



NORTH AYRSHIRE CHILD PROTECTION COMMITTEE

ANNUAL REPORT AUGUST 2017 – JULY 2018

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 8
Annual Statistical Report	Page 9
Significant Case Review	Page 19
North Ayrshire Child & Public Protection Chief Officer Group	Page 21
Fulfilling the NACPC Functions – Progress	Page 22
Financial Report	Page 30
Group Membership	Page 31

Preface from Chief Officers

The Child and Public Protection Chief Officers are very pleased to present the 2017 – 2018 Annual Report for North Ayrshire Child Protection Committee.

North Ayrshire Child Protection Committee continues to be effectively led by Anne Houston, Independent Chair, whose term of office was renewed in 2017 for a further three years.

North Ayrshire remain committed to the vision of continuously improving services to protect children and young people. There have been both significant developments and challenges in 2017 and 2018 for child protection practice including our first Significant Case Review (SCR), North Ayrshire's involvement in the Stop to Listen Pathfinder project and the development of a new amalgamated improvement plan. We will ensure that there is a focused drive to continuously improve services for our vulnerable children and young people.

We welcome the introduction of the National Child Protection Improvement Programme and will support the implementation of the plan and take forward the recommendations. We remain committed in providing 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

Paul Main
Divisional Commander
Police Scotland "U" Division

Introduction

2017 and 2018 has been a time of change, challenge and development for North Ayrshire Child Protection Committee.

North Ayrshire conducted its first Significant Case Review (SCR). The findings from the SCR have provided the foundations of a new multi-agency amalgamated improvement plan; which also incorporates findings from Initial Case Reviews (ICRs), recommendations from the National Child Protection Improvement Programme and findings from our Child Protection Committee evaluation activity. The plan will ensure that all improvement activity is focused and responsive to local development needs; and will be a live tool which will continuously be adapted and monitored as necessary via the evaluation and improvement sub-group.

Data is also indicative of record high levels of child protection activity for all services across North Ayrshire. Record numbers of child protection concerns are being shared and this demonstrates an increasing awareness of the need and importance of sharing information of concerns. New developments such as the establishment of a dedicated child protection team is having a positive effect on improvements in service delivery particularly around timescales. The committee are aware of the necessity to continuously monitor, review and analyse the data while acknowledging the impact that this has on resources.

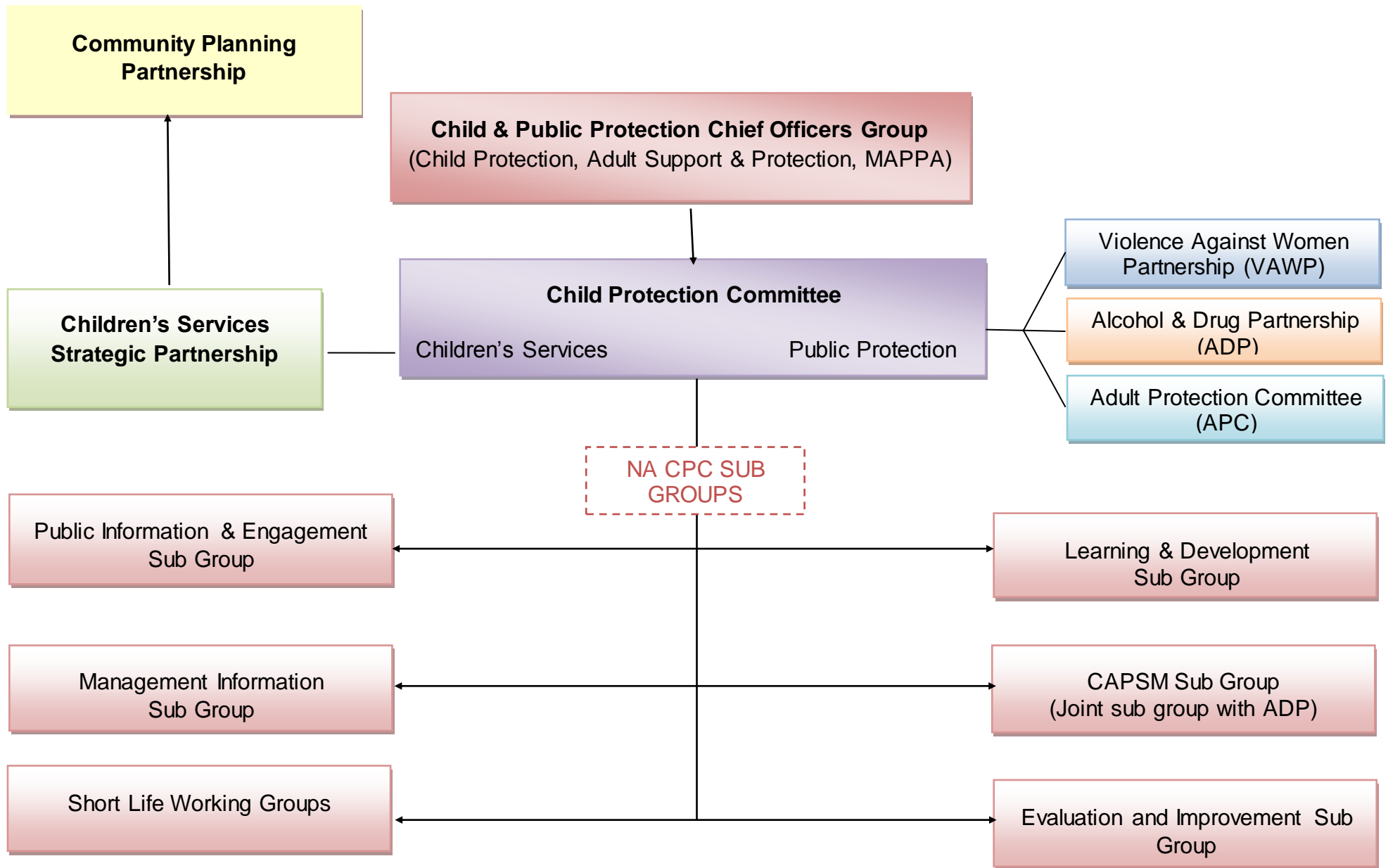
The Child Protection Committee business plan has been changed to reflect the local development needs that have been identified in the findings of the SCR and ICRS; and has been arranged thematically. This new format provides focus and clarity on the required learning, change and development and the actions that will direct improvement. There is evidence of the positive developments that took place in 2016 – 2017 in increasing engagement directly with children and young people and our positive involvement in the Stop to Listen Pathfinder project. This will continue to be prioritised and further expanded in current and future business plans.

North Ayrshire Child Protection Committee - Our Vision

The North Ayrshire Child Protection Committee annual report reflects 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:	North Ayrshire CPC facilitated a conference, which was led by a steering group of young people. The conference 'In My Shoes' was attended by a range of representatives from statutory and voluntary agencies across North Ayrshire. The conference was heavily directed and supported by young people; and four workshops were facilitated on Participation, Health and Wellbeing, Education and Social Media. Feedback was taken from participants in relation not only to their thoughts on the day; but also what they would individually do as a result of the conference, what their agency would do and what the Health and Social Care Partnership can do.
Priority action next year:	North Ayrshire CPC will take forward the feedback from the conference and ensure that this has a role in next year's business plan. There is also going to be a piece of qualitative evaluation work taken forward, which seeks to gauge young people's views on child protection processes. This will be jointly led by the CPC and Children 1 st , who provide an independent advocacy service for young people on the child protection register. The secondary aspect of this work will be how we take the results of the evaluation forward, and ensure that processes are underpinned by strength based participatory approaches.
Intermediate Outcome 2	Children and young people benefit from strategies to minimise harm
Key activity to support this outcome:	<p>In response to a cluster of young people completing suicide, a Young People's Strategic Suicide Prevention Group and Young People's Operational Suicide Prevention Group have been established.</p> <p>The strategic group is working to ensure that there is a joint partnership response to the deaths and putting in place prevention strategies with the aim of avoiding further deaths by suicide as well as maintaining a strong connection between strategic planning and operational implementation. The operational group is responsible for operational planning and implementation of the actions identified in the Community Action Plan, taking forward decisions and actions on behalf of the services represented and ensuring that agencies are informed of developments and actions. This group reports into the Young People's Strategic Suicide Prevention Group which in turn reports to the Child Protection Committee.</p> <p>The strategic objective is being achieved by:</p> <ul style="list-style-type: none"> • Establishing specific multi-agency governance arrangements for partnership working • Monitoring risk factors including instances of suicide and attempted suicide • Developing effective response mechanisms for emerging risk factors

	<ul style="list-style-type: none"> • Establishing an overarching Suicide Prevention Community Action Plan and monitoring its development and implementation • Ensuring best practice information sharing and collaborative working with partner Local Authorities
Priority action next year:	A table top exercise will test a Crisis Response Plan in the event of a young person completing suicide. A range of partners across North Ayrshire will participate in the exercise, which will jointly be facilitated by the CPC and Police Scotland. The main objectives of the event will be to test the plan under simulated conditions and implementing any learning; enhancing multi-agency knowledge of the Suicide Crisis response plan; and raising awareness amongst key multi-agency partners of the wider ramifications of a completed suicide by a young person and the steps recommended to reduce the likelihood of future occurrences.
Intermediate Outcome 3	Children and young people are helped by actions taken in immediate response to concerns
Key activity to support this outcome:	There has been significant activity around improving our approach to Child Protection within our area teams. This has resulted in work streams to embed improvement within the whole system. In particular we have established a dedicated Child Protection team which is made up of existing social workers from area teams and managed by an existing team manager. This team focuses specifically on dealing with all new child protection concern referrals and carrying out all new child protection investigations. There is an emphasis on improving timescales, listening to the voice of the child and ensuring that families are very much part of the child protection process.
Priority action next year:	A multi-agency short life working group will be established to take forward the Implementation of the National Missing Person's Framework within North Ayrshire. NACPC will have an informed position in respect of the strategy which will support the prevention of young people going missing and limiting the harm associated when they do go missing. Feedback will be obtained from both agencies and young people to assess the long term impact of the framework. Return discussion national best practice will be taken forward through learning and development opportunities for staff, which will mean that young people who engage in return discussions will receive appropriate support following a missing episode.
Intermediate Outcome 4	Children and young people's needs are met
Key activity to support this outcome:	North Ayrshire CPC engaged in the Stop to Listen Pathfinder project. The Stop to Listen Steering Group developed and facilitated 'whole school' workshops to 130 staff in three local primary schools including janitorial, catering and school support staff and multi-agency workshops with social workers, police officers, health and other associated staff. The workshops focused on child sexual abuse and the Stop to Listen Approach. The workshops improved staff confidence and competence by reflecting on current practice and supporting practitioners to engage in

	dialogue around making improvements.
Priority action next year:	A Child Sexual Abuse/Child Sexual Exploitation Short Life Working Group has been established to take forward the learning from the Stop to Listen project and ensure that North Ayrshire has an informed working position in response to Child Sexual Exploitation. The working group will develop a project action plan which will support the protection of children and young people from all forms of Child Sexual Abuse.

Self - Evaluation

North Ayrshire Evaluation and Improvement sub-group audited a sample of child protection case conference and core group minutes. This activity examined the clarity of actions, timescales, if actions were being completed and if not, whether the Reviewing Officer followed this up. This activity highlighted a number of improvement areas, findings have been shared with the child protection committee and improvement action is underway.

A short life working group has been established to take forward evaluation work on strength based participatory approaches during child protection processes. This is a joint piece of work which Children 1st, and will seek qualitative feedback from children regarding their experiences. This is currently underway and the recommendations will be taken forward by the Public Information and Engagement sub-group.

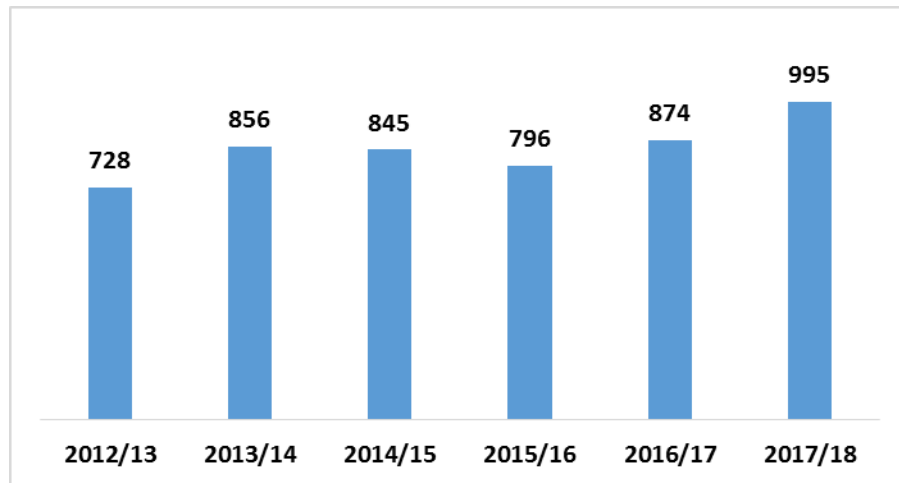
PRISM - Practice Reflection and Improvement Short Modules

A PRISM session was facilitated by the Child Protection Committee on the findings of North Ayrshire's recent Significant Case Review (SCR). The session supported practitioners to reflect on the findings of the SCR and in particular, the importance of collaborative communication between agencies. Two further SCR PRISM sessions are scheduled to take place next year, one of which will have a specific focus for education staff.

Annual Statistical Report

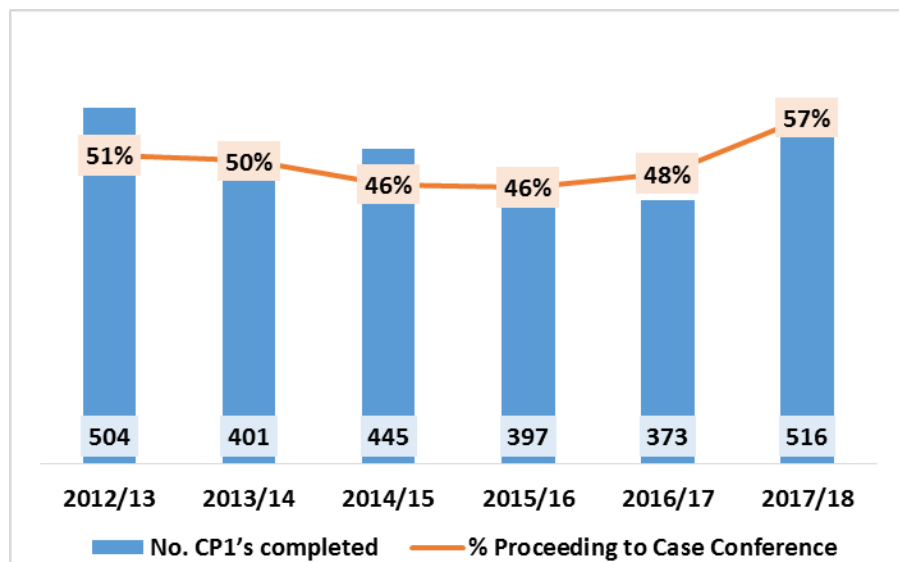
This section contains key data for the period 1st August 2017 to 31st July 2018, with national comparison where this is available.

Chart 1: Number of concerns about children which are shared with the Health and Social Care Partnership



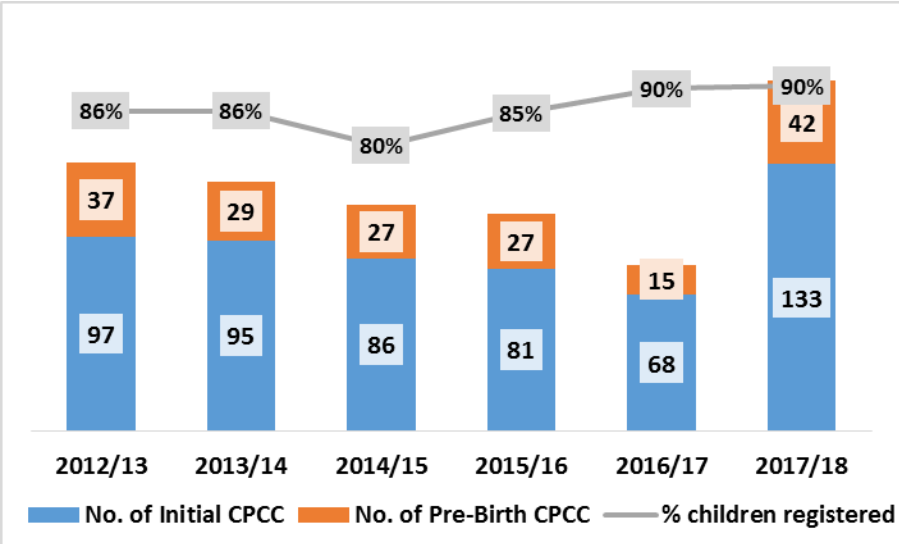
The 995 Child Protection concerns received this year represent the most concerns received in one year in the last 6 years. There was a 14% increase in the number of concerns received compared to last year.

Chart 2: Number and outcome of Child Protection Investigations completed



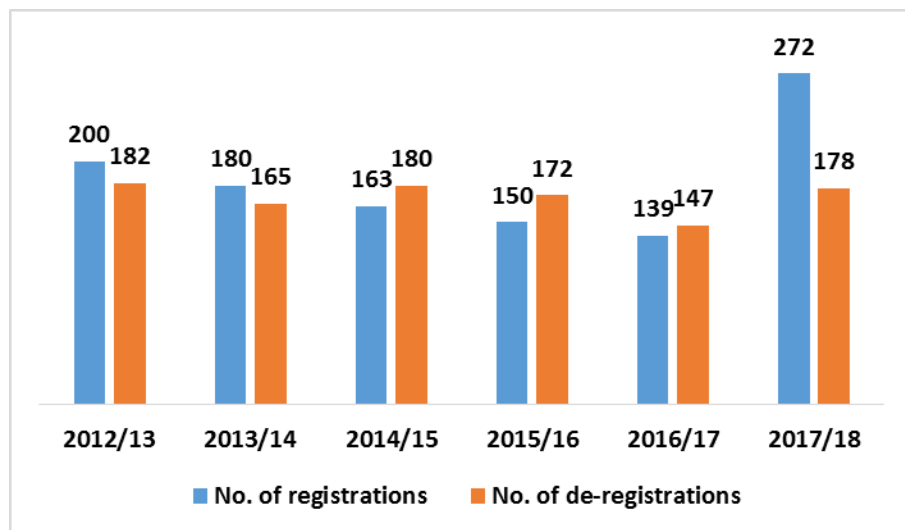
There were 516 Child Protection Investigations (CP1s) completed in 2017/18 – the most completed in any year in the last 6 years, and a 38% increase on the number completed last year. This increase suggests that although we had the highest number of concerns received in 6 years, they were relevant concerns, as the number of investigations also increased. Furthermore, this year saw the highest proportion of CP1s proceeding to case conference, so again although there was a high number of investigations, they were appropriate.

Chart 3: Number of Case Conferences and percentage of children who are placed on the register from a conference



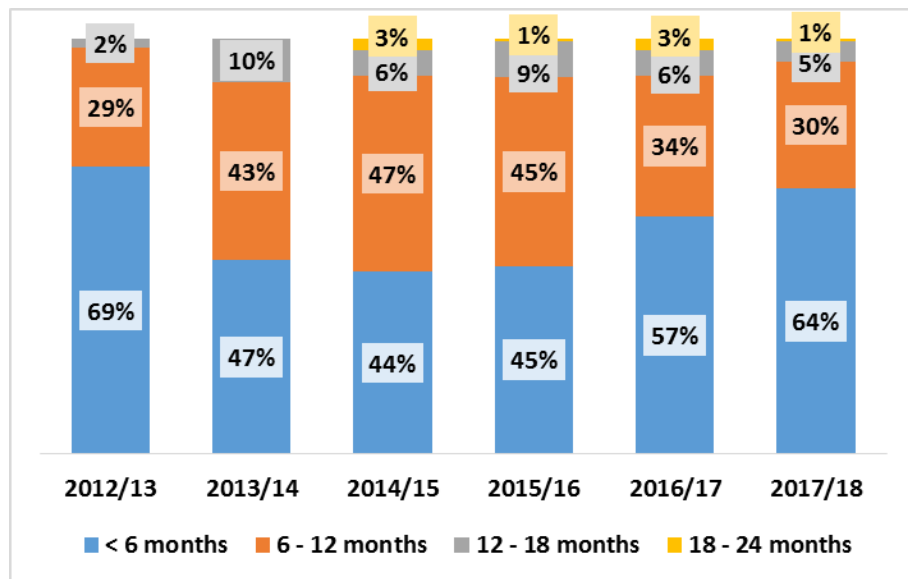
2017/18 saw the highest number of initial case conferences and the highest number of pre-birth case conferences in the last 6 years. As the grey line in the chart shows, 90% of children who had a conference were then placed on the register so this further suggests that it is the right cases which are proceeding to conference.

Chart 4: Number of registrations to and de-registrations from Child Protection Register



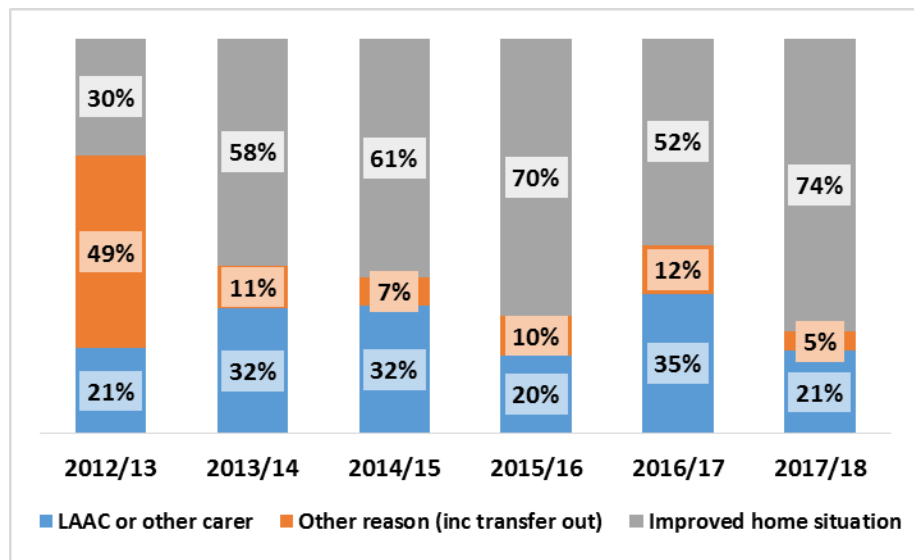
In line with the increases in Child Protection Concerns, CP1s and case conferences, there was a substantial increase in the number of registrations to the CP register this year. The 272 registrations is a significantly higher number than in any of the previous 5 years, and a 96% increase on the number last year. The number of de-registrations also increased from last year, though not as dramatically.

Chart 5: Length of registration at time of de-registration



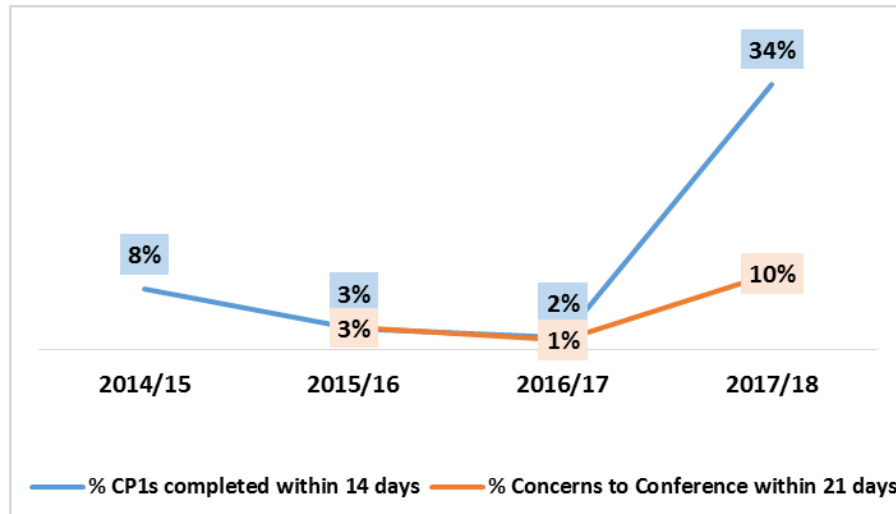
In 2017/18, just under two thirds of children de-registered from the Child Protection register had been registered for less than 6 months - this is the highest proportion since 2012/13. The number of de-registrations after 6-12 months continued to decrease - 30% of de-registrations were after 6-12 months. As in previous years only a small number of registrations lasted over 1 year.

Chart 6: Reason for de-registration



This year saw the highest proportion of de-registrations due to improved home situations in the last 6 years – 74% of de-registrations in 2017/18 were for this reason. There was also a decrease compared to last year in children being de-registered due to becoming accommodated.

Chart 7: Child Protection Timescales



We can see in 2017/18 there was a clear improvement in performance against CP timescales. The percentage of Child Protection investigations completed within 14 days of the notification of concern increased from 2% last year to 34%, while the percentage of case conferences which occurred within 21 days of the notification of concern increased from 1% to 10%. It should also be noted that many cases which did not meet the 21 day target in 2017/18 occurred just outside the 21 days. This is an area of continued focus.

Table 1: Rate per 1,000 of children referred to reporter on offence and non-offence grounds

	North Ayrshire		Dundee		East Ayrshire		Inverclyde		West Dunbartonshire		Scotland	
	Offence	Non-Off	Offence	Non-Off	Offence	Non-Off	Offence	Non-Off	Offence	Non-Off	Offence	Non-Off
2011/12	19.9	68.2	12.7	16.2	19.0	61.9	13.4	37.7	24.3	51.0	11.7	30.6
2012/13	11.4	53.2	8.2	13.3	10.9	54.7	6.6	31.9	9.6	42.4	7.7	22.2
2013/14	7.0	47.8	6.4	12.3	6.1	38.4	5.1	31.8	6.9	39.9	6.2	19.2
2014/15	8.1	41.0	7.1	15.2	7.4	26.1	5.9	33.1	6.5	23.4	6.5	15.5
2015/16	9.9	54.4	8.6	13.7	9.6	38.1	6.0	29.0	5.4	18.7	6.2	15.0
2016/17	8.2	30.1	8.7	10.4	7.1	26.0	7.3	33.3	6.3	20.2	6.7	14.5
2017/18	7.2	28.4	8.3	8.5	6.8	23.7	6.3	26.5	9.0	16.7	6.7	12.3

The above table shows the annual rate (per 1000 of children aged 8-16 (offence) and under 16 (non-offence)) of children referred to the reporter each financial year from 2011/12 and shows North Ayrshire and 4 comparator authorities identified by the head of service. There has been a generally decreasing trend of children referred to the reporter in North Ayrshire, and the rate of children referred on both offence and non-offence grounds has decreased this year compared to last. In 2017/18 North Ayrshire had a lower rate of offence referrals than Dundee and West Dunbartonshire, but the highest rate of non-offence referrals amongst the comparator authorities.

Table 2: Rate per 1,000 of children on Compulsory Supervision Orders

	North Ayrshire	Dundee	East Ayrshire	Inverclyde	West Dunbartonshire	Scotland
2011/12	22.7	24.3	18.0	21.9	20.5	14.3
2012/13	22.1	23.3	19.3	19.4	19.6	13.7
2013/14	22.5	20.6	17.6	15.2	17.9	12.5
2014/15	21.7	17.1	16.2	15.0	17.5	11.8
2015/16	21.4	16.6	15.5	13.1	14.0	11.4
2016/17	20.0	14.7	13.5	14.3	15.7	10.9
2017/18	19.0	12.0	12.9	12.5	17.5	10.3

The table above shows the number of children subject to Compulsory Supervision Orders as at 31st March each year for the last 7 years as a rate per 1000 of children aged under 16 in each area. Like in the other areas, the rate has decreased over the past 7 years in North Ayrshire, however North Ayrshire still has a higher rate than the comparator authorities and the national average.

Table 3: Rate per 1,000 of children with a Child Protection Order referral

	North Ayrshire	Dundee	East Ayrshire	Inverclyde	West Dunbartonshire	Scotland
2011/12	1.4	2.1	0.8	0.9	n/a	0.9
2012/13	1.3	2.7	0.4	0.9	0.4	0.8
2013/14	0.9	3.3	0.8	1.0	n/a	0.8
2014/15	1.5	2.5	0.7	0.5	0.8	0.8
2015/16	0.6	2.3	1.1	0.7	n/a	0.7
2016/17	0.5	2.0	1.5	0.5	1.3	0.8
2017/18	0.7	1.4	0.4	n/a	2.2	0.7

The table above shows the number of children with a Child Protection Order referral each financial year for the last 7 years and compares North Ayrshire against the 4 comparator authorities identified by the head of service as a rate per 1000 of children aged under 16 in each area. Note if there are fewer than 5 the rate is not given to ensure the anonymity of the data. In 2017/18 the rate of CPOs in north Ayrshire matched that of the national rate, and was lower than Dundee and West Dunbartonshire.

Broad Summary

North Ayrshire continues to experience a high level of child protection activity at all stages of the child protection process, and the data above illustrates significant increases and changes in trends within the past year.

Increasing numbers of concerns about children are shared with the Health and Social Care Partnership and a high number of child protection investigations are undertaken each year. The number of child protection investigations progressing to case conference is also the highest recorded rate in the past 6 years. Furthermore, the rates of children being placed on the child protection register has remained high and is indicative that although higher numbers of child protection concerns are being shared and progressing to conferences; practitioners are risk assessing appropriately.

The majority of children and young people are now on the child protection register less than 6 months, and the highest proportion of children being de-registered are due to improved home situations. The proportion of children who are de-registered due to improved home situations is also at the highest rate recorded; and will continue to be monitored by the Management Information Sub-group.

In 2017, the new child protection team was established within the Health and Social Care Partnership to manage initial referrals and improve timescales for the completion of investigations and progression to case conference. Significant improvements have been noted in 2017/2018, however there is acknowledgement that there is still a continuing need to improve. The Management Information Sub-group will continue to discuss and explore strategies to support the improvement of timescales in a climate of high child protection activity.

The number of children being referred to the Children's Reporter within North Ayrshire has decreased; however both rates for offence and non-offence are higher than the national average. North Ayrshire has a significantly higher rate of children and young people being referred on non-offence grounds. Similarly, the number of children on Compulsory Supervision Orders have also decreased but is higher than the national average (although it is noted that the comparative areas are also higher; however North Ayrshire is the highest). North Ayrshire equals the rate of the national average for children being referred for a Child Protection Order.

Significant Case Review

North Ayrshire convened its first Significant Case Review (SCR) in 2017, and concluded in 2018. The SCR was undertaken using the Social Care Institute for Excellence (SCIE) Learning Together Approach which has ensured that there is a clear understanding of the case specific findings and wider systems findings, and to support continuous learning. The multi-agency review team was led jointly by independent accredited SCIE reviewers and had appropriate representation across key agencies. The review sub team received group support and supervision from SCIE during the review process. In addition to support from SCIE, the review team appropriately consulted colleagues involved in implementing GIRFEC locally to provide professional expertise to better understand practice in North Ayrshire. The following findings were identified from the review:

- 1) The systematically driven blurring of terms (single agency, universal services, early years) in North Ayrshire results in a loss of clarity about the appointment of a lead professional which leads to a lack of co-ordinated overview of children's needs.
- 2) In North Ayrshire there seems to be a tendency for professionals across all agencies to assume that giving and receiving information equates to communicating, which can lead to misunderstandings about the current assessment of children's situations. This leaves children without services to address both their wellbeing and their protection longer than necessary.
- 3) In North Ayrshire professionals across all agencies are tending to restrict the evidence of children's experience to what they say, which results in both missed cues and the privileging of the voices and view of adults (family and professional).
- 4) 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.
- 5) The use of AYRshare is inconsistent within and across agencies in North Ayrshire and this creates risks to clear communication about children.

It was recognised that these findings identified cultural change needed within and across agencies which applied more broadly than specific child protection staff and services. A joint session was held with the Lead Reviewer, Chief Officers, Chair and other representatives of the Child Protection Committee to agree how best to take these forward across agencies.

Two Initial Case Reviews (ICRs) were also convened in 2017. A multi-agency short life working group was established to take forward improvement actions in response to the findings of the SCR and ICRs and to find ways of encouraging cultural change which respond less easily to traditional 'action plans'. It was agreed that a comprehensive plan which addressed not only the findings of the reviews; but also outstanding actions from previous ICRs, the recommendations from the Child Protection Improvement Programme (CPIP) and recommendations identified from audit activity was required. An amalgamated improvement plan has been established, and is being monitored via the Evaluation and Improvement Sub-group.

Within the plan the following priority outcomes have been identified:

- 1) Professionals work collaboratively to meet the needs of children and clear lines of responsibility are understood across partners to ensure that there is a clear co-ordinated overview of children's needs.
- 2) Professionals work in collaboration with each other to meet the needs of children and all communication between agencies is effective in minimising potential risks.
- 3) Practitioners take an individualised approach to meet children's needs holistically and use all necessary guidance, tools and resources to consider their verbal and non-verbal communication needs, their environment and the influence and capacity of significant adults within their lives.
- 4) A collaborative, strategic multiagency approach is taken to promote positive emotional wellbeing in young people and both practitioners and communities have an awareness of how to access mental health support.
- 5) A culture which promotes ongoing practice development, reflective honest discussions between professionals and effective support and supervision is embedded within North Ayrshire to ensure that children's safety needs are central to all decision making and assessments.
- 6) North Ayrshire Child Protection Committee will continue to review all actions and recommendations of the National Child Protection Improvement Programme and deliver the implementation plan to take these forward locally.

The plan is a live, working tool which will be continuously reviewed and updated accordingly.

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 National Child Protection Improvement Programme (CPIP) introduced regional leadership events to network, share good practice, review and discuss new risks facing children and young people. All members of North Ayrshire's Chief Officer Group have engaged in the first of these, and look forward to the opportunities that the future events bring.

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 2018, with support from all partners. The event focused on emotional wellbeing, online safety and general child protection awareness
- The National ‘Eyes Open’ Campaign was commissioned by Child Protection Committees Scotland to raise awareness of child protection and advise the public of appropriate contacts in the event of them being worried about a child during the summer holidays. North Ayrshire raised the profile of the campaign within the local newspapers
- North Ayrshire Child Protection Committee and North Ayrshire Adult Support and Protection Committee are jointly facilitating stalls at Participatory Budgeting events across North Ayrshire which attracts community groups and the general public
- NACPC have hosted a stall at market place events open to the public and professionals where information about child protection was made available
- We have appointed a new chair to our Public Information & Engagement Subgroup and produced a comprehensive work plan for next year

OUTCOMES

- Adults, children and communities are engaging with events and receiving information in relation to child protection and appropriate contacts. The public have an increased awareness of their responsibilities and who to contact.
- Parents and carers have an increased awareness of online safety and how to keep their children safe.

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.

2. Policies and Procedures

KEY ACHIEVEMENTS

- Review of NACPC Communications Strategy and publication of updated strategy.
- Review and update of GIRFEC vulnerable children and young people in North Ayrshire guidance
- We established a new working group to update and the review the social work procedures, with a focus on ensuring that the information is accessible and user-friendly for practitioners

OUTCOMES

- Updated Communications Strategy which ensures that North Ayrshire are utilising a range of means to communicate with the public in relation to child protection
- Updated GIRFEC vulnerable children and young people guidance which will support services in working together to protect children.
- Platform established to ensure that social work procedures are current, updated, accessible and user friendly

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

- Audit and Evaluation sub-group is now known as the Evaluation and Improvement sub-group reflecting the emphasis on improvement
- The introduction of a single amalgamated improvement plan
- Robust evaluation activity in relation to child protection case conferences and core groups
- Analysis of individual risk factors for children placed on the register
- The introduction of a dedicated Child Protection Social Work Team
- Analysis and improvement of CP investigation and conference timescales
- Review of child protection management information

OUTCOMES

- A comprehensive, focused amalgamated improvement plan to monitor improvement activity
- Implementation of learning from evaluation activities.
- Improved timescales for children subject to CP processes

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**
- A presentation was delivered to CPC Scotland on the methodology used for the Significant Case Review
- North Ayrshire has consulted with Child Protection Committees Scotland in relation to a national minimum dataset, and has volunteered to be a test partner
- The mechanisms of a strategic and operational young people's suicide prevention group and crisis response plan have been shared with East and South Ayrshire

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 Ayrshire and nationally in Scotland

SELF EVALUATION STATEMENT

NACPC 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 2017 multi-agency training programme
- Stop to Listen Whole school workshops delivered to 130 staff in 3 local primary schools
- Local multi-agency briefings in respect of Getting Our Priorities right
- The development of a child protection course for practitioners in adult services in collaboration with the HSCP Learning and Development Team
- The facilitation of a 'Taking forward our SCR day' to inform the best ways of taking forward the findings of the SCR
- The development and facilitation of child protection training for taxi drivers in collaboration with Police Scotland

OUTCOMES

- Increased levels of staff from key agencies attending child protection learning 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 February 2018 to review, discuss and agree the CPC business plan for financial year 2018/2019
- North Ayrshire Child Protection Website is updated 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
- Regular networking takes place locally, regionally and nationally

OUTCOMES

- North Ayrshire Child Protection Committee has a focused business plan which is agreed by all CPC members
- 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 sub-group in respect of Children Affected by Parental Substance Misuse (CAPSM).
- North Ayrshire Child Protection Committee continues to be an active member of North Ayrshire Violence Against Women Partnership.
- The Child Protection Lead Officer is a member of the Adult Support & Protection Committee and has built strong links with the Adult Protection Lead Officer
- Existing local, regional and national connections continue.
- An input was delivered to elected members on child protection updates and developments within North Ayrshire
- The Child Protection Committee Independent Chair is a member of North Ayrshire's Children's Services Strategic Partnership

OUTCOMES

- Continuing relationships across the Public Protection planning fora.
- Shared learning between Adult Protection Committee and Child Protection Committee
- Elected Members have increased knowledge and awareness of child protection issues in North Ayrshire and feel better equipped to effectively contribute.

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

- The establishment of a young person's steering group to lead and facilitate on a CPC conference
- A CPC conference 'In My Shoes' was facilitated, directed and led by young people on the topics of participation, education, social media and health and wellbeing
- A Short Life Working Group has been established to take forward a piece of work on strength based participatory approaches for children during CP processes
- A young people's focus group has worked with Choose Life to create a series of blogs to promote suicide prevention for young people

OUTCOMES

- Participants from a range of agencies across North Ayrshire are informed by the voices of young people. Feedback from the conference will feed into next year's CPC business plan
- Platform established to explore children's views on their participation and involvement in CP processes and how we take the results of the evaluation forward
- Agencies have worked in partnership with young people to ensure that their voices are acknowledged in the young people's suicide prevention communication strategy

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.

**CHANGING CHILDREN'S SERVICES FUND
BUDGET ALLOCATION 2017/18**

Income	
Total Budget Allocated from HSCP	£126,508
Contribution from Police	£ 11,446
Total	£ 137,954
Expenditure	
Employee Costs	£112,339
Learning and Development	£20,215
Running Costs (including Hospitality)	£13,624
Public Information and Awareness Raising	£3850
Payments to other bodies	£25,265
Total	£175,293

**MEMBERSHIP OF
North Ayrshire Child Protection Committee**

	TITLE/DESIGNATION	NAME	AGENCY
1.	Chair	Anne Houston	Independent
2.	Vice Chair – Director Head of Service	Stephen Brown	North Ayrshire Health and Social Care Partnership
3.	Child Protection Lead Officer	Kirsty Calderwood	NA CPC
4.	CP Learning and Development Co-ordinator	Post Vacant	NA CPC
5.	Head of Service, Children's Services	Donna McKee	North Ayrshire Health and Social Care Partnership
6.	Reporter Manager	Alan Mulrooney	SCRA
7.	Senior Manager, Children & Families	Elizabeth Stewart	North Ayrshire Health and Social Care Partnership
8.	Chief Social Work Officer	David MacRitchie	North Ayrshire Health and Social Care Partnership
9.	Nurse Director	Attica Wheeler	NHS Ayrshire & Arran
10.	Consultant Paediatrician (Child Protection)	Dr Mona Rahim	NHS Ayrshire & Arran
11.	Interim Nurse Consultant for Vulnerable Children	Marina McLaughlin	NHS Ayrshire & Arran
12.	Superintendent	Colin Martin	Police Scotland
13.	Senior Manager, Housing Services	Carol Nelson	North Ayrshire Council
14.	Assistant Director	Fiona McBride	Children 1 st
15.	Head of Service, Education & Youth Employment	Caroline Amos	North Ayrshire Council
18.	Lead Nurse	David Thomson	North Ayrshire Health and Social Care Partnership
19.	Chair of Alcohol and Drug Partnership	Kenny Hankinson	Scottish Fire & Rescue
21.	Senior Manager Universal Early Years	Dalene Sinclair	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.	Team Manager, Legal Services	Eleanor McLaren	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.	Paul Main	Divisional Commander, Police Scotland 'U' Division

MEMBERSHIP OF NA CPC PUBLIC INFORMATION & ENGAGEMENT SUB GROUP

NAME	TITLE	ORGANISATION
Dalene Sinclair (Chair)	Senior Manager Universal Early Years	NA Health & Social Care Partnership
Kirsty Calderwood	Child Protection Lead Officer	NA CPC
Andrew Keir	GIRFEC Manager	GIRFEC
Bruce Jackson	Marketing & Events Officer	North Ayrshire Council
Kirsty Aitken	Children 1 st Manager	Children 1 st
Tracey Carswell	Clinical Team Leader	NA Health & Social Care Partnership
Damian Taylor	Community Education Worker	Youth Services, North Ayrshire Council
Fiona Hopkins	Senior Manager	Education, North Ayrshire Council
Sharon JohnstoneMcDowall	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

2017/18 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 EVALUATION SUB GROUP

NAME	TITLE	ORGANISATION
Elizabeth Stewart (Chair)	Senior Manager Children & Families	NA Health & Social Care Partnership
Kirsty Calderwood	Child Protection Lead Officer	NA CPC
Frances MacIntyre	Child Protection Advisor	NHS A&A
Susan Milloy	Detective Inspector	Police Scotland
Eleanor McLaren	Solicitor	Legal & Protective Services
Alan Mulrooney	Reporter Manager	Scottish Children's Reporter Administration
Shelagh Campbell	Team Manager, Homelessness & Community Safety	Housing Services, NAC
Philip Gosnay	Senior Manager	Education, North Ayrshire Council
Evelyn Berry	Clinical Team Leader	NA Health & Social Care Partnership
Margaret Paterson	Team Manager	NA Health & Social Care Partnership
Ruth Davie	Senior Manager Practice & Policy	NA Health & Social Care Partnership
Post Vacant	Learning & Development Coordinator	NA CPC
Andrew Keir	GIRFEC Manager	Integrated Children's Services
Peter McArthur	Senior Manager, Addictions	NA Health & Social Care Partnership
Gail Stirling	Team Manager	Richmond Fellowship Project
Dalene Sinclair	Senior Manager, Universal Early Years	NA Health & Social Care Partnership

Remit

Evaluation and Improvement 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
Donna McKee	Head of Service, Children's Services	NA Health & Social Care Partnership
Kirsty Calderwood	CPC Lead Officer	NA CPC
Frances MacIntyre	Child Protection Advisor	NHS A&A
Elizabeth Stewart	Senior Manager	NA Health & Social Care Partnership
Mark Inglis	Senior Manager	NA Health & Social Care Partnership
David MacRitchie	Chief Social Work Officer	NA Health & Social Care Partnership
Alan Mulrooney	Reporter Manager	SCRA
Stuart Singleton	Performance Officer	NA Health & Social Care Partnership
Johanna House	Senior Manager	Education
Susan Milloy	Detective Inspector	Police Scotland

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
Post Vacant	Learning & Development Co-ordinator	NA CPC
Frances MacIntyre	Child Protection Advisor	NHS A&A
Eilidh Wilson	Locality Reporter Manager	Scottish Children's Reporter Administration
Lesley Higgins	Learning & Development Manager	NA Health & Social Care Partnership
Carol Nelson	Senior Manager	Housing, North Ayrshire Council
Alison Allan	Senior Manager	Education, North Ayrshire Council
Angela Morrell	Manager, Youth Services	Youth Services, North Ayrshire Council
Kirsty Aitken	Manager	Children 1st

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
Kirsty Calderwood	Child Protection Lead Officer	NA CPC
Cheryl Gilmour	Addiction Recovery Policy Officer	NA ADP
Graham Lindsay	Team Manager, Addictions	NA Health & Social Care Partnership
John Flannagan	Team Manager	NA Health & Social Care Partnership
Martin Timmons	Team Manager	NA Health & Social Care Partnership
James Hill	Advanced Nurse Practitioner	NHS Ayrshire & Arran
Terri McIntosh	Senior Manager	Education & Youth Employment, NAC
David Weir	Service Manager	North Ayrshire Carers Centre
Alison Gibson	Service Manager	Barnardos
Colin Johnson	Police Officer	Police Scotland
Jillian Dowds	Clinical Team Leader	NHS Ayrshire & Arran
Lorna Fulton	Fetal Alcohol Syndrome Co-ordinator	NHS Ayrshire & Arran
Arthur Coutts	Social Worker	NA Health & Social Care Partnership

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.

North Ayrshire Young People's Strategic Suicide Prevention Group (YPSSPG)

NAME	TITLE	ORGANISATION
Anne Houston (Chair)	NACPC Independent Chair	NA CPC
Stephen Brown (Deputy Chair)	Director	NA Health & Social Care Partnership
Caroline Amos	Head of Service	Education
Kirsty Calderwood	CPC Lead Officer	NA CPC
David Thomson	Lead Nurse	NHS A&A
Thelma Bowers	Senior Manager	NA Health & Social Care Partnership
David MacRitchie	Chief Social Work Officer	NA Health & Social Care Partnership
Lynne McNiven	Interim Director	Public Health
Colin Martin	Superintendent	Police Scotland

Remit

YPSSPG

The primary objective of the YPSSPG is to reduce the instances of suicides by young people within North Ayrshire.

The strategic objective will be achieved by:

- Establishing specific multi-agency governance arrangements for partnership working
- Monitor risk factors including instances of suicide and attempted suicide
- Develop effective response mechanisms for emerging risk factors
- Establish an overarching Suicide Prevention Community Action Plan and monitor its development and implementation
- Ensure best practice information sharing and collaborative working with partner Local Authorities

North Ayrshire Young People's Operational Suicide Prevention Group (YPOSPG)

NAME	TITLE	ORGANISATION
Kirsty Calderwood (Chair)	CPC Lead Officer	NA CPC
Lynne McNiven (Co-chair)	Interim Director	Public Health
Sam March	Principal Educational Psychologist	Education
Colin Convery	Police Inspector	Police Scotland
David Thomson	Lead Nurse	NHS A&A
Michele Gilmour	Senior Manager	NA Communications
Sarah Watts	Choose Life Co-ordinator	NA Council
Angela Morrell	Youth Services Manager	Youth Services
Stephen Colligan	Head Teacher	St Matthews Academy, Education
Tommy Stevenson	CAMHS Manager	NHS A&A

Remit

YPOSPG

The Primary Objective of the YPOSPG is take forward actions in response to recent deaths and to reduce the instances of young people suicides in North Ayrshire.

The above objective will be achieved by:

- Implementing the Strategic Group actions
- Keeping the Strategic Group informed
- Producing a short to medium term Community Action Plan
- Planning, recording and monitoring all identified actions
- Sharing relevant information and updates
- Communicating effectively across all partners and with teams and services
- Identifying and alerting partners to those at risk through regular data assessment
- Listening to and responding jointly to those services directly affected by recent events
- Responding across the authority with consistent, shared messages

