



## **Annual Report 2018-19**

*(covering period 1.8.18 – 31.7.19)*

## **and Priorities 2019-20**

*(covering period 1.8.19 – 31.7.20)*

**November 2019**

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## Foreword

The South Ayrshire Child Protection Committee (CPC) annual report for 2018-19 sets out the work of the Committee over the past year. It is an opportunity to celebrate success, recognise challenge and encourage and embrace change and improvement.



I would like to acknowledge the dedication of colleagues across the organisations, from the Health and Social Care Partnership (HSCP), South Ayrshire Council, NHS Ayrshire and Arran, Police Scotland and the voluntary and third sector. The collective commitment to “getting it right” is tangible and I have seen and heard brilliant examples of staff going that extra mile to ensure our children and young people are safe and protected.

Since taking over the role of Independent Chair of Child Protection and Adult Protection for South Ayrshire in May 2018, I have focused the work of the CPC on ensuring robust governance arrangements that focus on the delivery of quality standards and comprehensive approaches to practice.

It is vital that we have a baseline against which we can measure how well we are doing and that we challenge and improve that baseline as we move forward. This has meant us redeveloping our approach to performance management, how we respond to concerns, and how we ensure our colleagues have the support to do their jobs. It has also encouraged us to review how we support the work of the CPC through a new sub-group structure that was introduced partway through 2018-19.

With my fellow Ayrshire Independent Chairs, child protection lead officers and, with the support of the Chief Officers Group, we have endeavoured where possible to take an Ayrshire approach to the development of policies, strategies and actions that fall within the responsibility of CPC. This will help to reduce the risk of confusion, promote interagency working and recognises that in many ways child protection challenges, consequences and risk do not respect geographical and organisational boundaries.

Keeping children and young people safe, preventing them from harm and protecting them when harm exists, is at the heart of the governance responsibilities of the CPC. It is essential therefore; that we know ourselves, how we are doing and what needs to improve. On this basis the CPC has been working towards a 3 year rolling Improvement Plan that will be signed off during 2019-20.

There can be little doubt that the work of the CPC has been impacted over 2018-19 by the vacancy in the Lead Officer post for half of the year. The Committee’s work has also been impacted by other leadership changes in key posts in the HSCP.

That said, in the latter part of the reporting year, when posts were filled, even on a temporary basis, this had a very positive impact of bringing drive, innovation and capacity to the work of the CPC. This is an important point, as without continuity of this capacity, skill base and leadership drive, the work of CPC will be negatively impacted and the rate of improvement compromised.

I believe this point is understood by the collective leadership of the Chief Officers Group and the HSCP, and I am reassured by the efforts to secure ongoing support.

This report gives a flavour of the priorities for the CPC over the coming year. It identifies improvement actions that have been taken and recognises success.

I hope you find the report of interest and if you have any questions, observations, ideas for improvement in what we do, and how we do it, I would be happy to receive these.

Professor Paul Martin CBE

Independent Chair for CPC and APC

South Ayrshire

## 1. The Work of the South Ayrshire Child Protection Committee

### Background

The South Ayrshire Child Protection Committee (CPC) is the local strategic planning partnership which is responsible for delivering continuous improvement in protecting children in South Ayrshire. Its work includes the design, development, dissemination and evaluation of inter-agency child protection policies and procedures. It has a responsibility to promote awareness of child protection to the local public and promote good practice within and across agencies, as well as leading on training and development.

As described in the [National Guidance for Child Protection in Scotland \(2014\)](#) the functions of the Child Protection Committee are continuous improvement, strategic planning, public information and communication. The work of the South Ayrshire Child Protection Committee is reflected in local practice and aims to meet local and national needs in keeping children safe.

### Vision, Mission, Values and Aims

The following vision, mission, values and aims guide the work of the CPC and have been designed to have a positive impact on the quality of child protection work, the outcomes delivered for children and their families and provide an effective framework for service delivery.

#### Vision Statement

The South Ayrshire Child Protection Committee is committed to working together to protect South Ayrshire's children from abuse and neglect.

#### Mission Statement

It's everyone's job to make sure that children in South Ayrshire are safe from abuse and neglect. We will strive to ensure that the protection of children is a responsibility that is shared by all our staff and with the community.

#### Values

- Respect
- Equity
- Child-centred
- Collaboration

### **Aims of South Ayrshire Child Protection Committee**

The aims of the Child Protection Committee are:

- Children are protected by timely and effective action.
- Children are listened to and respected.
- Children understand what to do if they are concerned about their own or others safety and protection from abuse and neglect.
- Our staff are confident and competent in protecting children from abuse and neglect.
- Agencies, individually and collectively, demonstrate leadership and accountability for their work and its effectiveness in keeping children safe from abuse and neglect.
- The public understand what to do if they are concerned about the safety and protection of children from abuse and neglect.
- Collaboratively we ensure continuous improvement by evaluating the effectiveness and efficiency of our services.
- We provide an integrated approach to identifying, intervening and providing ongoing support to protect children at risk of harm from abuse and neglect.

### **Leadership, Governance and Accountability**

#### **Local Governance Arrangements**

The CPC is one of several partnerships which have responsibility for public protection. The others include:

- South Ayrshire Adult Protection Committee.
- South Ayrshire Alcohol and Drug Partnership.
- South Ayrshire Violence against Women Partnership.
- Multi-agency Public Protection arrangements.

#### **Chief Officers Group**

The CPC reports to the Chief Officers Group for Public Protection (COG). The COG comprises the Chief Executives of South Ayrshire Council and NHS Ayrshire and Arran and the Commander for Police Scotland. The COG also comprises the Executive Group for reporting purposes to the Community Planning Partnership (CPP).

Supported by the CPC Chair and its members, the COG drives forward an extensive work plan and routinely evaluates its work to ensure there is a clear focus on

continuous improvement and accountability. Members of the COG and the CPC support the GIRFEC approach seeking to ensure children, young people and their families get the help they need when they need it.

### **South Ayrshire Health and Social Care Partnership**

The South Ayrshire Health and Social Care Partnership (HSCP) which comprises community based health and social care services for adults and children, is governed by the Integration Joint Board (IJB). The IJB Chief Officer is also the Director of the Health and Social Care Partnership. The Chief Social Work Officer provides professional advice on all Social Work services and practice to the IJB, South Ayrshire Council, the Chief Officers Group and the Child Protection Committee. The IJB is supported by a Performance and Audit Committee and by a Health and Care Governance Committee.

### **CPC Sub Committees**

The governance and subgroup structure for the Child Protection and Adult Protection Committees has been reviewed by the Independent Chair over the past year. A paper setting out the reviewed integrated approach was agreed by both committees and by the Chief Officers Group Public Protection. The focus of the subgroups is to support the improvement approach of CPC and APC.

Public Protection Planning arrangements were made more robust by introducing sub-groups which serve both the Child Protection and Adult Protection Committees. The sub-groups are:

- Communication and Engagement;
- Learning and Education;
- Policy, Practice and Improvement; and
- Service Evaluation.

The shared principles of Public Protection informed the move to single integrated sub-groups. At this stage it is too early to measure the impact which needs considered in the context of the evolving approach to quality assurance and improvement. However, change can already be identified in a number of areas such as:

- ✓ Improved performance analysis of the target data;
- ✓ Focussed support when issues arise;
- ✓ Celebrating successes;
- ✓ A plan for initial multi agency audit with a rolling programme being developed for the next two years;
- ✓ An initial draft of staff development opportunities; and
- ✓ A calendar of engagement to share the Public Protection and Safeguarding messages.

In 2015, the CPC entered into collaboration with South Ayrshire Adult Support and Protection Committee (APC) and the Violence Against Women Partnership (VAWP) to ensure we have a cohesive and consistent approach across services in respect of dealing with sexual exploitation. Specific work is taken forward through the Sexual Exploitation Joint Action Group.

The CPC is directly linked to the South Ayrshire Children's Services Planning Group through regular meetings of the respective chairs and the Chair of the Children's Services Planning Group is a member of the Child Protection Committee.

### **The Work of the Child Protection Committee**

The CPC has a key role to play in the continuous improvement of child protection policy and practice.

Following the principles of Getting it Right for Every Child (GIRFEC), the CPC works to improve outcomes and the wellbeing of children and young people by ensuring they get the support they need at the right time.

The CPC is responsible for delivering continuous improvement in protecting children in South Ayrshire. Its work includes the design, development, dissemination and evaluation of inter-agency child protection policy, procedures and practice. It has a responsibility to promote awareness of child protection to the local public and promote good practice within and across agencies, as well as leading on training and development. As part of this work, the CPC is responsible for identifying its priority areas for the following year.

As outlined in the guidance released by the Scottish Government in February 2019, *Protecting Children and Young People, Child Protection Committees and Chief Officer Responsibilities*, all CPC's are required to have and report on their business plan. The South Ayrshire CPC Business Plan reports on the progress made by the sub-groups as well as the identified actions from Initial Case Reviews (ICR's) and Significant Case Reviews (SCR's). Improvements from the internal review of Child Protection and Looked After processes in 2018 are also included in the business plan.



## 2. Communication and Engagement

The CPC listens to children, young people, families, communities and employees to routinely produce and disseminate public information about protecting children and young people. All local information and links to national publications are published on the [CPC website](#). A feature of the work of the CPC is ensuring that information is up-to-date, relevant and easily accessible to meet the needs of partners and communities. This work is supported by the Communication and Engagement Sub-Group. The CPC also ensures the public are aware of Child Protection issues within South Ayrshire.

### Engagement with Families

#### **Good Practice Example – Key messages from families**

The Chief Social Work Officer met with a family with a child who had their name on the Child Protection Register previously. The family wanted to discuss their experience and agreed that their key messages could be added to the improvement work taking place. The key messages are listed below:

- The importance of listening to people even when there may be disagreement;
- The need to place the best interests of the child at the centre of all we are doing;
- Identify what the family would find supportive;
- Families need to be fully involved and included;
- There are ways to be supportive to families if the approach is right;
- Staff engaging naturally and without heavy weight of office can be very supportive; and
- Not to judge people because of where they live.

As part of the Ayrshire-wide 5-day Child Protection Training, parents whose children had been on the Child Protection Register were asked to participate and share their experiences of how they felt the family were listened to and engaged during the process. Highlighting how families felt about their experience allowed staff to reflect on their practice and identify improvements. The messages from the parents are listed below:

“Don’t share information at the meeting that you’ve not told me.”

“I want to know what’s written about me and my family.”

“I didn’t understand what was happening.”

“It was scary going into a room full of people who knew all about your life I didn’t like that”.

### Engagement with the Public

Engagement with the public was considered an area of focus for the sub-group. Consideration was given to including questions in the South Ayrshire 1000 Citizens' Panel Survey to gain a better understanding of what needs to be done around engagement with the public. It was decided that two questions would be included in the survey:

1. If you are concerned about the wellbeing of a child or young person would you know what to do or how, where or who to report it to?
2. If you are concerned about the wellbeing of a vulnerable adult would you know what to do or how, where or who to report it to?

The results of the survey will be available in November 2019 and learning will be identified to inform the work of the Communication and Engagement sub-group in engaging the public.

In order to increase the reach of Child Protection messages to the public, radio broadcasts took place on 48 occasions via local radio stations during October 2018. The reach (i.e. the number of people listening to the radio station) of the broadcasts was 179,981. This is a national broadcast but the coverage was more than South Ayrshire's population.

CPC Scotland Communications sub-group carried out a piece of research to "test" how easy it is to reach each of Scotland's local authority child protection teams. The aim was to ensure that any publicity for the public in relation to where to direct child protection concerns would be accurate, and to provide assurance that responses would be prompt. Following discussions on the importance of prompt responses to referrals of protection concerns for children, the options offered to callers when they call the generic South Ayrshire Council number has been increased to include a direct option stating: "If you would like to report concerns you have about the safety of a child, press 2" – this will direct calls to the Children and Families service. This will streamline the process to allow concerns to be reported.

### Engagement with Partners

The CPC continued to work with South Ayrshire Alcohol and Drugs Partnership (ADP) to ensure that children affected by parental and other substance use are appropriately supported. The South Ayrshire Alcohol and Drug Strategy 2018-21 recognise the impact substance use can have on children, families and carers, and the significant number of child protection cases related to substance use. The ADP and CPC work together to ensure services identify and respond to children, including unborn babies, who are at risk of harm due to parental or carers' substance use. Improvement work is taken forward through the work of the ADP's Children Young People and Families Sub Group.

The CPC continued to strengthen its joint work with South Ayrshire Violence Against Women Partnership thus ensuring that there is a clear focus on supporting children

affected by domestic abuse and improving the response to sexual exploitation, sexual abuse and stalking. Examples of the work are listed below:

- ✓ The VAWP continues to support the Sexual Exploitation Joint Action Group and the Action Plan;
- ✓ Domestic Abuse and Child Sexual Exploitation Training was delivered by South Ayrshire Women's Aid to SAC employees in April 2019; and
- ✓ The VAWP circulates widely (via SAC Communications Team) information on relevant topics e.g. 16 Days of Action (25<sup>th</sup> November – 10<sup>th</sup> December); Safer Internet Day (5<sup>th</sup> February 2019) and National CSE Day (March 2019)

The CPC continued to develop opportunities for collaborative working on an Ayrshire basis which facilitated the sharing of expertise and best use of collective resources. Examples of this are demonstrated below:

- ✓ Along with North and East Ayrshire CPC's, South Ayrshire CPC has co-funded a series of Neglect related radio adverts on West FM/West Sound, during the October school holidays in 2018.
- ✓ There has been a re-print, in February 2019, of the Child Sexual Exploitation - Ayrshire Multi-agency Practitioner's Guidance, an Ayrshire wide document.
- ✓ In February 2019, North Ayrshire hosted a Child Sexual Exploitation event which was attended by all three Ayrshire CPC's.
- ✓ South, North and East Ayrshire CPC's have agreed to focus on the Initial Referral Discussion (IRD) process and Ayrshire protocols relating to Child Sexual Abuse, Child Sexual Exploitation and Missing Persons.

### Engagement with Staff

Four engagement sessions were held with staff in June 2019 to look at the Child Protection system. The key questions staff were asked to reflect on were:

1. How do we want to practice?
2. What is preventing us – what are the barriers?
3. What are the benefits of doing it differently?
4. What shall we do now?

Staff identified a large number of considerations, matters and issues. A range of responses are being considered which includes:

- 'Service standards';
- Exemplars to help clarity of expectations and modelling;
- Sampling Children's Plans; and
- Approaches to 'peer reviewing'

During the 2016 joint inspection of Children's Services, it was reported that the presence and work of the CPC was not widely known between services. To address this, the Independent Chair undertook a number of visits to the Children and Families

Social Work Teams to discuss the work of the CPC and gather views or information on current issues faced by practitioners. The first visit was carried out to the Initial Response Team. The Initial Response Team is the first point of contact for young people and their families where there is no current Social Work involvement. The team is responsible for receiving new referrals and assessing whether there is a role for Social Work interventions. The Initial Response Team was able to feedback their views on training required and suggest service improvements.

The CPC is also seeking to encourage regular observers from across services to CPC meetings. This will allow staff to see the work of the CPC at first hand and consider the contribution from their service.

### 3. Learning and Development

A key function of the South Ayrshire Child Protection Committee is to prepare and deliver an extensive programme of multi-agency child protection learning and development opportunities. This is the remit of the Learning and Education sub-group. The aim of the sub-group is to develop an overarching strategy, which covers a 3 year period, of learning and development to protect children. This will be achieved by developing a programme supported by:

- Online learning
- Train the Trainers sessions
- Multi-agency training

#### Training delivered 2018-19

The current training is available to all agencies both statutory and non-statutory that support children, young people and families. The CPC delivered a range of core and specialist child protection training. Employees working in South Ayrshire are able to participate in the inter-agency continuing professional development programme (CPD) designed to reflect best practice and needs. The range of courses enables a focused and targeted approach that leaves practitioners more confident and competent when carrying out work in more specialised areas of child protection. CPD courses delivered in 2018-19 are summarised in the table below

Table 1 - Courses delivered over the past year.

<b>Training delivered from 1<sup>st</sup> Aug 2018 – 31<sup>st</sup> July 2019</b>		
<b>Course</b>	<b>Number of attendees</b>	<b>No of Courses</b>
Child Protection Training – 5 day	18	2
Interagency Child Protection – 2 day	11	1
Child Protection/ Looked After Children – 3 day course	12	1
Children and Families Child Protection and Looked After Children Minute Taking	28	3
Child Sexual Exploitation and Abuse	4	1
Difficult, Dangerous and Evasive Families	33	3
AIM 2 – 2 day course	18	2
Interagency – Neglect Toolkit	160	9
Disability Awareness in Child Protection	5	1
Child Development and Trauma	5	1
Child Mental Health	26	2
MARR - (Management Assessment & Risk Reduction)	18	1
MARR/AIMS (Management Assessment & Risk Reduction) Refresher	9	1
A.S.I.S.T. - 2 day –(Applied Suicide Intervention Training)	29	1

### Neglect Toolkit

Neglect is extremely damaging to children in the short and long term, it affects all aspects of a child's development. The Neglect Tool is a validated tool and is used within training to support an increased and shared understanding of neglect. Staff across Social Work, Health, Education and Housing have attended the training. Senior Managers across a range of services attended a briefing session following the training and committed to supporting their staff to attend training to adopt the validated Neglect Toolkit as the main risk assessment in the assessment of neglect within South Ayrshire.

The aim of the training is to achieve a shared understanding on what constitutes unacceptable living standards and care, and how these situations should be responded to timeously, proportionately and within the various child care and legal processes across agencies. Since the introduction of the Neglect Toolkit in September 2018, there has been nine training sessions delivered. There is now 180 inter-agency staff, including the Train the Trainers, who have completed the training. An evaluation is being completed, in October and November 2019, to measure the impact of the tool and this will inform the training going forward.

### Business Planning Workshop

A joint Child Protection Committee and Adult Protection Committee (APC) Business Planning Workshop took place on 4 February 2019 to allow those who are members of the APC and CPC and those who are subgroup members to participate in a world café session to provide views on the focus of work for the subgroups. Key themes, principles, the subgroup functioning, actions and priorities in Adult Support and Protection and Child Protection were collated. This was then used to inform the work undertaken by the subgroups and forms part of the APC/CPC business plan.

### Calendar of Learning Opportunities

The sub-group have arranged a development session for the end of August 2019 to identify current professional and statutory training and to develop a calendar of education and learning covering both child protection and adult protection issues.

The session in August mapped the current training sessions for the partnership. This included Health, Social Work and 3rd Sector organisations. The current training and attendance was reviewed. The training needs analysis found gaps and further exploration of how to meet the needs of the staff currently, whilst building on skills and education from a partnership approach was considered. The group scoped the use of induction programmes and how to move towards a multi-disciplinary team approach to learning and service provision. Gaps, systems and infrastructures were reviewed and resources and co-ordination for delivery of the programmes was identified as a major gap. The group has developed a learning calendar and has multi-disciplinary training already in place.

## 4. Policy, Practice and Improvement

### Significant Case Review:

A Significant Case Review was commissioned by the Chief Officers Group (Public Protection) via the Child Protection Committee. The review was published on 14 December 2018. The focus of the review was to establish whether there were corporate lessons to be learned about how best to protect children and young people in South Ayrshire.

The review responded to concerns and reports of historical child sexual abuse and exploitation that involved a member of staff working at the then Woodhead Road Children's House. The review recommended key improvement areas focusing on investigating any concerns raised thoroughly and acting to safeguard young people in our care with robust policies, procedures and training. Locally South Ayrshire has updated and improved:

- Policy and strategies;
- Safe recruitment policy and practice (including engaging young people in the recruitment of care staff);
- Scrutiny, review and learning from complaints; and
- Advocacy arrangements for young people.

### Post Deregistration Guidance

Evidence indicates that children can become vulnerable during the period following Child Protection Deregistration. Post Deregistration Guidance was developed highlighting the responsibilities and proactive considerations for practitioners who form the Team Around the Child to help ensure we are continuing to support children and young people in this potentially vulnerable period.

### Child Poverty

One example of the potential impact of poverty on professional social work practice is in child protection. In a recent national study commissioned by the Nuffield Foundation, the central finding for Scotland was that children in the most deprived 10% of small neighbourhoods in Scotland are nearly 20 times more likely to be 'looked after' or on the Child Protection Register than children in the least deprived neighbourhoods.

The study, therefore, poses the question that it is time to pay serious attention to the impact of poverty and inequality on children's chances of experiencing "child welfare interventions". This has been acknowledged in South Ayrshire in the work aimed at improving our Child Protection system which has included:

- Sampling work of Child Protection 1 assessments (CP1s) related to their “fit for purpose”;
- Drawing lessons from the above findings for wider child protection practice regarding: engagement with families; listening to children and recording their views; relationship and trust building; and striking a better balance between proportionate paperwork and time spent directly supporting children and families;
- Highlighting the messages from families who have been subject of child protection investigations and processes, building on the direct input of local mothers who have presented at our 5 Day Child Protection training for newly qualified Social Workers;
- Testing the “Signs of Safety” approach to working with and supporting families in a child protection context;
- Benchmarking and exploratory work with other local authorities who recognise the impact of poverty within child protection approaches as well as wider service provision including the numbers of children and young people in external care provision, and who have taken action to address the specific dilemmas presented in the Nuffield Study;
- Agreement to participate in the Scottish Government initiative led by CELCIS on establishing a national “minimal data set” for child protection work to help improve learning and practice development by provision of key performance information comparable and measurable across Scotland; and
- Exploration of the culture which drives professional social work practice with reference to the findings of Professor Eileen Munro in the Munro Review of Child Protection: Final Report - A child-centred system within our wider Child Protection Improvement Programme.

With reference to the Child Protection system the Munro Review highlights amongst other things that “The system’s poor ability to learn from feedback is also evidenced in the findings of Serious Case Reviews (SCRs) which have, over the past two decades, repeated the same messages. Even in those SCRs which concluded that deficiencies in knowledge and skills were at the heart of practice errors, recommendations have tended to focus on increasing compliance with a growing number of procedures”.

#### Development of Practice Guidance

Practice Guidance was developed for *Adult Support and Protection and Young People 16-25 years*. This guidance sets out how best to manage the identification, assessment and available support for protection and safety needs of young people 16 years of age or older, taking into account current policies, procedures and legislation. The aim is to maximise the safety and welfare of children and at-risk adults while minimising the impact of the investigation on those involved. Many young people who are, or may be, at risk of harm will not previously have received a



service from Adult Services, or may not have had support from Children and Families Services in the recent past. In determining how best to respond to the vulnerable young person's need for support or protection, the prime consideration should be the assessed "safety and protection" needs of the individual.

#### Joint working regarding Child Sexual Exploitation (CSE)

During the last year, joint work took place due to concerns being raised by social workers regarding an increasing number of young people affected by peer-led and possibly adult-led harmful sexual behaviour. Due to this, Police Scotland were tasked to assess these concerns and liaise with Children's Services staff to establish what additional action was required to minimise the risk taking behaviour of the young people. The primary objective was to conduct an analytical examination of crime data, intelligence and multi-agency information in order to establish whether evidence existed of an organised CSE network in Ayrshire in response to the paper originally submitted by South Ayrshire Social Work.

There is no evidence or intelligence to support the proposition that an organised CSE network currently exists in any Ayrshire local authority area. The findings from the assessment found a very small number of individuals are over 18 years old and there was indicators that there was a peer-peer influence that requires monitoring and reporting. What is also clear from the analysis undertaken is that a significant amount of sexual crime continues to be perpetrated against children much of which can be categorised as Child Sexual Exploitation. Whilst it is reassuring that the work undertaken has not identified any adult led group of perpetrators formed for the specific intention of abusing children, it is nonetheless a matter of concern that CSE is widely evidenced across Ayrshire communities. Further joint work between Police Scotland and Children and Families Social Work, including other services as required, will continue building on knowledge, experience, data and effective multi-agency communication.

#### Suicide Completion Response

A multi-agency response to incidences when a young person completes suicide has been developed. A flowchart has been developed which outlines the actions required by each agency and the preventative work that should be undertaken to identify any other vulnerable people who may be affected by the young person's death.

#### Sexual Exploitation Joint Action Group

In August 2017, South Ayrshire's Response to Sexual Exploitation and Abuse Strategy 2017-2022 was approved. The long term objectives are to see reduced levels of sexual exploitation and abuse and to ensure that high quality support is provided to victims. To help ensure a cohesive and consistent approach across services, a Sexual Exploitation Joint Action Group was established, reporting to South Ayrshire Multi-Agency Partnership (Violence against women and children)

(MAP), Adult Protection Committee (APC) and Child Protection Committee (CPC). This short-term Group will take forward the South Ayrshire Sexual Exploitation Action Plan.

The current Action Plan has four areas of focus:

- children, young people and adults at risk;
- staff;
- communities; and
- support.

The group is currently refreshing South Ayrshire's Sexual Exploitation Strategy which will be presented to the Child Protection Committee and Adult Protection Committees in February 2020.

#### Library of 'protection' policies

In order to support practitioners, the Policy, Practice and Improvement sub-group has worked on bringing together a comprehensive list of multi-agency policies, strategies and procedural guidance which is in use within South Ayrshire. The sub-group are developing an up-to-date library of all of these documents as a reference source for Committee Members and practitioners from all agencies and will identify and address gaps.

#### Minimum Dataset for Child Protection Committees

South Ayrshire CPC has agreed to be part of the Minimum Dataset for Child Protection Committees. This is a 'package' of resources that collectively support Scotland's 30 Child Protection Committees to collate, analyse and report on an agreed set of indicators in a consistent and meaningful manner. The minimum dataset indicators have been developed and agreed following extensive consultation with Child Protection Committees and national partners that include the Scottish Government, Care Inspectorate, Scottish Children's Reporter Administration (SCRA), Police Scotland and NHS/ISD Scotland.

Minimum Dataset indicators are to be collected, analysed and reported to Child (or Public) Protection Committees on a quarterly basis.

Indicators are included on the basis that:

- They tell us something of value about vulnerable children and young people and/or the child protection system.
- They are updated on at least a quarterly basis and are meaningful to analyse on a quarterly basis.
- There is national understanding and consistency on how indicators are defined and being collected.

Alongside the indicators within the Minimum Dataset, additional indicators can be collected and analysed that relate to local processes or priorities. Reporting on the Minimum Dataset will begin in November 2019.

### **Good Practice Example - Improvements in Keeping Young People Safe**

Children's House Carers identified the need to better understand the young person's difficulties. Of particular concern to carers is keeping young people safe, offering emotional support, stability, participation and inclusion. In this example of good practice, the young person concerned was involved in self harming behaviours, and making threats of suicide. A multi-agency approach to keeping the young person safe was already in place. The young person's support plan was co-ordinated through risk management meetings that the young person attended and engaged well with. For the care team supporting the young person a substantial amount of training around self-harm/suicide was undertaken to build confidence and knowledge in this area. This was supported by partners including the Richmond Fellowship, Choose-Life, and CAMHS.

By creating a Nurturing culture for all staff, staff will experience the same positive outcomes as children and young people, thereby developing increased confidence and self-esteem, improved relationships, the reassurance of a safe working base etc. Applying Nurture Principles to working with children and young people within a care setting places provides the carers with a framework. This enabled the care team to understand when the young person's behaviour may be indicating that they are at risk.

Through the forum of a secure screening group, multi-agency professionals were able to secure a commitment from CAMHS to commence programmed intervention (Cognitive Behavioural Therapy and Psychotherapy). Risk Managements meetings were established and sustained fortnightly.

The young person was engaged in developing a person centred Keeping Safe plan, which afforded them the opportunity to fully participate in care planning and gain insight in to the concerns being expressed by professionals. As a result of the multi-agency risk management plan and the young person's Keeping Safe Plan, there was a significant and quantifiable reduction in significant events in respect of the young person. This included episodes of suicidal ideation and incidents of self-harm. The implemented care plan also allowed the young person to successfully remain within their own home (Children's House), sustain their education and ultimately undertake and achieve qualifications at Higher level.

Central to the success of the work undertaken with this young person has been the strength of relationships that the care team were able to nurture with this young person. Building trust, offering reassurance, providing a consistent and safe environment nurtured within the young person a sense of belonging and feelings of psychological safety.

Caring 4 U meetings review and evaluate progress with the young person's care plan. These meetings are child centred, held within the young person's home to promote participation and inclusion in decision making and care planning. The young person has fully participated in these meetings and has used this as a platform to shape their care arrangements.

Over the last 6 months, the care team has celebrated and shared their achievements, remained alongside them through difficult times and provided them with opportunities to grow develop and shine. Supporting this young person to improve their emotional health and wellbeing has had a positive impact on their relationships with other young people living in the house and as such has assisted in mitigating their exposure to the trauma of the young person's self-harming behaviours.

## 5. Service Evaluation

Self-evaluation is crucial to continuing improvement. The CPC evaluates how well child protection services for children and young people are performing and identifies the best way to improve services through the application of quality assurance processes.

The Service Evaluation sub-group developed a Service Evaluation Plan to cover the period 2019-2021. Its objectives are to:

- Provide a model of self-evaluation for services which is overseen by the CPC and APC and influences their agendas;
- Develop a rolling 2 year plan for service self-evaluation through engagement with services;
- Maximise efficiency of resource and impact of evaluation methodologies and programming through liaison with the lead officers of the other Ayrshire authorities;
- Determine a reporting framework that celebrates best practice and identifies gaps and challenges;
- Promote and encourage engagement in the self-evaluation work plan amongst staff and service users;
- Recognise the organisational responsibilities under Duty of Candour and other relevant legislation or best practice; and
- Identify the competency requirements for a service evaluation team and ensures learning and education packages are available.

### Audit Schedule 2019-20

The Service Evaluation sub-group's audit schedule for 2019-20 covers the following themes:

- Child Protection registration;
- Case conferences;
- Decision making;
- People's experiences;
- Learning and Development;
- Practice – outcomes;
- Process applied;
- Practice – 16-18 years; and
- Referrals.

The first evaluation being undertaken by the Service Evaluation subgroup will be in relation to a multi-agency casefile audit of children and young people whose names have been on South Ayrshire's Child Protection register for more than 6 months.

This would involve approximately 11 children and young people. Auditing these casefiles will allow for exploration, on a multi-agency level of:

- the quality of assessments;
- communication and information sharing between agencies;
- the decision making process;
- the planning and interventions for children and young people and
- allow for exploration of whether interventions are outcome-focussed or not.

On completion of the audit the findings will be collated and further analysed by the Lead Child Protection Officer and reported to the Chair of the APC/CPC Service Evaluation Sub-group. The findings will then be reported to the Chief Officers Group and the Head of Health, Care and Justice Services and Chief Social Work Officer who will be responsible for ensuring an action plan is created to address the recommendations from the evaluation. The progress of this action plan will then be reported to the Child Protection Committee.

### Review of Processes

An internal review of Child Protection and Looked After processes was commissioned by the Health and Social Care Partnership from an external consultant and was published in 2018. A number of areas of improvement were identified and have been incorporated into the Children's Services Improvement Plan including the need to:

- Apply the framework linking with the other subgroups to promote a common agenda of organisational self-awareness and report findings and where applicable identify areas of strength and for improvement on a service specific and/ or inter-agency basis.
- Build an evidence base of qualitative and quantitative data that will be included and routinely reported to CPC and APC creating a meaningful performance reporting arrangement for management. This will include integration and interpretation of the performance information constructing a narrative that captures good practice and surfaces gaps and challenges.
- Consider the findings and learning from the national Child Protection Improvement Programme work stream and APC equivalent that is developing a minimum core dataset and support introduction of any improvements that emerge from this work.
- Maintain a central register of "protection" policies as they apply to the work of CPC and APC ensuring they are maintained and updated, developing new policies and updating existing as required.
- Lead on the development and review of practice guidelines ensuring these are contemporary with a programme of audit that assesses improvement impact.

Sampling work of Child Protection 1 Assessments (CP1s):

In February 2019, concerns were raised in relation to the timescales for the completion of Child Protection 1 Assessments (CP1s). This was in particular reference to there being a low percentage of these being completed on time for a number of Quarters. The purpose of a CP1 is to undertake an initial assessment of the child and family's circumstances to determine if an Initial Child Protection Case Conference is required, which will then consider whether a multi-agency Child Protection Plan is required. Where there is evidence to indicate a child may be at immediate risk, this should be addressed through immediate Child Protection measures and should not be dependent on the completion of a CP1.

Following this, thirteen CP1s were sampled across all Social Work Teams and the findings highlighted specific areas for further examination and improvement in relation to:

- adherence to procedural timescales;
- the size, content, quality, focus, analysis, and manageability of CP1s;
- consistent use of chronologies and use of AYRshare;
- exploration of the quality of the overall Child Protection process as experienced by families including the recording of their views;
- relationship-based practice, support and effective joint working with families within the Child Protection process;
- consistency and understanding of the IRD process; and
- collation of local and national research findings into the experiences of families subject of Child Protection Processes and how effectively these findings have been shared across the workforce to inform and improve practice.

Given the findings, a Child Protection 'practice and reflection' workforce engagement process began to examine practice and identify further improvement actions from a learning and development perspective. It was anticipated this would also decide upon the best means of addressing the above findings of the CP1 sampling exercise in conjunction with identified actions required by the Child Protection Committee and the Chief Social Work Officer.

Since May 2019, four staff engagement sessions have taken place. The sessions began with some background information on the reasons for the CP1 sampling i.e. unmet timescales in completing CP1s for a number of quarters. It was then explained to participants that the scope of the CP1 sampling was much broader than looking at the timescales and exploration of key features of the Child Protection process were examined with meaningful engagement with children, young people and their families being central to building confidence, trust and supportive relationships during and beyond the investigatory process.

## 6. Child Protection Committee Priorities for 2019-20

The Child Protection Committee is in the process of establishing a 3yr rolling improvement plan that will form the basis for priorities in coming years. This approach will enable more effective use of resources and provide focus for improvement activities. The improvement plan will be agreed at the November 2019 CPC meeting. By definition it will be an evolving exercise and allow scope for learning as evidence is gathered and feedback on services is offered. Improvement is also about celebrating success and the CPC Improvement Plan will encourage this approach.

### **Priorities for 2019/2020**

#### Policy, Practice and Improvement

- To confirm the status and robustness of the CP policies for South Ayrshire and establish governance arrangements for these.
- To encourage an Ayrshire wide approach where possible and appropriate to policy development in areas such as sexual exploitation, missing persons, poverty and neglect.
- To further develop the depth of performance monitoring, analysis and action.
- To embed the national minimum core data set for CPC's into the performance report
- To conduct an interagency, multi professional audit of all children and young people on the CP register and establish a common approach across Ayrshire.
- To inform the refresh of the national Child Protection Framework and when published in the spring of 2020 ensure South Ayrshire policies procedures and practices comply.

#### Learning and Development

- To build and confirm the menu of child protection learning opportunities across organisations
- To map the interconnections between defined competences, learning and impact for child protection practice
- To establish clarity on the learning and development resources available and to encourage resource efficiency under the broader guise of Public Protection and Safeguarding
- To explore as required learning opportunities required or encouraged by local and national reviews such as Initial and Significant Case Reviews.

#### Communication and Engagement

- To maximise the child protection message, sharing opportunities by effective use of the "event" calendar



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- To establish a clear pathway for the engagement, involvement and understanding of staff in the work of the CPC
- To establish a clear pathway for the engagement, involvement and understanding of children and young people in the work of the CPC

## Appendix 1 - Child Protection Committee Members 2018-2019

<b>Member</b>	<b>Designation</b>
Professor Paul Martin	Independent Chair (appointed May 2018)
Jim Lyon	Interim Chief Social Work Officer, South Ayrshire Health and Social Care Partnership
Douglas Hutchison	Director of People and Depute Chief Executive, South Ayrshire Council
Mark Inglis	Head of Children's Health, Care and Justice Services, South Ayrshire Health and Social Care Partnership
Jackie Hamilton	Senior Manager, Children's and Justice Localities Services, South Ayrshire Health and Social Care Partnership
Jayne Miller	Senior Manager, Children's Health, South Ayrshire Health and Social Care Partnership
Rosemary Robertson	Associate Nurse Director, South Ayrshire Health and Social Care Partnership
Mark Taylor	Acting Adult Support and Protection Co-ordinator
Sara Burdon	Co-ordinator – Public Affairs, People Directorate
Jim Hendrie	Child Protection Officer, Educational Services
Marina McLaughlin	Nurse Consultant Child Protection, NHS Ayrshire and Arran
Attica Wheeler	Associate Nurse Director, Women's and Children's Services
Alexa Foster	CMM Integrated Care and Perinatal Mental Health Lead
Jim Kerr	Detective Superintendent, Police Scotland
Amanda McHarg	DCI Public Protection, Police Scotland
Alan Mulrooney	Locality Reporter Manager, Scottish Children's Reporter Administration
Catriona Caves	Head of Regulatory Services, Chief Executive's Office
Natasha MacPherson	Lead Officer, South Ayrshire CPC

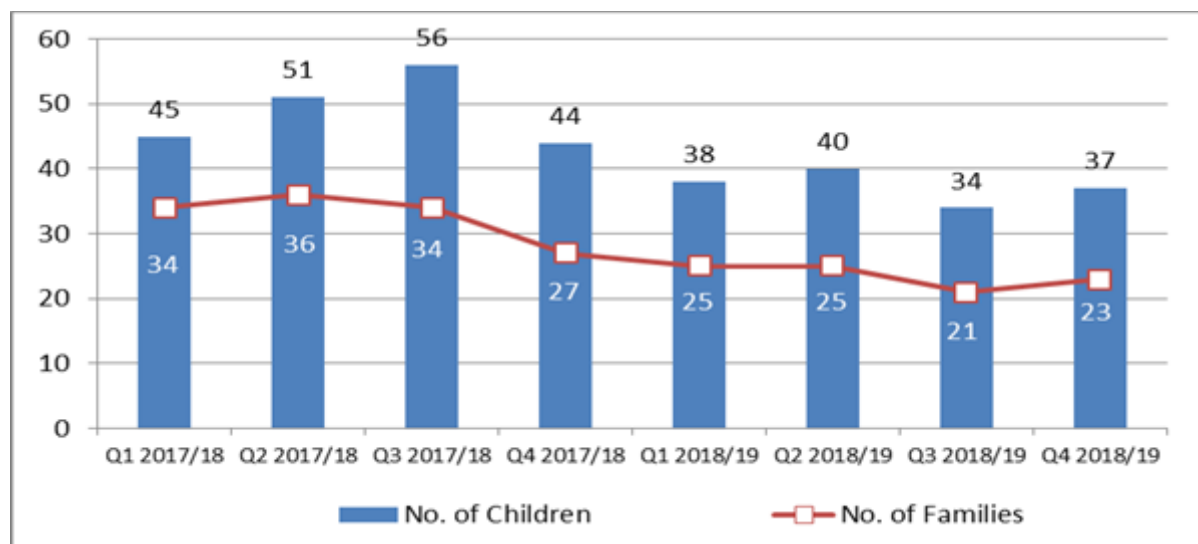
## Appendix 2 - Child Protection Committee Performance 2018-19

The CPC continues to refine and improve the range of quality assurance and performance data available. Performance and quality assurance data and reporting are being further developed in 2019-20 to make it one of the key drivers of continuous improvement.

### Child Protection Register

On 31st July 2019, in South Ayrshire, there were a total of 37 children from 23 family groups on the Child Protection Register. This is a decrease from 31st July 2018 when 44 children were on the Child Protection Register from 27 family groups.

**Figure 1: Quarterly number of children on the child protection register**

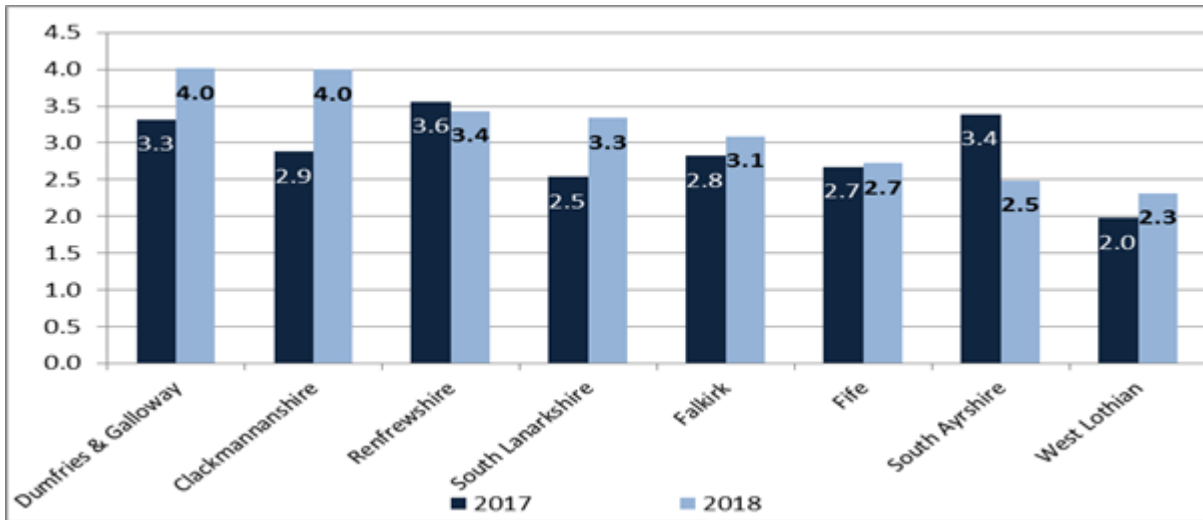


Children are placed on the Child Protection Register when there are significant concerns for their safety. Children on the register will be the subject of close monitoring and support with a multi-agency plan to effect changes to reduce risk. If the risks to a child cannot be managed with their remaining at home, alternative care arrangements are considered. Once it is assessed that the level of risk has reduced sufficiently, the child's name will be removed from the Register.

The latest available benchmarking data was published in March 2019 based on data as at 31st July 2018. There has been a marked reduction in the South Ayrshire rate of Children on the Child Protection Register between 2017 and 2018, from 3.4 to 2.5 per 1000 population aged 0-15. In 2017 South Ayrshire had the second highest level out of the benchmarking family group however in 2018 had the second lowest level. The average rate across the group for 2018 was 3.2. *(Please note that national data for Scotland is not available for 2018 due to Glasgow City Council not providing data).*

The chart below shows the South Ayrshire rate of children on the Child Protection Register as at the 31<sup>st</sup> July for 2017 and 2018 compared to the family group partnerships for benchmarking.

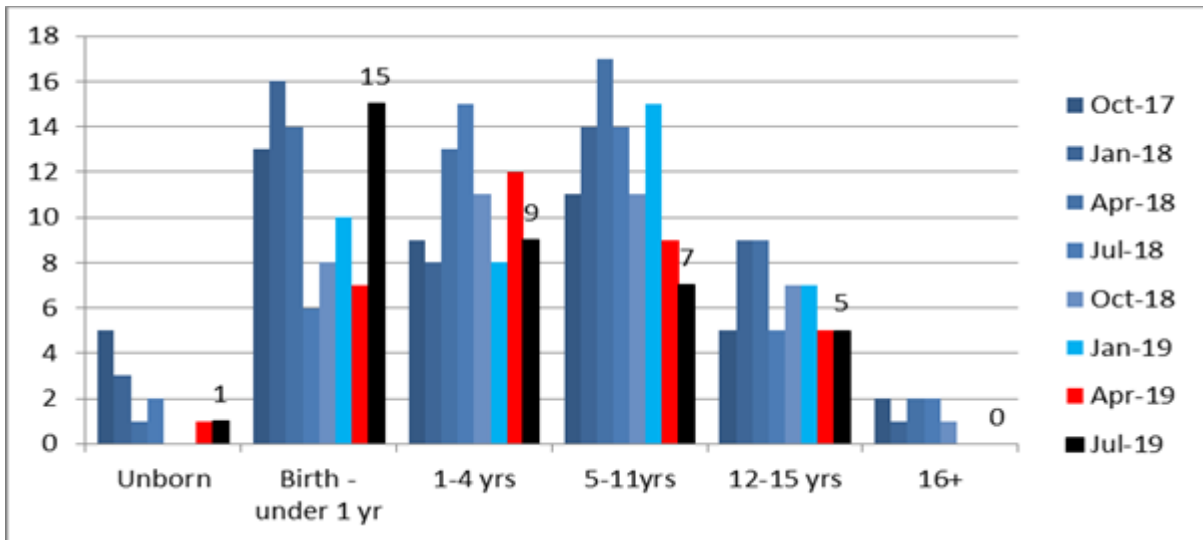
**Figure 2: Rate of children per 1000 population aged 0-15 on the Child Protection Register 2017 and 2018 compared to Family Group and Scotland (as at 31<sup>st</sup> July)**



Age profile of children on Register as at 31.07.19

The graph below shows the age profile of children on the Child Protection Register from October 2017 to July 2019.

**Figure 3: Age profile of children on the register as at end of quarter**



At 31 July 2019, the age ranges of the 37 children on the Child Protection Register were as follows:

- Unborn                      1 child
- Birth to 1 year            15 children
- 1 to 4 years                9 children

5 to 11 years	7 children
12 to 15 years	5 children
16+	No children

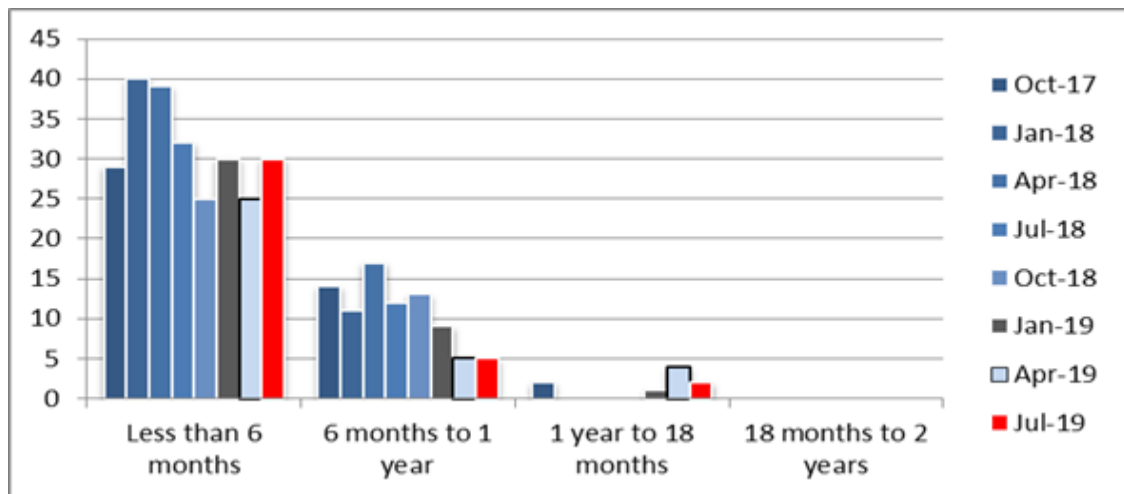
Registration activity

- 84 children were considered no longer to be at risk of significant harm and de-registered during the year.
- Although 15 children were re-registered between 01/08/18 - 31/07/19, only 11 were re-registered within 12 months of being de-registered.

Profile of Time on register

Of the children on the Child Protection Register as at end of July 2019, 30 had been on for less than 6 months, 5 had been on for between 6 months to 1 year, and 2 had been on for 1 year to 18 months. No children had been on the register for more than 18 months. The graph below shows the trend from October 2017 to July 2019.

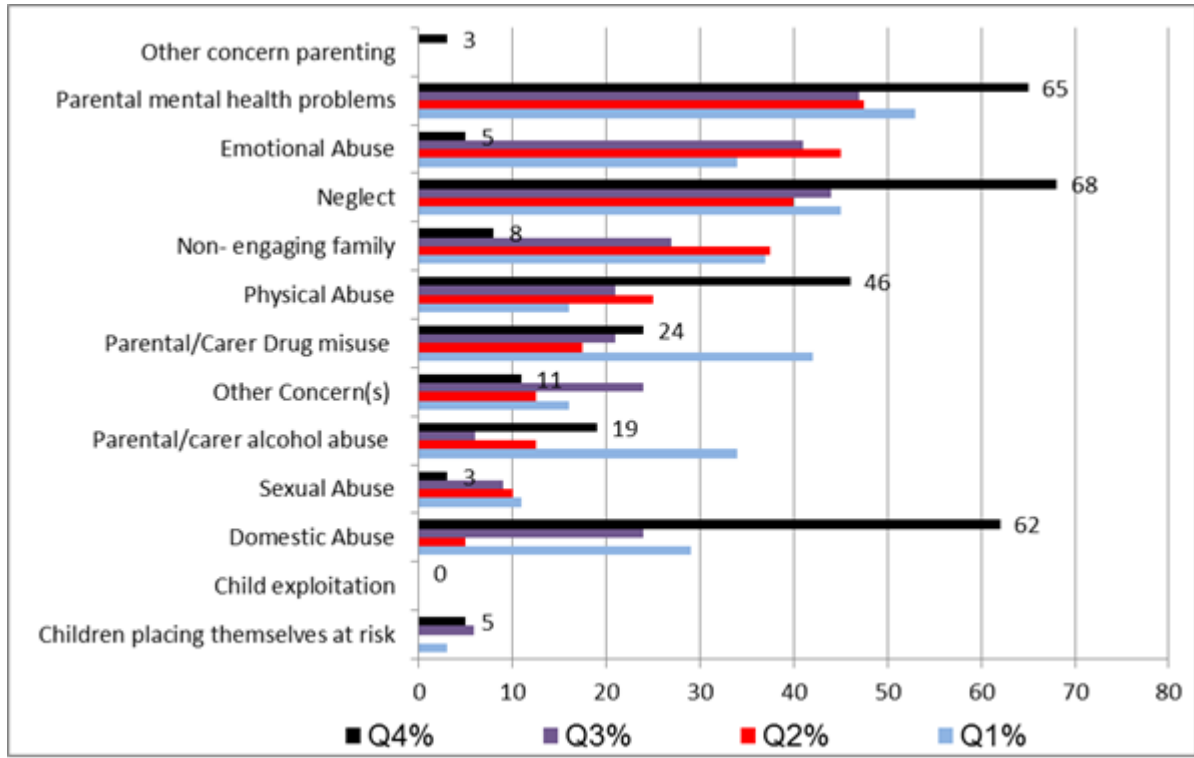
**Figure 4: Trends in length of time children have been on the register as at end of quarter.**



Areas of concern (risk factors) – significant prevalence

At 31 July 2019, the main area of concern was Neglect followed by Parental Mental Health Problems and then Domestic Abuse.

**Figure 5: % of children on the CP Register as at 31<sup>st</sup> July 2019 (Q4) compared to Q1 –Q3 against areas of concern.**



**Please note:** A child can have more than one main area of concern recorded therefore the % in figure above will not total 100%.