



North Ayrshire Child Protection Committee Learning and Development Annual Report

January 2019 – December 2019

Calendar

For everyone											
Child Protection Self Learning Pack						Download from www.childprotectionnorthayrshire.info					
Practice Reflection Improvement Short Module						Dates to be announced					
For The General Contact Workforce	Jan	Feb	Mar	Apr	May	Jun	Aug	Sep	Oct	Nov	Dec
Child Protection Awareness	📌		18th		17th						9th
Chronology Workshop	📌		21st							5th	
Working with Resistance	📌		8th				23rd				
Domestic Abuse and Child Protection	📌	22nd				7th					
Information Sharing and Confidentiality TBC	📌										
Cultural Perspectives in Child Protection	📌						30th				5th
Child Sexual Exploitation and Trafficking	📌	25th			2nd					29th	
Connecting and Communicating With Children and Young People	📌	15th					22nd				
Multi-Agency Roles in Child Protection	📌								25th		
Disability Awareness in Child Protection	📌	18th							4th		
Resilience-Trauma Informed Practice	📌			23rd			21st				11th
Keeping Children Safer Online	📌		29th								
The Specific Contact Workforce	Jan	Feb	Mar	Apr	May	Jun	Aug	Sep	Oct	Nov	Dec
National Risk Framework for the Assessment of Children and Young People	📌				10th					22nd	
Children Living with Parental Mental Health Issues	📌							30th			
Emotional Abuse and Neglect	📌				13th						
GOPR - Children Living with Parental Substance Use	📌		6th			3rd		2nd			2nd
Court Skills TBC	📌										
Working with Children and Young People With Problematic Sexual Behaviour	📌				7th	14th		6th			
Child Sexual Abuse	📌							13th			
The Intensive Contact Workforce	Jan	Feb	Mar	Apr	May	Jun	Aug	Sep	Oct	Nov	Dec
Sand Stories Date TBC	📌										
The Law and Child Protection	📌					10					
Participating in the Child Protection Conference	📌										
Children Who Are Fatally Injured or Significantly Harmed By Their Parents	📌				21						
Managers Skills in Child Protection - Supervision	📌			29							12
Managers Skills in Child Protection - Decision Making	📌										

Parameters of the report

As outlined in the National Framework for Child Protection Learning and Development in Scotland 2012 – the training is designed and delivered in relation to the General Workforce, the Specific Contact Workforce and the Intensive Contact Workforce.

The report outlines the range of courses, the range of agencies accessing the course , number of participants and the number of participants from each agency that have accessed development sessions annually.

A total of 1362 people attended, multi agency, bespoke, workshops and training in 2019.

* INDICATES TRAINING WAS COMMISSIONED FROM AND PROVIDED BY AN EXTERNAL PROVIDER

National Framework for Child Protection Learning and Development in Scotland, 2012

'The well-being and safety of children relies on the competences, knowledge and skills of the multi-agency workforce. Working together requires the interaction of all services, the public, children and families. For the system to work effectively, it is essential that everyone understands the contribution they can make and how these contributions work together to provide the best outcomes for children. Social workers, health professionals, police, housing and educational staff, third and private sector, all those working in adult protection and anyone else who works with children and families, should be aware that they require particular skills to protect children and young people from harm. We must not forget that the well-being and safety of children is everyone's responsibility'.

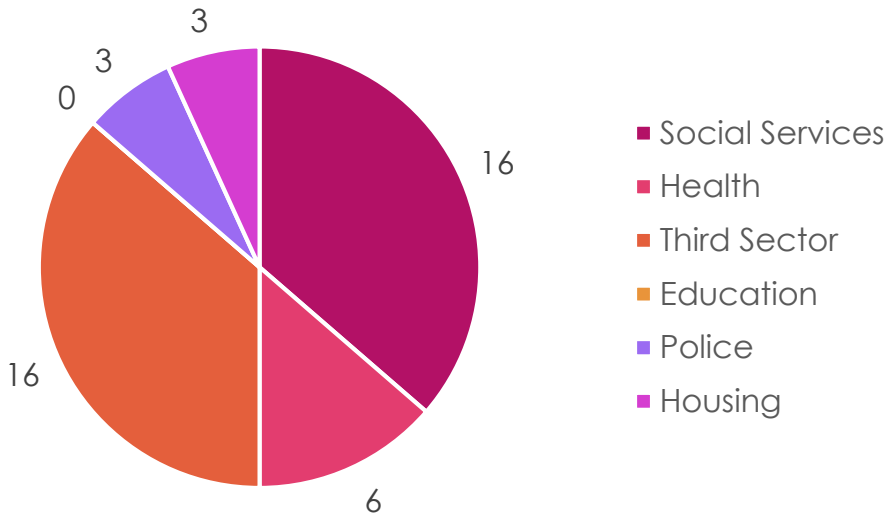
National Framework for Child Protection Learning and Development in Scotland
2012

Headline Messages

- The courses are offered and accessed by all agencies in North Ayrshire, however there has been a drop in attendance by Police colleagues from 44 in 2018 to 5 in 2019
- Although education staff have attended throughout the year, the majority of attendees are early years practitioners
- The third sector have increased their attendance by over 100 participants
- Health and Social Service staff remain consistent in their attendance
- Measuring the long-term impact of practice development inputs remains a challenge, and is an identified area for development in 2020/2021
- All agencies/services that attend, value the opportunity to discuss practice issues/learning on a multi-agency basis
- Multi-agency training is identified as an essential component in building common understanding and fostering good working relationships, which are vital to effective child protection.
- Please note that this report was developed during the Covid 19 pandemic. Subsequently, this has impacted future plans for learning and development, and is referenced within the report.

Child Sexual Exploitation and Trafficking - 3 sessions in 2019

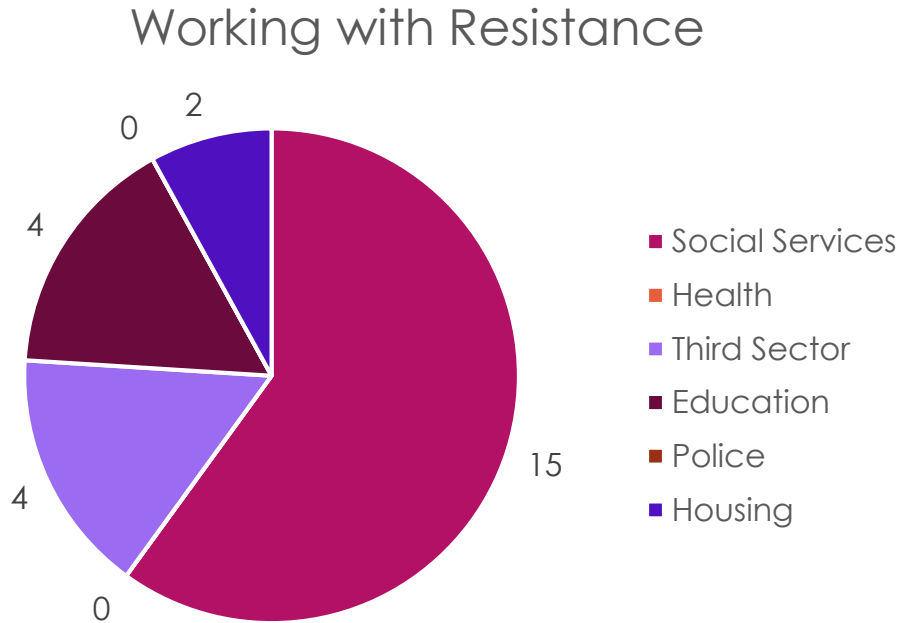
Child Sexual Exploitation and Trafficking



Comments from Participants

- ▶ 'Generated debate and discussion'
- ▶ 'More confident and would be able to use new knowledge and skills in practice'
- ▶ 'Better understanding of the process involved'
- ▶ 'More aware of signs and indicators of CSE'

Working with Resistance - 2 multi agency sessions and 2 locality sessions in 2019

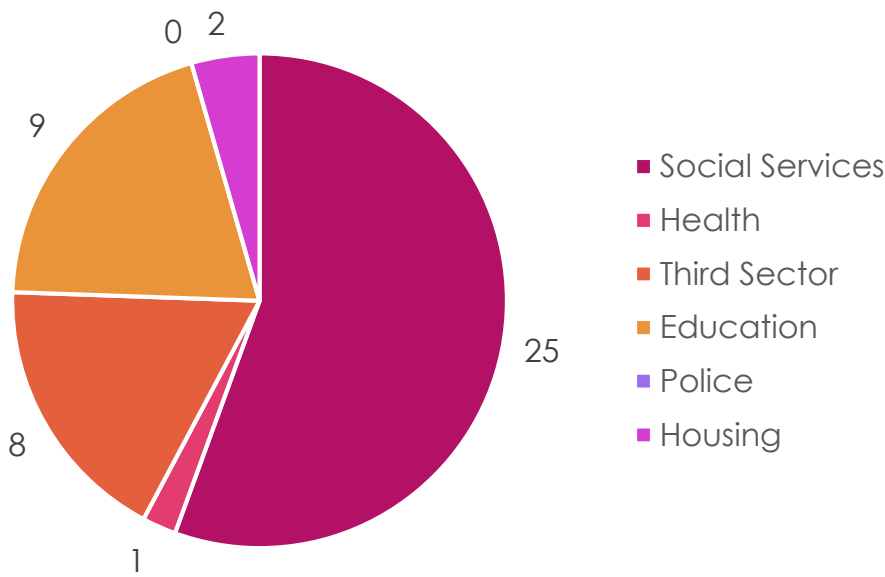


Comments from Participants

- ▶ ‘Thoroughly enjoyed this training and will take away loads of experiences from it’
- ▶ ‘Helpful. Better equipped to recognise signs of resistance (from parents)’
- ▶ ‘Use professional curiosity’

Keeping Children and Young People Safe Online - 3 Sessions in 2019

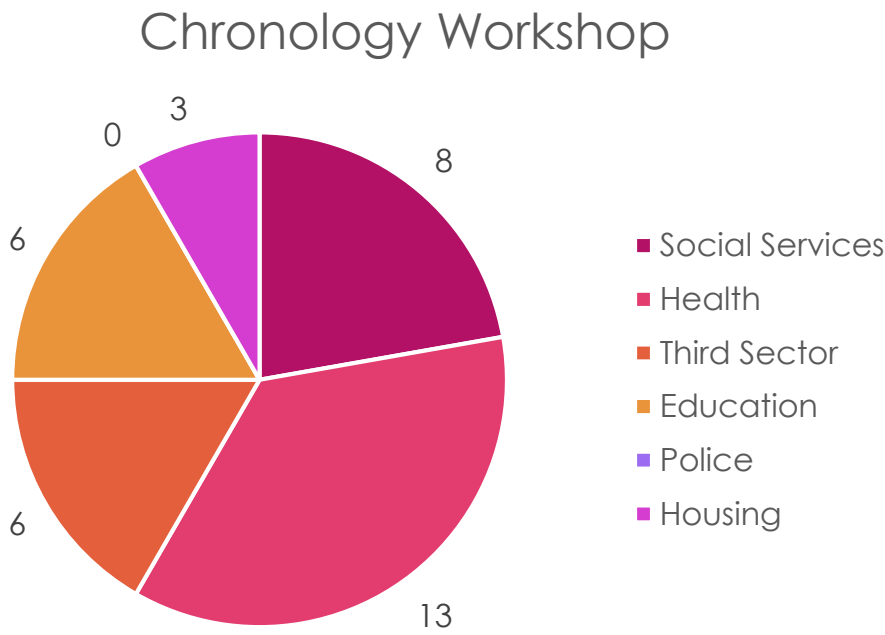
Keeping Children Safe on line



Comments from Participants

- ▶ ‘The different ways abuse can occur and actions/resources to prevent/assist’
- ▶ ‘Excellent as always very informative and approachable’
- ▶ ‘Very informative and helpful’
- ▶ ‘Interesting and eye opening’

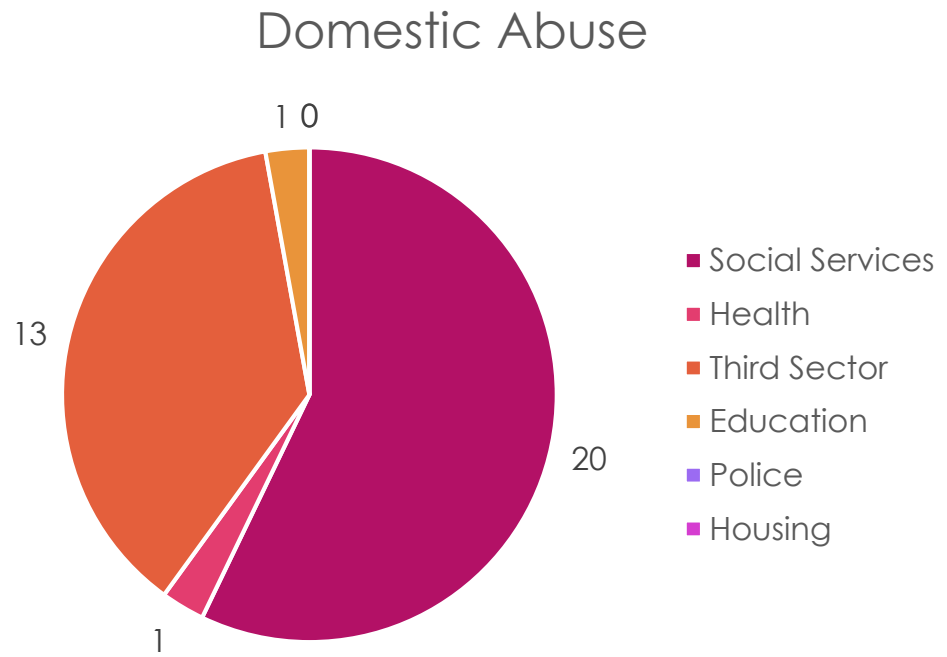
Chronology workshop - 2 sessions in 2019



Comments from Participants

- ▶ ‘Made it very enjoyable’
- ▶ ‘Made everything very clear’
- ▶ ‘What information to include in a chronology’
- ▶ ‘Recognise significant events and know what to record’

Domestic Abuse Session - 2 Sessions in 2019*



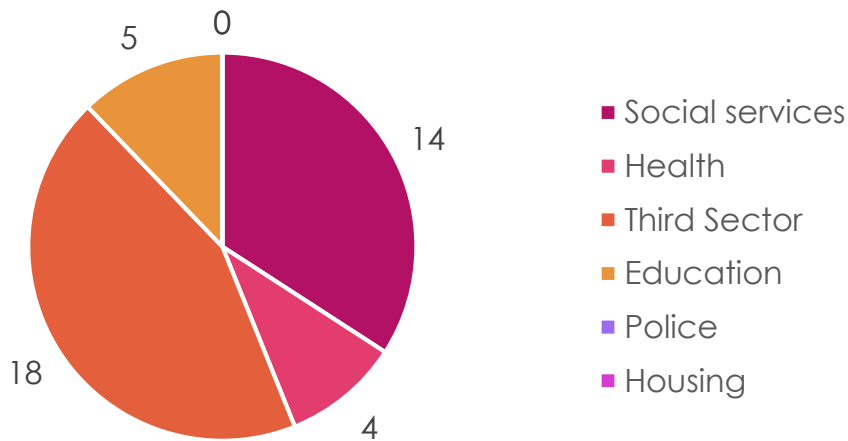
Comments from Participants

- ▶ 'Enjoyed the reflective sessions with group members'
- ▶ 'Multi agency approach helped me to understand other's roles and responsibilities in the process'
- ▶ 'Good to get Scotland wide statistics on DA'

*Delivered by North Ayrshire Women's Aid

Working with Children and Young People Displaying Problematic Sexual Behaviour - 2 sessions in 2019 *

Working with Children and
Young People displaying
Problematic Sexual Behaviour



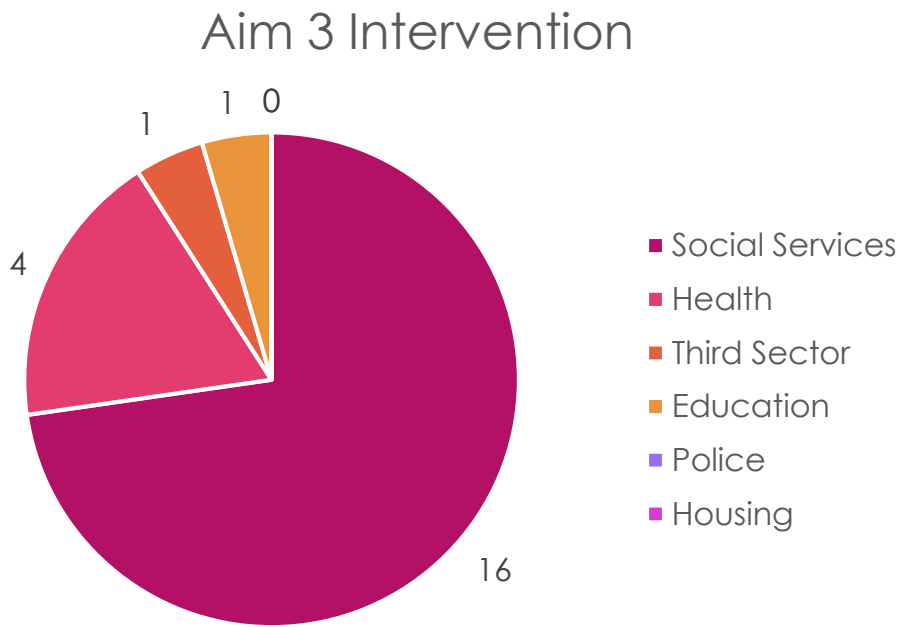
The course offers an opportunity to develop a shared understanding about sexual behaviours, terminology, definitions and the required approach. This is essential to promote effective outcomes in the multi-agency task of managing and reducing risk and improving the overall well-being of children with sexually problematic behaviours

Comments from Participants

- ▶ 'Given me confidence to question behaviours more'
- ▶ 'Awareness of what is problematic and how to support'
- ▶ 'Really insightful and good examples to help me understand the young people better'

*Delivered by the Aim Project

Aim 3 Intervention – 1 session in 2019*



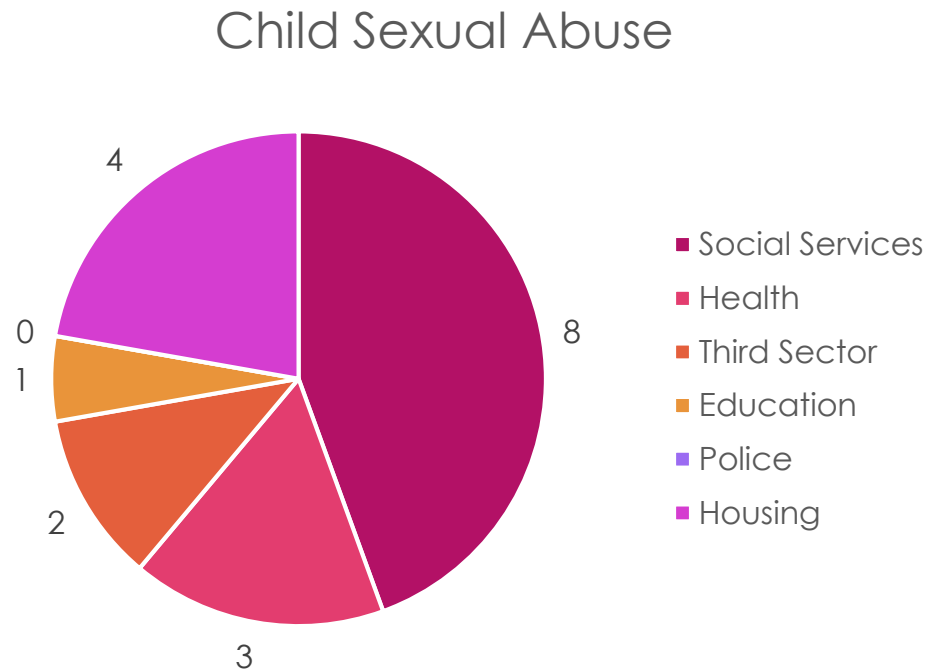
*Delivered by the Aim Project

- ▶ This two-day course aims to develop practice confidence and competence in completing an AIM3 Assessment with a young person. This training provides the practitioner with skills in analysing harmful sexual behaviour to create profiles of risk and need and develop through case formulation, effective safety plans.

Comments from Participants

- ▶ ‘Excellent course, I am now confident in using the assessment method’
- ▶ ‘Enjoyed this course very much. Very informative and thought provoking’

Child Sexual Abuse – 2 sessions in 2019*



*Delivered by Break the Silence

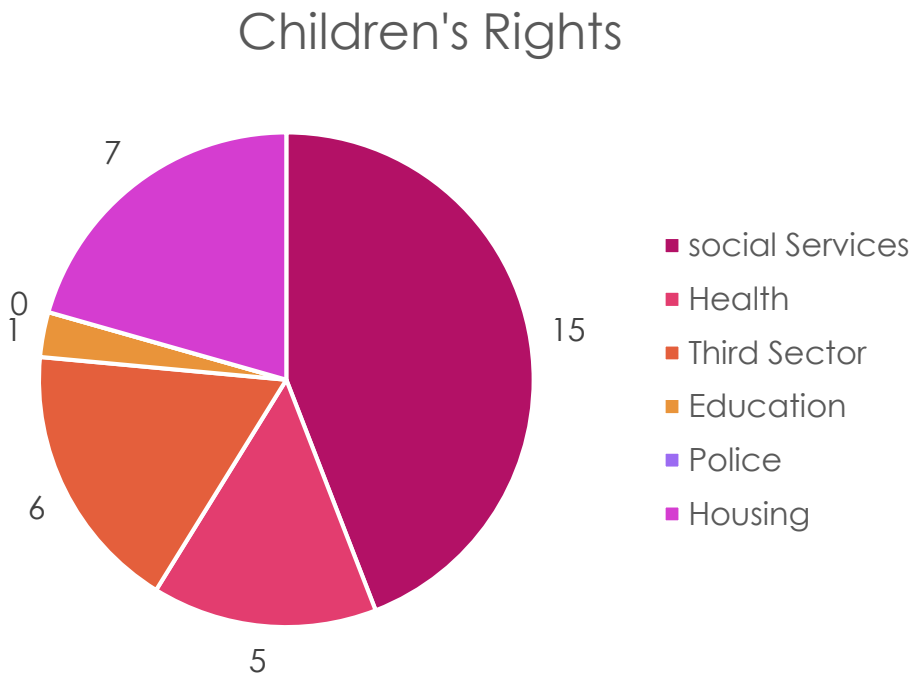
Aims of course

- ▶ Define sexual abuse
- ▶ Examples of how survivors can present
- ▶ Survivors' stories, and statistics
- ▶ Demonstrate how you can support survivors
- ▶ Demonstrate how to look after yourself when working or supporting survivors

Comments from Participants

- ▶ 'More knowledgeable about signs of sexual abuse in children and adults'
- ▶ 'Confident on how to deal with disclosure'

Children's Rights - 2 Sessions in 2019

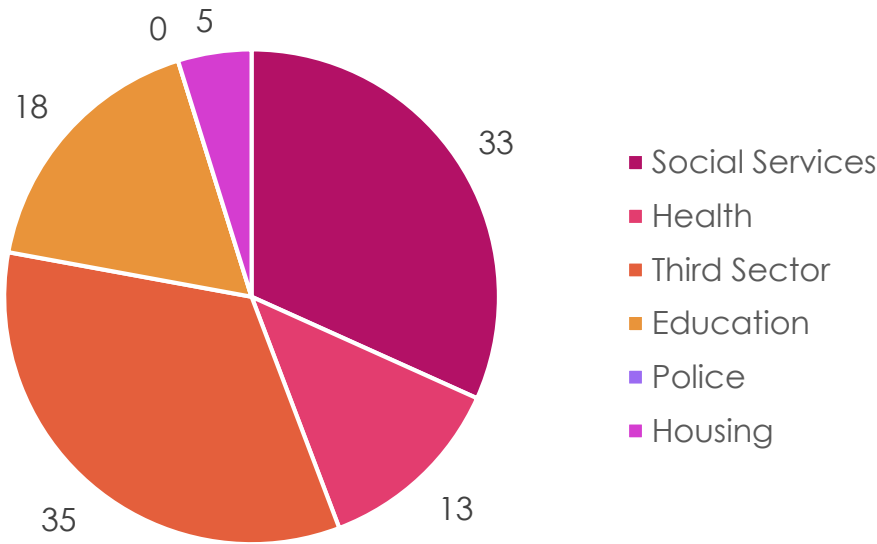


Comments from Participants

- ▶ 'Group work was good lot's of information'
- ▶ 'Very confident to put new skills into practice'
- ▶ 'I now have a greater understanding of children's rights and how it fits in my role'

Child Protection Awareness - 5 Sessions in 2019

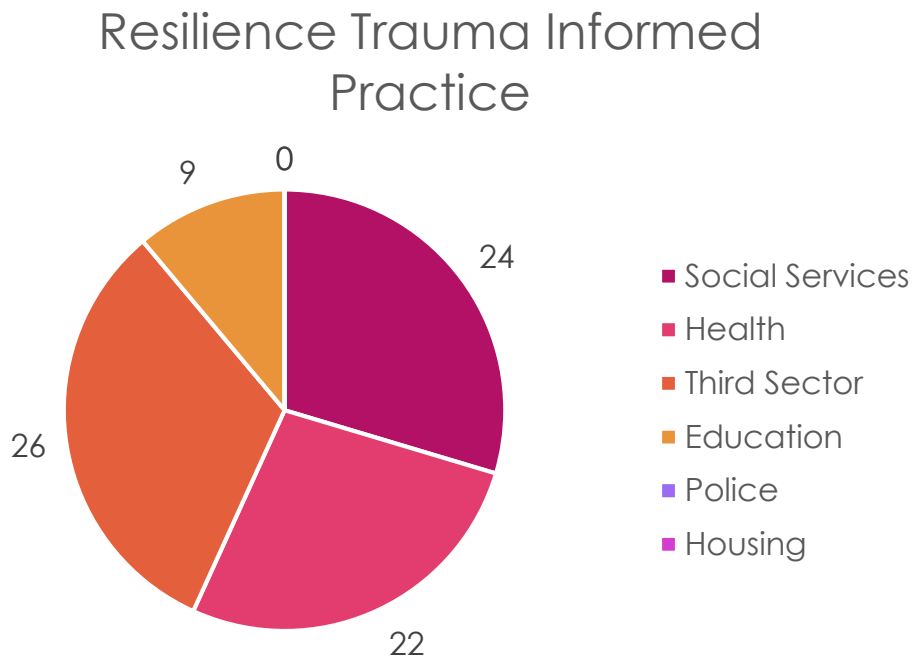
Child Protection Awareness



Comments from Participants

- ▶ Excellent update in awareness
- ▶ Training was appropriate and facilitator made it interesting
- ▶ Engaging group discussions

Resilience: Trauma Informed Practice - 3 sessions in 2019

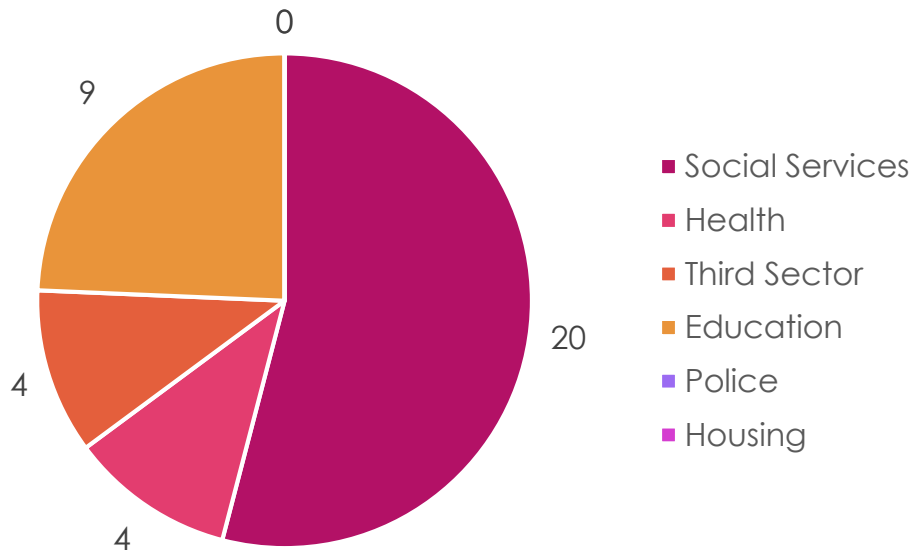


Comments from Participants

- ▶ ‘Very confident, important to understand how trauma has a direct impact on family functioning and how factors need to be considered in a more therapeutic way’
- ▶ ‘Will think more about not just children and the behaviour that they are showing but their parent and their possible ACEs and how this impacts them and their children’

National Risk Framework - 2 Sessions in 2019

National Risk Framework

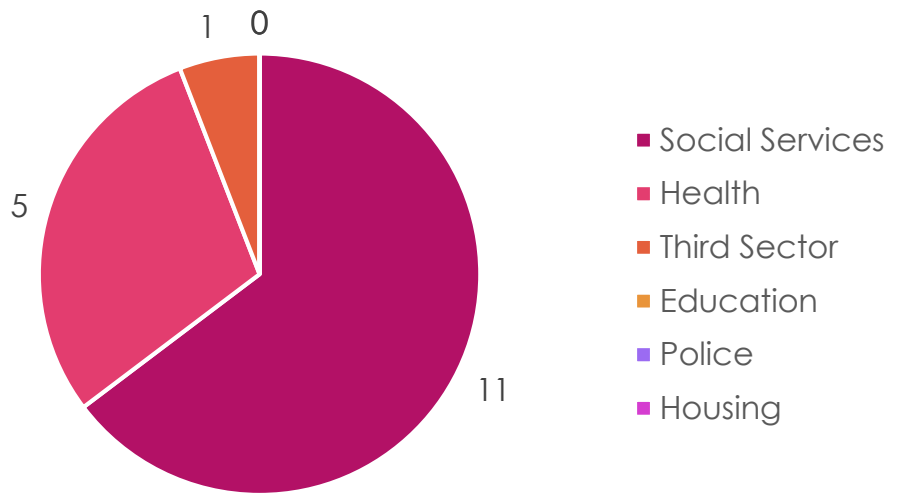


Comments from Participants

- ▶ 'I am able to use risk tools more effectively'
- ▶ 'Have a better understanding of the tools available to me'
- ▶ 'The facilitator explained all the tools in a way that was easy to understand'

Children Who are Fatally Injured or Harmed by Their Parents - 1 Session in 2019

Parents who Fatally Harm their Children

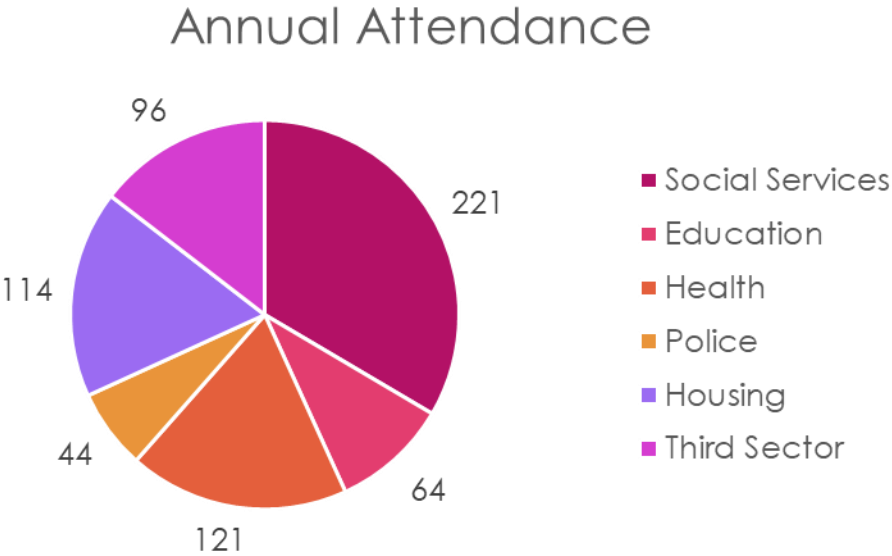


Comments from Participants

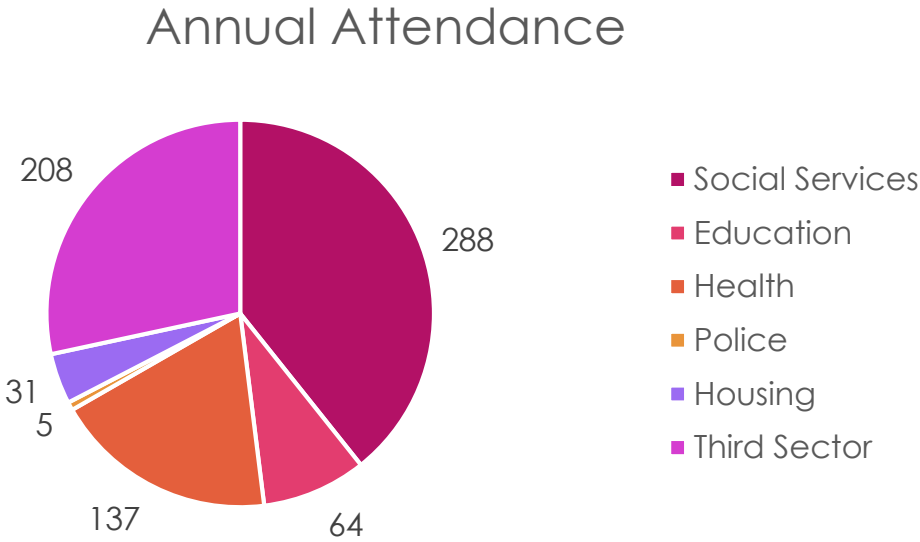
- ▶ ‘Lots of info, very interesting material while challenging content’
- ▶ ‘Presentation well presented and informative’
- ▶ ‘Very Informative and knowledgeable’

Comparison of practice development attendance: 2018 vs 2019

2018



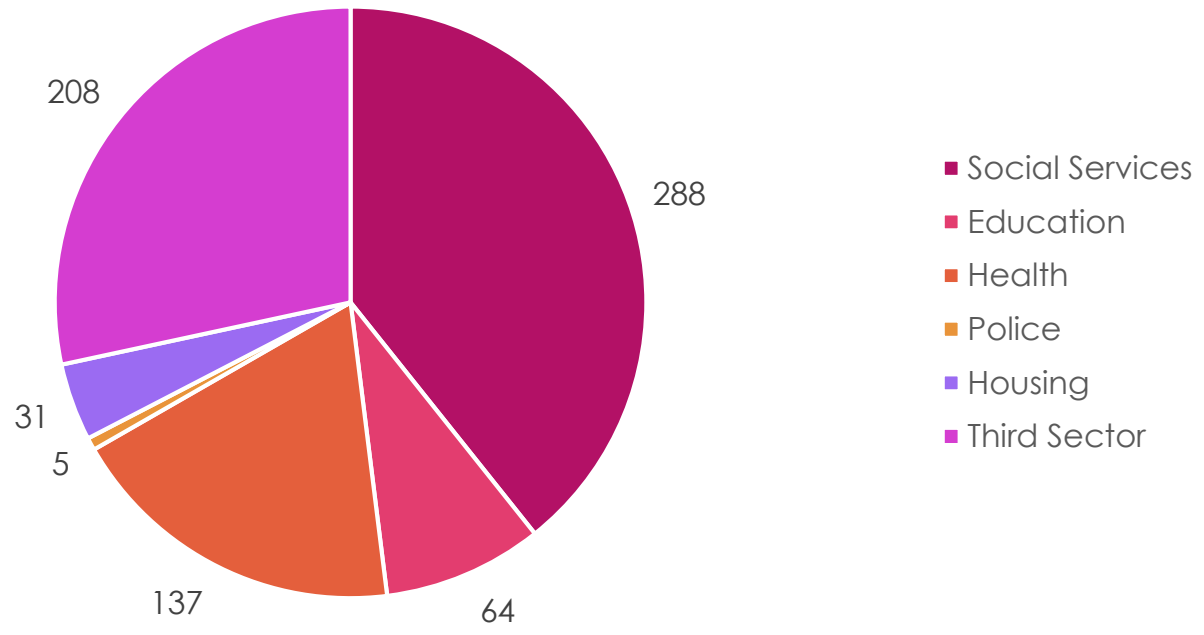
2019



Annual Attendance

- 733 Participants accessed multi agency training in 2019
- Social services and 3rd sector have the highest attendance, with the police having the lowest attendance
- 3rd sector has had the biggest increase of almost 100 participants

Annual Attendance



Child Protection In the Family Adult Services (Mandatory)

In March 2018 North Ayrshire Child Protection Committee published a Significant Case Review in relation to J family.

Finding 4 highlighted

“ In North Ayrshire some services for adults take insufficient account of children connected to their clients and thereby fail to identify risks to their wellbeing and safety or alert relevant others to do so”

In response to this finding, this workshop was developed to support those working in adult services, to be able to, identify, react and report any concern they had about a child they may come into contact with.

Participants are introduced to a generic risk indicator tool, adapted from the National Risk Framework 2012 and principles of GIRFEC. The tool helps them explore the impact, of the behaviour of an adult connected to children, and offers a way to open discussions regarding what steps to take next with their line manager when they feel there is a concern.

Child Protection in the Family Adult Services

262 participants from adult services have accessed training at monthly sessions, these include:

- ▶ **20** managers
- ▶ **242** staff

Services have included,

- ▶ addictions,
- ▶ community care,
- ▶ locality services,
- ▶ justice services
- ▶ primary care services and
- ▶ intervention services.

Child Protection in The Family Feedback

- ▶ 'Course raised awareness. Provided good knowledge on what to do in a situation involving child/children'
- ▶ 'Feel more confident and re-assured'
- ▶ 'Prior to coming on the course today my knowledge was extremely limited. This has opened up a new learning experience which I am now eager to take forward'
- ▶ 'Applying knowledge to practice - being able to identify harm/concerns and report accordingly'
- ▶ 'I found the training informative and helpful in identifying child protection issues'

PRISM (Practice Reflective Improvement Short Modules)

- ▶ A total of four PRISMs were delivered by the CPC Lead Officer in 2019. These sessions provide both single-agency and multi-agency opportunities to reflect and learn from cases. Two of these sessions focused on the Significant Case Review of J Family which was delivered to Child Protection Co-ordinators within education establishments. Two were delivered on qualitative evaluation work on children's experiences of the Child Protection system within North Ayrshire. Practitioners have benefited from having a safe space to discuss cases with multi-agency colleagues and reflect on their own practice in relation to child protection.
- ▶ The sessions delivered to education were well received and appreciated by education leaders and staff.

PRISM

Comments from Participants

- 'It will support me in future with regards to CP procedures, recording, Ayrshare, communication and follow up'
- 'Gained a better knowledge and understanding of the importance of recording all information and SCR processes'
- 'Helped me to reflect on my current practice'
- Improved communication and the building of more effective chronologies particularly pastoral notes where actions and significant events are more precisely recorded

Child Protection Awareness Bespoke Sessions

The coordinator has delivered several bespoke session on child protection awareness. Each session has been pitched at different levels according to the audience however all have had the same aim which is to:

- ▶ Raise awareness of different types of abuse
- ▶ How and where to report a concern, and what to expect
- ▶ Raise awareness of child protection procedures and pathway
- ▶ Raise confidence in the community regarding reporting

Each session also generated discussion around individual responsibilities, the role of identified CP officer for community groups and generally reassuring people that it is alright to be wrong.

Bespoke Sessions

- ▶ Coast watch Irvine
- ▶ Water ski club Glengarnock
- ▶ Bourtreehill Tenants Association
- ▶ Tenants AGM Dalry
- ▶ Beith Community Trust
- ▶ Hutton Park Care Home

A total of 70 people working or volunteering in North Ayrshires communities received Child Protection Awareness

- ▶ Youth Council Workshop on CSE

Approximately 100 young people took part in a CSE workshop, from this at least 20 young people registered an interest in the CSE young persons group.

As of June 2020, this group has yet to be established due to the Covid 19 pandemic.

So what...?

The Evaluation Process...

STAGE 1 Learning	STAGE 2 Transfer of learning into practice	STAGE 3 Impact of training Supporting improvements in practice and outcomes for children and young people.
<p>L&D group responsibilities By asking those who attended what they think including were the learning outcomes met using evaluation feedback sheets at the end of course delivery</p> <p>Staff responsibilities By following up on any course requirements and reporting back /sharing learning with colleagues and teams.</p>	<p>L&D group responsibilities By emailing out post training evaluations to measure how attendance has affected practice and better protected children.</p> <p>Staff and managers responsibilities By reflecting on learning in CPD/PPD, supervision and auditing processes to consider how learning has transferred into practice and improved outcomes for children, in line with single agency frameworks for continuous learning.</p>	<p>NACPC L&D Sub Group Responsibilities Analysing findings from evaluation processes and reporting improvements to NACPC</p> <p>NACPC responsibilities Identifying practice improvements as part of strategic and operational self-evaluation processes</p> <p>Single agencies responsibilities Evidence of learning and development from auditing and review processes e.g reference to specific tools written in case files.</p>

Evaluations: Stage One General Comments

- ▶ 'Excellent and insightful – lots of opportunity for worthwhile professional discussion'
- ▶ 'Real life like case study was helpful'
- ▶ 'Very engaging, practical, informative'
- ▶ 'Great to have a multi-agency approach more familiar with toolkit'
- ▶ 'Pace of course very good. Knowledge/style very good'
- ▶ 'Personable. Made a difficult topic interesting'

Note: All participants are now encouraged to put evaluations in a sealed box to ensure a level of anonymity.

Evaluations Stage Two

- ▶ Stage two evaluations were sent out through Survey Monkey. 50 participants were contacted, however only 10 participants completed the survey.
- ▶ The low response rate from the survey presents challenges in relation to how the CPC can measure the impact the training has had on professional practice
- ▶ At stage two Managers are responsible for following up during supervision, however no feedback has been received. (This is an area for development)

Evaluations Stage Three

The learning and development sub group chose 3 courses to evaluate from the last 6 months in 2019. These were:

- ▶ Child Sexual Exploitation
- ▶ Child Protection Awareness and
- ▶ Chronologies

A practice development evaluation day was planned in March, where over 30 participants agreed to take part. Members of the sub group agreed to support on the day with various workshops, reflecting on how course participants had put their learning into practice and being able to offer practical help on the day

Unfortunately this was cancelled due to Covid19 outbreak, however the coordinator feels that the number of people wanting to attend is promising and is hopeful that this will continue in 2021, although it may be organised differently and take a different format than previously planned.

So what...?

Evaluating the Evaluation!!...

- Practitioners in their immediate responses to multi-agency training events very consistently refer to the benefit of three main areas:
 - Physically being in the same room with colleagues from other agencies to understand different roles and perspectives in relation to child protection
 - Concern there is not enough communication and information sharing between agencies to keep children safe in North Ayrshire
 - That the most valuable learning comes from experiential learning namely case studies, group activities and information from SCR's

This has remain unchanged from the evaluations of the previous years report 2018. The core element of multi-agency practice development sessions requires there to be direct learning experiences within a shared physical space and discussion to support communication within operational practice. Going forward and in light of the pandemic it is now necessary to explore other ways to deliver training in a multi agency way.

Area for Development 2020/21

Development of E-Learning modules: Although face to face learning is the most effective, way to learn, going forward into 2021, alternatives need to be explored. Three courses have been developed, in the first instance, and are now live on the CPC website.

E-learning allows instant access through mobiles, laptops, or tablets, it is mobile and very interactive.

Education and Police Scotland have indicated that this may prove beneficial as there have been challenges releasing staff to attend physical spaces, due to a lack of supply cover.

In addition to this all levels of staff, can access E-learning, at their own pace without committing to a particular, time or date.

Areas for Development 20/21 cont.

Development of Virtual Courses: Although not in the same physical space, this can still have a multi agency element, by asking participants to break into rooms for interaction. The first pilot session has been set for August for Child Protection Awareness.

- ▶ Positives of Virtual Courses: Provides multi agency interaction, learners are able to ask questions, reflect on practice, and interact with each other virtually, can potentially reach more people at the same time. No expenses for catering.
- ▶ Challenges of Virtual Courses: Relying on system(s) to work well on the day. Not sure every course on CPC training calendar will be able to be developed. Coordination of large amount of people may prove to be challenging.

Areas for Development 20/21

As noted previously evaluating the courses at stage 2 and 3 has had its challenges. Although managers/supervisors will be discussing training and its impact during supervision, it is important they know how to report this information for the purpose of evaluation

Aim for 2021: Coordinator will develop a system to support managers/supervisors in their role, to report impact of training and further training needs for staff. This could be in the form of an email 6 weeks after the training. This area of priority will be reviewed further and identified in the updated North Ayrshire CPC Learning and Development Strategy 2021 – 2024.

Areas for Development 20/21 Cont.

- Launching the Child Sexual Abuse strategy (first in Scotland) means that courses will require to be reviewed to ensure that appropriate practice development opportunities are available
- Children's Hearing training for all workers remains a priority for the Learning and Development subgroup, particularly in light of Covid19
- Child participatory approaches in child protection have been identified in CPC business plan as a priority for practice development
- There is a continued focus to deliver CP training in communities and key stakeholders such as PLACE staff, leisure staff, shopping centre staff and public transport

And Finally!!

The CPC Learning and Development Co-ordinator would like to thank all workers that provided support on the the development and delivery in several child protection courses.

- ▶ Connected Communities, team particularly Angela Morrell, chair of the Learning and Development sub group who has funded an E-Learning platform for 1 year
- ▶ Educational Psychologist Xanthe Wylie, who supported the development and delivery of Resilience-Trauma Informed Practice
- ▶ HSCP Learning and Development Team, who supported the development and delivery of Child Protection in the Family Workshops
- ▶ All the facilitators who supported Child Protection in the Family workshops and
- ▶ Catherine Ferguson, Police Scotland who supported the delivery of Keeping Children Safer Online

Thank you

Alison Linton Child Protection Committee Learning and Development Coordinator, June 2020