



NORTH AYRSHIRE CHILD PROTECTION COMMITTEE

ANNUAL REPORT APRIL 2015 – MARCH 2016

and

BUSINESS PLAN APRIL 2016 – MARCH 2017

CONTENTS PAGE

Preface from Chief Officers	Page 2
Introduction	Page 3
NA CPC 'Our Vision'	Page 4
Strategic Links	Page 5
Improving Outcomes	Page 6
Self - Evaluation	Page 7
Annual Statistical Report	Page 8
Significant Case Review	Page 15
North Ayrshire Child & Public Protection Chief Officer Group	Page 15
Fulfilling the NACPC Functions – Progress	Page 16
Business Plan	Page 26
Financial Report	Page 36
Group Membership	Page 37

Preface from Chief Officers

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

North Ayrshire Child Protection Committee continues to be effectively led by Anne Houston, Independent Chair, whose term of office has recently been renewed for a further two years.

This year the Committee has strengthened its membership and improved business processes in order to effectively deliver the child protection business plan during a period of continuing change and challenge.

There has been significant focus over the past year on the development of GIRFEC arrangements across Scotland and preparation for implementation of relevant provisions within the Children & Young People (Scotland) Act 2014. This has created much debate about the “fit” of child protection within the GIRFEC framework and challenged us to consider how effective arrangements are for the wider protection of children and young people.

We welcome such challenge and view this debate as an opportunity for us to reflect on how we continue to improve our services. We are confident that staff across services in North Ayrshire rise to such challenges and continue to keep children’s best interests at the heart of their work.

We look forward to contributing to the recently announced national improvement programme for the protection of children and young people in Scotland and we will continue to provide the leadership, support and direction necessary to ensure that North Ayrshire’s children and young people continue to be protected from harm.

This report outlines the main aspects of the work undertaken by North Ayrshire Child Protection Committee over the past year and we hope you find this useful 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 held a Development Session in August 2015 where we reviewed our membership and evaluated our performance. This has led to a number of improvements including a further strengthening of membership, greater collective ownership and oversight of the work of the subgroups and a more flexible business agenda that encompasses greater opportunity for debate and reflection.

These changes have helped to foster a more discursive environment within and across the Child Protection Committee and enabled members to have a stronger voice.

We have used our voice collectively this year to contribute to national developments in child protection. The two most significant developments are the Children and Young People (Scotland) Act and the recently announced national improvement programme for child protection.

We compiled a robust consultation response to the draft statutory guidance for the new Act and are pleased to note that the final guidance contains appropriate links with child protection.

There has been significant debate this year about the effectiveness of arrangements to protect children and young people, and we have been challenged to better consider the wider agenda of protecting children from all forms of harm.

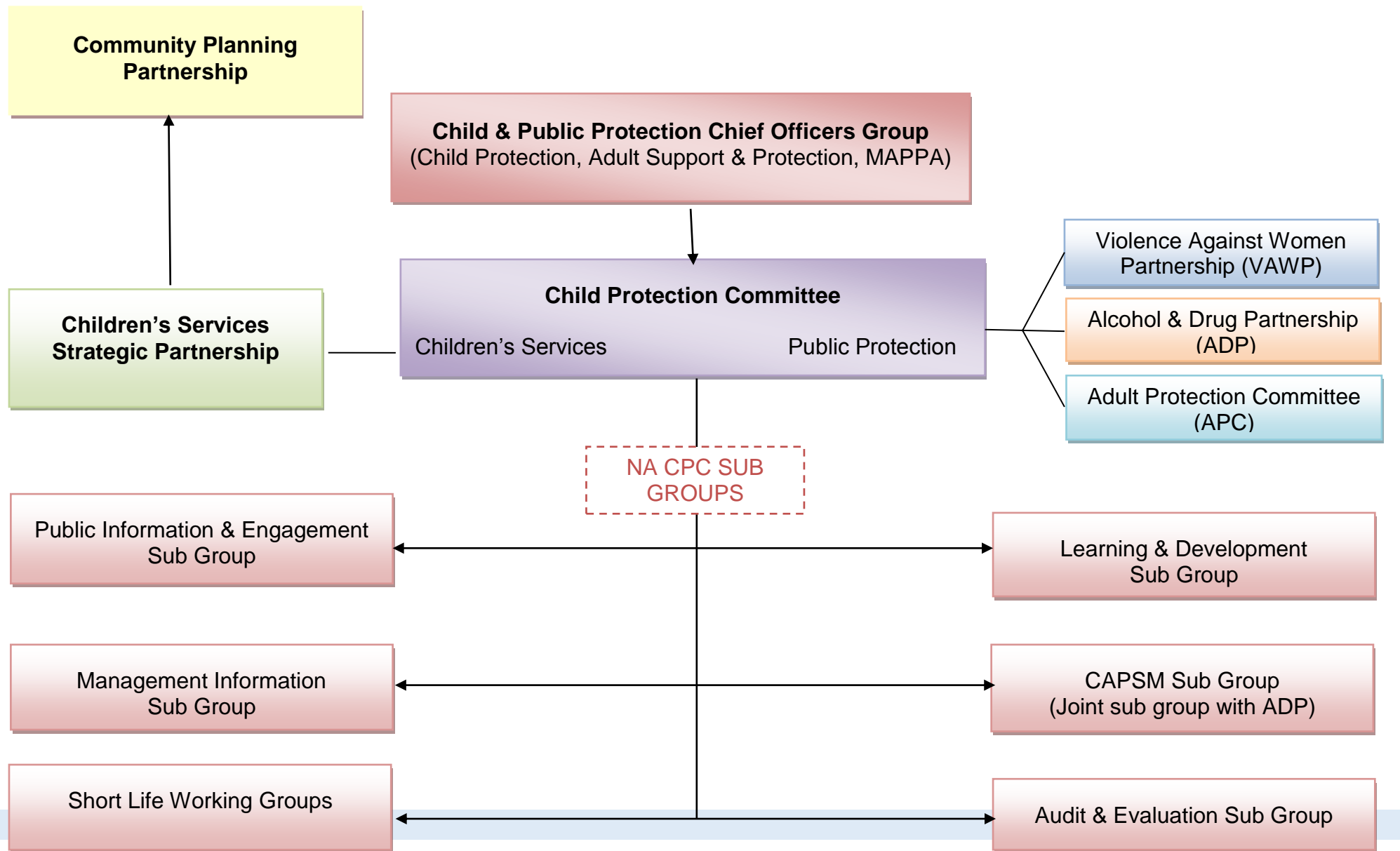
North Ayrshire Child Protection Committee embraces the announcement by the Cabinet Secretary that a national improvement programme for child protection will commence this year and we look forward to the opportunities this will bring to better protect children and young people.

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



Improving Outcomes

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 this year to support this outcome:	We have developed tool kits for use by practitioners working directly with children and young people on the child protection register. These toolkits include a range of worksheets to help engage with children and young people meaningfully about their views in relation to what is happening and to support their involvement in decision-making.
Priority action next year:	We will host a child protection conference where the theme is listening to children and young people. This event will include dissemination of research and associated practice tools in relation to effective communication with children and showcasing work by local young people which helps represent their views.
Intermediate Outcome 2	Children and young people benefit from strategies to minimise harm
Key activity to support this outcome:	We continue to support full implementation of our child protection in primary schools strategy and we have developed a new local resource – a children's story written by a local young person – which will be used in schools as part of ongoing health and well-being work.
Priority action next year:	We will improve engagement with secondary age young people, including exploration of peer support models.
Intermediate Outcome 3	Children and young people are helped by actions taken in immediate response to concerns
Key activity to support this outcome:	The National Risk Framework is used by key services working with families when assessing concerns about children and young people. This framework provides a consistent approach that contributes to ongoing improvement in joint assessment of risk and need.
Priority action next year:	We are working on a Pan Ayrshire basis to improve mechanisms which support joint decision-making and effective recording at the outset of child protection investigations – the IRD process.
Intermediate Outcome 4	Children and young people's needs are met
Key activity to support this outcome:	We have developed and begun to implement our third Joint Self-Evaluation Strategy to ensure children in need of protection have their needs met. We are now utilising a revised and improved methodology to help ensure evaluation findings are more robust, providing a stronger platform on which to build improvement plans.
Priority action next year:	We are participating in a national pathfinder – Stop to Listen – aimed at improving our response to child sexual abuse.

Self - Evaluation

North Ayrshire Child Protection Committee has published a third two-year Joint Evaluation Strategy which outlines our approach to self-evaluation, the methodology used and particular themes that will be focused upon during the two year period.

This year, we conducted a range of evaluation activity around two key themes:

1. **parental mental health** and;
2. **children who were placed back on the child protection register.**

Following a development day where we reviewed our methodology, we utilised an improved range of evaluation activities which included:

- data interrogation
- multi-agency case file audit
- multi-agency staff focus groups
- hearing views from families
- focus groups with key groups of staff

The evaluation activity highlighted both areas of strength and areas for development. Findings from both themes have been shared widely and improvement action is underway across services.

In addition, the evaluation of parental mental health formed part of this year's Chief Officers Group Development Day.

PRISM - Practice Reflection and Improvement Short Modules

PRISM, introduced early in 2014, continues to be used effectively to share self-evaluation findings with frontline staff across a range of services.

Each PRISM has a different topic, all of which are informed by evaluation of local child protection practice.

Evaluation of PRISM is very positive, with staff advising this is an effective way of sharing evaluation findings and involving staff in improvement planning.

Annual Statistical Report

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. Since 2012/13 child protection data has been collected at individual level and additional breakdown and analysis will be available in the future, as the series lengthens. At present, a fairly limited amount of data is available for local areas to consider in terms of national comparison. This section contains key data for the period 1st August 2014 to 31st July 2015, with national comparison where this is available.

Chart 1: Number of concerns about children which are shared with social services

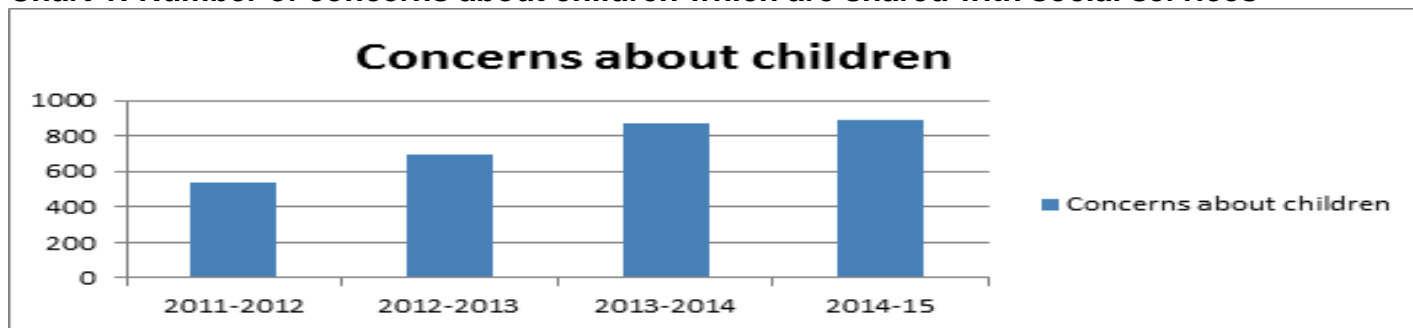
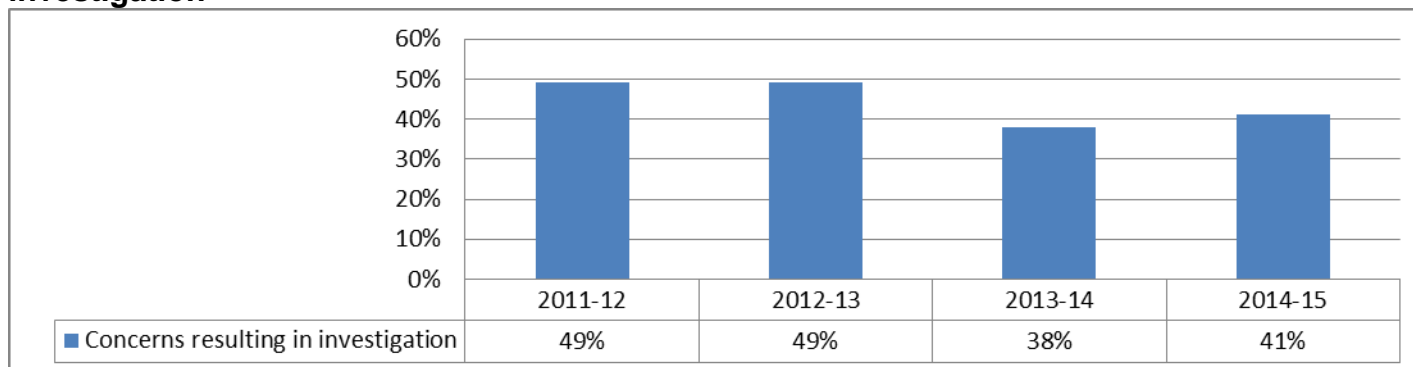


Chart 2: Proportion of concerns about children which are shared with social services which then result in a child protection investigation



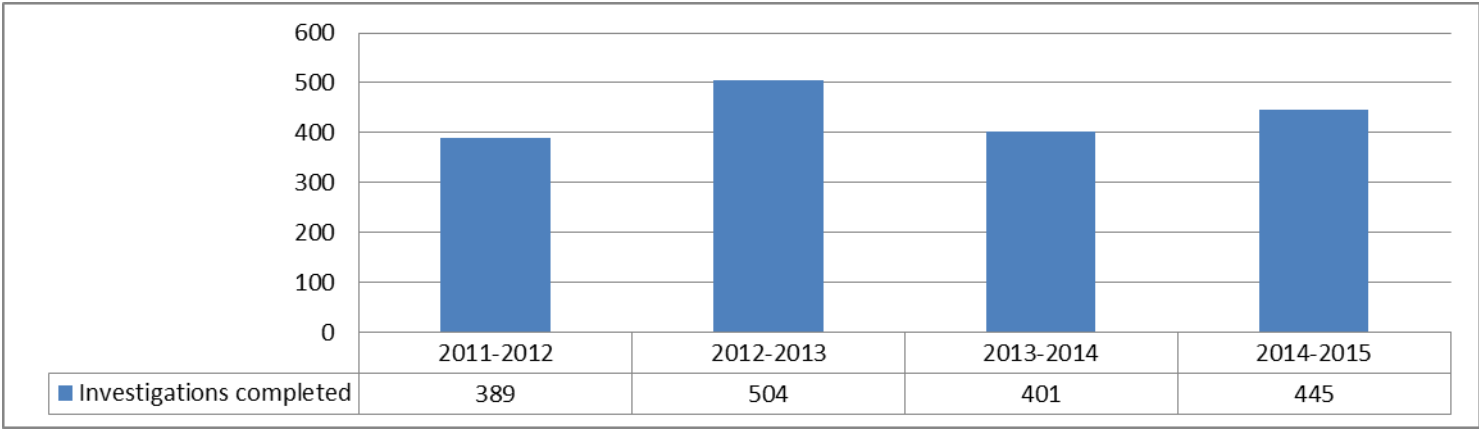
Commentary on charts 1 and 2:

The number of child protection concerns shared with social services in North Ayrshire continues to rise each year. A slightly lower proportion of these are resulting in a child protection investigation. This could be an indication that concerns are being shared at an earlier stage and intervention is preventing these from escalating to the level of child protection investigation. It could also be an indication of a slightly higher

threshold for the initiation of child protection procedures within social services. As part of our ongoing programme of self - evaluation, we conduct regular multi-agency case file audits where we examine practice in individual cases and evaluate outcomes for children. This provides evidence that child protection intervention in North Ayrshire does contribute to improved outcomes for children. In relation to understanding our data, we anticipate this will be enhanced by the re-launch of our Management Information Subgroup and renewed focus on analysing our child protection data. Combining data analysis with our qualitative evaluation of practice will help to provide a more comprehensive picture of child protection in North Ayrshire.

National comparison of these figures is not possible as these do not form part of the national child protection data set.

Chart 3: Number of child protection investigations completed

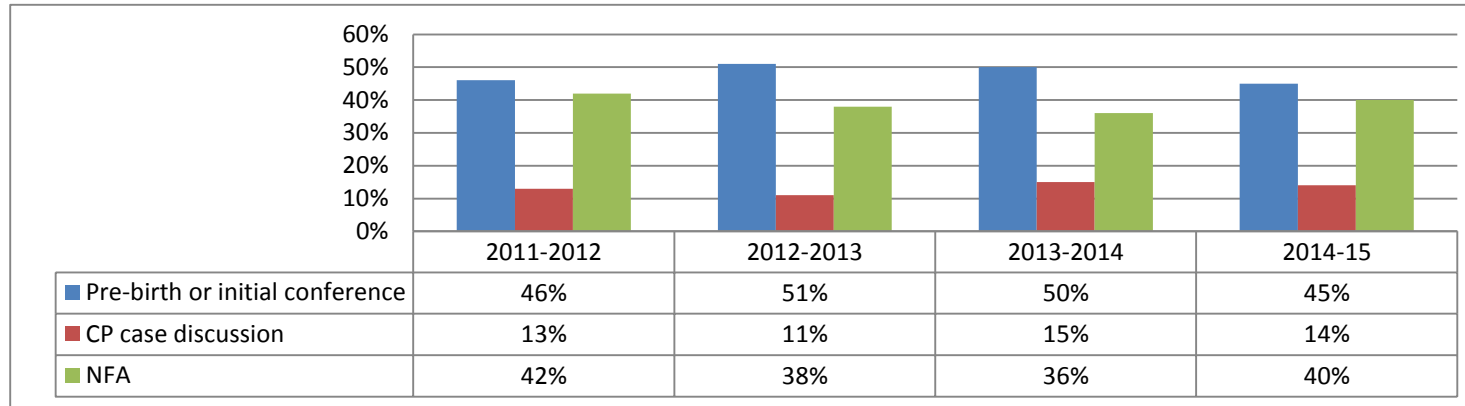


Commentary on chart 3:

A total of 445 child protection investigations took place between 1st August 2014 and 31st July 2015. This represents an 11% increase in comparison with last year. Thus, following a period of significant increases, the number of child protection investigations being undertaken each year reduced last year and this year has risen only slightly. This could be an indication that levels of child protection investigations may be beginning to plateau.

National comparison of these figures is not possible as these do not form part of the national child protection data set.

Chart 4: Outcome of child protection investigation (CP1)



Commentary on chart 4:

45% of investigations this year resulted in a pre-birth or initial child protection conference. This compares with 50%, 51% and 46% over the past three years. Thus, slightly fewer child protection investigations in North Ayrshire have resulted in a child protection conference this year. Possible reasons for this include effective intervention that has prevented the situation escalating, or a slightly higher threshold for progressing to conference. As indicated earlier in this section, we anticipate that the re-launch of our Management Information Subgroup will provide greater analysis and understanding of our data.

Nationally, this data is measured per 1,000 of population aged 0-15. The North Ayrshire rate (varied between 7.7 and 9.6 in past few years) is significantly higher than the national rate (varied between 5.7 and 6.4 in same time period). This is likely to be due to our high number of child protection investigations undertaken.

Chart 5: Conversion child protection conference to registration

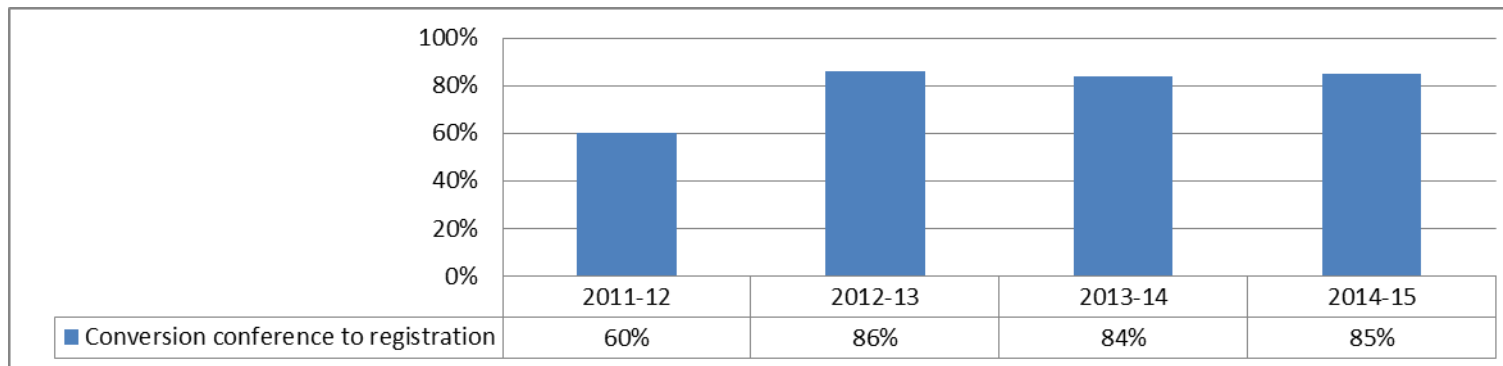
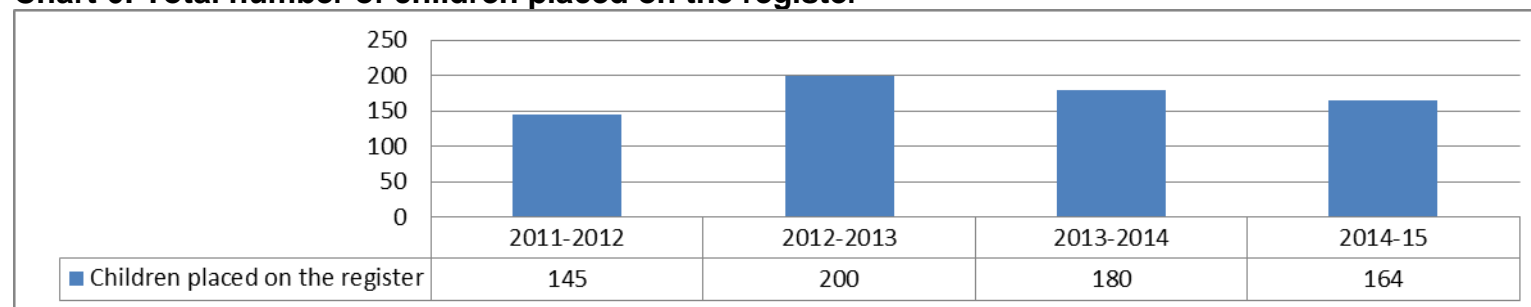


Chart 6: Total number of children placed on the register



Commentary on charts 5 & 6:

Of children who progressed to a child protection conference, 85% were placed on the register which is similar to the last two years figures (though much higher than figures prior to 2011)

A total of 164 children were placed on the register in 2014/15. For the second year this represents a decrease in number of children registered. Last year 180 children in total were placed on the child protection register and in the previous year it was 200.

Nationally, there has been a 4% decrease from the previous year in total number on the child protection register.

In relation to the registration history of children placed on the register, 84 % of children placed on the register had never previously been registered. This is similar to last year's figure of 83%; 1% had been deregistered within the preceding 6 months; 4% between 6 and 12 months; 3% between 12 and 24 months; and 7% deregistered more than 2 years previously.

Nationally, the picture very similar to North Ayrshire in that 84% of children placed on the register had never previously been registered, 3 % had been deregistered within the preceding 6 months; 2% between 6 and 12 months; 2% between 12 and 18 months; 2% between 18 and 24 months; and 7% deregistered more than 2 years previously.

During 2014-15, the most frequently recorded risk/concern factors for children placed on the register in North Ayrshire were: Emotional Abuse, Parental Mental Health Issues, Neglect and Domestic Abuse. Over recent years, emotional abuse and parental mental health issues have increased in frequency of recording of risk factors for children placed on the register. Neglect, non-engagement and domestic abuse also feature frequently. In comparison with previous year's figures, parental drug and alcohol misuse are recorded as affecting more children placed on the register.

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

Chart 7: Total number of children and families deregistered

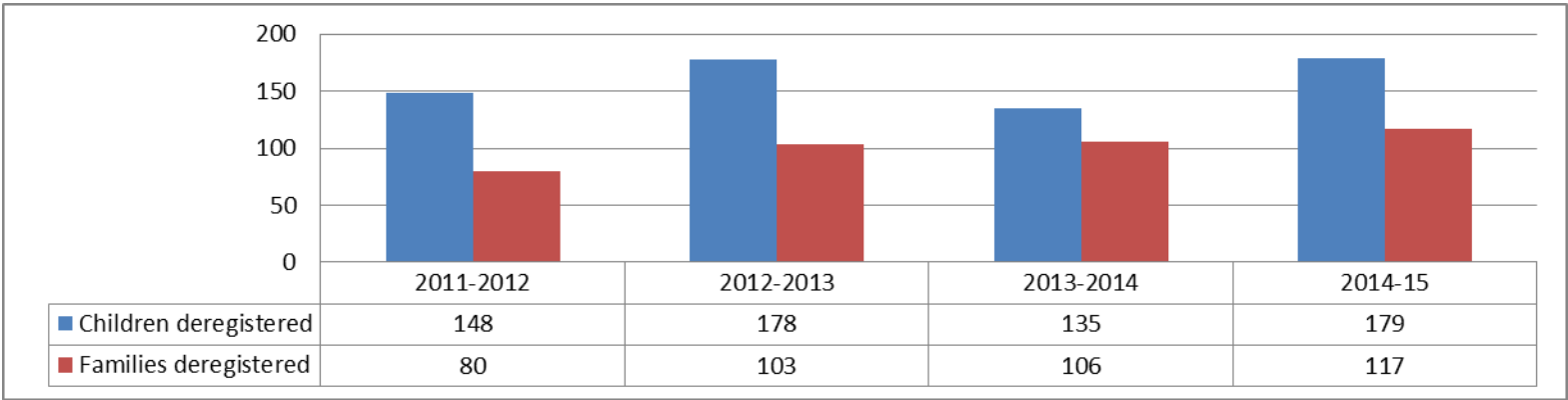
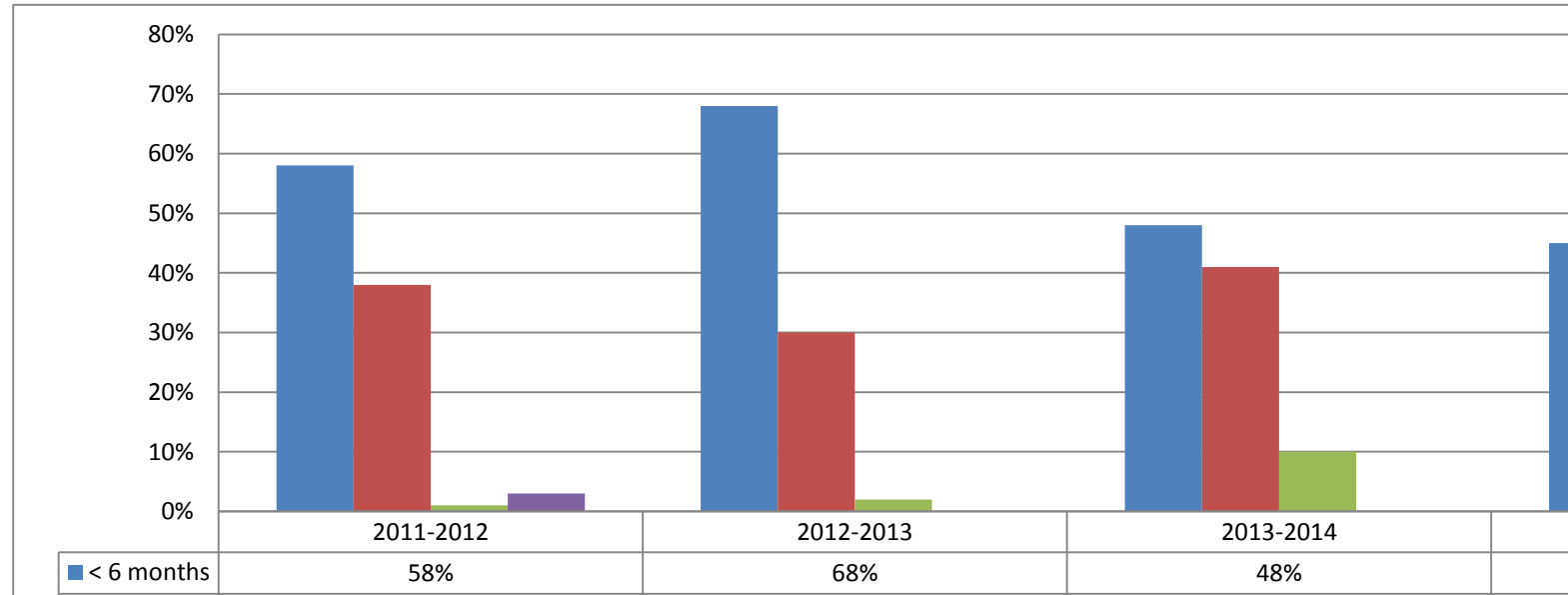


Chart 8: Length of registration at time of deregistration



Commentary on charts 7 & 8:

This year the numbers of children and families being deregistered has risen again. This reflects the national trend. The increase in numbers of children being deregistered after twelve months, which was noted last year, has begun to reduce again. This is positive. It also goes against the national trend which saw a 22% increase in the number of registrations of longer than 12 months.

The national picture for length of registration is as follows: 55% registered less than 6 months; 32% registered 6 months to 1 year; 6% registered 1 year to 18 months; 3% 18 months to 2 years; and 3% registered for 2 years or more.

55% of children in North Ayrshire are deregistered due to an improved home situation. This echoes the national figure which is also 55%.

Chart 9: The rate of children on the child protection register per 1000 population from 2007 - 2015

	2007		2008		2009		2010		2011	
	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
Rate per 1000 pop	2.2	2.8	1.8	2.7	2.3	2.9	2.4	2.8	3.2	2.8

	2012		2013		2014		2015	
	North Ayrshire	Scotland	North Ayrshire	Scotland	North Ayrshire	Scotland	North Ayrshire	Scotland
No. children	74	2,698	92	2,645	108	2,882	90	2,751
Rate per 1000 pop	3.1	3	3.8	2.9	4.6	3.2	3.9	3.0

Source: Scottish Government Children's Social Work Statistics

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 since then North Ayrshire has had a higher rate than national rate.

This year, the rate of children on the register in North Ayrshire decreased for the first time since 2008 (with the exception of a minor decrease in 2012). Thus, although we remain at a higher rate than the national rate, there has been a change in trend locally.

Broad Summary

North Ayrshire continues to experience a high level of child protection activity at all stages of the child protection process.

Increasing numbers of concerns about children are shared with social services and a high number of child protection investigations are undertaken each year. For the past two years, a slightly lower proportion of concerns have resulted in a child protection investigation and this year, a slightly lower proportion of investigations resulted in a child protection conference.

For the second year running, fewer children were placed on the child protection register in total and this has resulted in a **reduction** in the rate of children on the child protection register per 1000 population (aged 0-15 years).

In most cases, when children progress to a child protection conference, they are placed on the child protection register. This is a strong indication that appropriate cases are progressing to conference. Most children are deregistered within twelve months, and the most common reason for deregistration is an improved home situation.

Significant Case Review

In 2015-16 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; however a number of learning points were identified.

An improvement plan to take forward the learning points will be developed, implemented and monitored by North Ayrshire Child Protection Committee.

(NOTE: The decision of the ICR Panel has still to be ratified by Chief Officers. We are awaiting the outcome of toxicology reports)

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 fifth Development Day on the theme of "Mental Health" at the Greenwood Conference Centre in October 2015. The event considered the impact of mental health issues across the lifespan, from pre-birth to older adults, and reflected on effective responses.

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

- Review of NACPC Communications Strategy and publication of updated strategy.
- A story written by a local young person was developed into a child protection resource and published both as a book and a DVD. This has been widely disseminated. The animated story can be viewed on our website. **SEE BOX ON PAGE 17 FOR FURTHER DETAILS.**
- Our annual large public awareness raising event was held in Irvine shopping Mall in July 2015, with support from all partners.
- Publication of child protection graphic on mobile football pitch which is utilised across all areas of North Ayrshire **SEE GRAPHIC**
- Annual broadcast of child protection radio advert on Ayrshire wide basis
- A 10 day Online Safety campaign **SEE BOX ON PAGE 18 FOR FURTHER DETAILS**
- NACPC have hosted a stall at market place events open to the public and professionals where information about child protection was made available
- In preparation for our 2015/16 Business Plan we have appointed a new chair to our Public Information & Engagement Subgroup, developed new terms of reference and produced a comprehensive work plan for next year



OUTCOMES

- A unique child protection resource, written by a local young person
- 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.

STAY STRONG LITTLE MOUSEY

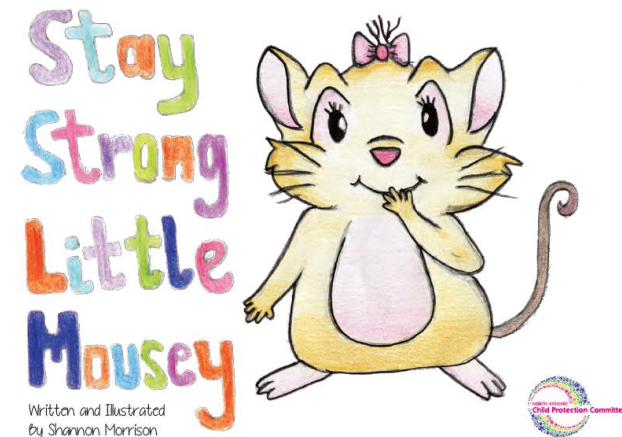
"*Stay Strong Little Mousey*" tells a poignant story of a mouse who feels sad and scared due to circumstances at home. The story was written by a local young person and has been widely shared with universal and targeted services, as well as being made publically available in local libraries. It is hoped that the story will help children in similar situations realise that they are not alone and should speak to an adult if they are worried.

Some comments from parents:

Great project to highlight child abuse. Well done Shannon"

"Very sad but a great idea"

"We can never do enough to protect our children but we can all do something more. "



ONLINE SAFETY CAMPAIGN

North Ayrshire Child Protection Committee has hosted a public awareness event on European Safer Internet Day since 2014.

This year, rather than a single public awareness event marking European Safer Internet Day, the NACPC online safety group agreed to develop a 10 day public awareness campaign comprising of the following elements:

1. Leaflet Drop - “school bag drop” of 22,000 pupils and household drop of 3,500 by unpaid workers team
2. Development of A2 sized on-line message board poster
3. Development of a tri-fold leaflet and an A3 poster, both of which incorporate augmented reality.
Both the leaflet and poster have three graphics, each aimed at young children, teenagers and adults. Each graphic is embedded with a trigger image that when accessed using an app on a mobile phone or tablet, opens an online safety video. Videos were sourced from the Child Exploitation and Online Protection Centre (CEOP).
4. Public awareness event, led by Police Scotland, which utilised our broad range of online safety resources
5. Campus Police Officers provided online safety input in schools
6. An advert re online safety in 17, 000 copies of Tenancy Matters, a publication which is delivered to all North Ayrshire Council tenancies.
7. Don't Risk It, Scan A Biscuit - Utilising augmented reality in a very novel way, on European Safer Internet Day itself, empire biscuits in secondary school were iced with QR codes which, when scanned, accessed the CEOP online safety video for teenagers.
8. Twitter Campaign – ten day countdown to European safer Internet Day with a top tip published each day



Reach is the estimated total number of Twitter accounts that tweets were delivered to. The estimated reach for the tweets for Internet Safety Tips was **62,079**.

Exposure is the total number of times tweets were delivered to twitter timelines or the number of overall potential impressions generated. The exposure for this campaign's tweets were **190,033**.

2. Policies and Procedures

KEY ACHIEVEMENTS

- Following publication of revised national guidance, we have worked with South and East Ayrshire Child Protection Committees to produce a Pan Ayrshire protocol for conducting Significant Case Reviews.
- The Lead Officer for North Ayrshire Child Protection Committee led on the development of a multi-agency good practice document in relation to unborn children or infants of mothers in prison which has been shared nationally.
- We developed and published a local screening tool for child sexual exploitation.
- We have contributed to updated West of Scotland inter-agency child protection procedures.
- We contributed to the development of the Statutory Guidance for the Children & Young People (Scotland) Act 2014
- We established a new working group looking at the interface between adult support & protection and child protection

OUTCOMES

- Updated SCR guidance which supports a consistent approach to this process across Ayrshire.
- Written good practice guidance in relation to mothers in custody.
- A new resource for child sexual exploitation which partners contributed to developing and trialling.
- Updated inter-agency procedures which support services in working together to protect children.
- Statutory Guidance for the Children & Young People (Scotland) Act 2014 contains satisfactory links with child protection processes
- Platform established for the development of any required policies or procedures in relation to the interface between adult support and protection and child protection

SELF EVALUATION STATEMENT

NACPC works with partners to develop and regularly update written guidance and procedures in order to support consistent child protection practice which is based on current knowledge and research.

3. Self Evaluation and Management Information

KEY ACHIEVEMENTS

- Appointment of a new chair for our Audit & Evaluation Subgroup
- Development of our third NACPC Joint Evaluation Strategy
- Shared learning following social services case review
- Robust evaluation activity around two key themes – parental mental health and children who have been placed back on the register
- Analysis of individual risk factors for children placed on the register
- Analysis of pre-birth child protection processes
- Re-launch of NACPC Management Information Subgroup
- Review of child protection management information

OUTCOMES

- Launch of our third two year multi agency joint evaluation strategy.
- Learning from multiple evaluation activities.
- Revised subgroups with new membership and terms of reference

SELF EVALUATION STATEMENT

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

4. Promoting Good Practice

KEY ACHIEVEMENTS

- Continued successful implementation of **PRISM**
- Our mechanism for listening to families in the child protection system was selected as a good practice example at WithScotland National Annual Conference in November 2015
- A good practice note developed in North Ayrshire in relation to mothers in prison has been shared nationally
- Head of Service, Children & Families & Criminal Justice shared learning from local case review at CPCScotland meeting

OUTCOMES

- Practitioners across services in North Ayrshire have access to increased opportunities for multi- agency reflection and learning
- North Ayrshire shares relevant local learning across Scotland

SELF EVALUATION STATEMENT

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

5. Training and Development

KEY ACHIEVEMENTS

- Successful delivery of the 2015-16 multi-agency training programme
- Revision of processes for promoting multi-agency learning and development events
- Development and delivery of Pan Ayrshire Neglect Workshops in collaboration with East and South Ayrshire Child Protection Committees
- FGM Awareness Raising event to mark inaugural FGM Day
- Local multi-agency briefings in respect of Getting Our Priorities right
- Launch and initial evaluation of new managers skills courses

OUTCOMES

- Increased levels of staff from key agencies attending child protection training and development opportunities.
- Staff have access to courses which are continually updated to reflect current best practice
- 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

- NACPC Development Day held in August 2015 to review membership, processes, communication and co-operation.
- North Ayrshire Child Protection Website is updated regularly and is used by staff and the public.
- Demonstration of effective communication at Committee and subgroup meetings, including improved reporting on subgroup activity.
- The Chair, North Ayrshire Child Protection Committee, currently chairs CPCScotland and is a member of other national groups representing this forum.
- The Child Protection Lead Officer currently chairs the National Child Protection Lead Officer Group.
- Regular networking takes place locally, regionally and nationally.
- Pan Ayrshire development session November 2015, involving Chairs, Lead Officers and key representatives from Health, Police, Education and Social Services.

OUTCOMES

- North Ayrshire Child Protection Committee has improved business processes to support better communication and co-operation.
- North Ayrshire Child Protection Committee demonstrates effective communication with other Child Protection Committees 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

- 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). A development session has taken place and the subgroup is being re-launched with a new chair.
- North Ayrshire Child Protection Committee continues to be an active member of North Ayrshire Violence Against Women Partnership.
- The Child Protection Lead Officer is an active member of North Ayrshire Adult Protection Committee Improvement subgroup and has shared relevant learning in order to support the first multi-agency case file audit of adult support and protection in North Ayrshire.
- Existing local, regional and national connections continue.

OUTCOMES

- Continuing relationships across the Public Protection planning fora.
- Shared learning between Adult Protection Committee and Child Protection Committee

SELF EVALUATION STATEMENT

We believe we have strong relationships with key strategic partnerships in North Ayrshire which facilitate collaboration and shared learning.

8. Involving Children and Young People and their Families

KEY ACHIEVEMENTS

- Review and re-launch of the mechanism for seeking feedback from families in the child protection system
- Wide dissemination of toolkit to help children and young people to express their views and contribute to decision making
- Involvement of local young person in developing a child protection resource

OUTCOMES

- Improved resourcing of the mechanism used to listen to the views of families in the child protection system
- Increased use of new toolkit to engage with children and young people
- Skill development for local young person

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 2016 – MARCH 2017

Progress in relation to the North Ayrshire Child Protection Committee Business Plan for 2015/16 has been reported in our Annual Report. This will be published in June 2016.

The 2016-17 Business Plan has been developed with reference to the Scottish Executive Framework for Standards and HMle 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 2016-17:

1. To engage with new stakeholders within the community
2. To build upon use of social media in promoting child protection awareness

Task		Timescale	Resources/Responsibility	Outcome	Origin
1	Implement 2015-17 NACPC Communications Strategy	March 2017	Public Information & Engagement Subgroup	Children and young people in North Ayrshire are better protected due to effective Communication Strategy which raises awareness of child protection for communities, families and professionals.	Remit of Public Information & Engagement Subgroup
2	Engage with local taxi drivers with regard to child protection awareness	December 2016	Public Information & Engagement Subgroup	Children and young people in North Ayrshire are better protected due to increased awareness of child protection amongst key members of the community.	Identified next stage of work building on public awareness and strengthening community engagement
3	Utilise social media to promote key child protection messages	March 2017	Public Information & Engagement Subgroup	Key child protection messages are disseminated utilising a variety of formats.	Successful trial of use of twitter for online safety campaign
4	Engage with young people in secondary schools to promote peer support	March 2017	Public Information & Engagement Subgroup	Young people have increased peer support available in relation to worries or concerns.	Identified area for development by Public Information & Engagement Subgroup

NA CPC BUSINESS PLAN APRIL 2016 – MARCH 2017

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

NACPC PRIMARY OBJECTIVES FOR 2016-17

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

Task		Timescale	Resources/Responsibility	Outcome	Origin
5	Implement newly developed Pan Ayrshire Significant Case Review procedure	March 2016	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
6	Develop multi agency guidance for staff in relation to the interface between child protection and adult support and protection	September 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
7	Review Unseen Child Guidance	September 2016	Child Protection Lead Officer	Children and young people who may be "unseen" are promptly identified and responded to in line with up to date guidance.	Recommendation following learning from Declan Hailey Fatal Accident Inquiry
8	Review multi agency guidance in relation to under age sexual activity	September 2016	Child Protection Lead Officer	Young people engaged in under age sexual activity have their needs appropriately assessed and met by staff utilising up to date guidance.	Publication of revised national guidance in this area
9	Ensure there are effective links between the developing policy and guidance for wider children's services and current best practice in child protection.	March 2017	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 2016 – MARCH 2017

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 2016-17

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
10	Implement 2015-17 Joint Self Evaluation Strategy	March 2017 – 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
11	Support wider children's services in self- evaluation and quality assurance	March 2017	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
12	Revise child protection management information reports provided to NACPC	June 2016	Management Information Subgroup	NACPC receives child protection management information that usefully demonstrates trends and is utilised to inform inter-agency child protection strategy.	Re-launch of management information subgroup as agreed at 2015 NACPC Development Session.
13	Develop, and implement and monitor improvement plan from Initial Case Review	April 2016	NACPC Audit & Evaluation Subgroup	Children, young people and families are effectively supported by services subject to continuous improvement informed by learning from case reviews.	Initial Case Review conducted in February 2016

NA CPC BUSINESS PLAN APRIL 2016 – MARCH 2017

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

NACPC PRIMARY OBJECTIVES FOR 2016-17:

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 2017	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 Utilise PRISM in promoting good practice in child protection by sharing local learning to support improvement	March 2017	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.
16 Utilise Practitioner Forum's to share learning from elsewhere and promote good practice	March 2017	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
17 Convene a multi-agency conference to disseminate research in relation to communicating effectively with children and young people	December 2016	Child Protection Lead Officer Collaboration between learning & development subgroup and public information & engagement subgroup	Children and young people are better listened to, supported and respected due to increased confidence and competence of multi-agency workforce in communicating with children and young people	UK Wide Research Project – input given at National Child Protection Lead Officers Group

NA CPC BUSINESS PLAN APRIL 2016 – MARCH 2017

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

NACPC PRIMARY OBJECTIVES FOR 2016-17

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

Task	Timescale	Resources/Responsibility	Outcome	Origin
18	Deliver 2016 -2017 child protection training programme informed by local need	March 2017 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
19	Explore avenues to develop e-learning opportunities within the NACPC training programme	March 2017 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 in different formats.	2015 Training Needs Analysis
20	Develop a local training for trainers course to support staff in developing skills to deliver child protection training	October 2016 Children and young people in North Ayrshire receive services from confident and competent staff who have access to training which meets their needs.	Children and young people in North Ayrshire receive services from confident and competent staff who have access to training delivered by a range of tutors.	2015 Training Needs Analysis

NA CPC BUSINESS PLAN APRIL 2016 – MARCH 2017

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

NACPC PRIMARY OBJECTIVES 2016-17:

1. Maximise Pan Ayrshire collaboration

Task		Timescale	Resources/Responsibility	Outcome	Origin
21	Share knowledge, skills and learning with other Child Protection Committee's	March 2017	Child Protection Committee Chair Child Protection Lead Officer Child Protection Learning & Development Coordinator	Children, young people, families, communities and agencies in North Ayrshire benefit from improved services as a result of shared learning.	National Guidance for Child Protection in Scotland, 2014.
22	Maximise learning and collaboration across the three Ayrshire Child Protection Committee's	March 2017	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
23	Plan Pan Ayrshire development session in relation to implementing new Pan Ayrshire SCR guidance	December 2016	Pan Ayrshire Chairs and Leads Group	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.	Development of new Pan Ayrshire Guidance in relation to Significant Case Reviews

NA CPC BUSINESS PLAN APRIL 2016 – MARCH 2017

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

NACPC PRIMARY OBJECTIVES FOR 2016-17

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
24	Support continuing development of the Health and Social Care Partnership by working with adult mental health services to improve increased focus on the needs of children and young people.	March 2017	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
25	Maintain link between NACPC and Children’s Services Strategic Partnership by providing appropriate updates when requested or as appropriate	March 2017	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.
26	Review link and contribution to Community Planning Partnership and Single Outcome Agreement to ensure the protection of children and associated issues/resources are	March 2017	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.

	taken account of in planning				
27	Raise awareness of Violence Against Women issues that link to child protection, including female genital mutilation, forced marriage, commercial sexual exploitation and trafficking, sexual abuse, and domestic abuse.	March 2017	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.
28	Strengthen the link with NA Alcohol and Drug Partnership by building on ADP Chair's role within both NACPC and Safer North Ayrshire Partnership and co-facilitate the Children Affected by Parental Substance Misuse (CAPSM) subgroup with NA Alcohol and Drug Partnership in order to deliver this year's workplan	March 2017	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.
29	Work in partnership with NA Adult Protection Committee to identify interface and any other issues with particular focus on	March 2017	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.

	the implications of the implementation of the Children & Young People Act 2014.				
--	---	--	--	--	--

NA CPC BUSINESS PLAN APRIL 2016 – MARCH 2017

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

NACPC PRIMARY OBJECTIVES 2016-17

1. Promote the voice of children and young people who have experience of the child protection system

Task		Timescale	Resources/Responsibility	Outcome	Origin
30	Continue to utilise findings from the re-launched family feedback mechanism	March 17	Child Protection Lead Officer Public Information & Engagement Subgroup Audit & Evaluation Subgroup	Children, young people and families in North Ayrshire are meaningfully involved in child protection processes and decision making. Feedback in relation to their experiences is used in service planning and improvement.	Continuous improvement.
31	Showcase DVD's developed by local young people and disseminate these to services Linked to task 17 above	December 2016	Child Protection Lead Officer	Children, young people and families in North Ayrshire receive services from staff who have an improved understanding of their perspective.	Continuous improvement.
32	Continue to promote the use of materials to seek and record the views of children and young people in relation to individual child's plans.	March 2017	NA CPC	Children and young people in North Ayrshire have plans to meet their needs which take full account of their views and wishes.	Building on launch of new materials last year.

CHANGING CHILDREN'S SERVICES FUND BUDGET ALLOCATION 2015/16	
Income	
Total Budget Allocated from CCSF	£149,932
Contribution from Police	£ 9694
Total	£ 159,626
Expenditure	
Employee Costs	£112,331
Child Protection Learning and Development	£ 9, 656
Running Costs (including Hospitality)	£ 10,838
Public Information and Awareness Raising	£ 10,128
Payments to other bodies	£11,673
Total	£ 154.626

**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.	CP Learning and Development Co-ordinator	Gary Hoey	NA CPC
5.	Child Protection Admin	Louise Baird	NA CPC
6.	Reporter Manager	Alan Mulrooney	SCRA
7.	Senior Manager, Children & Families	Elizabeth Stewart	North Ayrshire Health and Social Care Partnership
8.	Senior Manager (Criminal Justice Service)	David MacRichie	North Ayrshire Health and Social Care Partnership
9.	Nurse Director	Hazel Borland	NHS Ayrshire & Arran
10.	Consultant Paediatrician (Child Protection)	Dr Mona Rahim	NHS Ayrshire & Arran
11.	Nurse Consultant for Vulnerable Children	Maureen Bell	NHS Ayrshire & Arran
12.	Child Protection Advisor	Sandra Winton	NHS Ayrshire & Arran
13.	Superintendent	Linda Jones	Police Scotland
14.	Senior Manager, Housing Services	Carol Nelson	North Ayrshire Council
15.	Assistant Director	Fiona McBride	Children 1 st
16.	Executive Director, Education	John Butcher	North Ayrshire Council
17.	Head of Service, Education & Youth Employment	Caroline Amos	North Ayrshire Council
18.	Lead Nurse	Derek Barron	North Ayrshire Health and Social Care Partnership
19.	Lead Officer, Alcohol and Drug Partnership	Mark Gallagher	North Ayrshire Alcohol and Drug Partnership
20.	Chair, Alcohol & Drug Partnership	Tim Ross	Police Scotland
21.	Senior Manager Universal Early Years	Donna McKee	North Ayrshire Health and Social Care Partnership
22.	Head of Service, Mental Health services	Thelma Bowers	North Ayrshire Health and Social Care Partnership
23.	Clinical Director	Dr Paul Kerr	North Ayrshire Health and Social Care Partnership
24.	Head of Service, Connected Communities	Audrey Sutton	North Ayrshire Council
25.	Aileen Craig, Team Manager, Legal Services	Aileen Craig	North Ayrshire Council

**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 PUBLIC INFORMATION & ENGAGEMENT SUB GROUP

NAME	TITLE	ORGANISATION
Donna McKee (Chair)	Senior Manager Universal Early Years	NA Health & Social Care Partnership
Jillian Ingram	Child Protection Lead Officer	NA CPC
Andrew Keir	GIRFEC Manager	GIRFEC
Kelly Baker	Marketing & Events Officer	North Ayrshire Council
Lindsay Brunton	Advocacy Development Worker	Children 1 st
Tracey Carswell	Clinical Team Leader	NA Health & Social Care Partnership
Damian Taylor	Community Education Worker	Youth Services, North Ayrshire Council
Shannon Morrison	Modern Apprentice	Youth Services, North Ayrshire Council
Fiona Hopkins	Senior Manager	Education, North Ayrshire Council
Lindsay Morris	Senior Manager	Education, North Ayrshire Council
Sharon McDowall	Head teacher	Education, North Ayrshire Council
Susan Milloy	Detective Inspector	Police Scotland
Tony Harkin	Local authority Liaison Officer	Police Scotland
Lorne Campbell	Business development Manager	KA leisure

2016/17 Group Remit

Group Purpose:	
To develop, implement and oversee the North Ayrshire Child Protection Committee Communications 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.
4	To ensure the views of children, young people and their families are clearly evidenced in the work of North Ayrshire Child Protection Committee.
Group Tasks:	
1	Continue to implement 2015-17 NACPC Communications Strategy.
2	To identify and utilise opportunities for promoting child protection within the local community, including events and through the media.
3	To monitor inventory of promotional materials, literature and guidance documents.
4	To regularly update and continually promote the NA CPC websites.
5	To engage with young people in secondary schools to promote peer support.
6	Actively consult with children and young people in relation to relevant projects.
7	Maximise the use of audio/visual products and information packs which help represent the voice of the child/young person.
7	Engage with local taxi drivers with regard to child protection awareness.
8	Utilise social media to promote key child protection messages.
Outcomes:	
1	Increased awareness of child protection across the population of North Ayrshire.
2	NA CPC websites are regularly visited by children, young people, members of the public and professionals.
3	Young people in secondary schools provide increased peer support.
4	The perspective of children in the child protection system is better understood by practitioners and better reflected in meetings.
5	Materials are informed by the perspective of children and young people.
6	Groups within the wider community are more engaged with protecting children.

MEMBERSHIP OF NA CPC AUDIT AND EVALUATION SUB GROUP

NAME	TITLE	ORGANISATION
Elizabeth Stewart (Chair)	Senior Manager Children & Families	NA Health & Social Care Partnership
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	Senior Manager, Homelessness & Community Safety	Housing Services, NAC
Susan Patrick	Head Teacher	Education, North Ayrshire Council
Philip Gosnay	Senior Manager	Education, North Ayrshire Council
Anne Pittams	Clinical Team Leader	NA Health & Social Care Partnership
Margaret Paterson	Team Manager	NA Health & Social Care Partnership
Alison Paterson	Senior Manager Practice & Policy	NA 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

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
Elizabeth Stewart	Senior Manager	NA Health & Social Care Partnership
Andrew McClelland	Senior Manager	Education, North Ayrshire Council
Alan Mulrooney	Reporter Manager	SCRA
Stuart Singleton	Performance Officer	NA Health & Social Care Partnership
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	Children's Services Planning 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
Caroline Amos (Chair)	Head of Service	Education, North Ayrshire Council
Gary Hoey	Learning & Development Co-ordinator	NA CPC
Jillian Ingram	Child Protection Lead Officer	NA CPC
Sandra Winton	Child Protection Advisor	NHS A&A
Eilidh Wilson	Locality Reporter Manager	Scottish Children's Reporter Administration
Fraser Normansell	Detective Sergeant	Police Scotland
Bente Jess	Learning & Development Adviser	Social Services, NAC
Ann Kennedy	Prevention Officer	Prevention Service & Support Team Addiction Services, Ayrshire
Carol Nelson	Senior Manager	Housing, North Ayrshire Council
Alison Allan	Senior Manager	Education, North Ayrshire Council
Ellen Cummings	Headteacher	Education, North Ayrshire Council

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.

North Ayrshire ADP/CPC CAPSM Sub Group

NAME	TITLE	ORGANISATION
Roseanne Burns (Chair)	Team Manager	NA Health & Social Care Partnership
Mark Gallagher	Alcohol and Drug Lead Officer	NA ADP
Jillian Ingram	Child Protection Lead Officer	NA CPC
Gary Hoey	Learning & Development Co-ordinator	NA CPC
Sandra Winton	Child Protection Advisor	NHS Ayrshire & Arran
Cheryl Gilmour	Addiction Recovery Policy Officer	NA ADP
Graham Lindsay	Team Manager, Addictions	NA Health & Social Care Partnership
Kay Montgomery	Specialist Team Manager	NA Health & Social Care Partnership
Martin Timmons	Team Manager	NA Health & Social Care Partnership
Tracey Steven	Service Manager	Children 1 st
Terri McIntosh	Senior Manager	Education & Youth Employment, NAC
Lorna Fulton	Specialist Midwife	NHS Ayrshire & Arran
David Weir	Service Manager	North Ayrshire Carers Centre
Jim Durning	Service Manager	Barnardos
Chrissie Watters	Clinical Team Leader	NA Health & Social Care Partnership
Fraser Normansell	Detective Sergeant	Police Scotland

Remit

CAPSM

The North Ayrshire Children Affected by Parental Substance Misuse Group (CAPSM) will work to improve the quality and accessibility to services for Children and Young People who are at risk due to the harmful effects of parental / care giver alcohol and / or drug misuse.

The CAPSM Group is a recognised sub-group of the North Ayrshire Alcohol and Drug Partnership (ADP) and the Child Protection Committee (CPC), and will link with other strategic Community Planning groups, including Safer North Ayrshire Partnership (SNAP).

Objectives:

- To strengthen understanding across agencies of needs of children and young people affected by parental substance misuse.
- To support partners in developing an effective inter-agency response to children and young people affected by parental substance misuse.
- To strengthen communication links & joint working between adult and children's services.
- To ensure all developments in this area are aligned with the wider GIRFEC change agenda developments in North Ayrshire and that cognisance is taken of linked to relevant strategies including the Early Years Framework and the Parenting & Family Support Strategy.