198)	65%
2008/9	33% (141)	37%	67% (282)	63%
2009/10	41% (129)	34%	59% (188)	66%

(Source: Scottish Government CP Return)

*No further action - case did not proceed to child protection conference, however there may be a welfare plan in place or the child may have been referred to the Reporter or monitored via universal services. For example, in 2006/7 59 child protection referrals proceeded to a child protection case discussion. Also included here are the referrals of unborn children for whom the outcome is not yet known. Numbers of pre birth referrals are included in table 2.

Nationally, slightly fewer child protection referrals have proceeded to initial child protection conference over recent years. In recent years North Ayrshire has tended to have fewer referrals progressing to conference than the national average, though this changed in 2009-10 with North Ayrshire having a higher rate going to conference in comparison with the national average and, indeed, a higher rate in comparison with last year.

TABLE 3: The table below gives a summary of the primary known or suspected abuser of those subject to a case conference (%)

	2005/6		2006/7		2007/8		2008/9		2009/10	
	North Ayrshire	Scotland	North Ayrshire	Scotland	North Ayrshire	Scotland	North Ayrshire	Scotland	North Ayrshire	Scotland
Natural mother	60% (69)	78%	68% (68)	86%	69% (85)	86%	68% (96)	85%	59% (76)	84%
Natural father	13% (15)	See note below	15% (15)	See note below	18% (22)	See note below	19% (27)	See note below	27% (35)	See note below
Step parent	10% (11)	3%	0	2%	2% (2)	2%	5% (7)	3%	3% (4)	3%
Parent's cohabitee	6% (5)	4%	5% (5)	5%	6% (8)	3%	3% (4)	5%	5% (6)	4%
Other relative	3% (4)	3%	5% (5)	4%	2% (2)	2%	3% (4)	4%	2% (3)	4%
Other person known to child/family	7% (8)	3%	0	2%	2% (2)	2%	0	3%	2% (3)	3%
Other person not known to child/family	2% (2)	0%	4% (4)	1%	0	0%	1% (1)	0%	0	1%
Unknown – data not provided	0	38%	0	41%	0	28%	1% (4)	13%	2% (2)	14%

(Source: Scottish Government CP Return)

*Prior to 2005, 'unknowns' were allocated to a category rather than being reported as unknown

Note: Percentages may not equal 100% due to rounding

Note: National figures do not differentiate between natural father and natural mother – instead they are counted under one heading "natural parent".

Figures relating to the primary known or suspected abuser remain fairly static, both within North Ayrshire, and nationally.

TABLE 4:

The following is a summary of the main category of abuse/risk identified of those subject to a child protection conference who were registered on the child protection register (%) across Scotland.

	2005/6		2006/7		2007/8		2008/9		2009/10	
	North Ayrshire	Scotland	North Ayrshire	Scotland	North Ayrshire	Scotland	North Ayrshire	Scotland	North Ayrshire	Scotland
	% registered following case conference									
	64% (74)	70%	53% (65)	68%	54% (54)	65%	65% (91)	77%	68% (88)	76%
	Category of abuse/risk									
Physical injury	11% (8)	28%	14% (9)	25%	9% (5)	25%	34% (31)	24%	28% (25)	22%
Sexual abuse	16% (12)	11%	3% (2)	9%	4% (2)	7%	1% (1)	6%	3% (3)	7%
Emotional abuse	0% (0)	16%	17% (11)	17%	13% (7)	22%	30% (27)	24%	28% (25)	26%
Physical neglect	73% (54)	45%	66% (43)	48%	74% (40)	45%	35% (32)	45%	40% (35)	44%

(Source: Scottish Executive CP Return)

North Ayrshire consistently has a lower percentage of children placed on the child protection register following conference than national figures. However, for the past three years the North Ayrshire rate has increased.

North Ayrshire 2009-10 figures in relation to categories of registration have not changed significantly since 2008-09. There has been a slight decrease in physical injury and emotional abuse registrations and a slight increase in physical neglect registrations.

TABLE 5:

The following is the rate of children on the child protection register per 1000 population as at 31 March 2004/2005/2006/2007/2008/2009/2010

	2005		2006		2007		2008		2009		2010	
	North Ayrshire	Scotland	North Ayrshire	Scotland	North Ayrshire	Scotland	North Ayrshire	Scotland	North Ayrshire	Scotland	North Ayrshire	Scotland
No. children	27	2,157	34	2,288	56	2,593	44	2,347	56	2,682	60	2,518
Rate per 1000 pop	1.0	2.3	1.3	2.5	2.2	2.8	1.8	2.7	2.3	2.9	2.4	2.8

(Source: Scottish Government CP Return)

Note: Rate per 1000 pop aged 0-15 is based on the GRO-Scotland population Mid Year Estimate 2005 (23,845)

Historically, North Ayrshire has always had a lower rate of children on the child protection register per 1000 population than the national average. This year, this rate has risen very slightly in North Ayrshire, even though there has been a decrease in child protection referrals. This is in line with the increased rate of referrals progressing to conference.

TABLE 6:

The following is a summary of Age and Gender of children on the register at 31 March 2010

	MALE		FEMALE		Total	Total
	North Ayrshire	Scotland	North Ayrshire	Scotland	North Ayrshire	Scotland
0-4 yrs	25% (15)	26%	27% (16)	24%	52% (31)	50%
5-10 yrs	12% (7)	17%	18% (11)	16%	30% (19)	33%
11-15 yrs	5% (3)	7%	13% (8)	8%	18% (11)	15%
16+ yrs	0	0%	0	0	0	0
TOTAL	42%	50%	58%	48%	100%	98%

(Source: Scottish Government CP Return)

Note: Percentages may not equal 100% because some areas of Scotland place unborn children on the register.

The snapshot picture of children on the child protection register in North Ayrshire is very similar to the national snapshot.

TABLE 7:

Children placed on the register and whether they have previously been registered

	2006/07	2007/08	2008/09	2009/10	Scotland 2009/10
Total number of children placed on register	65	54	91	88	3,551
Never been registered before	83% (54)	63% (34)	85% (77)	90% (79)	84%
Previously registered	17% (11)	37% (20)	15% (14)	10% (9)	14%
De-registered less than 6 months previously	5% (3)	4% (2)	0	0	2%
De-registered between 6 mths and 1 year previously	5% (3)	9% (5)	5% (5)	8% (7)	3%
De-registered between 1 yr and 18 mths previously	0	9% (5)	0	0	2%
De-registered between 18 mths and 2 yrs previously	0	0	1% (1)	0	2%
De-registered more than 2 yrs previously	8% (5)	40% (8)	8 % (8)	2% (2)	8%

(Source: Scottish Government CP Return)

In North Ayrshire we have an increasing number of children being placed on the child protection register who have never previously been on a child protection register. For 2009-10 this was higher than the national average. However, we have also had a slight increase in children being placed on the register after having been deregistered within 6 and 12 months previously. This is also higher than the national average.

FULFILLING FUNCTIONS

This section has been completed under the eight core business functions as detailed in, “National Guidance for Child Protection in Scotland”, 2010.

The narrative of each business function is set out for clarification as these have been updated within the national guidance; the primary objectives under each function is also set out and these are further detailed within the business plan for 2011-12.

FULFILLING FUNCTIONS

1. PUBLIC INFORMATION

Child Protection Committees are responsible for:

- a. Raising basic awareness and understanding of child protection issues within communities, including among children and young people;
- b. Adapting good practice from others and exploring opportunities to fulfil these responsibilities with other Child Protection Committees;
- c. Promoting the ethos that “child protection is everyone’s job” in keeping with the GIRFEC approach; and
- d. Providing information about how members of the public can report concerns and what could happen (Standard 7.2, 7.3) (QI 2.1, 2.2, 4.1, 5.1)*

NACPC PRIMARY OBJECTIVES FOR 2011-12:

1. To improve public confidence in reporting concerns about children
2. To improve co-ordination of communication strategy activities

FULFILLING FUNCTIONS

KEY ACHIEVEMENTS

North Ayrshire Child Protection Committee continues to produce and disseminate public information about protecting children, and key achievements in this area include:

- Launch of revised NACPC Communication Strategy, which incorporates an outcomes framework.
- The local radio station ran a child protection advert throughout August and undertook a live interview with the child protection lead officer.
- An information stall was provided at the annual national play day, during which children and young people contributed suggestions for improving the young people's child protection website.
- An information stall was provided at the annual Marymass Festival, which included consultation with young people on risks and safety information.
- Based on feedback from young people, a new promotional item for the young people's website was developed and widely disseminated.
- The NA CPC website is reviewed and updated monthly. All interagency child protection guidance, protocols and procedures are available to be downloaded.

OUTCOMES

- Revised Communication Strategy launched
- Awareness raising and consultation events planned and undertaken which are linked to local children's events programme
- Regular use of the website by the public, professionals, children and young people
- The content of the website is informed by input from children and young people

SELF EVALUATION STATEMENT

Children, young people, families, members of the public and professionals in North Ayrshire receive information about child protection and the work of the Child Protection Committee in a number of different ways.

FULFILLING FUNCTIONS

2. POLICIES, PROCEDURES AND PROTOCOLS

Child Protection Committees will:

- a. encourage constituent services and agencies to have in place their own up-to-date child protection policies, protocols, guidelines and other relevant materials;
- b. ensure all services and agencies have robust whistle-blowing policies in place and that these are sufficiently disseminated and understood by all practitioners and managers;
- c. ensure that child protection policies, procedures, protocols and guidelines are developed around existing and emerging key issues, where there is agreement this is required; and
- d. publish and regularly review their own inter-agency child protection guidelines, which must reflect national and local policy developments, including GIRFEC and the arrangements for the management of Child Protection Case Conferences.

(Standard 8.1, 8.2) (QI 6.1, 6.2)

NACPC PRIMARY OBJECTIVE FOR 2011-12

To consider implications of revised national guidance for child protection in Scotland

FULFILLING FUNCTIONS

KEY ACHIEVEMENTS

- Contribution to the development of the revised *National Guidance for Child Protection in Scotland*
- Publication of information in response to the launch of the Protecting Vulnerable Groups Scheme
- Initial work in relation to developing multi agency guidance for information sharing between adult and children's services
- Revision of multi agency guidance for young people who present a risk of serious harm
- Agreement to develop child trafficking procedures on a West of Scotland basis

OUTCOMES

- Revised *National Guidance for Child Protection in Scotland* has been informed by North Ayrshire Child Protection Committee and frontline practitioners
- Information on the Protecting Vulnerable Groups Scheme is readily available
- Staff responding to young people who present a risk of serious harm have access to specific guidance

SELF EVALUATION STATEMENT

NACPC strives to ensure staff working with vulnerable children and families are supported by updated and robust child protection policies and procedures.

FULFILLING FUNCTIONS

3. SELF EVALUATION, PERFORMANCE MANAGEMENT AND QUALITY ASSURANCE

Child Protection Committees are responsible for:

- a. Systematic approaches to self-evaluation and quality assurance which focus on the experiences and outcomes for children and families;
- b. Establishing effective systems to monitor the quality of key child protection processes such as core groups, risk assessment and Child Protection Plans;
- c. Involving all key stakeholders, including children and families, in self-evaluation and review;
- d. Monitoring and implementing improvement plans effectively to ensure they lead to positive changes;
- e. Communicating learning effectively to staff, including learning from self-evaluation;
- f. Building capacity among the workforce by supporting the development of practitioner for a and other methods of sharing good practice;
- g. Providing an overview of management information and statistics relating to children and young people on the local Child Protection Register, which includes analysis of trends to inform a strategic assessment of service need;
- h. Ensuring that management information and statistics reports inform the development of inter-agency child protection policy and practice; and
- i. Measuring the extent to which self-evaluation, and changes made as a result of self-evaluation, contribute to actual improvements in services and outcomes for children.

(Standard 8.9) (QI 6.2)

NACPC PRIMARY OBJECTIVE FOR 2011-12

Utilise improved self evaluation and management information to improve services and outcomes for children.

FULFILLING FUNCTIONS

KEY ACHIEVEMENTS

- Development of outcomes focused improvement plan following 2010 Joint Inspection of Services to Protect Children
- Development and launch of multi agency self evaluation strategy
- Development of mechanisms to involve staff more fully in the evaluation of services
- Effective monitoring of improvement plans by Audit & Evaluation Subgroup
- Introduction of more systematic monitoring and scrutiny of Child Protection Committee business plan
- Dissemination of briefing papers to staff communicating the outcome of self evaluation activity
- Ongoing delivery of multi agency practitioner forums
- Revised quarterly management information reports to Child Protection Committee
- Sample auditing of child protection investigation reports by child protection lead officer

OUTCOMES

- A systematic approach to multi agency self evaluation of child protection services has been established
- Staff contribute to the evaluation of child protection services
- Improvement plans are fully implemented
- The 2010-11 Child Protection Committee business plan was fully implemented
- Staff are aware of the findings from multi agency self evaluation activity
- Practitioner forums provide a platform for sharing good practice
- The Child Protection Committee is better informed about child protection management information
- Development of a guidance note for social services staff to support more outcome focused child protection plans within child protection investigation reports

SELF EVALUATION STATEMENT

Children and young people in North Ayrshire receive services which are subject to a rolling programme of self evaluation and improvement.

FULFILLING FUNCTIONS

4. PROMOTING GOOD PRACTICE

Child Protection Committees will:

- a. have robust mechanisms in place for the identification, consideration and undertaking of significant case reviews on behalf of the Chief Officers. These should include a vigorous evaluation process for actions resulting from the review;
- b. have in place mechanisms to identify and disseminate lessons from past and current practice, including learning from significant case reviews, inspection reports and other inquiry reports;
- c. ensure that these lessons directly inform inter-agency child protection planning, training and staff development; and
- d. identify networks, mechanisms and opportunities to share these lessons more widely across services and agencies and between Child Protection Committees across Scotland.

(Standard 6.6) (QI 7.3)

NACPC PRIMARY OBJECTIVES FOR 2011-12:

1. Consider learning from good practice examples identified throughout second round of multi agency child protection inspection
2. Respond to learning from other sources when appropriate

FULFILLING FUNCTIONS

KEY ACHIEVEMENTS

- Learning from Khyra Ishaq significant case review has been undertaken and actions identified
- Locality based Practitioner Forums this year have promoted good practice in the following areas: Q Family and intra familial abuse, Chronologies, Khyra Ishaq , Children Educated at Home

OUTCOMES

Findings from the Khyra Ishaq SCR have been incorporated into next year's business plan.

Staff are aware of best practice lessons through attendance at child protection practitioner forums

SELF EVALUATION STATEMENT

NACPC takes opportunities to learn from SCRs and disseminates this learning to staff.

FULFILLING FUNCTIONS

5. TRAINING AND STAFF DEVELOPMENT

Child Protection Committees will:

- a. maintain an overview of the training needs of all staff involved in child protection activity;
- b. ensure training content reflects the principles, values and processes set out in national guidance on work with children and families as well as local protocols;
- c. regularly review and update training content in light of research and practice experience;
- d. publish, implement and review an inter-agency child protection training strategy; and
- e. quality assure and evaluate the impact of training.

(Standard 8.5) (QI 3.1 and 7.3)

NACPC PRIMARY OBJECTIVES FOR 2011-12

1. Increase understanding of how inter agency child protection training impacts on practice
2. Ensure all training provided by NACPC incorporates National Guidance for Child Protection in Scotland

FULFILLING FUNCTIONS

KEY ACHIEVEMENTS

- Publication of 2011-12 inter agency training programme
- Incorporation of more creative learning and development opportunities to better meet the needs of local practitioners
- A plan for revising and updating all courses in line with the revised National guidance for Child Protection in Scotland has been developed

OUTCOMES

- Continuing high levels of staff from key agencies attending child protection training and development opportunities.
- Increased opportunities for staff who work together, to learn together.

SELF EVALUATION STATEMENT

Children and families receive services from a workforce which takes opportunities for learning and development.

FULFILLING FUNCTIONS

6. COMMUNICATION AND CO-OPERATION

Child Protection Committees will:

- a. demonstrate effective communication at committee and sub committee level;
- b. actively promote effective communication, collaboration and co-operation between all services and agencies;
- c. identify and resolve any issues between services and agencies that hinder the protection of children and young people;
- d. demonstrate effective communication with other inter-agency partnerships and bodies;
- e. communicate effectively about the work of the Child Protection Committee with staff in constituent services and agencies; and
- f. identify opportunities to share knowledge, skills and learning with other Child Protection Committees via national and local networks and for across Scotland.

(Standard 8.4) (QI 9.1, 9.2, 9.3)

NACPC PRIMARY OBJECTIVES FOR 2011-12

1. Continue to develop innovative ways of communicating and collaborating effectively

FULFILLING FUNCTIONS

KEY ACHIEVEMENTS

- North Ayrshire Child Protection Website is updated monthly and this medium is used regularly by staff and the public.
- NA CPC Communications Strategy has been revised.
- Staff briefing papers are regularly disseminated.
- Regular networking takes place locally, regionally and nationally.
- An Information Sharing Protocol is agreed across all three Ayrshire Councils and NHS Ayrshire & Arran, which is reviewed annually by the Data Sharing Partnership.
- The work of North Ayrshire child Protection Committee is communicated to constituent members via team meetings and relevant literature.

OUTCOMES

- All partners within North Ayrshire Child Protection Committee are satisfied with communication within and across partner agencies and assess the partnership as effective.

SELF EVALUATION STATEMENT

We believe that effective communication and co-operation is demonstrated at all levels of those involved in the planning, design and delivery of services to protect children and young people.

FULFILLING FUNCTIONS

7. PLANNING AND CONNECTIONS

Child Protection Committees will:

- a. clearly identify the key links that need to be made with other bodies and ensure that they are made;
- b. ensure that Child Protection Committee plans and priorities are clearly linked to other national and local plans;
- c. in conjunction with other bodies, identify areas where joint working would be beneficial or duplication could be avoided and ensure that action is taken to address these issues
- d. have in place, and regularly review the effectiveness of, joint protocols around particular identified issues.

(Standard 8.5) (QI 9.1, 9.2, 9.3)

NACPC PRIMARY OBJECTIVES FOR 2011-12

1. Strengthen links across the public protection fora

FULFILLING FUNCTIONS

KEY ACHIEVEMENTS

- There continues to be clear links between North Ayrshire Child Protection Committee and other strategic planning structures. North Ayrshire Child Protection Committee is accountable to the NA Chief Officers' group, which meets quarterly to consider relevant child protection issues (and also meets in addition to this when required).
- North Ayrshire Child Protection Committee and the Child Protection Committee Chair are linked to the Integrated Children's Services Steering Group (OLG Children and Families) and Community Planning Partnership. North Ayrshire Child Protection Committee and the Integrated Children's Services Planning Partnership operate parallel to each other, ensuring that child protection continues to be given prominent focus within children's services.
- North Ayrshire Child Protection Committee has contributed to the development of the Community Planning Partnership Single Outcome Agreement and the 09/12 Integrated Children's Services Plan.
- Child protection issues are represented on the Alcohol and Drug Partnership (ADP) and the NACPC and ADP have a jointly established subgroup to consider the needs of children affected by parental substance misuse.
- The North Ayrshire Child Protection Committee Lead Officer is a member of the Violence Against Women Partnership and the Child Protection Learning & Development Co-ordinator is a member of the Ayrshire Wide Violence Against Women Training Consortium. Pertinent issues are shared between these two multi agency fora.
- Stronger links have been developed between North, East and South Child Protection Committees. Joint work has been agreed amongst the Chairs and Lead Officers.
- The Chair of North Ayrshire Child Protection Committee continues to be part of the West of Scotland Chairs Consortium which meets to progress relevant issues of mutual interest.
- The Child Protection Lead Officer is part of the West of Scotland Lead Officers Group and the National Lead Officers Network. This ensures best practice is shared and work is not duplicated unnecessarily.
- The Chair of North Ayrshire Child Protection Committee and the Child Protection Lead Officer attend the Scottish Government national meetings to progress relevant issues on national basis.

FULFILLING FUNCTIONS

- The minutes of the NA CPC are made available to NHS Ayrshire & Arran Child Protection Action Team and relevant issues are tabled.
- The Child Protection Advisor is a member of the West of Scotland Child Protection Nurse Advisor Forum which is a sub group of the West of Scotland Managed Clinical Network.
- The Nurse Consultant for Vulnerable Children, in addition to being part of the above group, is also a member of the West of Scotland Managed Clinical Network and the Scottish Child Protection Nurse Advisor Forum. In addition, the post is a joint appointment with University of West of Scotland.
- The Child Protection Learning and Development Co-ordinator is part of the West of Scotland Training Group and chairs the National Child Protection Training Network.

OUTCOMES

- Pan Ayrshire collaboration has progressed, with each of the CPCs leading on agreed areas of work.
- The ICSP provides the focus for all children's service delivery as well as reporting directly to the CPP.
- Establishment of joint CAPSM subgroup

SELF EVALUATION STATEMENT

We believe we have a strong strategic overview of best practice in child protection services and child protection is a priority for all the above strategic partnerships.

FULFILLING FUNCTIONS

8. INVOLVING CHILDREN AND YOUNG PEOPLE AND THEIR FAMILIES

Child Protection Committees will:

- a. be able to demonstrate that its work is informed by the perspective of children and young people, including the most vulnerable and those with direct experiences of child protection services;
- b. review and develop their strategies for doing so; and
- c. involve children and young people in the design, development and implementation of Child Protection Committees' public information and communication strategies, to ensure that information is accessible and that children's experiences and perspectives are properly reflected.

(Standard 3) (QI 2.1, 5.1)

NACPC PRIMARY OBJECTIVES FOR 2011-12

1. To increase the perspective of children and young people in the work of the Child Protection Committee
2. To ensure the young persons website is informed by input by young people

FULFILLING FUNCTIONS

KEY ACHIEVEMENTS

- Funding continues to be available for the Children 1st Advocacy Service which ensures children and young people within the child protection system have a voice. This service has expanded over the past year, utilising the skills of volunteers where appropriate to ensure the needs of these children are met.
- Children and young people's views continue to be represented at all relevant child protection meetings and conferences either by the Child Protection Advocacy Worker, reports submitted by children and young people or attending themselves.
- Launch of revised NACPC Communication Strategy.
- Consultation with children and young people re suggestions for improving the young people's child protection website.
- Consultation with young people on risks and safety information undertaken at Marymass Festival.

OUTCOMES

- The views of young people are represented at child protection conferences
- Planning underway for delivery of mental health and emotional well being workshop to young people based on consultation re what information would be most useful to them.

SELF EVALUATION STATEMENT

Children and young people in North Ayrshire have the opportunity to have their views heard and taken account of in child protection planning.

CHANGING CHILDREN'S SERVICES FUND BUDGET ALLOCATION 2010/11

Income

Total Budget Allocated from CCSF	£167,426
Contribution from Police	£13,394
Total	£180,820

Expenditure

Employee Costs (excluding Child Protection Advisor for Health)	£124,045
Child Protection Training and Development	£15,000
Running Costs (including hospitality)	£19,249
Public Information and Awareness Raising	£6,000
Total	£164,294*

*The underspend this year is due to employee costs.

APPENDIX 1

MEMBERSHIP OF North Ayrshire Child Protection Committee

	TITLE/ DESIGNATION	NAME	AGENCY
1.	Chair – Head Of Service	Sheena Gault	Social Services & Health, NAC
2.	Vice Chair – Health Care Manager	Joanne Sharp	NHS Ayrshire & Arran
3.	Child Protection Lead Officer	Jillian Russell	NA CPC
4.	Child Protection Learning and Development Co-ordinator	Caren McLean	NA CPC
5.	Child Protection Admin	Leona Dallas	NA CPC
6.	Authority Reporter	Iain Mitchell	SCRA
7.	Panel Member	Jim McDowall	Children's Panel
8.	Senior Manager, Children & Families	David MacRitchie	Social Services, NAC
9.	Locality Manager (Criminal Justice Service)	Jim MacCrae	Social Services, NAC
10.	Associate Specialist for Child Protection	Dr Sheila Smith	Health, NHS Ayrshire & Arran
11.	Nurse Consultant for Vulnerable Children	Maureen Bell	Health, NHS Ayrshire & Arran
12.	Child Protection Advisor	Sandra Winton	Health, NHS Ayrshire & Arran
13.	Procurator Fiscal's Office	Kim Philp	Procurator Fiscal
14.	Superintendent	Helen Swan	Strathclyde Police
15.	Detective Inspector	David Summerhill	Strathclyde Police, APPU
16.	Head of Housing and Building Services	Olga Clayton	Housing, NAC
17.	Assistant Director	Bryan Evans	Children 1st
18.	Head of Service	Mary Docherty	Education, NAC
19.	Senior Manager, Specialist Support	Stephen Brown	Social Services & Health, NAC
20.	Joint Commissioner	Ruth Shepherd	Alcohol and Drug Partnership
21.	Clinical Nurse Manager Early Years/ Health Visiting Service	Donna McKee	Health, NHS Ayrshire & Arran

APPENDIX 2

MEMBERSHIP OF
CHIEF OFFICER'S GROUP

	TITLE/ DESIGNATION	NAME
1.	Chief Executive, NAC	Elma Murray
2.	Chief Executive, NHS Ayrshire & Arran	Wai-yin Hatton
3.	Divisional Commander, Strathclyde Police 'U' Division	John Thomson

MEMBERSHIP OF
INFORMATION SUB GROUP

NAME	TITLE	ORGANISATION
Marianne Paterson	(Chair) Advocacy Development Worker	Children 1st
Jillian Russell	Child Protection Lead Officer	NA CPC
Leona Dallas	Child Protection Admin	NA CPC
Sandra Winton	Child Protection Advisor	Health, NHS Ayrshire & Arran
Shona Longmuir	Team Leader	Social Services, NAC
Margaret Reid-Morris	Children's Worker	North Ayrshire Women's Aid
Michele Gilmour	Communications Officer	Communications, NAC
Donna Anderson	Information Officer	Education, NAC
Gillian Connelly	Public Health Nurse	Health, NHS Ayrshire & Arran
Lesley Hamilton	Assistant Manager	Information & Culture, NAC

The Information Sub Group

REMIT

Group Purpose:

To develop, implement and oversee the North Ayrshire Child Protection Committee Communication Strategy.

Group Objectives:

- 1 To ensure public information in relation to child protection is widely available, in a range of materials, to children, young people, families, professionals and members of the public.
- 2 To ensure an ongoing public awareness campaign in relation to child protection.
- 3 To promote the work of North Ayrshire Child Protection Committee.

Group Tasks:

- 1 Review the NACPC Communication Strategy.
- 2 Utilise child protection infomercial to promote public awareness of child protection.
- 3 To work in partnership with other Child Protection Committees in translating child protection information leaflet.
- 4 To identify and utilise opportunities for promoting child protection via the media.
- 5 To identify and utilise opportunities for promoting child protection within the local community, including events.
- 6 To monitor inventory of promotional materials, literature and guidance documents.
- 7 To monitor, review and develop NA CPC websites.
- 8 Actively consult with children and young people in relation to relevant projects.
- 9 Agree Child Protection Committee stance on Social Networking Sites as a means of communication with young people and professionals.

The Information Sub Group

REMIT

Outcomes:

- 1 A revised NA CPC Communication Strategy which meets the needs of stakeholders.
- 2 NA CPC websites contain current, accurate and useful information in relation to child protection.
- 3 Public information on child protection is widely available in a range of formats.
- 4 Literature on child care and child protection is available in a range of languages.
- 5 Relevant information for children and young people.

MEMBERSHIP OF NA CPC AUDIT AND EVALUATION SUB GROUP

NAME	TITLE	ORGANISATION
Jillian Russell	(Chair) Child Protection Lead Officer	NA CPC
Leona Dallas	Child Protection Admin	NA CPC
Sandra Winton	Child Protection Advisor	NHS Ayrshire & Arran
David Summerhill	Detective Inspector	Strathclyde Police (APPU)
David Green	Chief Legal Advisor	Legal & Protective Services
Iain Mitchell	Authority Reporter	Scottish Children's Reporter Administration
Terry McGarry	Manager	Social Services, NAC
Janine Barrett	Homelessness Strategy Manager	Housing Services, NAC
Laura McAllister	Headteacher	Education, NAC
Stephen Brown	Senior Manager	Social Services, NAC
Jayne Miller	Assistant Clinical Nurse Manager	Health, NHS Ayrshire & Arran
Vacancy		Voluntary Sector Forum

Audit and Evaluation Sub Group

REMIT

Group Purpose:

To have an overview of single agency and inter-agency auditing, evaluation and quality assurance systems to ensure that robust mechanisms are in place that inform improvements to services to protect children and young people in North Ayrshire.

Group Objectives:

- 1 To oversee the implementation of a multi agency self evaluation strategy.
- 2 To support the continuous improvement of services to protect children and young people.
- 3 To ensure application of lessons learned from Inquiries, Inspections and Initial/Significant Case Reviews.

Group Tasks:

- 1 Develop and implement a multi agency self evaluation strategy.
- 2 Monitor improvement plans, including CPC Business Plan..
- 3 Undertake evaluation of recommendations from SCR's conducted elsewhere and consider implications for North Ayrshire services.
- 4 Develop and launch staff survey.
- 5 Share single agency audit and evaluation activity with the group.
- 6 Contribute to multi agency evaluation portfolio of evidence.

Outcomes:

- 1 Multi agency self evaluation strategy is implemented.
- 2 Services to protect children and young people in North Ayrshire are subject to a programme of continuous improvement.
- 3 Continuous improvement programmes are informed by messages from Inquiries, Inspections and Case Reviews.
- 4 Children get the help they need when they need it.
- 5 Children and young people in North Ayrshire receive services informed by best practice findings.

MEMBERSHIP OF NA CPC CHILD PROTECTION IN THE COMMUNITY SUB GROUP

NAME	TITLE	ORGANISATION
Jillian Russell	(Chair) Child Protection Lead Officer	NA CPC
Leona Dallas	Child Protection Admin	NA CPC
Shirley Scott	Business Manager (HR)	KA Leisure
Donna Graham	CP in Sport Project Worker	CHILDREN 1 ST
Sheila Gilmour	Senior Children's services Officer	Children's Outreach Services, Education & Skills, NAC
Bobby McGhee	Active Schools Manager	Education, NAC
Vacancy	Voluntary Sector Forum member	

Child Protection in the Community Sub Group

REMIT

Group Purpose:

To support improvement in child protection standards across services within the community and to respond to issues identified.

Group Objectives:

- 1 To encourage community groups in North Ayrshire to access child protection training and guidance that helps them provide high quality services to children and young people that places their safety as a priority.
- 2 To support community groups in relation to the use of 2006 Accord for the Protection of Children In Sport in North Ayrshire.

Group Tasks:

- 1 To consider the 2006 Accord for the Protection of Children in Sport and make proposals to the NA CPC on its use throughout North Ayrshire.
- 2 To promote and support the use of 2006 Accord in groups in the community.
- 3 To monitor access to NACPC child protection training by community groups in North Ayrshire.
- 4 To bring any identified issues to the attention of NA CPC.

Outcomes:

- 1 Community services in North Ayrshire are encouraged to adhere to a framework for good practice in child protection.

MEMBERSHIP OF NA CPC MANAGING RISK AND MEETING NEED SUB GROUP

NAME	TITLE	ORGANISATION
Jillian Russell	Child Protection Lead Officer	NA CPC
Andrea McGill	Team Manager	Social Services & Health, NAC
Leona Dallas	Child Protection Admin	NA CPC
Pat Kelly	Anti Social Behaviour Investigation Team Manager	Housing, NAC
Iain Mitchell	Authority Reporter	SCRA
Sandra Winton	Child Protection Advisor	Health, NHS Ayrshire & Arran
Terry McGarry	Manager	Social Services & Health, NAC
Susan McMenemy	Chair	Children's Panel
Kathleen Cosgrove	Principal Teacher Pupil Support	Education & Skills, NAC
Jackie Hamilton	Team Leader	Criminal Justice Service, NAC
Peter Moore	Educational Psychologist	Psychological Services, NAC
Corry McDonald	Operations Manager	Children's Disabilities Team, NAC
Karen McIntyre		
Andrew Smith	Senior Nurse	CAMHS
Alex Hamilton	Project Manager	Action for Children

Managing Risk and Meeting Need Sub Group

REMIT

Group Purpose:

To give effect to “Getting It Right For Children and Young People Who Present a Risk of Serious Harm” in North Ayrshire.

Group Objectives:

- 1 To support services across agencies to effectively manage the risk presented by children and young people who display sexually problematic and/or very violent behaviour.
- 2 To support services in meeting the needs of children and young people who display sexually problematic and/or very violent behaviour.
- 3 To promote sharing of responsibility for this group of children and young people across agencies.
- 4 To align all developments under this agenda with the wider GIRFEC arrangements developing across North Ayrshire.

Group Tasks:

- 1 Who are these young people? What are their behaviours? Agree a definition / accept national definitions pertaining to this group of young people and consider data collection challenges.
- 2 Oversee and develop interim Risk Management Framework and Protocol for children and young people with sexually problematic behaviour.
- 3 Ensure appropriate training is available for all partners and staff (all stakeholders).
- 4 Map current services for managing risk and meeting need for this group of children and young people.
- 5 Consider and identify where gaps exist within our current local systems in terms of awareness, responses and resources.
- 6 Consider the benefit of undertaking the self-assessment framework.
- 7 Consider the need for further awareness raising and promotion of an approach towards this group.

Managing Risk and Meeting Need Sub Group

REMIT

Outcomes:

- 1 Systems in place to help identify children and young people in North Ayrshire who display sexually problematic and/or violent behaviour.
- 2 Jointly agreed protocols in place for assessment of children and young people in North Ayrshire who display sexually problematic and/or violent behaviour
- 3 Processes in place to support multi agency care planning and reviewing for children and young people in North Ayrshire who display sexually problematic and/or violent behaviour.
- 4 Improving services which meet the needs of children and young people in North Ayrshire who display sexually problematic and/or violent behaviour.

MEMBERSHIP OF NA CPC MANAGEMENT INFORMATION SUB GROUP

NAME	TITLE	ORGANISATION
Jillian Russell	Child Protection Lead Officer	NA CPC
Leona Dallas	Child Protection Admin	NA CPC
Sandra Winton	Child Protection Advisor	NHS Ayrshire & Arran
Iain Mitchell	Authority Reporter	Scottish Children's Reporter Administration
Carol Nelson	Divisional Manager	Housing, NAC
Kirsteen Lee	Service Manager, CareFirst	Social Services & Health, NAC
Kay Boyd	Integrated Children's Services Plan Co-ordinator	ICSP
Janice Dorrans	Child Protection Secretary	Social Services & Health, NAC

Management Information Sub Group

REMIT

Group Purpose:

To ensure the Child Protection Committee is able to maintain an overview of management information from all key agencies about their work to protect children and young people.

Group Objectives:

- 1 To identify and take appropriate action in response to trends in relation to child protection issues in North Ayrshire
- 2 To ensure Integrated Children's Services Planning is informed by accurate and meaningful child protection data
- 3 To utilise child protection management information to better protect children and young people

Group Tasks:

- 1 Agree a framework for child protection management information for use by NACPC
- 2 Review the child protection data collected by key agencies
- 3 Analyse the data gathered by key agencies and use to inform and shape service planning and delivery.

Outcomes:

- 1 NACPC is fully informed about child protection trends in North Ayrshire
- 2 ICSP are fully informed about child protection trends in North Ayrshire
- 3 Services for children and families in North Ayrshire meet local need

MEMBERSHIP OF NA CPC TRAINING SUB GROUP

NAME	TITLE	ORGANISATION
Caren Mclean	(Chair) Child Protection Learning and Development Co-ordinator	NA CPC
Louise Baird	Child Protection Training Admin	NA CPC
Sandra Winton	Child Protection Advisor	NHS Ayrshire & Arran
Iain Mitchell	Authority Reporter	SCRA
David Summerhill	Detective Inspector	Strathclyde Police (APPU)
Carol McGlashan	Service Manager Training Section	Social Services & Health, NAC
Zoe Kelly	Prevention Officer	Addiction Services, Ayrshire & Arran Training Forum
Cara Durnie	Prevention Officer	Addiction Services, Ayrshire & Arran Training Forum
Carol Nelson	Divisional Manager	Housing, NAC
Maggi Muir	Head Teacher	Education & Skills, NAC
Sandra Ewart	Senior Practitioner	Barnardo's
Janine Duffy	Training Officer	Women's Aid

Training Sub Group

REMIT

Group Purpose:

To have an overview of single and inter agency child protection training and ensure that this training meets national and local objectives in contributing to the protection of children and young people in North Ayrshire using a robust evaluation system.

Group Objectives:

- 1 Agree, prioritise and evaluate multi agency training.
- 2 Ensure multi agency training meets local and national needs.
- 3 Produce a annual child protection training plan
- 4 Reflect on lessons learned from Inquiries, Inspections and Initial / Significant Case Reviews.
- 5 Ensure that the training programme reflects and contributes to continuous improvements in services to protect children and young people.

Group Tasks:

- 1 To develop on multi agency training programme.
- 2 Organise a range of joint training opportunities / events for staff.
- 3 Assist and support single agency training programmes.
- 4 Feedback any training issues to NA CPC arising from practice developments, Inquiries or policy developments.
- 5 Evaluate and report back on attendance of staff at training events and any related issues.
- 6 Monitor, evaluate and report the outcomes and completed tasks back to NA CPC.

Outcomes:

- 1 An annual child protection training programme in place.
- 2 Staff benefit from joint training with colleagues from other services and have a high level of participation in training events.
- 3 Staff confidence and competence in providing quality services to children and young people are increased.

NA CPC BUSINESS PLAN

APRIL 2011 – MARCH 2012

Progress in relation to the North Ayrshire Child Protection Committee Business Plan for 2010/11 has been reported throughout the Annual Report, under the nine key headings from the Scottish Executive's "Protecting Children and Young People: Child Protection Committee's" document. This will be published in October 2011.

The functions of Child Protection Committee's have been revised and updated through the revision of National Guidance for Child Protection in Scotland, which was published in December 2010. This guidance describes in more detail the core business functions of Child Protection Committee's and provides a working framework.

The 2011-12 Business Plan has been developed with reference to the revised functions detailed in the new national guidance for child protection.

RAISING PUBLIC AWARENESS

Child Protection Committee's are responsible for:

- a. Raising basic awareness and understanding of child protection issues within communities, including among children and young people;
- b. Adapting good practice from others and exploring opportunities to fulfil these responsibilities with other Child Protection Committees;
- c. Promoting the ethos that "child protection is everyone's job" in keeping with the GIRFEC approach; and
- d. Providing information about how members of the public can report concerns and what could happen (Standard 7.2, 7.3) (QI 2.1, 2.2, 4.1, 5.1)*

NACPC PRIMARY OBJECTIVES FOR 2011-12:

3. To improve public confidence in reporting concerns about children

4. To improve co-ordination of communication strategy activities

Task	Timescale	Resources/ Responsibility	Outcome	Origin
Implement NA CPC Communication Strategy	March 2012	NA CPC Information Sub Group.	Children, young people, families, communities and agencies in North Ayrshire receive child protection communication timeously, effectively and according to their needs.	National Guidance for Child Protection in Scotland, 2010.
Develop ways of overcoming barriers to members of the public reporting concerns	March 2012	NA CPC Information Sub Group.	When members of the public in North Ayrshire have a concern about a child, they are confident about reporting these.	Management information and survey results indicated decrease in referrals from members of the public and reluctance to report.

Task	Timescale	Resources/ Responsibility	Outcome	Origin
Take opportunities to raise public awareness of child protection	March 2012	NACPC Information sub group	Children, young people and families in North Ayrshire have an increased awareness of child protection.	Part of the core remit of the Information Sub Group.
Link communication strategy activities with local children's events to improve joint working	March 2012	NACPC Information subgroup	Communication strategy activities are efficiently executed	Agreed by Information sub group
Consider Ayrshire Wide opportunities for raising public awareness	March 2012	NACPC Information sub group Ayrshire Wide Lead Officers/Co-ordinators	Children, young people and families across Ayrshire receive consistent messages about child protection.	Agreed by Information Sub group
Analyse need for further public information material in response to publication of National Guidance for Child Protection in Scotland.	December 2011	NACPC Information sub group	Children, young people, families, communities and agencies have access to material which helps them understand child protection processes and issues.	Publication of National Guidance for Child Protection in Scotland in December 2010.

* Scottish Executive Framework for Standards and HMle Quality Indicators
'How Well Do We Protect Children and Meet Their Needs?'

POLICIES, PROCEDURES AND PROTOCOLS

Child Protection Committee's will:

- e. encourage constituent services and agencies to have in place their own up-to-date child protection policies, protocols, guidelines and other relevant materials;
- f. ensure all services and agencies have robust whistle-blowing policies in place and that these are sufficiently disseminated and understood by all practitioners and managers;
- g. ensure that child protection policies, procedures, protocols and guidelines are developed around existing and emerging key issues, where there is agreement this is required; and
- h. publish and regularly review their own inter-agency child protection guidelines, which must reflect national and local policy developments, including GIRFEC and the arrangements for the management of Child Protection Case Conferences. (Standard 8.1, 8.2) (QI 6.1, 6.2)

NACPC PRIMARY OBJECTIVE FOR 2011-12:

To consider implications of revised national guidance for child protection in Scotland

Task	Timescale	Resources/ Responsibility	Outcome	Origin
Map National Guidance for Child Protection in Scotland against existing guidance and procedures to identify areas for development	June 2011	Child Protection Lead Officer NA CPC	Children and young people in North Ayrshire are protected by all agencies working together in a consistent way in accordance with national guidance	Publication of revised National Guidance for Child Protection in Scotland
Agree priorities and develop plan of work following mapping exercise	September 2011	NA CPC	Children and young people in North Ayrshire are protected by all agencies working together in a consistent way in accordance with national guidance	Publication of revised National Guidance for Child Protection in Scotland

Task	Timescale	Resources/ Responsibility	Outcome	Origin
Execute year one plan of work	March 2012	NACPC	Children and young people in North Ayrshire are protected by all agencies working together in a consistent way in accordance with national guidance	Publication of revised National Guidance for Child Protection in Scotland
Amend Community Groups Guidance, incorporating Protecting Vulnerable Groups Scheme	September 2011	Child Protection in the Community Sub group	Children and young people in North Ayrshire receive services from staff suitably vetted.	Part of 2011/12 work plan for Child Protection in the Community Sub Group.
Revise NACPC Significant Case Review Guidance	December 2011	NA CPC	The SCR Process is modified to maximise learning in order to better protect children and young people.	National short life working group.
Develop interagency guidance in relation to sharing information between adult and child services, particularly in relation to mental health.	December 2011	NA CPC	Children and young people in North Ayrshire have their needs met by appropriate information sharing and assessment processes.	Recommendation from NA CPC Initial Case Review.

Task	Timescale	Resources/ Responsibility	Outcome	Origin
Launch revised Multi Agency Risk Assessment and Management procedures for young people who present a risk of serious harm.	December 2011	Managing Risk, Meeting Needs Sub Group	Children and young people who present a risk of serious harm will have their needs met through a multi agency response.	Part of 2011/2012 workplan for Managing Risk, Meeting Needs Sub Group.
Gather information to improve understanding of work required to address the needs of children affected by parental substance misuse.	March 2012	CAPSM sub group	Children and young people affected by parental substance misuse will have their needs met through a multi agency response.	Part of 2011-12 workplan for CAPSM subgroup
Explore current processes surrounding children educated at home	March 2012	Hidden Children Sub group	Children and families involved in education at home are offered the best available support and protection	Part of 2011-12 workplan for hidden Children subgroup Khyra Ishaq SCR

SELF EVALUATION, PERFORMANCE MANAGEMENT AND QUALITY ASSURANCE

Child Protection Committee's are responsible for:

- a. Systematic approaches to self-evaluation and quality assurance which focus on the experiences and outcomes for children and families;
- b. Establishing effective systems to monitor the quality of key child protection processes such as core groups, risk assessment and Child Protection Plans;
- c. Involving all key stakeholders, including children and families, in self-evaluation and review;
- d. Monitoring and implementing improvement plans effectively to ensure they lead to positive changes;
- e. Communicating learning effectively to staff, including learning from self-evaluation;
- f. Building capacity among the workforce by supporting the development of practitioner for a and other methods of sharing good practice;
- g. Providing an overview of management information and statistics relating to children and young people on the local Child Protection Register, which includes analysis of trends to inform a strategic assessment of service need;
- h. Ensuring that management information and statistics reports inform the development of inter-agency child protection policy and practice; and
- i. Measuring the extent to which self-evaluation, and changes made as a result of self-evaluation, contribute to actual improvements in services and outcomes for children.

(Standard 8.9) (QI 6.2)

NACPC PRIMARY OBJECTIVE FOR 2011-12:

Utilise improved self evaluation and management information to improve services and outcomes for children.

Task	Timescale	Resources/ Responsibility	Outcome	Origin
Implement year one of 2010-2012 Post Inspection Improvement Plan	March 2012	NACPC	Children, young people and families receive improved services.	2010 HMle Joint Inspection of Services to Protect Children

Task	Timescale	Resources/ Responsibility	Outcome	Origin
Implement multi agency self evaluation strategy	March 2012	Audit & Evaluation Sub group	Children, young people and families receive services subject to robust self evaluation activity and improved through learning from such activity	2011-12 Work plan of Audit & Evaluation subgroup
Increase the involvement of stakeholders in self evaluation	March 2012	Audit & Evaluation Sub group	Children, young people, families and staff are involved in evaluating the effectiveness of services	2010-2012 Post Inspection Improvement Plan
Review management information framework for child protection taking cognisance of revision of national data specification set	September 2011	Child Protection Lead Officer Management Information Sub Group	Children and young people in North Ayrshire receive services informed by accurate management information.	2011-12 work plan for Management Information Sub group
Consider the implications of child protection management information for services, training needs, quality assurance or planning and performance.	March 2012	NA CPC	Children and young people who are affected by child protection concerns have their needs considered.	National Guidance for Child Protection in Scotland, 2010.

Task	Timescale	Resources/ Responsibility	Outcome	Origin
Remit pertinent issues to Integrated Children's Services Steering Group for consideration	March 2012	NA CPC ICSSG	Children and young people have access to services which meet their needs.	National Guidance for Child Protection in Scotland, 2010.

PROMOTION OF GOOD PRACTICE

Child Protection Committee's will:

- e. have robust mechanisms in place for the identification, consideration and undertaking of significant case reviews on behalf of the Chief Officers. These should include a vigorous evaluation process for actions resulting from the review;
- f. have in place mechanisms to identify and disseminate lessons from past and current practice, including learning from significant case reviews, inspection reports and other inquiry reports;
- g. ensure that these lessons directly inform inter-agency child protection planning, training and staff development; and
- h. identify networks, mechanisms and opportunities to share these lessons more widely across services and agencies and between Child Protection Committees across Scotland.

(Standard 6.6) (QI 7.3)

NACPC PRIMARY OBJECTIVE FOR 2011-12:

1. Consider learning from good practice examples identified throughout second round of multi agency child protection inspection
2. Respond to learning from other sources when appropriate

Task	Timescale	Resources/ Responsibility	Outcome	Origin
Continue to consider the key findings and lessons to be learned from research, national inquiries and inspections	March 2012	NA CPC Child Protection Lead Officer Child Protection Learning and Development Co-ordinator	Children and young people in North Ayrshire receive improved services as a result of learning from inquiries.	National Guidance for Child Protection in Scotland, 2010.
Undertake Initial and Significant Case Reviews where appropriate	As required	NA CPC	Children and young people in North Ayrshire are better protected as a result of improved practice informed by learning from case reviews.	National Guidance for Child Protection in Scotland, 2010.

Task	Timescale	Resources/ Responsibility	Outcome	Origin
Organise multi agency Child Protection Practitioner Forums to disseminate learning from inspections, research and case reviews.	Minimum twice yearly	Child Protection Learning and Development Co-ordinator	Children and young people in North Ayrshire receive services from staff who are informed of best practice findings.	Part of remit of Child Protection Learning and Development Co-ordinator.
Publish multi agency staff briefings when appropriate	March 2012	Child Protection Lead Officer Child Protection Learning and Development Co-ordinator	Children and young people in North Ayrshire receive services from staff who are informed of best practice findings.	Agreed at conclusion of case reviews, auditing activity etc.

TRAINING AND STAFF DEVELOPMENT

Child Protection Committee's will:

- f. maintain an overview of the training needs of all staff involved in child protection activity;
- g. ensure training content reflects the principles, values and processes set out in national guidance on work with children and families as well as local protocols;
- h. regularly review and update training content in light of research and practice experience;
- i. publish, implement and review an inter-agency child protection training strategy; and
- j. quality assure and evaluate the impact of training.

(Standard 8.5) (QI 3.1 and 7.3)

NACPC PRIMARY OBJECTIVE FOR 2011-12:

1. Increase understanding of how inter agency child protection training impacts on practice
2. Ensure all training provided by NACPC incorporates National Guidance for Child Protection in Scotland

Task	Timescale	Resources/ Responsibility	Outcome	Origin
Implement revised evaluation framework	March 2012	Child Protection Learning and Development Co-ordinator Training sub group	Children and young people in North Ayrshire receive services from staff who have access to training which improves their practice.	Part of 2011/12 work plan for Training Sub group. Part of remit of Child Protection Learning and Development Co-ordinator.
Revise and publish a multi agency child protection training programme.	April 2010	Child Protection Learning and Development Co-ordinator.	Children and young people in North Ayrshire receive services from staff who have access to training which meets their needs.	Part of remit of Child Protection Learning and Development Co-ordinator.

Task	Timescale	Resources/ Responsibility	Outcome	Origin
Review all course content to reflect National Guidance for Child Protection in Scotland.	September 2011	Child Protection Learning and Development Co-ordinator	Children and young people in North Ayrshire receive services from staff who have access to training which reflects national guidance.	Publication of National Guidance for Child Protection in Scotland in December 2010.
Seek assurance from external providers that all course content reflects National Guidance for Child Protection in Scotland.	June 2011	Child Protection Learning and Development Co-ordinator	Children and young people in North Ayrshire receive services from staff who have access to training which reflects national guidance.	Part of remit of Child Protection Learning and Development Co-ordinator.
Increase provision of locality based training within training programme.	April 2011	Child Protection Learning and Development Co-ordinator	Children and young people in North Ayrshire receive services from staff who learn together.	Decision made at Chief Officers meeting

COMMUNICATION, COLLABORATION AND CO-OPERATION

Child Protection Committee's will:

- f. demonstrate effective communication at committee and sub committee level;
- h. actively promote effective communication, collaboration and co-operation between all services and agencies;
- i. identify and resolve any issues between services and agencies that hinder the protection of children and young people;
- j. demonstrate effective communication with other inter-agency partnerships and bodies;
- k. communicate effectively about the work of the Child Protection Committee with staff in constituent services and agencies; and
- l. identify opportunities to share knowledge, skills and learning with other Child Protection Committees via national and local networks and for a across Scotland.

(Standard 8.4) (QI 9.1, 9.2, 9.3)

NACPC PRIMARY OBJECTIVE FOR 2011-12:

2. Continue to develop innovative ways of communicating and collaborating effectively

Task	Timescale	Resources/ Responsibility	Outcome	Origin
Implement NACPC Communication Strategy	March 2012	NA CPC Information Sub Group.	Children, young people, families, communities and agencies in North Ayrshire receive child protection communication timeously, effectively and according to their needs.	Part of the core remit of the Information Sub Group

Task	Timescale	Resources/ Responsibility	Outcome	Origin
Continue to share knowledge, skills and learning with other Child Protection Committee's	March 2012	Child Protection Committee Chair Child Protection Lead Officer Child Protection Learning & Development Coordinator	Children, young people, families, communities and agencies in North Ayrshire benefit from improved services as a result of shared learning.	National Guidance for Child Protection in Scotland, 2010.
Communicate implications within National Guidance for Child Protection in Scotland with all services and agencies	March 2012	Child Protection Development Team	Children, young people and families in North Ayrshire receive services from agencies working together in accordance with national guidance.	National Guidance for Child Protection in Scotland, 2010.
Utilise websites and staff briefing papers to communicate effectively about the work of the Child Protection Committee	March 2012	Child Protection Development Team	Children, young people, families, communities and agencies in North Ayrshire are kept abreast of the work of the Child Protection Committee.	Communication Strategy

MAKING AND MAINTAINING LINKS WITH OTHER PLANNING FORA

Child Protection Committee's will:

- e. clearly identify the key links that need to be made with other bodies and ensure that they are made;
 - f. ensure that Child Protection Committee plans and priorities are clearly linked to other national and local plans;
 - g. in conjunction with other bodies, identify areas where joint working would be beneficial or duplication could be avoided and ensure that action is taken to address these issues
 - h. have in place, and regularly review the effectiveness of, joint protocols around particular identified issues.
- (Standard 8.5) (QI 9.1, 9.2, 9.3)

NACPC PRIMARY OBJECTIVE FOR 2011-12:

1. Strengthen links across the public protection fora

Task	Timescale	Resources/ Responsibility	Outcome	Origin
Continue link and contribution to Integrated Children's Services Partnership.	March 2012	Chair NA CPC NA CPC	Children and young people in North Ayrshire are supported and protected by services that share strategic planning objectives	National Guidance for Child Protection in Scotland, 2010.
Continue link and contribution to Community Planning Partnership and Single Outcome Agreement.	March 2012	Chair NA CPC NA CPC	Children and young people in North Ayrshire are supported and protected by services that share strategic planning objectives	National Guidance for Child Protection in Scotland, 2010.

Task	Timescale	Resources/ Responsibility	Outcome	Origin
Continue representation on Violence Against Women Partnership	March 2012	Child Protection Lead Officer NA CPC	Children and young people in North Ayrshire are supported and protected by services that share strategic planning objectives	National Guidance for Child Protection in Scotland, 2010.
Continue links with Alcohol and Drug Partnership	March 2012	NA CPC	Children and young people in North Ayrshire are supported and protected by services that share information about strategic planning objectives	National Guidance for Child Protection in Scotland, 2010.
Continue to strengthen links with East and South Ayrshire Child Protection Committees.	March 2012	Chair NA CPC Child Protection Lead Officer	Children and young people in North Ayrshire are supported and protected by services that share information about strategic planning objectives	Ayrshire Wide Chairs Group remit.

INVOLVING CHILDREN AND YOUNG PEOPLE AND THEIR FAMILIES

Child Protection Committee's will:

- d. be able to demonstrate that its work is informed by the perspective of children and young people, including the most vulnerable and those with direct experiences of child protection services;
- e. review and develop their strategies for doing so; and
- f. involve children and young people in the design, development and implementation of Child Protection Committees' public information and communication strategies, to ensure that information is accessible and that children's experiences and perspectives are properly reflected.

(Standard 3) (QI 2.1, 5.1)

NACPC PRIMARY OBJECTIVE FOR 2011-12:

1. To increase the perspective of children and young people in the work of the Child Protection Committee
2. To ensure the young persons website is informed by input by young people

Task	Timescale	Resources/ Responsibility	Outcome	Origin
Consult with children and young people regarding any future projects or developments	March 2012	NA CPC	Children and young people in North Ayrshire have their views represented in the work of the CPC.	Continuous improvement.
Establish mechanism for updating of young person's website	March 2012	Child Protection Development Team NACPC Information Subgroup	Children, young people, families, communities and agencies in North Ayrshire have access to online information which reflects their needs.	Part of 2011-12 workplan for information sub group

Task	Timescale	Resources/ Responsibility	Outcome	Origin
Ensure views of children and young people are collated from those involved in the child protection process	March 2012	NA CPC	Children and young people in North Ayrshire have their views valued and taken account of by those working with them.	Continuous improvement.
Develop the use of Viewpoint in engaging and consulting with children and young people.	December 2011	NA CPC	Children and young people in North Ayrshire have their views valued and taken account of by those working with them.	Agreed at meeting of North Ayrshire Child Protection Committee.
Explore the possibility of producing a child protection drama	March 2012	Information Sub group	Children and young people have increased awareness of their safety	Part of 2011-12 work plan for Information sub group

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