



North Ayrshire Child Protection Committee

Joint Self Evaluation Strategy

2013 - 2015

NACPC Document Control Information

Document Details

Document Name:	Joint Self Evaluation Strategy
Document Version Number:	2.0
Document Status:	Live
Document Owner:	NACPC
Prepared by:	Jillian Russell
Contributors:	Audit & Evaluation Sub Group
Date of version one:	06/12/10
Date of version two Draft Distribution:	28/5/13
Comments to Lead Officer by:	6/6/13
Target date for approval by CPC:	26/08/13

Version History		
Version Number	Date Completed	Changes/Comments
1.0	19/11/10	Comments incorporated from Audit and Evaluation subgroup
2.0	26/08/13	Updated following services for children joint inspection and learning from previous strategy

Distribution List			
Name	Version	Approval /Information (I)	(A)
Joanne Sharp	All	A	
Sheena Gault	All	A	
Iain Mitchell	All	A	
Jillian Russell	All	A	
Gary Hoey	All	A	
Dr Sheila Smith	All	A	
Maureen Bell	All	A	
Sandra Winton	All	A	
David MacRitchie	All	A	
Davie Summerhill	All	A	
Helen Swann	All	A	
Donna McKee	All	A	
Carol Nelson	All	A	
Mary Docherty	All	A	
Jim McCrae	All	A	
Mark Gallagher	All	A	
Bryan Evans	All	A	
Linda Young	All	A	

Contents

Chief Officer Preface	Page 4
Equality and Diversity statement	Page 4
Vision	Page 4
Introduction	Page 4
How self-evaluation contributes to improvement	Page 5
HMle Quality Improvement Framework	Page 6
Our approach	Page 7
Review of 2010 – 2012 Self-Evaluation Strategy	Page 7
Self-Evaluation Programme	Page 8
Pilot of Joint Inspection of Services for Children & Young People	Page 11
Single Agency Audit and Evaluation	Page 11
Sub group Links	Page 11
Improvement plans	Page 12
Measuring Impact	Page 12
Review of strategy	Page 12

Chief Officer Preface

Self evaluation is a critical component of continuous improvement processes. Our commitment to the children and young people of North Ayrshire includes the responsibility to provide excellent child protection services. Our services benefit from continuous improvement plans which are informed by a range of evaluation activity and which are effectively implemented, monitored and reviewed.

The North Ayrshire Child and Public Protection Chief Officer Group is pleased to present this Joint Self Evaluation Strategy which builds on the work of our previous self evaluation strategy and sets out the actions being driven forward by North Ayrshire Child Protection Committee to achieve continuous improvement in child protection services based on robust, transparent and systematic audit and evaluation activity. The Chief Officer Group will continue to identify opportunities for reflection and learning from experience in order to inform our continuous learning as part of the improvement process.

Equality and Diversity

North Ayrshire Child Protection Committee promotes equal access and opportunities to all individuals. All partners are committed to treating people respectfully, fairly and equally and to tackling discrimination in all of its forms. No one should be discriminated against on the basis of race, ethnicity, disability, sexual orientation, religion, gender or age. All partners within the Committee value diversity and actively challenge discrimination and prejudice. Service users should be listened to and respected and should have access to services which are fair, consistent and accessible to everyone, irrespective of their race, ethnicity, disability, gender, age, religious belief or sexual orientation.

Vision

Children and young people living in North Ayrshire deserve “A Better Childhood”. Our Integrated Children’s Services Plan sets out clearly how we will work together to achieve this vision for North Ayrshire’s children and young people. As a key partnership working in support of this vision, North Ayrshire Child Protection Committee provides the strategic lead in relation to local child protection developments. This is firmly embedded in the understanding that every child has the right to be protected from abuse, harm and exploitation.

Introduction

North Ayrshire Child Protection Committee is fully committed to self evaluation as an integral part of the improvement process.

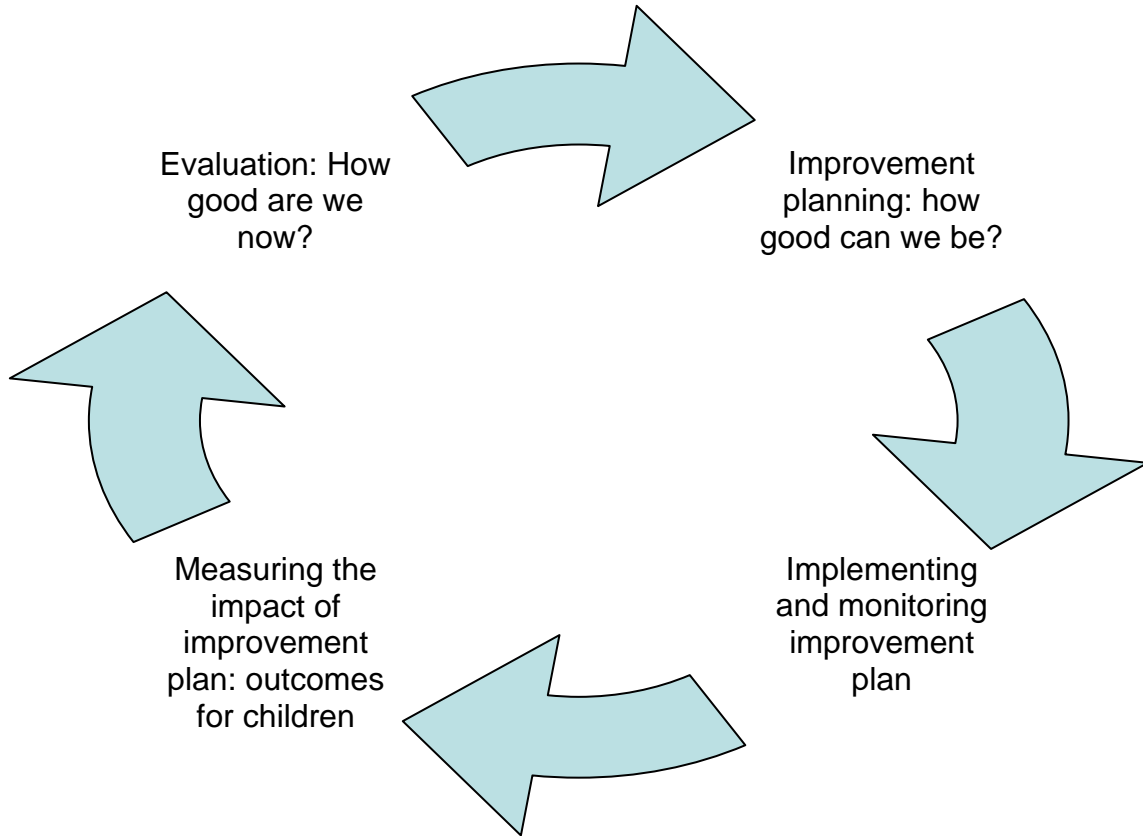
Multi agency evaluation of child protection services is led by the Audit and Evaluation Sub Group of North Ayrshire Child Protection Committee. This group maintains an overview of single agency audit and evaluation activity and coordinates a range of multi agency audit and evaluation activity. This work makes a significant contribution to the development and monitoring of improvement plans and ensuring children and young people in North Ayrshire are supported to achieve improved outcomes.

This document sets out the strategy for the implementation, monitoring, evaluation and review of child protection services in North Ayrshire.

This strategy is supported by the following:

- NACPC Multi Agency Self Evaluation Code of Practice
- NACPC Guidance for multi agency self evaluation staff focus groups
- NACPC Case File Audit Tool and templates for recording evaluation findings

How self evaluation contributes to improvement



Quality Improvement Framework's

In 2012, the Care Inspectorate published a draft quality improvement framework entitled, ***How Well Are We Improving the Lives of Children and Young People?***

This framework has been designed to complement the 2009 HMIE Quality Improvement Framework, ***How Well Do We Protect Children and Meet Their Needs?***

The evaluation of child protection services in North Ayrshire is undertaken in accordance with both the above quality improvement frameworks.

The Quality Indicators in both frameworks are arranged under six high-level questions which scrutiny bodies have adopted for evaluative purposes. Child Protection Committees and children's services are asked, individually and collectively, to answer these questions. The questions are:

1. What key outcomes have we achieved?
2. How well do we meet the needs of our stakeholders?
3. How good is our delivery of services for children and families?
4. How good is our management?
5. How good is our leadership?
6. What is our capacity for improvement?

These six questions are set out in a quality framework of ten key areas.

Quality indicator 5.5 of the HMIE framework is **Improvement through self-evaluation**. This quality indicator has three themes:

1. Commitment to self-evaluation
2. Management of self-evaluation
3. Service improvements

This indicator relates to services' arrangements for improvement through self-evaluation and commitment to this. It highlights the importance of gathering and responding to the views of service users and other appropriate parties and involving them in reviewing the effectiveness of services. It focuses on the extent to which services know themselves well and make an effective contribution to protecting children and meeting their needs.

Quality indicator 8.3 of the recently published Care Inspectorate framework is **Securing improvement through self evaluation**. This quality indicator has the following three themes:

1. Prioritising, planning and co-coordinating self evaluation
2. Involving children, young people and families
3. Securing continuous improvement

This indicator relates to how well self-evaluation is prioritised, planned and coordinated. It considers the extent to which self evaluation involves and takes account of the experiences of children, young people and families. It looks at the effectiveness of self-evaluation in leading to improvements.

This joint self-evaluation strategy has been designed to be fully compliant with both frameworks.

Our approach

North Ayrshire Child Protection Committee believes that self evaluation is an ongoing, dynamic process aimed, ultimately, at improving outcomes for children and young people.

Our services, both individually and collectively, are committed to undertaking self evaluation activity, sharing learning from such activity and transferring this learning into improvement plans which will result in better services and improved outcomes for children and young people.

Our self evaluation consists of a variety of activities designed to identify valid and well evidenced conclusions about how well we are doing. Our self evaluation activity draws on all of the below sources of evidence and is used to establish baselines from which we plan, implement and review improvements.

- performance data collected nationally, locally or within a service;
- surveys of stakeholders' and service user views;
- direct observation and auditing of practice; and
- review of a range of documentation that evidences decision making and assessment of risk.

Review of 2010-2012 Self Evaluation Strategy

North Ayrshire Child Protection Committee formally implemented a multi agency self evaluation strategy during 2010 to 2012.

Key evaluation activities during this period included:

- Launch of multi agency staff survey and publication of results
- Multi agency case file audits in relation to four key themes – pre birth, “uncooperative families”, parental drug and/or alcohol misuse and domestic abuse.
- Multi agency staff focus groups in relation to cases audited
- Quarterly reporting of child protection management information to North Ayrshire Child Protection Committee
- Additional benchmarking of child protection management information regionally and nationally
- Formal evaluation of learning from Khyra Ishaq Serious Case Review, Declan Hailey Significant Case Review
- Three multi agency professional discussions to review learning from local cases
- Feedback from children at the end of their involvement with child protection advocacy service

Following each themed audit and evaluation activity we reviewed our processes and modified our case file audit tool, templates and Code of Practice accordingly.

Findings from evaluation activity are widely published in staff briefing papers and improvement plans are monitored by the Audit & Evaluation Subgroup and reported quarterly to North Ayrshire Child Protection Committee and North Ayrshire Child and Public Protection Chief Officers Group.

Self-Evaluation Programme

Our programme of self evaluation activity consists of both ongoing activity and themed activity.

NEW for 2013-2015 – we are introducing meetings with families to hear their views of services and developing more systematic ways of hearing children and young people’s views of their child protection experience and of how safe they feel at home, at school and in the community. We will use these findings to further inform our improvement plans.

Ongoing activities include:

1. Learning from Significant Case Review’s and inspections
2. Staff survey
3. Feedback from service users
4. Young people’s questionnaire

Themed activity includes:

1. Data interrogation (this includes national as well as local data where relevant) (DI)
2. Documentation review (where applicable) (DR)
3. Case file audit (CA)
4. Staff focus groups (FG)
5. Family meetings (FM)

Themed activity is abbreviated as follows: DI, DR, CA, FG, FM

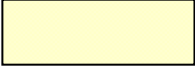
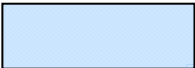


For 2013/15, we have prioritised three themes:

- Pre birth child protection
- Neglect
- Post registration

Self-Evaluation Programme 2013-2015

August 2013	September 2013	October 2013	November 2013	December 2013	January 2014
<p>Publish 2013 Staff Survey results</p> <p>DI Pre-Birth</p> <p>CA Pre-Birth</p>	<p>FG Pre-Birth</p> <p>FM Pre-Birth</p>	<p>Improvement Plan Pre-Birth</p> <p>Launch Children & Young People Survey</p>	<p>Report to NACPC</p>	<p>Report to Child and Public Protection Chief Officers Group</p> <p>Publish Staff Briefing Paper</p>	<p>Collate Children & Young People Survey Results</p>
February 2014	March 2014	April 2014	May 2014	June 2014	July 2014
<p>DI Post Registration</p> <p>CA Post Registration</p>	<p>FG Post Registration</p> <p>FM Post Registration</p>	<p>Improvement Plan Post Registration</p>	<p>Report to NACPC</p> <p>Publish Children & Young People Survey Results</p>	<p>Report to Child and Public Protection Chief Officers Group</p> <p>Publish Staff Briefing Paper</p>	<p>Measure impact of Staff Survey Plan</p>
August 2014	September 2014	October 2014	November 2014	December 2014	January 2015
<p>DI Neglect</p> <p>CA Neglect</p>	<p>FG Neglect</p> <p>FM Neglect</p>	<p>Improvement Plan Neglect</p>	<p>Report to NACPC</p> <p>Measure impact of Pre-Birth Improvement</p>	<p>Report to Child and Public Protection Chief Officers Group</p> <p>Publish Staff Briefing Paper</p>	<p>Launch Staff Survey on website</p>
February 2015	March 2015	April 2015	May 2015	June 2015	July 2015
<p>Measure impact of Post Registration Improvement</p>	<p>Collate Staff Survey Results</p>	<p>Development Session to review strategy and impact</p>	<p>Measure impact of children & young people survey improvements</p>	<p>Publish 2015 Staff Survey</p>	

Key:

	Whole Day (attendance required)
	Half Day (attendance required)
	Child Protection Team (no attendance required)
	Agenda for Core Meeting

Pilot Joint Inspection of Services for Children and Young People

In Spring 2013, North Ayrshire took part in a Pilot Joint Inspection of Services to Protect Children and Young People.

The NACPC Case File Audit tool has been reviewed following this experience and learning from the inspection has informed the development of this strategy.

NACPC Audit & Evaluation sub group will support the implementation of the Community Planning Partnership Improvement Plan which results from this inspection and we will work in partnership with the Care Inspectorate in driving forward improvements.

Single Agency Audit and Evaluation

Key partners of the Committee are represented on the Audit & Evaluation sub group. These representatives share single agency audit and evaluation activity with the sub group where this relates to child protection services.

Output from single agency self evaluation of child protection services will be forwarded on an ongoing basis to the Child Protection Lead Officer in order to build a portfolio of material to assist in understanding how good our services are in protecting children.

This portfolio will be made available for child protections inspections where appropriate.

Sub group Links

North Ayrshire Child Protection Committee oversees a number of sub groups, which share common threads. The Audit and Evaluation sub group is closely linked to the Management Information sub group, the Learning & Development sub group and the Information sub group.

The Management Information subgroup is responsible for overseeing child protection management information, some of which will aid in audit and evaluation activity.

The Information subgroup oversees the implementation of the Communication Strategy and part of this relates to consulting with children and young people, families and members of the public. Some of this type of activity is relevant to the evaluation of child protection services.

The Learning & Development sub group considers evaluation findings and whether these highlight any learning and development needs in the multi agency work force. This group also plays a critical role in sharing learning from our joint self-evaluation activity.

Improvement Plans

Where any audit and evaluation activity identifies an opportunity for improvement, an improvement plan will be developed that outlines:

- actions to be taken;
- those responsible for each action;
- timescales actions need to be completed within;
- the outcome of each action
- how the impact of the improvement plan will be measured

The Audit & Evaluation group is responsible for monitoring the implementation of improvement plans and for measuring the impact of these, as per the diagram set out on page 5.

Where any action is not progressing as planned, this must be brought to the attention of the Child Protection Committee. The Audit & Evaluation group will determine whether any other issues require to be brought to the attention of the Committee.

Evidence of the impact of improvement plans will be collated by the Child Protection Lead Officer and added to the portfolio of evidence that can be made available for inspection where appropriate.

Measuring impact

Following implementation of improvement plans, the Audit & Evaluation sub group will measure the impact of these plans. Arrangements for measuring impact will be based on evaluating how improvements have led to improved outcomes for children. During the development of improvement plans, consideration will have been given to how improvements will be measured. This may include different arrangements for short term, medium term and long term impact.

NEW for 2013-2015 – The Learning & Development Subgroup of NACPC will introduce Practice Reflection and Improvement Short Modules (PRISM) via the NACPC Learning & Development Programme. These sessions will utilise the findings of local audit and evaluation activity to support practitioners and managers in engaging fully in embedding improvements in child protection services.

Review of strategy

This self evaluation strategy will be reviewed every two years by the Audit & Evaluation sub group.

June 2013