

North Ayrshire Child Protection Committee



Annual Report 2014-15 and Business Plan 2015-16

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Preface from Chief Officers

The Child and Public Protection Chief Officers are very pleased to present the 2014-2015 Annual Report for North Ayrshire Child Protection Committee, and Business Plan for 2015-2016.

In the summer of 2014, we appointed, for the first time, an independent Chair to North Ayrshire Child Protection Committee. Anne Houston, OBE, brings a wealth of experience and expertise in children's services and has ensured the successful delivery of this year's business plan.

High level collaboration across partners continues to provide leadership for front line child protection service delivery and we are both reassured by, and appreciative of, the level of commitment demonstrated by staff across services who strive to ensure children and young people in North Ayrshire are safe and protected.

Over the past year North Ayrshire Child Protection Committee has worked to prepare for the integration of Health and Social Care and this strong support and commitment to effective integration of services will continue into the next business year with the progression of Health and Social Care Integration and the implementation of the Children and Young People (Scotland) Act 2014.

Developments such as these involve significant change. We remain confident that such change is well managed and that child protection services will continue to respond effectively to the needs of children and young people at risk of harm.

The Chief Officers would like to take this opportunity to note the level of change recently in membership within North Ayrshire Child Protection Committee and to both recognise the good work undertaken by previous members and the excellent opportunity for fresh thinking as we move forward now with renewed energy.

The work carried out by the North Ayrshire Child Protection Committee and the various subgroups over the past year is detailed in this Annual Report and we hope you find the content interesting and informative.

Anne Houston
Chair
Child Protection Committee

Elma Murray
Chief Executive
North Ayrshire Council

John Burns
Chief Executive
NHS Ayrshire & Arran

Gillian McDonald
Divisional Commander
Police Scotland "U" Division

Introduction

North Ayrshire Child Protection Committee has experienced a year of change in terms of its core membership. Representation from Education, Health, Police, SCRA and Social Services has changed, and we now have an independent Chair. The mix of new members with long standing members is very positive and is fostering an energetic and enthusiastic ethos.

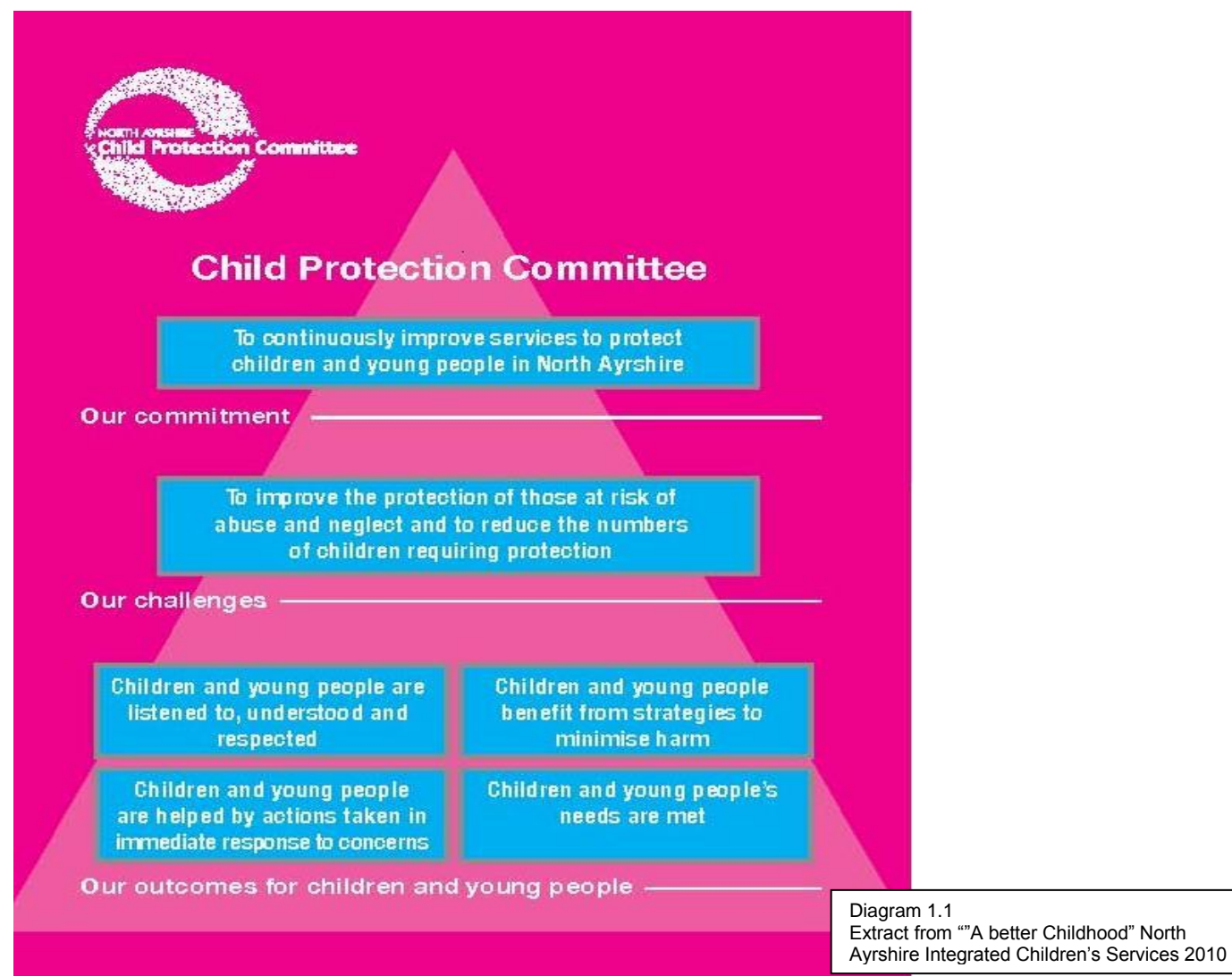
Change is viewed as an opportunity for review and growth and during the time the membership has been changing, the new independent Chair has facilitated individual and collective reflection on the effectiveness of the Committee and partner contributions. This reflection will inform a North Ayrshire Child Protection Committee Development Day scheduled to take place in August 2015.

We have continued to contribute to the Children's Services Inspection Improvement Plan, where we have a particular responsibility in relation to joint assessment of risk and need. Some improvements have been demonstrated, though this continues to be an area for improvement.

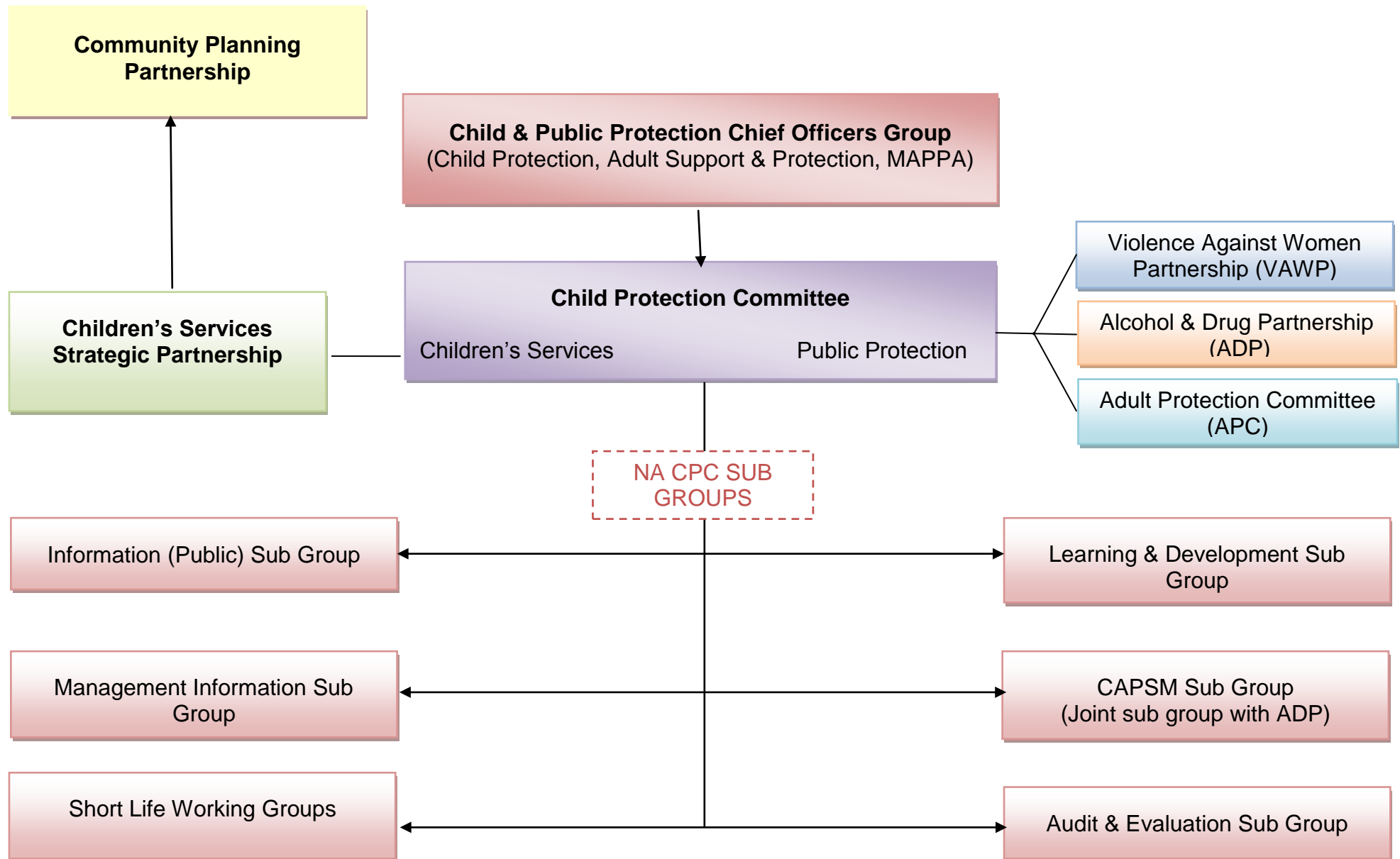
We have had an increased focus, this year, on the experience of families within the child protection system – both adults and children. We have successfully embedded a mechanism that will help us routinely gather the views of such families and we will use these, as part of our Joint Self-Evaluation Strategy, to continue to improve services.

North Ayrshire Child Protection Committee - Our Vision

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.



Strategic Links



(A) Improving Outcomes – What have we done?

National Outcome	We have improved the life chances of children, young people and families at risk
Intermediate Outcome 1	Children & young people are listened to, understood and respected.
Key activity to support this outcome:	<p>We have successfully embedded a system to routinely gather the views of families in the child protection system – both children and young people and their parents/carers.</p> <p>Messages from these families have been widely disseminated and used to help staff appreciate a better insight into the experiences of those in the child protection system.</p> <p>We have worked with local young people to create a range of resources which help give children and young people a voice. These include DVD's and audio clips based on real experiences of the child protection system, plus a worksheet resource pack to support staff in better gaining the views and perspectives of children and young people.</p>

Intermediate Outcome 2	Children and young people benefit from strategies to minimise harm
Key activity to support this outcome:	<p>We have worked closely with North Ayrshire Council Education Services and other partners to establish a cohesive child protection strategy in primary schools.</p> <p>A bespoke child protection module delivered to Primary 5 classes, over 6 lessons, utilising a range of dramatic techniques, has been created and piloted. These lessons are delivered by the class teacher and this year group will also have the opportunity, again facilitated by their class teacher, to visit www.cpckids.co.uk, our local child protection website aimed at Primary school aged children, and enter a competition.</p> <p>In primary 6/7, child protection messages are further reinforced by the ChildLine in Schools service, which is now delivered in 100% of North Ayrshire primary schools.</p>

Intermediate Outcome 3	Children and young people are helped by actions taken in immediate response to concerns
Key activity to support this outcome:	<p>All named persons and lead professionals working in North Ayrshire have received training in the National Risk Framework, and work is underway across Education, Health and Social Services to support staff in implementing this framework.</p> <p>We established a multi-agency chronologies working group which has helped to target this area of practice specifically.</p>

Intermediate Outcome 4	Children and young people's needs are met
Key activity to support this outcome:	We successfully completed the implementation of our 2013-15 Joint Self-Evaluation Strategy. This involved a number of themed audit and evaluation activities as well as learning from national reports such as the Declan Hainey Fatal Accident Inquiry.

(B) Improving Outcomes – What are we doing next?

1. Children & young people are listened to, understood and respected.

We will effectively utilise our locally developed range of resources that help represent the voices of children in the child protection system and we will support staff by providing materials that will help to gather, record and utilise the views of children and young people.

2. Children and young people benefit from strategies to minimise harm

Building on our success in primary schools, we will consider the best ways to develop child protection strategies in our secondary schools.

3. Children and young people are helped by actions taken in immediate response to concerns

We will continue our implementation of the National Risk Framework across North Ayrshire, utilising an outcomes framework to monitor the implementation of the National Risk Framework in practice.

4. Children and young people's needs are met

We will launch and implement our third Joint Self-Evaluation Strategy to ensure children in need of protection have their needs met. Following our successful development day, our freshly revised and improved methodology will help ensure evaluation findings are more robust, providing a stronger platform on which to build improvement plans.

Self - Evaluation

Staff Survey

In 2015, we conducted our third biennial multi agency staff survey. 350 staff from social services, health, education, housing, police, SCRA and voluntary organisations completed the survey, with a full range of comments made in relation to each of the questions.

Key Findings:

- 85 % of respondents agreed or strongly agreed that **services share information well.**
- 85 % of respondents agreed or strongly agreed that **services work well together to assess risk.**
- 96 % of respondents agreed or strongly agreed that **the support and advice available to them in relation to child protection is effective.**

Survey findings in relation to sharing information and assessing risk have slightly decreased since our last survey in 2013. North Ayrshire Child Protection Committee will look more closely at staff comments to better understand these findings.

Joint Self Evaluation

This year, we conducted a range of evaluation activity around two key themes: post de-registration and child neglect.

For both themes we undertook data interrogation, multi-agency case file audit and multi-agency staff focus groups.

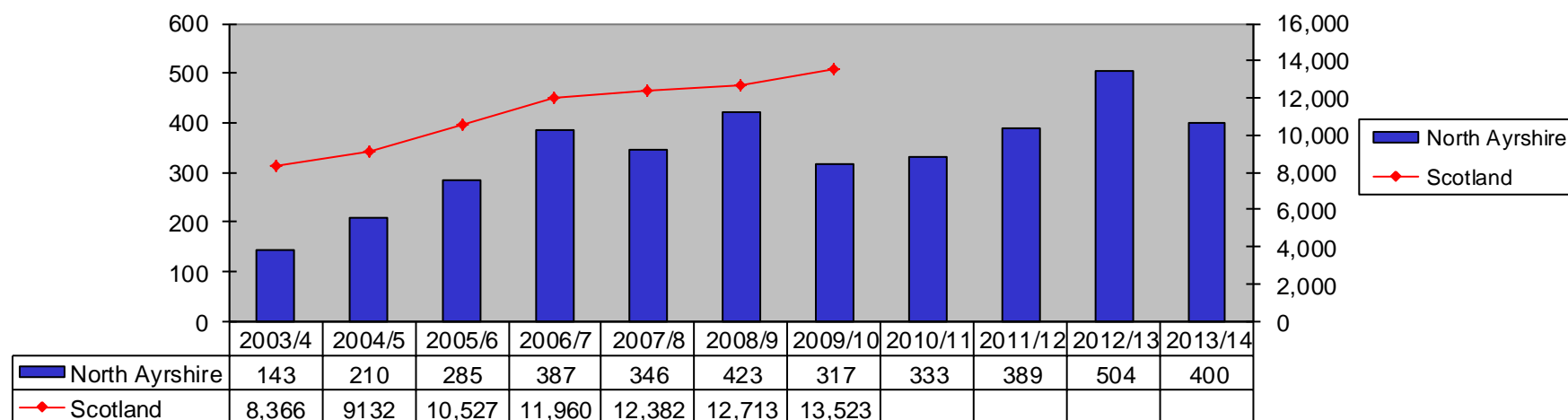
In addition, for the post de-registration theme, we looked at the improvement plan developed from an Initial Case Review undertaken the previous year (which had resulted in improvement actions for post deregistration practice) and measured the impact of this.

As a result, we strengthened our support for families during the period after a child's name is removed from the child protection register and we captured the key challenges for staff in responding effectively to child neglect and began to address these with a Pan Ayrshire Child Protection Event focusing on neglect.

North Ayrshire Child Protection Committee - Statistics

A new national data set for child protection, with an August to July reporting cycle, was introduced in 2011 following publication of National Guidance for Child Protection in Scotland. At present, a fairly limited amount of data is available for local areas to consider in terms of national comparison. This data is set out below.

Child Protection Referrals in North Ayrshire and across Scotland



Figures since 2010/2011 have no national comparative data as described above. From 2011-12 the reporting period is August to July rather than April to March.

PLEASE NOTE DATA FOR 2012/13 HAS BEEN ADJUSTED – THIS HAS RESULTED IN A GREATER % DECREASE IN RECORDED CHILD PROTECTION REFERRALS THIS YEAR

As can be seen from the table above, following a decrease in 2009/10, child protection referral rates in North Ayrshire increased steadily over three years before decreasing this year to a level similar to 2008/09.

Key Statistical Data for 2013-2014 is as follows:

1. A total of 400 child protection investigations took place between 1st August 2013 and 31st July 2014. This represents a **26%** decrease in comparison with last year.
2. 49% of investigations this year resulted in a pre-birth or initial child protection conference. This compares with 50% last year and 48% the previous year.

3. Of children who progressed to child protection conference, 84% were placed on the register (compared to 86% last year). Previous figures for the percentage placed on the child protection register at a conference are as follows: 2007/08 54%; 2008/09 63%; 2009/10 66% and 2010/11 66%, 11/12 60%
4. 180 children in total were placed on the child protection register. This represents a slight decrease from 200 last year. 83% of children placed on the register had never previously been registered (compared with 91% the previous year); 4% had been deregistered within the preceding 12 months (similar to last two years); the remaining 5% had been deregistered more than a year previously.

Nationally, the picture echoes North Ayrshire exactly in that 83% of children placed on the register had never previously been registered, 4% had been deregistered within the preceding 12 months

5. During 2013-14 the most frequently recorded risk/concern factors for children placed on the register in North Ayrshire were: **Emotional Abuse, Parental Mental Health Issues, Domestic Abuse, Non Engagement and Neglect.**

Nationally, the most frequently recorded factors were Emotional Abuse, Domestic Abuse, Neglect, Parental Mental Health and Parental Substance Misuse.

6. Between 1st August 2013 and 31st July 2014, 165 children were deregistered. 49% had been on the register for less than 6 months (compared to 68% last year and 63% the year before); 40% were deregistered between 6 months and 1 year (compared to 29% last year and 32% the year before); 11% were deregistered between 1 year and 18 months (compared to 2% last year and 3% the year before). No one has been registered for longer than 18 months in the past three years.
7. The national picture for length of registration is as follows: 56% registered less than 6 months; 33% registered 6 months to 1 year; 6% registered 1 year to 18 months; 3% 18 months to 2 years; and 2% registered for 2 years or more. Nationally, this represents a decreasing length of registration period.

The rate of children on the child protection register per 1000 population from 2007 - 2014

	2007		2008		2009		2010		2011		2012		2013		2014	
	North Ayrshire	Scotland	North Ayrshire	Scotland	North Ayrshire	Scotland	North Ayrshire	Scotland	North Ayrshire	Scotland	North Ayrshire	Scotland	North Ayrshire	Scotland	North Ayrshire	Scotland
No. children	56	2,593	44	2,347	56	2,682	60	2,518	77	2,571	74	2,698	92	2,645	108	2,882
Rate per 1000 pop	2.2	2.8	1.8	2.7	2.3	2.9	2.4	2.8	3.2	2.8	3.1	3	3.8	2.9	4.6	3.2

Source: Scottish Government CP Return

Historically, North Ayrshire has had a lower rate of children on the register than the national rate. This changed in 2011 when North Ayrshire had a significant increase in rate of children on the register and North Ayrshire now sits considerably higher than national rate.

Please note this data set is based on snap shot data as at 31st July each year. Therefore, our rate on children on the register for 2014 is 4.6 in comparison with 3.8 last year, but overall this year fewer children were placed on the child protection register.

Broad Summary

While fewer child protection investigations were conducted this year in comparison to recent years, a similar proportion of these progressed to child protection conference in comparison with recent years.

The majority of children who have progressed to a child protection conference in the past two years have been placed on the register.

Overall, as fewer child protection investigations were conducted, fewer children were placed on North Ayrshire's child protection register between August 2013 and July 2014 than in the previous year, but those who were placed on the register during this period have tended to stay on the register for slightly longer periods, meaning that snap shot data shows a similar or even higher registration figure when compared with the previous year. This has resulted in the North Ayrshire rate of children on the register per 1000 population increasing to 4.6.

Significant Case Review

In 2014-15 North Ayrshire Child Protection Committee received one referral for consideration against our Significant Case Review Process. An Initial Case Review Panel met to consider reports and information from all services involved with this family. The Initial Case Review Panel agreed that the case did not meet the criteria for a Significant Case Review, and no specific improvement actions were identified.

The learning from the Initial Case Review was summarised in a widely disseminated multi-agency staff briefing paper and addressed within team meetings across services.

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.

The Chief Officers provide leadership and direction across child protection, adult support and protection and multi-agency public planning arrangements (MAPPA).

The Chief Officers Group held its fourth Development Day on the theme of "Responding to People in Distress" at the Greenwood Centre on 19 November 2014. The event built on a Pan Ayrshire event on supporting people in distress held on 26 September 2014 which shared learning from a recent Adult Support and Protection Initial Case Review.

As part of the Development Day, the group received a presentation on some of the key findings from the recent Dartington Social Research survey with children, young people and families. This work will inform our next Children's Services Strategic Plan.

Fulfilling the Child Protection Committee Functions - Progress

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

1. Raising Public Awareness

KEY ACHIEVEMENTS

- Our annual large public awareness raising event was held in Irvine shopping Mall in July 2014, with support from all partners. **SEE BOX ON PAGE 20 FOR FURTHER DETAILS.**
- Annual broadcast of child protection radio advert on Ayrshire wide basis.
- Use of large scale digital display screen to promote child protection messages. Example below:



- An Internet Safety Event took place on Internet Safety Day **SEE BOX ON PAGE 22 FOR FURTHER DETAILS**
- We have developed a booklet for members of the public, to complement our existing leaflet, providing more detailed information about their role in child protection and the services available for families. This broadens our suite of literature:



Literature for the public



Literature for parents/carers



Literature for children/young people

- In consultation with children and young people with experience of the child protection system, we have developed a resource for children and young people on the register which provides more detailed information about the child protection process and a variety of worksheets which will help facilitate improved representation of their views and wishes.



OUTCOMES

- Members of the public booklet
- Resource for children and young people on the child protection register
- Increased public awareness of SHANARRI indicators and child protection
- Increased public awareness of online safety issues and ways to protect children and young people from these risks

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.

ANNUAL MALL STALL PUBLIC AWARENESS EVENT

On Friday 4th July, North Ayrshire Child Protection Committee hosted their annual public awareness raising event in Rivergate shopping centre In Irvine. This event is timed to coincide with the start of the school summer holidays – a period where children may be less visible to services.

The overall purpose of the day was to raise awareness of child protection within the local community.

Two key aspects to this year's event were:

- Launch of our three newly developed website
- Launch of “Gordy”, our local child protection character brought to life through costume.

Views Sought

Three different question sets were developed for different age groups – children, young people and adults. The questions were devised based on the NACPC Communications Strategy and were aimed at gathering specific data required to help us measure progress towards our outcomes within this strategy

Summary

A total of 359 children, young people and adults completed a question card. This is the highest return we've had at any public event.

Most adults had a good awareness of the signs of abuse and neglect and knew who to contact if they were worried about a child. Most were confident services would protect children but some were only a little or not at all confident about this.

Most children and young people reported they knew they had a right to be safe and most would speak to parents if worried. Many could name additional adults they could speak to. Lots of examples were given about things that might cause children harm.

The findings from this event have been taken account of in the ongoing workplan of the Information subgroup, who are responsible for the implementation of our Communication Strategy.



INTERNET SAFETY EVENT

Building on the success of last year's event, to coincide with Safer Internet Day 2015 the North Ayrshire Child Protection Committee held an event in Rivergate Shopping Centre in Irvine on 10th of February.

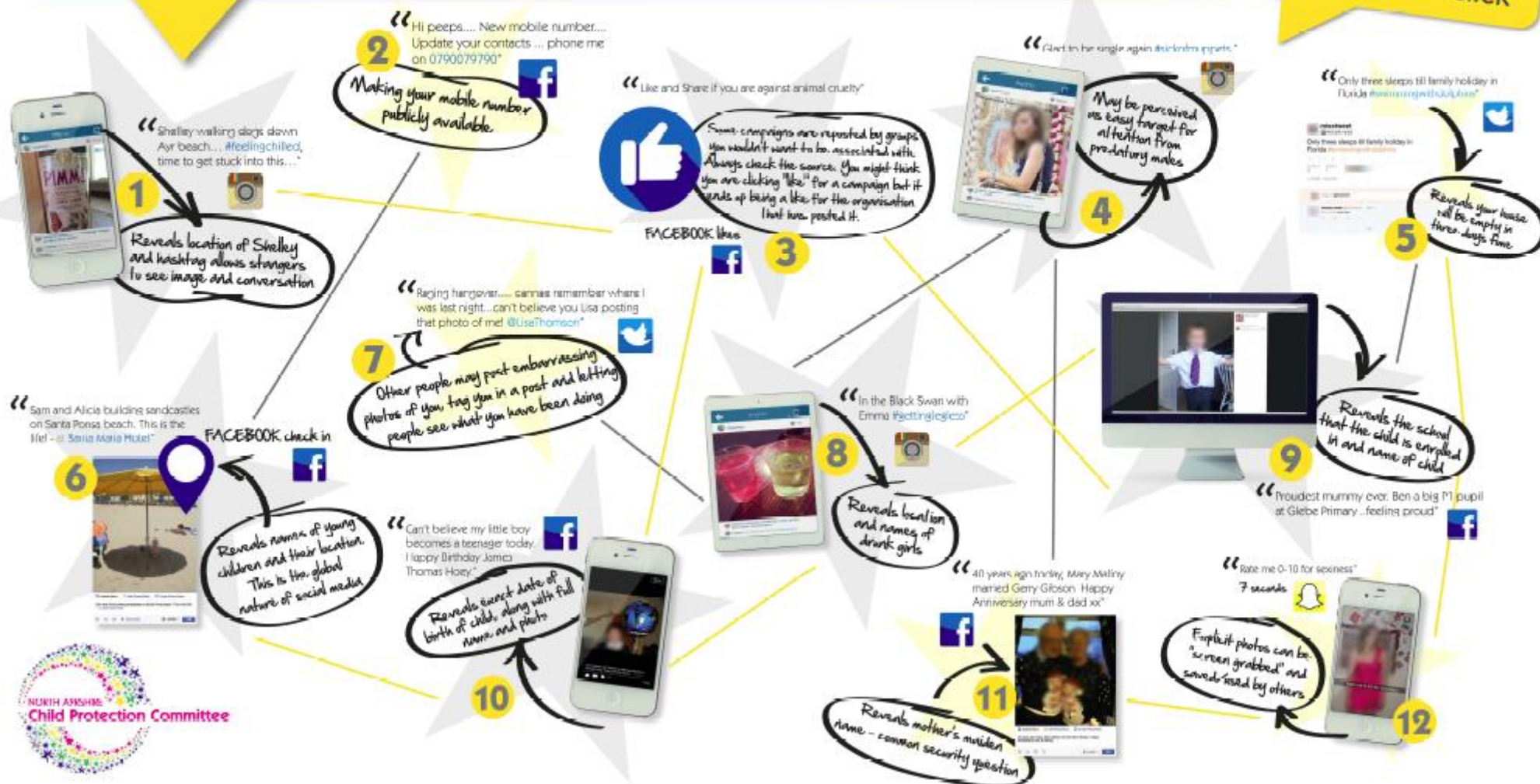
New resources were developed for this event, including a large free-standing screen which displayed various examples of the types of messages and images regularly posted on social media sites. (see next page)

At this event, approximately 350 adults, young people and children received information which helped raise their awareness of online safety, including ways of protecting them against risks.

We asked those attending the event for suggestions about how North Ayrshire Child Protection Committee could better help protect children and young people from online risks. These findings are currently being collated and will be used to inform a multi-agency online safety group which will be established this year.

How safe is your child online?

Before you're quick to share that pic, be sure you know the power of 'Click'



2. Policies and Procedures

KEY ACHIEVEMENTS

- We worked with local community groups, including libraries and leisure services, to develop further guidance to support these staff in responding effectively to concerns about children.
- We developed and implemented a post deregistration procedure to strengthen the support provided to children and their families once their names are removed from the child protection register.
- We developed and implemented a procedure to support the use of AYRshare (our local shared information system) in creating and maintaining integrated chronologies for children on the child protection register.

OUTCOMES

- Staff in the multi-agency child protection workforce across North Ayrshire have procedures and guidance available to support their work which is based on current best practice evidence and responds to local issues.

SELF EVALUATION STATEMENT

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

3. Self Evaluation and Management Information

KEY ACHIEVEMENTS

- Completed implementation of our second Joint Self Evaluation Strategy
- Biennial staff survey administered and findings published. **SEE SELF EVALUATION SECTION ON PAGE 9 FOR FURTHER DETAILS**
- Improved use of management information reports being submitted to North Ayrshire Child Protection Committee
- Feedback from families in the child protection system **SEE BOX on Page 26**
- Audit and evaluation of post deregistration child protection process and practice.
- Audit and evaluation of practice in relation to neglect.
- Development Day for the Audit & Evaluation Subgroup, in partnership with our link inspector

OUTCOMES

- Our second two year multi agency joint self evaluation strategy has been successfully implemented and commitment made by all partners to implementing a third strategy.
- Our evaluation and improvement methodology has been strengthened through investment in a Development Day for the Audit & Evaluation Subgroup.
- Increased understanding of the experience and perspective of families in the child protection system.
- North Ayrshire Child Protection Committee considers specific management information to aid focused analysis.
- An understanding of the strengths and areas for improvement in relation to post deregistration child protection process and practice.
- An understanding of the strengths and areas for improvement in relation to neglect.

SELF EVALUATION STATEMENT

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

Feedback from families

“Listen more, judge less” is the key learning message from parents/carers of children and young people on the child protection register.

In addition to telling us what is working well in terms of families’ involvement in child protection processes, listening more to what is important to individuals and being open about the evidence base for judgements, are the areas where families would like child protection services to improve.

What We Did

Children and young people who are currently on the child protection register, and their parents/carers, were contacted by sessional staff who are not part of the child protection services being delivered, and asked four set questions, plus an open question at the end about how services could be improved.

The four questions asked were:

1. How well do you feel you understand what is happening and why?
2. How well do you feel staff have explained what meetings are taking place and what will happen at these meetings?
3. How well do you feel staff have listened to, and taken seriously, your views and feelings?
4. How well do you understand the decisions and plans that have been made for you?

Summary Findings

1. Most parents and carers do feel they understand the child protection process and the decisions and plans that are being made.
2. Understanding decisions and plans is the area most parents/carers feel most confident about.
3. Child protection meetings could be explained a bit better to both parents/carers and children/young people.
4. Children and young people generally understand what is going on “quite well”.
5. Most children and young people feel listened to and taken seriously.
6. Some children and young people do not sufficiently understand decisions and plans.

7. Parents and carers would like staff to listen more to the issues that are important to them.

8. Parents and carers would like staff to give equal weight to positive and negative issues.

9. Parents and carers resent judgements more when they perceive these to be made by people who don't know them well or based on information they believe to be incorrect or weighted towards negative issues.

Summary Learning Points:

- Give families more time to understand, reflect and consider the child protection process, the information shared and the decisions made.
- Ensure judgements are evidence based and share these as openly and transparently with families as possible.
- Spend a bit more time with parents/carers and children/young people specifically in relation to explaining child protection conferences.
- Actively listen to families to ensure they feel all viewpoints, concerns and pieces of information are taken into account in assessment and decision-making.

What We Will Do Next

The families who provided feedback will receive a written newsletter, summarising what they have said about services and how we will use their views to improve services.

The key messages from this work will be widely disseminated and all teams within services which contribute to protecting children and young people will be asked to reflect on these findings and consider how best to incorporate these into practice.

Our learning and development programme will be informed by these messages from families and, in particular, our next PRISM will include this piece of work as part of its focus.

4. Promoting Good Practice

KEY ACHIEVEMENTS

- Successful implementation of **PRISM – SEE BOX ON NEXT PAGE FOR FURTHER DETAILS**
- PRISM selected as a good practice example at WithScotland National Annual Conference
- We have used learning from national and local experience of responding child sexual exploitation in order to review and strengthen our practice in this area.

OUTCOMES

- Practitioners across services in North Ayrshire have access to increased opportunities for multi- agency reflection and learning
- PRISM events are based on learning from local practice
- Our response to child sexual exploitation has improved througher greater awareness of this issue and recognition of the impact on children and young people

SELF EVALUATION STATEMENT

NA CPC takes opportunities to learn from review of local practice and effectively shares this learning with staff to promote continuous improvement.

Practice Reflection and Improvement Short Module (PRISM)

North Ayrshire Child Protection Committee recognised the need to improve how we share local evaluation findings with frontline staff and engage them in improvement planning and this led to the introduction of a new type of learning opportunity that incorporates the following elements:

- Sharing local audit and evaluation findings
- Reflecting on practice
- Engaging in improvement planning

The format of PRISM is that evaluation findings from local practice – from Initial Case Reviews, from joint audits, from multi agency evaluation etc- are shared in a structured way that builds in opportunities for small groups of multi- agency staff to collectively reflect on their practice and then identify areas for improvement. It is anticipated that better engagement of staff in improvement planning will support more effective change and improvement.

Our first PRISM was delivered in January 2014 and since then we have delivered 4 more PRISM's, each with a different focus. Attendance and participation at these events has been excellent and these are some comments from participants:

- ❖ *“Use of real world local case was super and created a sense of reality and practice which we meet with day to day.”*
- ❖ *“I think every team should be exposed to this as a way to tracing how improvement plans evolve and what is the context stimulus.”*
- ❖ *“It has got to feel real and this is courageous and necessary – properly set in context, it can be powerful and non critical (for practitioners involved in cases).”*
- ❖ *“Practitioners feeling included, involved and listened to.”*
- ❖ *“It was thought provoking and good to have the time to reflect with others. Would be good learning to reflect on specific cases within my own team.”*

5. Training and Development

KEY ACHIEVEMENTS

- Successful delivery of the 2014-15 multi-agency training programme
- Continued development of systems to engage with practitioners post training event
- Revision of child sexual exploitation course in line with new West of Scotland Practitioners Guidance in this area
- Revision of parental drug and/or alcohol misuse course in line with new local Getting Our Priorities Right guidance
- Delivery of participative practitioner events in various locality areas sharing learning from Declan Hainey Fatal Accident Inquiry
- Development of themed managers courses to support their specific skills set
- Bespoke training delivered to Scottish Fire and Rescue Service

OUTCOMES

- Continuing high levels of staff from key agencies attending child protection training and development opportunities.
- An increased understanding of how staff attending courses are applying their learning to practice
- Staff have access to courses which are continually updated to reflect current best practice
- Increased range of courses suitable for development of managers skills in child protection
- Services feel more confident and competent in responding to child protection issues

SELF EVALUATION STATEMENT

Children and families receive services from a workforce which takes opportunities for learning and development to enhance skills in practice.

6. Communication and Co-operation

KEY ACHIEVEMENTS

- Independent Chair has sought views from each member of North Ayrshire Child Protection Committee in relation to improving communication and co-operation
- North Ayrshire Child Protection Website is updated regularly and is used by staff and the public.
- Staff briefing papers are regularly disseminated.
- Demonstration of effective communication at Committee and subgroup meetings.
- Key partners within North Ayrshire Child Protection Committee are actively engaged in the implementation of AYRshare, a shared electronic information sharing tool.
- The Chair, North Ayrshire Child Protection Committee, currently chairs the Scottish Child Protection Committee Chairs Forum and a number of other national groups representing this Forum.
- The Child Protection Lead Officer currently chairs the National Child Protection Lead Officer Group.
- The Child Protection Lead Officer is involved in West of Scotland working groups updating inter-agency procedures and developing practitioner resources.
- Regular networking takes place locally, regionally and nationally.
- North Ayrshire Child Protection Committee led on a Pan Ayrshire Development Event focusing on child neglect. See box for further details.

OUTCOMES

- All partners within North Ayrshire Child Protection Committee are working to improve communication within and across partner agencies.
- North Ayrshire Child Protection Committee demonstrates effective communication with other Child Protection Committee's across Scotland.

- North Ayrshire Child Protection Committee is actively involved in leading and influencing child protection policy and practice development across Scotland.

SELF EVALUATION STATEMENT

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

7. Planning and Connections

KEY ACHIEVEMENTS

- Ongoing quarterly meetings between the four strategic leads for child protection, adult support & protection, alcohol & drugs and violence against women.
- North Ayrshire Alcohol and Drug Partnership and North Ayrshire Child Protection Committee continue to implement a joint work plan in respect of Children Affected by Parental Substance Misuse (CAPSM). This has led to a further piece of work evaluating our response to meeting the needs of children who are affected by the drug death of a parent.
- North Ayrshire Child Protection Committee continues to be an active member of North Ayrshire Violence Against Women Partnership – the Child Protection Lead Officer helped to facilitate workshops in relation to the review and development of the Violence Against Women strategy and supported the Annual 16 Days of Action Against Violence Against Women.
- The Child Protection Lead Officer has become a member of North Ayrshire Adult Protection Committee Improvement subgroup and has shared relevant learning.
- The Child Protection Lead Officer contributed to the development of Pan Ayrshire Multi-Agency Forced Marriage Guidance, which was a piece of work led by North Ayrshire Adult Protection Committee.
- Existing local, regional and national connections continue.

OUTCOMES

- Improved connections and relationships across the Public Protection planning fora.
- Improved identification of opportunities for joint working

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 key strategic partnerships in North Ayrshire.

8. Involving Children and Young People and their Families

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.
- Booklet and worksheets for children and young people on the child protection register developed in partnership with children and young people who have experience of the child protection system.
- Local children and young people developed a number of audio and visual resources which help to represent the views and perspective of children in the child protection system. These were utilised at the BASPCAN International Congress.
- Establishment of mechanism for seeking feedback from children, young people and their families in the child protection system

OUTCOMES

- The views of young people are represented at child protection conferences.
- We have a suite of materials developed by local young people which help represent the perspective of children and young people in the child protection system.
- A mechanism has been established to seek views of families in the child protection system.

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.

NA CPC BUSINESS PLAN APRIL 2015 – MARCH 2016

Progress in relation to the North Ayrshire Child Protection Committee Business Plan for 2014/15 has been reported in our Annual Report. This will be published in June 2015.

The 2015-16 Business Plan has been developed with reference to the Scottish Executive Framework for Standards and HMIE Quality Indicators, 'How Well Do We Protect Children and Meet Their Needs?' and the revised functions of Child Protection Committees detailed in the new *National Guidance for Child Protection in Scotland*, 2014.

Raising public awareness (*Standard 7.2, 7.3*) (*QI 2.2, 4.1, 5.1*)

NACPC PRIMARY OBJECTIVES FOR 2015-16:

1. To increase awareness, knowledge and confidence in services to protect children amongst members of the public
2. To enhance children's awareness and knowledge of their right to be safe and to know where to seek help if worried

Task		Timescale	Resources/Responsibility	Outcome	Origin
1	Publish and disseminate booklet for members of the public	April 2015	NACPC Information Sub Group	Members of the public have access to material which helps increase their understanding of, and confidence in, child protection processes services in order that they can play their part in protecting children and young people.	NACPC Communication Strategy
2	Publish and disseminate public information pack for community facilities	June 2015	Child Protection in the Community Sub Group in partnership with GIRFEC	Community facilities across North Ayrshire provide consistent messages to families and to communities, supporting them in playing their role in keeping children and young people safe.	Need identified by Child Protection in Community subgroup member
3	Strengthen link with ChildLine in Schools Service	August 2015	Child Protection Lead Officer	Children receiving the ChildLine in Schools service will be supported to make a link with local child protection website so they have localised information about keeping themselves safe.	NACPC Communication Strategy
4	Review 2013–15 NACPC Communication Strategy and develop a new 2015-17 strategy	December 2015	NACPC Information Sub Group	Children, young people, families, communities and agencies in North Ayrshire receive child protection communication timeously, effectively and according to their needs which helps to best engage all stakeholders in protecting children..	Remit of NACPC Information subgroup

NA CPC BUSINESS PLAN APRIL 2015 – MARCH 2016

Policies, Procedures and Protocols *(Standard 8.1, 8.2) (QI 6.1)*

NACPC PRIMARY OBJECTIVES FOR 2015-16

1. To support the implementation of the Children and Young People (Scotland) Act 2014

Task		Timescale	Resources/Responsibility	Outcome	Origin
5	Strengthen pre-birth child protection policies to reflect best practice	June 2015	Child Protection Lead Officer and partner agencies	Pre-birth child protection concerns, including those in settings such as prisons, are responded to effectively and consistently in order to best support and protect unborn children..	Listening to practitioners
6	Utilise learning locally and nationally to improve our response to child sexual exploitation	December 2015	NACPC Child Sexual Exploitation Working Group	Children and young people in North Ayrshire who are at risk of CSE are identified and have their needs met by all agencies working together in a consistent way.	Operation Dash and national publications highlighting learning for CPC's.
7	Review our Significant Case Review procedure	December 2015	Pan Ayrshire Chairs Group	Learning is effectively utilised from significant cases to inform improvements to our ability to effectively protect children.	Publication of revised national guidance for Significant Case Reviews
8	Establish online safety working group to review and improve our provision of online safety guidance, information and support	February 2016	NACPC Online Safety Working Group	Children, young people, families and professionals in North Ayrshire receive consistent and helpful advice and guidance about keeping safe online.	Assessment of need following hosting of Internet Safety Event
9	Establish clear guidance for staff in relation to the interface between child protection and adult support and protection	March 2016	NACPC in partnership with NAAPC	Young people in need of support and/or protection have their needs met effectively regardless of whether they are within children's services or adult services. This particularly includes young people in transition between services in order that they are effectively supported and protected.	Joint work between NACPC and NAAPC
10	Ensure there are effective links between the developing policy and guidance for wider children's services and current best practice in child protection.	March 2016	NACPC	The needs of children and young people who require protection from abuse, harm and neglect are carefully considered and taken account of in children's services planning in order that these children are effectively supported and protected.	Children and Young People (Scotland) Act 2014

NA CPC BUSINESS PLAN APRIL 2015 – MARCH 2016

Self evaluation, performance management and quality assurance *(Standard 8.9) (QI 1.1, 5.5, 6.2, 6.3, 9.4)*

NACPC PRIMARY OBJECTIVES FOR 2015-16

1. Develop and implement 2015-17 Joint Self Evaluation Strategy
2. Support partners in self evaluation and quality assurances processes

Task		Timescale	Resources/Responsibility	Outcome	Origin
11	Develop and begin implementation of 2015-17 Joint Self Evaluation Strategy	March 2016 – quarterly reporting on feedback	NACPC Audit & Evaluation Sub group	Children, young people and families are effectively supported and protected by services subject to continuous improvement informed by learning from self- evaluation activity	NACPC Joint Self Evaluation Strategy
12	Support partners in developing single agency quality assurance mechanisms around National Risk Framework, particularly chronologies	March 2016	Child Protection Lead Officer	Concerns about children and young people are assessed effectively utilising the National Risk Framework in order that such concerns can be effectively addressed.	Implementation strategy for National Risk Framework
13	Support wider children's services in self- evaluation and quality assurance	March 2016	Child Protection Lead Officer	NACPC contributes effectively to any evaluation and improvement activity led by the Children's Services Strategic Partnership in order to ensure all services best meet the needs of children and their families.	Inspection Improvement Plan

NA CPC BUSINESS PLAN APRIL 2015 – MARCH 2016

Promotion of Good Practice *(Standard 6.6) (QI 3.1, 7.3, 8.1, 8.2)*

NACPC PRIMARY OBJECTIVES FOR 2015-16:

1. Ensure opportunities for staff to reflect on ways of improving practice

Task	Timescale	Resources/Responsibility	Outcome	Origin
14 Consider the key findings and lessons to be learned from research, national inquiries and inspections	March 2016	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, 2014.
15 Contribute to implementation of improvement plan following inspection	March 2016	National Risk Framework Steering Group	Children, young people and families receive improved services.	2013 Pilot Joint Inspection of Services for Children and Young People in North Ayrshire.
16 Utilise PRISM in promoting good practice in child protection by sharing local learning to support improvement	March 2016	Child Protection Lead Officer Child Protection Advisor	Children and young people in North Ayrshire are effectively supported and protected by services from staff who reflect on practice and engage fully in embedding improvements.	Re-evaluation of best method to support staff in delivering best practice.
17 Utilise Practitioner Forum's to share learning from elsewhere and promote good practice	March 2016	Child Protection Learning & Development Co-ordinator Learning & Development Sub Group	Children, young people and families in North Ayrshire are supported and protected by services from staff who are supported in delivering best practice.	Learning & Development subgroup

NA CPC BUSINESS PLAN APRIL 2015 – MARCH 2016

Training and Staff Development *(Standard 8.5) (QI 3.1 and 7.3)*

NACPC PRIMARY OBJECTIVES FOR 2015-16

1. Continue to increase the confidence and competence of the child protection workforce

Task	Timescale	Resources/Responsibility	Outcome	Origin
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19	Deliver 2015 -2016 child protection training programme informed by local need	March 2016	Child Protection Learning and Development Co-ordinator CP Learning & Development sub group	Children and young people in North Ayrshire receive services from confident and competent staff who have access to training which meets their needs.	Core remit of Child Protection Learning and Development Co-ordinator
20	Raise the profile of GPR training to better engage staff in accessing this course and utilising the relevant practitioner guidance	September 2015	Child Protection Learning and Development Co-ordinator CP Learning & Development sub group CAPSM sub group	Children, young people and families in North Ayrshire affected by problematic alcohol and/or drug misuse have their needs met by confident and competent staff working together in accordance with local guidance.	Revision of local GPR guidance and Declan Hainey FAI Findings
21	Continue to implement Collaborative Learning Groups	March 2016	Child Protection Learning and Development Co-ordinator CP Learning & Development sub group	Staff who attend NACPC training are offered ongoing learning and development support by NACPC in order to support increased confidence and competence.	Continuous improvement
22	Increase the involvement of stakeholders in evaluating the impact of training on practice	March 2016	Child Protection Learning and Development Co-ordinator CP Learning & Development sub group	Children, young people and families in North Ayrshire are supported and protected by services from staff who's practice improves as a result of training.	Continuous improvement

NA CPC BUSINESS PLAN APRIL 2015 – MARCH 2016

Communication , Collaboration and Co-operation *(Standard 8.4) (QI 9.1, 9.2, 9.3)*

NACPC PRIMARY OBJECTIVES 2015-16:

1. Maximise Pan Ayrshire collaboration

Task		Timescale	Resources/Responsibility	Outcome	Origin
23	Share knowledge, skills and learning with other	March 2016	Child Protection Committee Chair	Children, young people, families, communities and agencies in North Ayrshire benefit from improved	National Guidance for Child Protection in

	Child Protection Committee's		Child Protection Lead Officer Child Protection Learning & Development Coordinator	services as a result of shared learning.	Scotland, 2014.
24	Maximise learning and collaboration across the three Ayrshire Child Protection Committee's	March 2016	Pan Ayrshire Chairs Group And Pan Ayrshire Lead Officers/Co-ordinator Group	Children and young people in North Ayrshire are supported and protected by services that share information about strategic planning objectives	Pan Ayrshire Chairs Group
25	Plan neglect workshops on a Pan Ayrshire basis	December 2015	Pan Ayrshire Learning & Development Coordinators	Children, young people, families and communities across Ayrshire are supported and protected by services from staff who have explored neglect and are confident and competent in addressing this.	Pan Ayrshire Child Protection Event - Neglect

NA CPC BUSINESS PLAN APRIL 2015 – MARCH 2016

Making and maintaining links with other planning fora *(Standard 8.5) (QI 9.1, 9.2, 9.3)*

NACPC PRIMARY OBJECTIVES FOR 2015-16

1. Effectively influence and support other planning fora in order that the needs of children and young people who require protection are carefully considered and that our learning helps inform strategic planning objectives across other partnerships.

Task		Timescale	Resources/Responsibility	Outcome	Origin
26	Consolidate relationship between NACPC and new Health and Social Care Partnership	March 2016	Chair NA CPC NA CPC	Children and young people in North Ayrshire are supported and protected by services that share strategic planning objectives	Establishment of North Ayrshire Health and Social Care Partnership
27	Consolidate link between NACPC and Children’s Services Strategic Partnership	March 2016	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, 2014.
28	Link and contribution to Community Planning Partnership and Single Outcome Agreement.	March 2016	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, 2014.
29	Contribute to Violence Against Women Partnership	March 2016	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, 2014.
30	Work in partnership with NA Alcohol and Drug Partnership	March 2016	NA CPC NA ADP	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, 2014.
31	Work in partnership with NA Adult Protection Committee	March 2016	NA CPC NA APC	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, 2014.

NA CPC BUSINESS PLAN APRIL 2015 – MARCH 2016

Involving children and young people and their families *(Standard 3) (QI 2.1, 5.1)*

NACPC PRIMARY OBJECTIVES 2015-16

1. Effectively utilise new resource for involving children and young people in assessment, planning and review

Task		Timescale	Resources/Responsibility	Outcome	Origin
32	Utilise newly developed resource for children and young people in the child protection system	December 2015	NACPC Information Sub Group NACPC Audit & Evaluation Sub Group	Children and young people in North Ayrshire have their views valued and taken account of by those working with them. Feedback is used in service planning and improvement.	Continuous improvement.
33	Increase understanding of the views of children and young people in general population in relation to child protection	March 2016	NACPC Information Sub Group NACPC Audit & Evaluation Sub Group	Young people have the opportunity to express their views about child protection and safety and to influence the development of policy and service planning.	Continuous improvement

CHANGING CHILDREN'S SERVICES FUND BUDGET ALLOCATION 2014/15	
Income	
Total Budget Allocated from CCSF	£164,797
Contribution from Police	£ 11,157
Total	£ 175,954
Expenditure	
Employee Costs (excluding Child Protection Advisor for Health)	£128,229
Child Protection Learning and Development	£ 7,936
Running Costs (including Hospitality)	£ 9,848
Public Information and Awareness Raising	£9,844
Payments to other bodies	£12,841
Total	£168,698

**MEMBERSHIP OF
North Ayrshire Child Protection Committee**

	TITLE/DESIGNATION	NAME	AGENCY
1.	Chair	Anne Houston	Independent
2.	Vice Chair – Head of Service	Stephen Brown	North Ayrshire Health and Social Care Partnership
3.	Child Protection Lead Officer	Jillian Ingram	NA CPC
4.	Child Protection Learning and Development Co-ordinator	Gary Hoey	NA CPC
5.	Child Protection Admin	Leona Dallas	NA CPC
6.	Reporter Manager	Alan Mulrooney	SCRA
7.	Panel Representative	Vacancy	Children’s Hearing Scotland
8.	Senior Manager, Children & Families	David MacRitchie	North Ayrshire Health and Social Care Partnership
9.	Senior Manager (Criminal Justice Service)	Jim MacCrae	North Ayrshire Health and Social Care Partnership
10.	Consultant Paediatrician (Child Protection)	Dr Mona Rahim	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	Vacancy	Procurator Fiscal
14.	Superintendent	Davie Duncan	Police Scotland
15.	Detective Chief Inspector	John Hogg	Police Scotland, APPU
16.	Detective Inspector	Susan Milloy	Police Scotland, APPU
17.	Divisional Manager	Carol Nelson	Housing, North Ayrshire Council
18.	Assistant Director	Bryan Evans	Children 1 st
19.	Executive Director	John Butcher	Education, North Ayrshire Council
20.	Executive Nurse	Derek Barron	North Ayrshire Health and Social Care Partnership
21.	Alcohol and Drug Partnership Lead Officer	Mark Gallagher	North Ayrshire Alcohol and Drug Partnership
22.	Clinical Nurse Manager Early Years/ Health Visiting Service	Donna McKee	NHS Ayrshire & Arran
23.	Senior Officer Adult Support and Protection	Brenda Walker	North Ayrshire Health and Social Care Partnership

**MEMBERSHIP OF THE
CHIEF OFFICER'S GROUP**

	TITLE/ DESIGNATION	NAME
1.	Elma Murray	Chief Executive, North Ayrshire Council
2.	John Burns	Chief Executive, NHS Ayrshire & Arran
3.	Gillian McDonald	Divisional Commander, Police Scotland 'U' Division

MEMBERSHIP OF NA CPC INFORMATION SUB GROUP

NAME	TITLE	ORGANISATION
Jillian Ingram	Child Protection Lead Officer	NA CPC
Gary Hoey	Child Protection Learning & Development Coordinator	NA CPC
Andrew Keir	GIRFEC Manager	GIRFEC
Hayley Rodgers	Advocacy Development Worker	Children 1 st
Sandra Winton	Child Protection Advisor	NHS A&A
Claire Duncan	Communications Officer	Communications, NAC
Damian Taylor	Community Education Worker	Economy and Communities, NAC
Shannon Morrison	Modern Apprentice	Economy and Communities, NAC
Emma McDermott	Modern Apprentice	Economy and Communities, NAC
Julie Barr	Team Leader – Play and Capacity Building	Economy and Communities, NAC
Sharon Gibson	Team Leader – Parenting and Early Years	Economy and Communities, NAC
Trish Dunlop	Building Parent Capacity Coordinator	Education and Youth Employment

Remit

The Information Sub Group

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	To identify and utilise opportunities for promoting child protection via the media.
3	To identify and utilise opportunities for promoting child protection within the local community, including events.
4	To monitor inventory of promotional materials, literature and guidance documents.
5	To monitor, review and develop NA CPC websites.
6	Actively consult with children and young people in relation to relevant projects.
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	Relevant information for children and young people.

MEMBERSHIP OF NA CPC AUDIT AND EVALUATION SUB GROUP

NAME	TITLE	ORGANISATION
Jillian Ingram	Child Protection Lead Officer	NA CPC
Sandra Winton	Child Protection Advisor	NHS A&A
Susan Milloy	Detective Inspector	Police Scotland
Aileen Craig	Solicitor	Legal & Protective Services
Alan Mulrooney	Reporter Manager	Scottish Children's Reporter Administration
Janeine Barrett	Homelessness Strategy Manager	Housing Services, NAC
Janie Millar	Head Teacher	Education, NAC
Elizabeth Stewart	Senior Manager	North Ayrshire Health & Social Care Partnership
Chrissie Watters	Clinical Team Leader	North Ayrshire Health & Social Care Partnership
Margaret Paterson	Team Manager	North Ayrshire Health & Social Care Partnership
Dianne Garland	Manager, Policy & Practice	North Ayrshire Health & Social Care Partnership
Gary Hoey	Learning & Development Coordinator	NA CPC
Andrew Keir	GIRFEC Manager	Integrated Children's Services
Marcella Taylor	Educational Psychologist	Education and Youth Employment
Evelyn Martin	Development Coordinator	Education and Youth Employment

Remit

Audit and Evaluation Sub Group

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	Share single agency audit and evaluation activity with the group.
5	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 MANAGEMENT INFORMATION SUB GROUP

NAME	TITLE	ORGANISATION
Jillian Ingram	Child Protection Lead Officer	NA CPC
Sandra Winton	Child Protection Advisor	NHS A&A
Carol Nelson	Divisional Manager	Housing Services, NAC
Janice Dorrans	Child Protection Secretary	Social Services, NAC
Scott Bryan/Claire Sillars	Performance Officer	Social Services, NAC
Marjorie Adams	Project Manager	Children's Services strategic Partnership

Remit

Management Information Sub Group

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	Review the child protection management reports prior to submission to NACPC
2	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 LEARNING & DEVELOPMENT SUB GROUP

NAME	TITLE	ORGANISATION
Gary Hoey	Child Protection Learning & Development Co-ordinator	NA CPC
Jillian Ingram	Child Protection Lead Officer	NA CPC
Sandra Winton	Child Protection Advisor	NHS A&A
Anal Mulrooney	Locality Reporter Manager	Scottish Children's Reporter Administration
Fraser Normansell	Detective Sergeant	Police Scotland
Bente Jess	Learning & Development Adviser	Social Services, 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
Evelyn Martin	Development Coordinator	Education & Skills, NAC
Janine Duffy	Training Officer	North Ayrshire Women's Aid

Remit

Learning and Development Sub Group

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.