



North Ayrshire Child Protection Committee

**2019 - 2020 Annual Report
(1st August 2019 – 31st July 2020)**

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Preface from Chief Officers

The Child and Public Protection Chief Officers are very pleased to present the 2019 - 2020 Annual Report for North Ayrshire Child Protection Committee.

It has been an interesting year for North Ayrshire Child Protection Committee, there have been significant developments and achievements. Developments include the establishment of the first localised Child Sexual Abuse Strategy, the adoption of the new National Minimum Dataset and the development of a new 3 year outcome focused business plan. However the Covid 19 pandemic has brought challenges and the need to embrace new ways of working. This has included the establishment and initiation of virtual meetings, delivering practice development sessions virtually and using creative means to ensure that child protection messages reach communities within North Ayrshire. Nevertheless, the pandemic has also highlighted the commitment and enthusiasm of practitioners across North Ayrshire to ensure that children and young people are safe and protected in what has been an unsettling time. At the time of writing this report, the Covid 19 pandemic remains, however North Ayrshire remain committed in protecting children and young people from harm, and continue to adapt to a 'new normal'.

This report outlines the main aspects of the work undertaken by North Ayrshire Child Protection Committee and we hope that this provides an insight into the Committee's delivery of its core business over the past year.

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| John Paterson Chair Child Protection Committee | Craig Hatton Chief Executive North Ayrshire Council | John Burns Chief Executive NHS Ayrshire & Arran | Faroque Hussain Divisional Commander Police Scotland "U" Division |
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Introduction

2019 and 2020 has presented challenges for North Ayrshire Child Protection Committee. The Covid 19 Pandemic has required a new approach for all practitioners working with children. This has included virtual meetings (with both families and colleagues), virtual practice development sessions and the development of e-learning modules, delivery of public child protection resources to community hubs and an increased social media presence. The pandemic remains live and will requires all agencies to continue to review and adapt ways of working to ensure that children are safe and protected from harm. The CPC workplan and business plan will be subject to review and amendment over the coming year, but every effort will be made to ensure that priorities remain and work is adapted to meet strategic objectives.

In 2019, the Child Protection Committee agreed to commission a Significant Case Review. In 2020, this work was initiated but using a bespoke methodology which targets the need to create a multi-agency cultural shift. A short life working group was formed from the Child Protection Committee to take this forward, the 'Making Change Happen' group. This work was delayed due to the pandemic, however recommenced in June 2020. The group has made significant progress, and a key aspect of taking the work forward will be further development and expansion of PRISM (Practice Reflective Improvement Short Modules).

A key element of progress in the CPC's work has been the development of a Child Sexual Abuse Strategy within North Ayrshire, the first localised strategy within Scotland. This has also been subject to delay due to the pandemic, however key activity in 2020/2021 will be the launch of the new CSA strategy and an implementation plan.

After 2 years of data which illustrated high levels of child protection activity, this now appears to have steadied. However, the pandemic will inevitably have an impact on child protection activity, and this already been observed through the development of a weekly data dashboard. This will continue to be monitored and action taken as appropriate via the Management Information Group. The adoption of the National Minimum dataset means that there is also further analysis and scrutiny of data, and targeted action is being implemented as required.

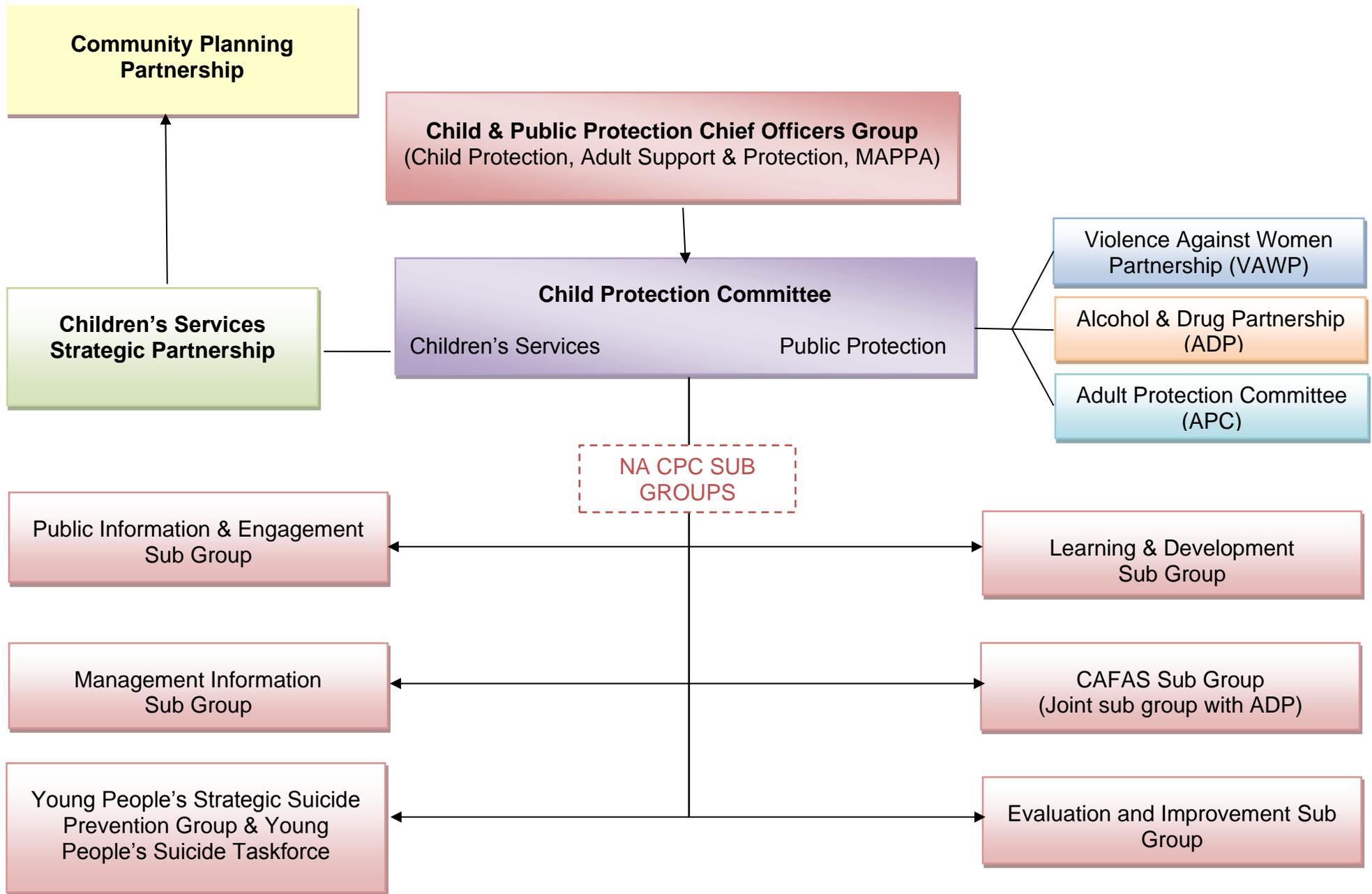
The focus and reporting mechanisms for the CPC business plan has further developed during 2020. There is now a 3 yearly business plan with agreed outcomes. An annual workplan will continue to be established and will be adapted and changed according to progress indicated in the outcome measures. There has been a concerted effort to ensure that these measures assess the impact that work is making a difference for children and young people.

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

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| 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: | <p>Following the evaluation work completed on children's experiences of child protection processes, several actions have been taken forward in response to this to ensure that children and young people are being listened to, understood and respected.</p> <p>North Ayrshire commissioned Barnardos to deliver a new advocacy service for children subject to child protection and whom are care experienced; Hear4u. In 2019/2020, 121 children within North Ayrshire received individual advocacy support, of which 41 were currently registered and 28 were subject to previous registration. The Hear4u Service uses an outcome based approach with children and young people, and measures the following outcomes:</p> <ul style="list-style-type: none"> • Able to report Safety concerns/complaints • Reduction in level of risk/harm • Improved communication skills • Contribute to planning and decision making • Learn advocacy and associated skills • Views and opinions voiced and acted on <p>70 children and young people reported an improved score on the above outcomes following advocacy support.</p> <p>In addition, North Ayrshire Health and Social Care Partnership have updated key paperwork such as the Child's Plan and Child Protection investigation report to ensure that children's experiences and views are considered, recorded and are central to planning and decision making.</p> |
| Priority action next year: | Further paperwork such as Case Conference minutes to be updated to ensure a child centred approach. A recent audit highlighted a need to develop practice development in relation to child participatory approaches, this is being taken forward by the North Ayrshire CPC Learning and Development Co-ordinator within the West of Scotland Learning and Development forum. Access to technology for children and young people is also being increased in light of the Covid 19 pandemic to support them in expressing and voicing their experiences and views. |

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| <p>Intermediate Outcome 2</p> <p>Key activity to support this outcome:</p> | <p>Children and young people benefit from strategies to minimise harm</p> <p>A short life working group took forward the development of the first Child Sexual Abuse Strategy within Scotland. This was due to be ratified in March 2020 by Chief Officers, however due to the Covid 19 pandemic this was postponed. The strategy is due to be ratified in September 2020.</p> <p>The Covid 19 pandemic required adaptation and innovation to ensure that children continued to be protected and safeguarded during what was a vulnerable time for many children and young people. This included the development of a weekly data dashboard which provided information on child protection, mental health concerns, vulnerable children and young people and risk indicators. An example of this included the tightening of communication pathways when it emerged that a young person had required to be hospitalised due to a suicide attempt during the pandemic. The Child Protection Committee ensured that relevant agencies such as the Health and Social Care Partnership, Education and CAMHS worked together to share information as appropriate to ensure the safety and protection of the young person. The Child Protection Committee also maximised their Twitter presence and linked closely with the CPC Scotland 'Eyes and Ears Open' campaign to increase child protection messages to the public. Child protection resources were distributed to each of the community hubs across North Ayrshire and were included within food parcels, they were also provided to the North Ayrshire Drug and Alcohol Recovery Service. Initial data is suggesting that the proportion of concerns shared by the public has increased during the pandemic, which was of further importance in light of school closures and the increased vulnerabilities of children and young people not being seen.</p> <p>The Suicide Prevention Campaign for young people '13 Ways to support your friends if they are struggling' has continued to grow and develop through 2019/2020. The campaign received celebrity endorsement from local celebrity 'Grado' during suicide prevention week and maximised the reach of the messages. Further work throughout the year has been the development of a safety planning and risk assessment guidance for education in relation to suicide prevention, consultation with young people in relation to a suicide prevention message and resource, the development of memorial guidance and a concertina card for young people. Wellbeing checks for associates of young people who have completed suicide has also been completed to ensure that young people are receiving supports as necessary.</p> |
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| <p>Priority action next year:</p> | <p>An implementation group is to be established to launch and take forward the Child Sexual Abuse Strategy.</p> <p>As the Covid 19 pandemic continues, there will be further work prioritised in relation to ensuring that child protection messages are maximised within communities in North Ayrshire. This will include the development of school child protection banners, increasing social media presence and continuing to deliver child protection resources to communities. There is also going to be the development of online learning modules for community groups on child protection awareness.</p> <p>Suicide prevention in young people remains a priority, with a dedicated action plan in place to increase awareness of the Young People's Suicide Taskforce within locality partnerships, increase awareness for professionals and linkage with families affected by a young people who has completed suicide in relation to a pilot bereavement project being implemented by the Scottish Government.</p> |
| <p>Intermediate Outcome 3</p> | <p>Children and young people are helped by actions taken in immediate response to concerns</p> |
| <p>Key activity to support this outcome:</p> | <p>The Making Change Happen Working Group was formed to take forward a Significant Case Review. Both previous Initial Case Reviews, Evaluation Activity and a previous Significant Case Review has highlighted a need for a cultural shift in how workers within North Ayrshire work together to protect children and young people. The Initial Case Review from the case highlighted that although processes have changed in response to cases and evaluation activity, there requires to be a different approach taken to create a cultural shift. This cultural shift encompasses an approach which puts children at the heart of all decision making and ensuring that adult voices are not over privileged, enhancing opportunities for professional reflection and leaders supporting workers to be accountable for their practice and increase professional curiosity.</p> <p>A pathway has been finalised for children and young people who make a suicide attempt which requires hospital admission. This pathway will ensure that young people are offered the necessary supports via Service Access (the initial triage point for children and young people not known to social work services), and other appropriate services such as education and CAMHS. The pathway is due to be ratified by social work governance in September 2020.</p> <p>Practice development workshops have been developed and delivered in partnership with the CPC and HSCP Learning and Development team to adult services to increase knowledge and understanding of child protection and their associated responsibilities in raising concerns. A core element of the workshops has been the support from facilitators from children and families teams and adult services teams in delivering the workshops. This includes the completion of a National Risk Framework tool to highlight concerns for children and young people whom have close relationships with individuals subject to adult services.</p> |

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| Priority action next year: | <p>A proposal has been taken forward by the Making Change Happen Group to pilot Practice Reflective Improvement inputs for staff following specified child protection cases. It is hoped that a culture which promotes and supports professional reflection will ensure that there are continuous learning opportunities for workers to put children at the heart of all decision making.</p> <p>There will be improved multi-agency working relationships which encourages professional accountability, challenge and professional curiosity, and a holistic approach which improves worker's communication and analysis of the child's experience. This will be taken forward in 2020/2021.</p> <p>Monitoring and evaluation work is being taken forward to assess the long term impact of the Child Protection in the Family workshops for adult services staff.</p> |
| Intermediate Outcome 4 | Children and young people's needs are met |
| Key activity to support this outcome: | <p>North Ayrshire has fully engaged in the implementation of the National Minimum Dataset and has received recognition of this from CPC Scotland. The structure and format of the dataset enables the CPC to analyse data and put appropriate measures in place to ensure children's needs are being met. Positive examples of this include an increase in the proportion of children's experiences being recorded in child protection paperwork following the analysis and action taken from the appropriate data. Relevant action is being taken in response to the data and ensures that children and young people's needs are met. Examples of this work in action has included the review of case studies following an increase in the proportion of children being re-registered and examining learning moving forward to ensure that children and young people's needs are met. Significant increases have also been noted in the proportion of child protection case conferences being initiated within the 3 week national timescale.</p> <p>The CPC business plan has also now moved to a 3 year plan based on an outcome based approach. This will mean that outcomes can be measured and how work needs to be adapted to meet specific outcomes and ensuring that actions are pertinent to meeting children and young people's needs.</p> |
| Priority action next year: | The CPC will continue to link in closely with CPC Scotland in implementing the National Minimum dataset and ensure that this is being analysed and acted on by agencies as appropriate. |

Self - Evaluation

The CPC has taken forward two significant pieces of audit work in 2019/2020.

A Senior Social Work Manager highlighted that the number of CPOs within North Ayrshire had increased in the past year and suggested that this would be an interesting area of focus for audit work. Data demonstrated that the number of CPOs in North Ayrshire between August 2018 and July 2019 was 24; this had been 16 the previous year. Findings included some recurring themes already noted in previous Initial Case Reviews and previous audits, and highlighted a previously need for a cultural shift as identified in the 'Making Change Happen' group established to take forward the learning from the SCR. Improvement actions have been incorporated within the 2020/2021 CPC workplan and the report was also referred to the 'Making Change Happen' group.

In 2018, an audit was undertaken in relation to Child Protection Case Conference and Core Group minutes. This was in response to Initial Case reviews which identified practice issues in relation to the clarity and timescales of actions, the completion rate of actions and follow up when actions hadn't been completed. The audit found that generally, actions were clear and specific; however recurring themes included a lack of timescales, records not being child centred (with evidence of copy and pasting within sibling groups) and mixed findings in relation to actions being completed and followed up. A report was produced and a series of actions were agreed with the Health and Social Care Partnership and integrated within the CPC multi-agency amalgamated improvement plan. These actions included changes to paperwork and communication with appropriate staff regarding the findings of the audit and action that was required. It was agreed that there would be a follow up audit in 2020 to review what impact the actions had on professional practice. Recommendations to take forward from the 2020 audit work included the development of a practice development programme on child participatory processes, review and update of processes and referring to the 'Making Change Happen' group due to recurring themes previously identified. A small group is taking forward the update of key processes and improvement actions have also been incorporated within the 2020/2021 CPC workplan.

Also, within 2020 there was an initiation of other key pieces of self-evaluation work which are ongoing into 2020/2021. This includes AYRshare multi-agency chronology use and the audit of cases which don't meet the Interagency Referral Discussion Threshold following the development of new Pan Ayrshire guidance. Regular updates are provided by the HSCP to the CPC Evaluation and Improvement sub-group.

PRISM - Practice Reflection and Improvement Short Modules

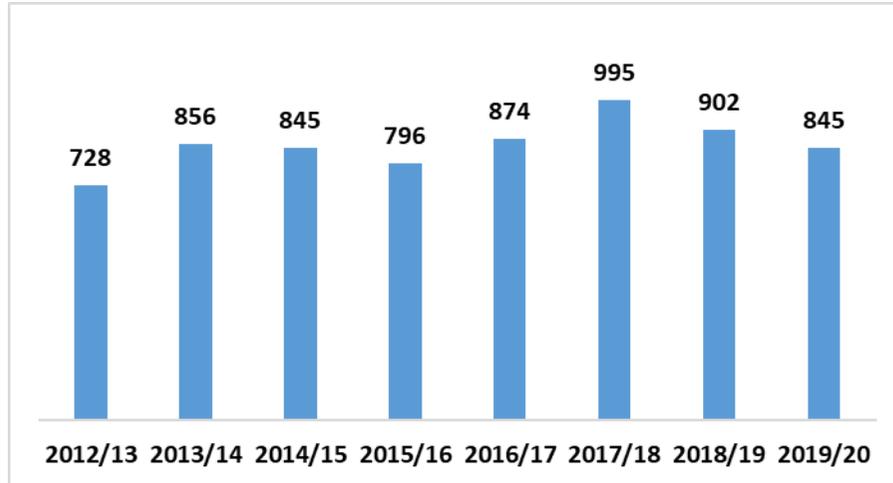
A total of 35 participants from different agencies engaged in PRISM sessions in 2019. PRISM sessions focused on previously completed evaluation work on children's experiences of the Child Protection system within North Ayrshire. Participants found the session to be insightful and provide a real sense of children's experiences and how this impacted their own professional practice and multi-agency working. A further session was scheduled for education staff was scheduled for March 2020, however due to the Covid 19 pandemic this was cancelled. PRISM sessions have evaluated well and feature highly in the 2020/2021 CPC workplan, however it is noted that the pandemic will have an impact on the delivery of these sessions.

The 'Making Change Happen' SCR group is seeking to further develop the PRISM model in 2020/2021 and pilot a process led model which supports professional reflection and learning with a child centred focus.

Annual Statistical Report

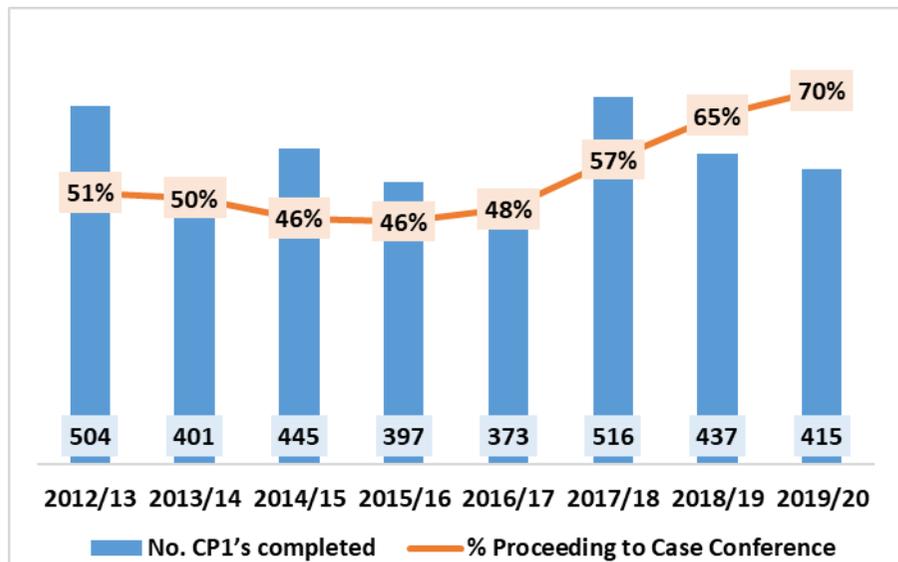
This section contains key data for the period 1st August 2019 to 31st July 2020.

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



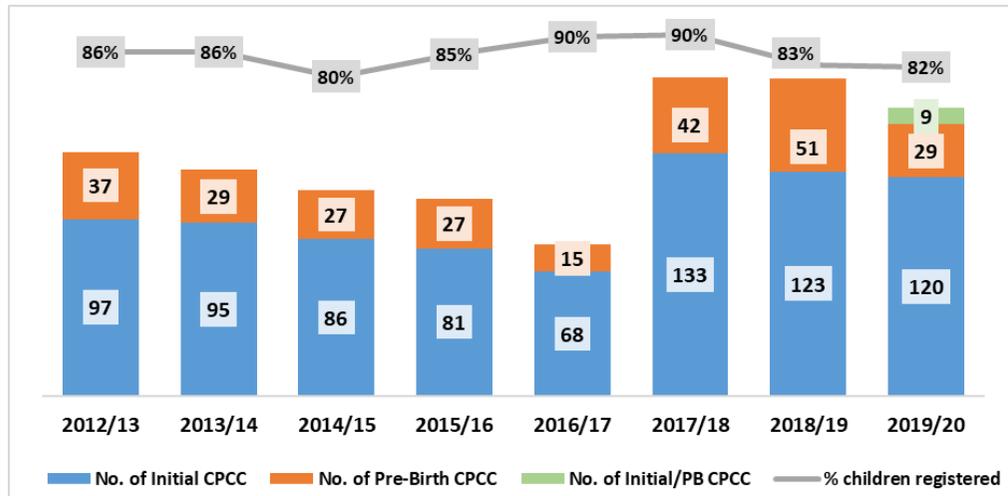
A 6% drop in the number of CP referrals compared to last year, the second year in a row where there has been a decrease.

Chart 2: Number and outcome of Child Protection Investigations completed



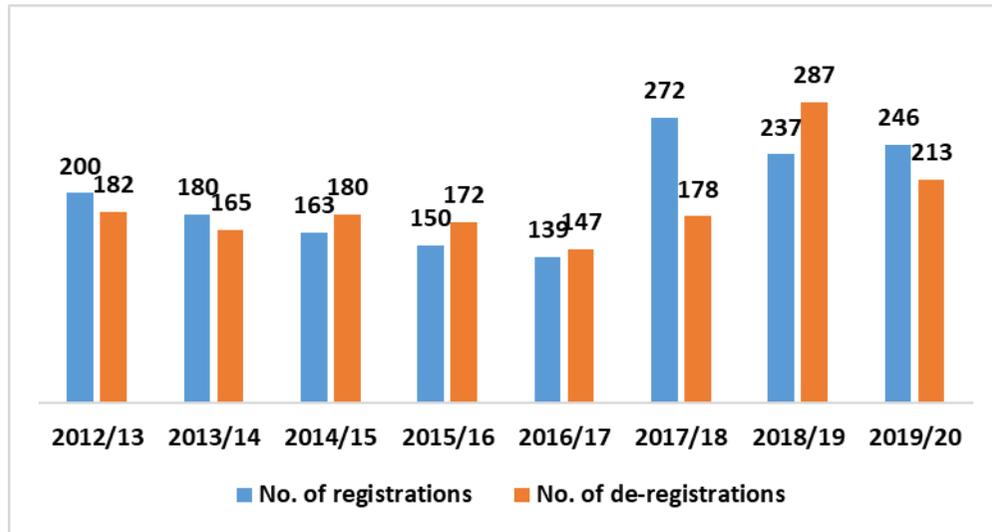
There were 415 Child Protection Investigations (CP1s) completed in 2019/20 – 5% less than last year. The proportion of CP1s which progressed to case conference increased to 70% - a higher proportion than in any of the last 7 years.

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



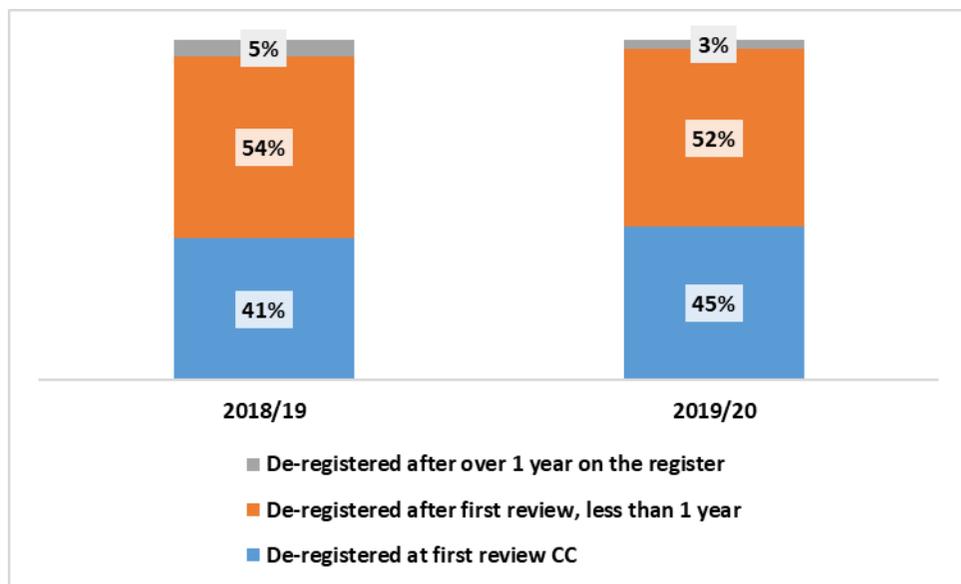
After 2017/18 saw the highest number of initial case conferences and the highest number of pre-birth case conferences in the previous 6 years, 2018/19 and now 2019/20 both saw slight decreases on the previous year overall. Compared to last year, there were 3 fewer initial Child Protection Case Conferences, although it remains much higher than in years before 2017/18. The number of pre-birth case conferences also decreased, significantly. However, there were 9 initial/pre-birth case conferences involving a sibling group of born and unborn children. As the grey line in the chart shows, 82% of children who had a conference were then placed on the register, which is a slight drop from 83% last year and lower than in any of the last 4 years.

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



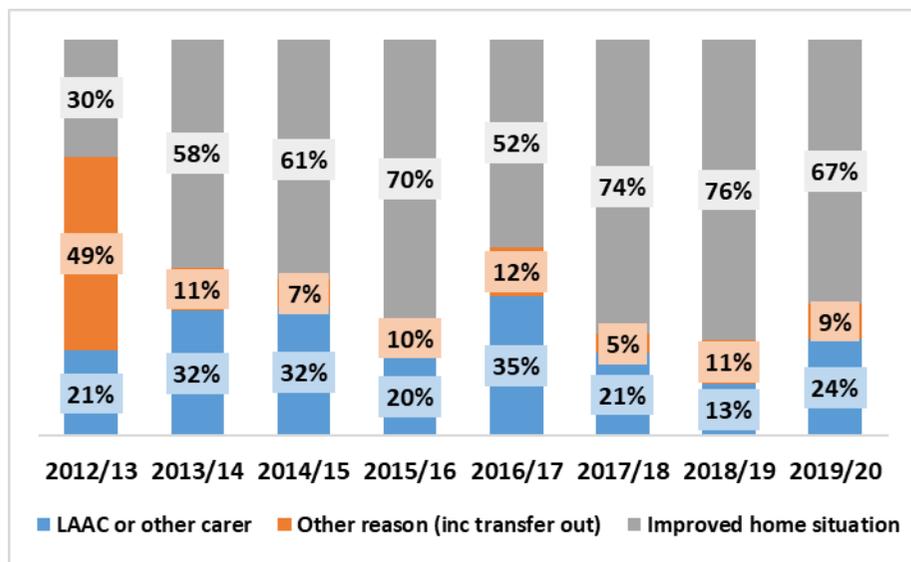
There were 246 Child Protection registrations in 2019/20, and 213 de-registrations. The number of registrations increased compared to last year and only 2017/18 saw more registrations in the last 7 years. The number of de-registrations significantly decreased but was higher this year than in any of the years prior to last year.

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



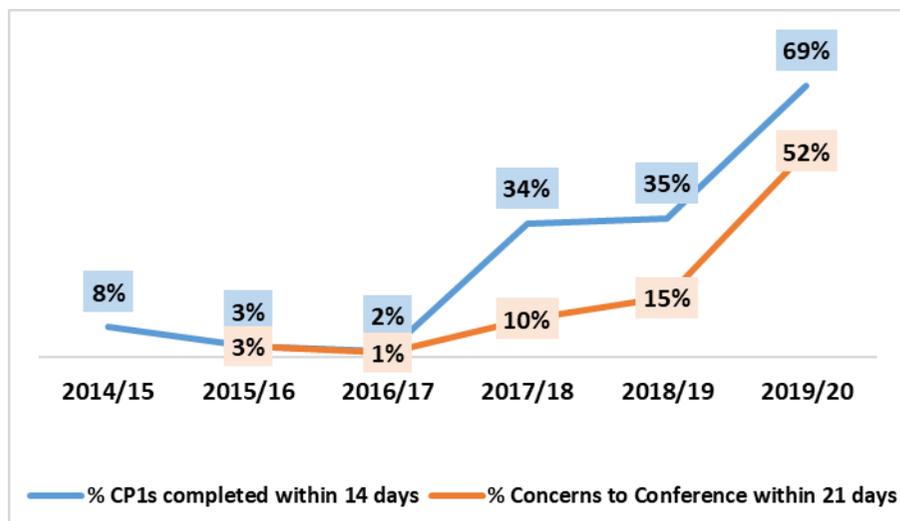
In 2019/20 45% of children de-registered from the Child Protection Register were de-registered at the first review case conference, this represents an increase on last year when 41% of children were de-registered at the first review. Compared to last year there were slight drops in the proportion of children who were de-registered after more than 1 year, and of those de-registered after their first review, but less than 1 year on the register.

Chart 6: Reason for de-registration



The proportion of cases de-registered due to improved home situation decreased this year compared to last year but remained the most common reason for de-registration. This year also saw an increase in the proportion of cases of children being de-registered due to becoming accommodated compared to last year, while the proportion of children de-registered for other reasons dropped slightly.

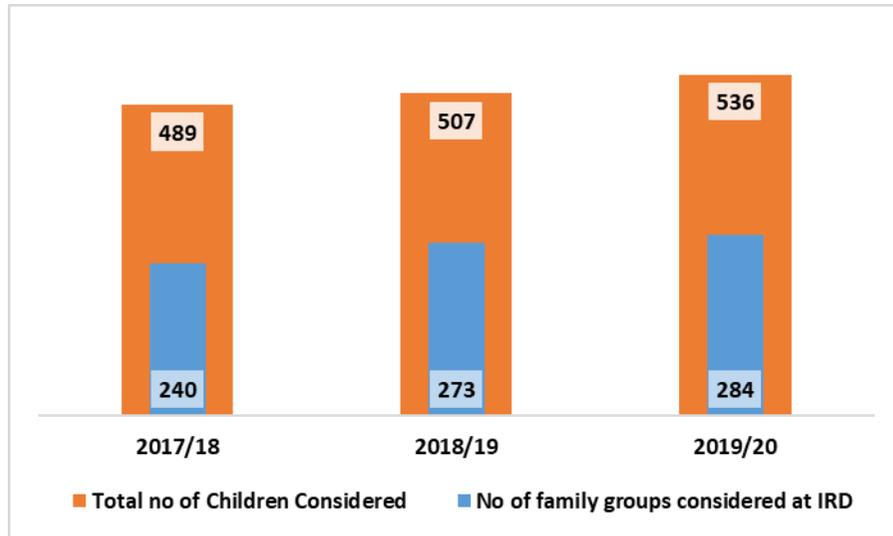
Chart 7: Child Protection Timescales



*As of 2018/19 only non-Pre-Birth CP1s are measures against the 14-day timescale

We can see in 2019/20 there was clear improvement in performance against Child Protection timescales. The percentage of non-pre-birth Child Protection investigations completed within 14 days of the notification of concern increased significantly, from 35% last year to 69%, while the percentage of case conferences which occurred within 21 days of the notification of concern increased from 15% to 52%.

Chart 8: No of IRDs and children considered



There were 284 family groups of considered at an Initial Referral Discussion in 2019/20, a 4% increase on last year. In total, 536 children were considered at these discussions, 6% more than last year.

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 |
| 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 |
| 2018/19 | 7.4 | 28.1 | 7.1 | 9.3 | 5.4 | 23.4 | 6.8 | 23.4 | 8.9 | 14.6 | 6.1 | 11.8 |
| 2019/20 | 5.5 | 20.1 | 5.7 | 8.8 | 7.2 | 18.7 | 6.5 | 22.9 | 9.9 | 14.2 | 6.0 | 11.7 |

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 2012/13 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. The rate of children referred on offence and non-offence grounds this year both decreased compared to last year and are at the lowest they have ever been. In 2019/20 North Ayrshire had a lower rate of offence referrals than all our comparator authorities, and lower than the national rate. For non-offence referrals, North Ayrshire was lower than Inverclyde, but higher than our other comparator authorities and higher than the national rate.

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

| | North Ayrshire | Dundee | East Ayrshire | Inverclyde | West Dunbartonshire | Scotland |
|---------|----------------|--------|---------------|------------|------------------------|----------|
| 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 |
| 2018/19 | 17.3 | 10.5 | 12.1 | 14.1 | 21.1 | 10.0 |
| 2019/20 | 17.5 | 9.8 | 10.9 | 15.2 | 20.1 | 9.6 |

The table above shows the number of children subject to Compulsory Supervision Orders as at 31st March each year for the last 8 years as a rate per 1000 of children aged under 16 in each area. The rate has generally decreased over the past 8 years in North Ayrshire, however there was a slight increase this year compared to last, and North Ayrshire still has a higher rate than most of 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 |
|---------|----------------|--------|---------------|------------|------------------------|----------|
| 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 |
| 2018/19 | 1.1 | 1.7 | 1.1 | 0.5 | 1.0 | 0.6 |
| 2019/20 | 1.4 | 1.4 | 0.9 | 0.6 | 1.4 | 0.6 |

The table above shows the number of children with a Child Protection Order referral each financial year for the last 8 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 2019/20 the rate of CPOs in north Ayrshire increased compared to last year, to the highest rate we have seen since 2014/15. Although higher than the national rate, this is in line with 2 of the 4 comparator authorities.

Broad Summary

After 2 years of high child protection activity, annual data appears to show that this is now steady, and in some cases decreasing.

Since 2017/2018, there has been a decline in the number of child protection referrals received by the Health and Social Care Partnership. The number of Child Protection Investigations has also decreased, however the proportion of investigations proceeding to a Child Protection Case Conference has increased to 70%. The proportion of Child Protection de-registrations has also decreased since last year, although this remains high in comparison to previous years. The majority of children are being de-registered after their first review but less than a year; however 45% are removed from the register at the first review case conference. The majority of children removed from the register is due to improved home situation, although this has decreased from last year from 76% to 67%. There has been a noted increase in the proportion of children who have become accommodated from 13% to 24%. Child Protection timescale performance has significantly improved to 69% of child protection investigations being completed in 14 days and 52% of case conferences being facilitated within 21 days.

Contributing factors to the reduction in child protection referrals may be a continued commitment and focus by all professionals to the Named Person Service in North Ayrshire, where children are receiving supports at an earlier stage. There have also been significant changes to key processes such as education services defining clear pathways for staff in relation to child protection and child wellbeing concerns. The increase in child protection referrals progressing to a child protection investigation may also suggest that referrals are being identified by practitioners appropriately, and children requiring wellbeing supports are being supported via the Named Person Service. The increase in children being accommodated following child protection registration will continue to be monitored by the Management Information Sub-group, although there is a noted increase it is a smaller proportion than previous years. The significant increase in the meeting of child protection timescales is positive, and contributing factors may be the continued implementation of the HSCP Child Protection Social Work Team and also change in processes such as streamlining of the Child's Plan. Although the increase in meeting the timescales is reassuring, it is recognised that this still requires to continue to improve and will also be monitored via the Management Information Sub-Group.

The rate of children referred to the Children's Reporter on non-offence and offence grounds has been on the decline since 2012, however North Ayrshire continues to be higher than the Scottish National average. The number of children on a supervision order has also been on the decline (although a small increase was noted for 2019/2020) but this is significantly higher than the Scottish average. There have been significant increases in the proportion of Child Protection Orders referred and this was subject to audit activity last year (with improvement actions incorporated within the CPC workplan 2020/2021 and also referred to the 'Making Change Happen' SCR group).

The Covid 19 pandemic was declared in March 2020, and an annual analysis is challenging in terms of the impact that this has had on child protection statistics for 2019/2020. However, it is a constant consideration within the Management Information Sub-group on a quarterly basis and next year's statistics will be of interest in terms of the impact on child protection trends.

Significant Case Review

In December 2018, a request was submitted to North Ayrshire Child Protection Committee to begin proceedings for an Initial Case Review. Following two panel meetings it was agreed that the case met the criteria to progress to a Significant Case Review (as defined in the National Guidance for Child Protection Committees for conducting a Significant Case Review 2015). All members of the panel agreed that there was significant learning from this case and that incidents gave rise to concern about professional and service involvement, which contributed to children being physically and emotionally harmed. However, there was also a recognition that most of the learning points had been raised in previous Significant and Initial Case Reviews within North Ayrshire and that, whilst some improvements have been evidenced, the cultural shift required across all agencies was not happening quickly enough. There was discussion in relation to the amalgamated improvement plan which has been established to take forward learning from ICRs and the previous SCR, and its effectiveness in creating that 'cultural shift'.

Three main areas of learning were identified from the case:

- Over-ready acceptance of apparent positive changes in attitude and/or behaviour of parents/carers
- A lack of analysis of behaviours and circumstances, which results in the privilege of adult's voices and loss of the child's perspective and experience
- An over reliance on and confusion about legal measures which resulted in minimal strategies and interventions to protect the children from harm

The 'Making Change Happen' group (a multi-agency group of selected representatives from the CPC) was established and led by external facilitator Eileen Moir in 2020. This was delayed due to the Covid 19 pandemic, however the group did reconvene and a proposal was agreed. This proposal focused on a pilot project which would seek to expand the PRISM (Practice Reflective Improvement Short Module) model and provide practitioners with further opportunities to reflect. The proposal will be taken forward in 2020/2021.

North Ayrshire Child and Public Protection Chief Officer Group

The North Ayrshire Child and Public Protection Chief Officer Group (CPPCOG) meets quarterly and scrutinises progress of the Child Protection Committee Business Plan and self-evaluation activity. The CPPCOG provides strong leadership and direction in response to updates from the Child Protection Committee Chair and Lead Officer, and considers 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). Due to the Covid 19 pandemic, these meetings required to be convened virtually, and for a period of time did meet with increased frequency to monitor child protection activity. The CPC continues to report to the Chief Officer's Group on a virtual basis.

Fulfilling the Child Protection Committee Functions - Progress

This section has been completed under the core business functions as detailed in *'Protecting Children & Young People: Child Protection Committee & Chief Officer Responsibilities'*

1. Public Information, Engagement & Participation

KEY ACHIEVEMENTS

The CPC managed a public engagement calendar in 2019/2020. The CPC team and colleagues within the Corporate Parenting team, the Adult Support and Protection team and Police Scotland hosted stalls with child protection resources at the following community events within North Ayrshire: Eglinton Park Participatory Budgeting Event, Safe T in the Park, Arran Show, Picnic in the Park, Tenants Event in Irvine Royal Academy, a Community Health and Wellbeing Fayre and Reclaim the Night.

Due to the Covid 19 pandemic, community events were no longer taking place from March 2020 and this required the consideration how child protection messages would reach communities, particularly during a time when there were school closures and children were not being 'seen'. Child Protection leaflets and resources were distributed to each of the community hubs within North Ayrshire, meaning that communities had access to child protection information and contact numbers.

North Ayrshire CPC launched the Twitter page in January 2019. The CPC used this forum to regularly promote child protection messages during the pandemic and also shared national child protection messages from Child Protection Scotland. Awareness events such as online safety and violence against women events feature on the Public Engagement Calendar to ensure that relevant information is shared to increase awareness in relation to child protection. The CPC has good links with the North Ayrshire HSCP Communications Officer and will frequently work in partnership to create social media posts that will get maximum engagement.

There has been consultation work with the youth forums and Corporate Parenting Champions board on suicide prevention work, the CPC website and the development of a new mascot. Young people were consulted on whom should promote the 13 Ways To Help your Friend Campaign for suicide prevention week in 2019. Young people suggested 'Grado'; a well known Scottish celebrity who is originally from North Ayrshire. He was approached and agreed to endorse the messages, and significantly expanded the reach of the campaign to young people, adults and families within North Ayrshire. Youth forums were also consulted on the CPC website, and the teens website was removed as a result of their feedback. The consensus from young people was that the website was not age appropriate and not user friendly, and felt that other national websites. There are links to other websites for wellbeing information such as Young Scot and Childline, which young people felt were more appropriate.

Young people were also consulted on what a new child protection mascot should look like, and have suggested a super hero. The creation of a new mascot will be taken forward next year.

There has also been the development of e-learning child protection awareness modules for members of the public. These modules are being managed by the CPC Learning and Development Co-ordinator and will be monitored and evaluated next year.

A 'Z' card public protection resource was also developed for taxi drivers in collaboration with the Adult Support and Protection team. This will be evaluated next year, and it is hoped that resource can also be utilised for other community stakeholders such as leisure centres and retail businesses within North Ayrshire.

OUTCOMES

- The public have an increased awareness of their responsibilities and who to contact if they have concerns about a child.
- Taxi drivers have an information resource which means they have the awareness and relevant contacts if they have concerns in relation to a child or young person.
- Children and young people are better protected.
- Agencies have worked in partnership with young people to ensure that their voices are acknowledged in the young people's suicide prevention communication strategy.
- Suicide prevention messages reach young people across North Ayrshire.
- Young people have influence on how the CPC engages with the public in relation to Child Protection messages.

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.

Children and young people in North Ayrshire have opportunities to have their views heard and taken account of in child protection planning.

2. Continuous Improvement

KEY ACHIEVEMENTS

- A new 3 year outcome focused business plan
- The facilitation of a multi-agency child protection staff survey, which supported the formation of outcomes within the CPC business plan
- Evaluation activity on Child Protection Orders within North Ayrshire
- Follow up evaluation activity on case conference and core group practice, resulting in a specific improvement plan
- The development of the first localised Child Sexual Abuse Strategy in Scotland
- The development of a proposal to take forward the Significant Case Review via the 'Making Change Happen Group'
- Monthly auditing of AYRshare records
- The development of new Pan Ayrshire IRD (Interagency Referral Discussion) Guidance and an auditing process for children that don't meet the IRD criteria.
- The commissioning of a new advocacy service 'Hear 4 u' for children on the Child Protection Register.
- Improvement in the proportion of children's views recorded in Child Protection Investigation paperwork.
- Improvement in timescales being met in relation to child protection investigations and case conferences
- Continued successful implementation of **PRISM** which has supported practitioners to reflect on child protection cases and improve professional practice.
- The development of a weekly data dashboard which provides key child protection information, scrutiny and action in response to the Covid 19 pandemic.
- The adoption of the National Minimum Dataset to provide scrutiny and analysis on multi-agency child protection information.
- An improved multi-agency response to young people who present at hospital due to a suicide attempt through the establishment of a Service Access Pathway
- Successful delivery of the 2019 multi-agency training programme
- The development of e-learning modules and virtual practice development sessions in response to the Covid 19 pandemic
- The delivery of Child Protection in the Family workshops to adult services workers in collaboration with the HSCP Learning & Development Team.
- Bespoke Child Protection training sessions delivered to community groups.

OUTCOMES

- A CPC business plan which has clear identified outcomes that measures the difference actions are having for children and young people and correlates with the annual workplan.
- Further scrutiny of data which means targeted action can be taken as required.
- Children and young people receive a joined up multi-agency holistic when they present at hospital due to a suicide attempt
- Children's views and experiences are being actively considered and reflected during child protection investigations
- Implementation of learning from evaluation activities.
- The improvements in timescales for investigations and case conferences means that children, young people and families are receiving appropriate supports without unnecessary delays
- Practitioners across services in North Ayrshire have access to increased opportunities for multi-agency reflection and learning resulting in improved services to children
- Staff from key agencies attending child protection learning and development opportunities virtually.
- 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

NACPC works with partners to develop and regularly update written guidance and procedures in order to support consistent child protection practice.

Children and young people in North Ayrshire receive services which are subject to a rolling programme of self evaluation and improvement, and data is regularly scrutinised and analysed to monitor activity and take action as appropriate.

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

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

3. Strategic 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 And Families Affected by Substances
- North Ayrshire Child Protection Committee continues to be an active member of North Ayrshire Violence Against Women Partnership.
- The Child Protection Committee welcomed John Paterson as Independent Chair in April 2020, John is also the Chair of North Ayrshire Adult Support and Protection Committee.
- Existing local, regional and national connections continue.
- The Child Protection Committee Independent Chair is a member of North Ayrshire's Children's Services Strategic Partnership
- NACPC Development Day held in November 2019 to review, discuss and agree the CPC business plan for financial year 2019/2020.
- North Ayrshire Child Protection Website has been reviewed and updated, and there is a dedicated information and repository point for practitioners (as well as the general public).
- The development of a quarterly CPC newsletter for all practitioners across North Ayrshire which provides the latest information and news on child protection matters.
- Demonstration of effective communication at Committee and subgroup meetings, including improved reporting on subgroup activity
- The CPC Lead Officer and CPC Independent Chair convene the West of Scotland Consortium.
- The adoption of North Ayrshire e-learning modules by other local authority areas and Child Protection Committees across Scotland.
- Regular networking takes place locally, regionally and nationally

OUTCOMES

- Continuing relationships across the Public Protection planning fora.
- Shared learning between Adult Protection Committee and Child Protection Committee
- North Ayrshire Child Protection Committee demonstrates effective communication with other Child Protection Committees across Scotland.
- Other areas across Scotland benefit and learn from pieces of work produced by North Ayrshire.

SELF-EVALUATION STATEMENT

We believe we have strong relationships with key strategic partnerships in North Ayrshire which facilitate collaboration and shared learning to the benefit of children and families.

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.

FINANCIAL REPORT

CHANGING CHILDREN'S SERVICES FUND BUDGET ALLOCATION APRIL 2019 – MARCH 20

Income

| | |
|----------------------------------|------------------|
| Total Budget Allocated from HSCP | £145,865 |
| Contribution from Police | £ 11,446 |
| Total | £ 157,311 |

Expenditure

| | |
|--|-----------------|
| Employee Costs | £132,477 |
| Running Costs (including Hospitality) | £13,256 |
| Public Information and Awareness Raising | £1018 |
| Payments to other bodies (including external consultant for Significant Case Review) | £31,123 |
| Total | £177,874 |

**MEMBERSHIP OF
North Ayrshire Child Protection Committee (Sep 2020)**

| | NAME | TITLE/DESIGNATION | AGENCY |
|----|-------------------|--|---|
| 1 | John Paterson | Independent Chair, Child Protection Committee | NA Child Protection Committee |
| 2 | Kirsty Calderwood | Child Protection Committee Lead Officer | NA Child Protection Committee |
| 3 | Alan Mulrooney | Locality Reporter Manager | Scottish Children's Reporter Administration |
| 4 | Alexa Foster | Senior Midwife | NHS Ayrshire & Arran |
| 5 | Alison Sutherland | Head of Service, Children, Families and Justice Services | NA Health & Social Care Partnership |
| 6 | Alison Linton | CPC L&D Coordinator | NA Child Protection Committee |
| 7 | Attica Wheeler | Associate Nurse Director (Maternity Services), | NHS Ayrshire & Arran |
| 8 | Audrey Sutton | Head of Service, Connected Communities, | North Ayrshire Council |
| 9 | Caroline Amos | Head of Service, Education | North Ayrshire Council |
| 10 | Dalene Sinclair | Senior Manager, Universal Early Years | NA Health & Social Care Partnership |
| 11 | David MacRitchie | Chief Social Work Officer | NA Health & Social Care Partnership |
| 12 | David Thomson | Associate Nurse Director/Lead Nurse | NA Health & Social Care Partnership |
| 13 | Philip Gosnay | Senior Manager (Education) | North Ayrshire Council |
| 14 | Elizabeth Stewart | Senior Manager, Children & Families Fieldwork | NA Health & Social Care Partnership |
| 15 | Fiona McBride | Assistant Director, Children 1 st | Children 1 st |

| | | | |
|----|-------------------|--|-------------------------------------|
| 16 | Kenny Armstrong | Superintendent | Police Scotland |
| 17 | Marina McLaughlin | Nurse Consultant for Child Protection, NHS | NHS Ayrshire & Arran |
| 18 | Maureen Johnstone | Care inspectorate | Care inspectorate |
| 19 | (Dr) Mona Rahim | Consultant Paediatrician | NHS Ayrshire & Arran |
| 20 | (Dr) Paul Kerr | Clinical Director, NAHSCP | NA Health & Social Care Partnership |
| 21 | Robert McGilvary | Acting Senior Manager, Housing | North Ayrshire Council |
| 22 | Roseanne Burns | Senior Manager, Intervention Service | NA Health & Social Care Partnership |
| 23 | Rosemary White | Lead Officer, Alcohol and Drug Partnership | NA Health & Social Care Partnership |
| 24 | Ruth Wilson | Team Manager, Litigation (Legal Services) | North Ayrshire Council |
| 25 | Thelma Bowers | Head of Service, Mental Health | NA Health & Social Care Partnership |

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

| | NAME | TITLE/DESIGNATION | AGENCY |
|---|-----------------|--|------------------------|
| 1 | Craig Hatton | Chief Executive | North Ayrshire Council |
| 2 | John Burns | Chief Executive | NHS Ayrshire & Arran |
| 3 | Faroque Hussain | Divisional Commander, Police Scotland 'U' Division | Police Scotland |

MEMBERSHIP OF NA CPC PUBLIC INFORMATION & ENGAGEMENT SUB GROUP (Sep 2020)

| | NAME | TITLE | ORGANISATION |
|----|--------------------------------|--|-------------------------------------|
| 1 | Dalene Sinclair (Chair) | Interim Senior Manager, Universal & Early Years | NA Health & Social Care Partnership |
| 2 | Kirsty Calderwood | Child Protection Lead Officer | NA Child Protection Committee |
| 3 | Alison Linton | Learning & Development Coordinator | NA Child Protection Committee |
| 4 | Andrew Keir | GIRFEC & Corporate Parenting Manager | NA GIRFEC & Corporate Parenting |
| 5 | Andy Hogg | Inspector | Police Scotland |
| 6 | Brenda Knox | Health Improvement Lead Public Health | NHS Ayrshire & Arran |
| 7 | Bruce Jackson | Marketing & Events Officer | Communications, NAC |
| 8 | Conner Henderson | Modern Apprentice | NA GIRFEC & Corporate Parenting |
| 9 | Damien Taylor | Community Education worker | Economies and Communities, NAC |
| 10 | Gordon Cowan | Community Development Worker | North Ayrshire Council |
| 11 | Joan Mathie | KA Leisure | KA Leisure |
| 12 | Kirsty Aitken | Service Manager | Children 1 st |
| 13 | Laura Cook | Education Development Coordinator | North Ayrshire Council |
| 14 | Nicola Teager | Communication & Engagement Officer | North Ayrshire Council |
| 15 | Sharon Johnstone | Headteacher, Education & Youth Employment | North Ayrshire Council |
| 16 | Tracy Bryson | KA Leisure | KA Leisure |
| 17 | Tracy Carswell | Clinical Team Leader | NA Health & Social Care Partnership |

2018/2019 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 the NACPC Communications Strategy. |
| 2 | To identify and utilise opportunities for promoting child protection within the local community via a Public Engagement Plan. |
| 3 | To monitor inventory of promotional materials, literature and guidance documents. |
| 4 | To regularly update and continually promote the NA CPC websites and Twitter page. |
| 5 | Actively consult with children and young people in relation to relevant projects. |
| 6 | 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 regards 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 have an online presence where both members of the public and professionals can access information. |
| 3 | The perspective of children in the child protection system is better understood by practitioners and better reflected in meetings. |
| 4 | Materials are informed by the perspective of children and young people. |
| 5 | Groups within the wider community are more engaged with protecting children. |

MEMBERSHIP OF NA CPC EVALUATION SUB GROUP (Sep 2020)

| | NAME | TITLE | ORGANISATION |
|----|-------------------|--|-------------------------------------|
| 1 | VACANT (Chair) | | |
| 2 | Kirsty Calderwood | Child Protection Lead Officer | NA Child Protection Committee |
| 3 | Alison Linton | Learning and Development Coordinator, | NA Child Protection Committee |
| 4 | Andrew Keir | Team Manager, Corporate Parenting | NA Health & Social Care Partnership |
| 5 | Vacant | | CAMHS |
| 6 | Elizabeth Stewart | Senior Manager, Fieldwork | NA Health & Social Care Partnership |
| 7 | Evelyn Berry | Clinical Team Leader | NHS Ayrshire & Arran |
| 8 | Frances Gunn | Child Protection Adviser | NHS Ayrshire & Arran |
| 9 | Gail Stirling | Third Sector | Third Sector |
| 10 | Helen McNaughton | Development and Support Officer, Education | North Ayrshire Council |
| 11 | Linda Davis | Deputy Head Teacher | North Ayrshire Council |
| 12 | Lorna Moran | Head Teacher | North Ayrshire Council |
| 13 | Robbie Scott | Detective Inspector | Police Scotland |
| 14 | Peter McArthur | Senior Manager, Addictions | NA Health & Social Care Partnership |
| 15 | Philip Gosnay | Senior Manager, ASN, Education | North Ayrshire Council |
| 16 | Ruth Davie | Senior Manager, Children Services | NA Health & Social Care Partnership |
| 17 | Ruth Wilson | Litigation Team Manager | North Ayrshire Council |
| 18 | Shelagh Campbell | Team Manager, Housing | North Ayrshire Council |

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 (Improvement Plan) |
| Group Tasks: | |
| 1 | Develop and implement a multi-agency self-evaluation strategy. |
| 2 | Monitor improvement plans. |
| 3 | Share single agency audit and evaluation activity with the group. |
| 4 | 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 (Sep 2020)

| | NAME | TITLE | ORGANISATION |
|----|---------------------------|--|---|
| 1 | Alison Sutherland (Chair) | Head of Service, Children, Families and Justice Services | NA Health & Social Care Partnership |
| 2 | Kirsty Calderwood | Child Protection Lead Officer | NA Child Protection Committee |
| 3 | Alan Mulrooney | Locality Reporter Manager | Scottish Children's Reporter Administration |
| 4 | David MacRitchie | Chief Social Work Officer, | NA Health & Social Care Partnership |
| 5 | Elizabeth Stewart | Senior Manager, Children & Families Fieldwork | NA Health & Social Care Partnership |
| 6 | Fiona Hopkins | Senior Manager, Communities | North Ayrshire Council |
| 7 | Frances Gunn | Child Protection Adviser | NHS Ayrshire & Arran |
| 8 | Margaret Paterson | Child Protection Team Manager | NA Health & Social Care Partnership |
| 9 | Robbie Scott | Detective Inspector | Police Scotland |
| 10 | Roseann Burns | Senior Manager, Intervention Services, | NA Health & Social Care Partnership |
| 11 | Ruth Davie | Senior Manager Children & Families | NA Health & Social Care Partnership |
| 12 | Stuart Singleton | Planning and Performance Officer | NA Health & Social Care 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 via the National Minimum Dataset |
| 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 (Sep 2020)

| | NAME | TITLE | ORGANISATION |
|----|-------------------------------------|--|--|
| 1 | Angela Morrell (Chair) | Senior Manager Connected Communities | North Ayrshire Council |
| 2 | Alison Linton | Learning & Development Coordinator | NA Child Protection Committee |
| 3 | Alan McDougall | Senior Manager, Education | North Ayrshire Council |
| 4 | Andy Hogg | Police Scotland | Police Scotland |
| 5 | Eilidh Wilson / Lorraine Osborne | Reporter | Scottish Children's Reporter Administration |
| 6 | Frances Gunn | Child Protection Advisor | NHS Ayrshire & Arran |
| 7 | Kirsty Aitken | Manager | Children 1 st |
| 8 | Leana Grant | Team Lead | Children 1 st |
| 9 | Lesley Higgins | L&D Team Manager | NA Health & Social Care Partnership |
| 10 | Robert McGilvery | Senior Manager Housing | North Ayrshire Council |
| 11 | Shirley Morgan | Locality Officer, Community Learning and Development | 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 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 CAFAS (Children and Families Affected by Substances) Sub Group (Sep 2020)

| | NAME | TITLE | ORGANISATION |
|----|------------------------|--|-------------------------------------|
| 1 | Roseanne Burns (Chair) | Senior Manager | NA Health & Social Care Partnership |
| 2 | Rosemary White | Lead Officer ADP | NA Alcohol & Drug Partnership |
| 3 | Kirsty Calderwood | Child Protection Lead Officer | NA Child Protection Committee |
| 4 | Alison Gibson | Service Manager | Barnardos |
| 5 | Andrew Hogg | Local Authority Liaison Officer | Police Scotland |
| 6 | Arthur Coutts | Team Manager, Kinship Care, Children & Families | NA Health & Social Care Partnership |
| 7 | David Weir | Service Manager | North Ayrshire Carers Centre |
| 8 | Eilidh James | MHWB Operational Lead | Education, North Ayrshire Council |
| 9 | Graham Lindsay | Team Manager, Addictions | NA Health & Social Care Partnership |
| 10 | James Hill | Advanced Nurse Practitioner, Addictions | NHS Ayrshire & Arran |
| 11 | Janice Cusick | Senior Manager, Functional Family Therapy | NA Health & Social Care Partnership |
| 12 | Jennifer Lang | Service Manager, North Ayrshire P.E.A.R. Service | Turning Point Scotland |
| 13 | Jill O'Rourke | Team Manager, Homeless & Comm Safety | North Ayrshire Council |
| 14 | Joanne Crawford | Team Manager, C&Families | NA Health & Social Care Partnership |
| 15 | John Flanagan | Team Manager | NA Health & Social Care Partnership |
| 16 | Leana Grant | Service Manager, Children 1 st | Third Sector |
| 17 | Louise Wilson | Stakeholder, GP | NHS Ayrshire & Arran |
| 18 | Marie Forsyth | Team Manager, Justice Services | NA Health & Social Care Partnership |
| 19 | Mary Beglan | Chief Officer | North Ayrshire Womens Aid |
| 20 | Sam Eccles | Deputy Director of Development | Impact Arts |
| 21 | Tracy Anderson | Police Officer | Police Scotland |

Remit

CAFAS

The North Ayrshire Children and Families Affected by Substances (CAFAS) Group 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 CAFAS 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) (Sep 2020)

| | NAME | TITLE | ORGANISATION |
|---|-----------------------|--|-------------------------------------|
| 1 | John Paterson (Chair) | NACPC Independent Chair | NA Child Protection Committee |
| 2 | Alison Sutherland | Head of Service, Children, Families and Justice Services | NA Health & Social Care Partnership |
| 3 | Kirsty Calderwood | CPC Lead Officer | NA Child Protection Committee |
| 4 | Caroline Amos | Head of Service, Education | North Ayrshire Council |
| 5 | David MacRitchie | Chief Social Work Officer | NA Health & Social Care Partnership |
| 6 | David Thomson | Lead Nurse | NHS Ayrshire & Arran |
| 7 | Derek Frew | Police Scotland | Police Scotland |
| 8 | Lynne McNiven | Interim Director | Public Health |
| 9 | Thelma Bowers | Senior Manager | NA Health & Social Care Partnership |

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 Suicide Taskforce (Formerly known as the Young People's Operational Suicide Prevention Group) (Sep 2020)

| | NAME | TITLE | ORGANISATION |
|----|----------------------------------|---|-------------------------------------|
| 1 | Kirsty Calderwood (Chair) | Child Protection Lead Officer | NA Child Protection Committee |
| 2 | Lynne McNiven (Co-Chair) | Director of Public Health | NHS Ayrshire & Arran |
| 3 | Andy Dolan | Locality Inspector | Police Scotland |
| 4 | Angela Morrell | Senior Manager, Connected Communities | North Ayrshire Council |
| 5 | David Thomson | Associate Nurse Director, Lead Nurse | NA Health & Social Care Partnership |
| 6 | Eilidh James | Principal Teacher, Education | North Ayrshire Council |
| 7 | Eileen Bray | CAMHS | NHS Ayrshire & Arran |
| 8 | Gail Nowak | Acting Principal Educational Psychologist | North Ayrshire Council |
| 9 | Pete Gilfedder | Senior Nurse, | NA Health & Social Care Partnership |
| 10 | Roseanne Burns | Senior Manager, Intervention Services | NA Health & Social Care Partnership |
| 11 | Sarah Watts | Choose Life Manager | NA Health & Social Care Partnership |
| 12 | Stephen Colligan | Head Teacher, St Matthew's Academy, Education | North Ayrshire Council |
| 13 | Stuart McKenzie | CAMHS | NHS Ayrshire & Arran |
| 14 | Valerie Warwick | Practice Manager, Largs Medical Group | NHS Ayrshire & Arran |

Remit

Young People's Suicide Taskforce

The Primary Objective of the Young People's Suicide Taskforce is to 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

NACPC Business Plan Action Plan

April 2019 - March 2020



1. Wellbeing and Vulnerability

| Priority Outcome | Safeguarding missing children and young people | | | | | Measurement of Outcome |
|------------------|--|--|---------------------------|----------|-----------------|--|
| WBV1 | We will reduce the risk of further missing episodes by making better use of opportunities to discuss missing episodes with children and young people through the implementation of the National Missing Persons Framework for Scotland within North Ayrshire. | | | | | A 10% reduction on the number of repeat missing person episodes in children and young people by March 2022. |
| | How will we do it? | Lead | Timescale | Progress | Progress Update | Full Year Summary Progress |
| WBV1a | The joint adult and child protection National Missing Person's SLWG will identify areas of development and use this information to create multi-agency guidance to implement the National Missing Person's Framework within North Ayrshire. | Kirsty Calderwood (CPC Lead Officer) Brenda Walker (ASP Senior Officer) | 30 th Jan 2020 | | | Delayed due to staff absence and Covid 19 pandemic. Action continuing in CPC 2020/2021 workplan. |
| WBV1b | A practice development plan will be established by the National Missing Person's SLWG to ensure that appropriate practitioners are trained in holding return discussions with young people. | Alison Linton (CPC L and D Co-ordinator) Johannah Lamont (ASP Lead Officer) | 30 th Mar 2020 | | | Delayed due to guidance delay as specified above. Action continuing in CPC 2020/2021 workplan. |

| Priority Outcome | Children and Young People on the Child Protection Register will be protected from harm | | | | | Measurement of Outcome |
|------------------|---|---|--|----------|-----------------|---|
| WBV2 | We will ensure that those on the register are continuing to be protected from harm by risk assessing and implementing strategies via the Management Information Group in response to data regarding the number of children on the register, duration times on the register and reason for de-registration. | | | | | Over 80% of children and young people are being removed from the Child Protection Register due to improved home circumstances by March 2020. |
| | How will we do it? | Lead | Timescale | Progress | Progress Update | Full Year Summary Progress |
| WBV2a | Monthly HSCP meetings will be convened by the Chief Social Work Officer to review strategies and plans in cases where children have been on the Child Protection Register longer than 12 months. | David MacRitchie (Chief Social Work Officer) | Review dates: 30th Aug 2019, 30th Nov 2019, 28th Feb 2020, 30th April 2020) | | | Meetings have been convened throughout 2019/2020. Action continuing in CPC 2020/2021 workplan, but meetings will also be convened when children are on the CPC register under 3 months. This will also be reported into the CPC. |
| WBV2b | The learning and practice from the Pathways Parenting Assessment (which is currently only facilitated when a child is accommodated) will be shared with the wider HSCP teams , with a view to developing and implementing this as an early intervention. | Dalene Sinclair (Senior Manager HSCP Universal Early Years) | 31 st Dec 2019 | | | Complete |
| WBV2c | The learning and practice from the Pathways to a Positive Future Service and the Pathways Parenting Assessment will be shared with the ADP CAPSM sub-group to inform operational practice across all ADP partners. | Roseanne Burns (Senior Manager HSCP) | 30 th Mar 2020 | | | Delayed due to staff absence. Action continuing in CPC2020/2021 workplan. |

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| Priority Outcome WBV3 | Addressing the impact of poverty and its links with child protection ensuring that children are safe and their needs are met | | | | | Measurement of Outcome |
| | We will ensure that children are safe and that their needs are being met by analysing indicators such as SIMD status in relation to the links between poverty and the protection of children , and take a localised approach to address what preventative and supportive measures are required to support families in North Ayrshire. | | | | | 30% of families on the child protection register will receive financial support via the Money Matters Service and We Work for Families service by March 2020. |
| | How will we do it? | Lead | Timescale | Progress | Progress Update | Full Year Summary Progress |
| WBV3a | National Health Visiting Pathway is fully implemented ensuring a minimum of 11 home visits from birth to 5 years old will receive at least 11 visits from Universal Early Years Services. | Dalene Sinclair (Senior Manager HSCP Universal Early Years) | March 2020 | | | Complete |

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|------------------------------|---|--|--|-----------------|------------------------|---|
| Priority Outcome WBV4 | Suicide Prevention in Young People | | | | | Measurement of Outcome |
| | The Young People's Suicide Taskforce will develop and build on a community action plan which promotes positive mental wellbeing in children and young people. | | | | | X children and young people (DEPENDING ON BASELINE) will report that they are able to speak to a trusted adult / organisation if they have concerns for the mental health of a peer by March 2020. |
| | How will we do it? | Lead | Timescale | Progress | Progress Update | Full Year Summary Progress |
| WBV4a | The Young People's Suicide Taskforce will continue to report the progress of the community action plan to North Ayrshire CPC Evaluation and Improvement group quarterly. | Kirsty Calderwood (CPC Lead Officer and Chair of the YP Suicide Taskforce) | Review dates: 30th Aug 2019, 30th Nov 2019, 28th Feb 2020, 30th April 2020) | | | Complete. New suicide community action plan in the process of being developed and monitoring of plan will continue within CPC 2020/2021 workplan. |

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2. Engagement and Empowerment

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| Priority Outcome E&E1 | Leadership: children and young people are protected by empowered and supported staff | | | | | Measurement of Outcome |
| | We will empower and support staff to protect children and young people by exploring and implementing innovative solutions to develop the leadership skills of all managers in child protection services. | | | | | X% workers within North Ayrshire (DEPENDING ON BASELINE) will feel empowered and supported by their leaders in protecting children by March 2022. |
| | How will we do it? | Lead | Timescale | Progress | Progress Update | Full Year Summary Progress |
| E&E1a | A child protection multi-agency Leadership Competency Framework will be developed for managers within the HSCP, education and Police Scotland . Changed to: A focus group of staff from the HSCP, education, Police Scotland and Health will be convened to agree and formalise the next steps for developing leadership within child protection practice. | Andrew Keir (GIRFEC Manager) Alison Linton (CPC L and D co-ordinator) | 31st Dec 2019 New extension confirmed: 30th March 2020 | | | Delayed due to Covid 19 pandemic and staff availability, Action continuing in CPC 2020/2021 workplan. |

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|----------------------------------|--|---|----------------------------------|-----------------|------------------------|---|
| Priority Outcome E&E2 | Children and Young People have an active participatory role in CP processes | | | | | Measurement of Outcome |
| | Support is individualised to meet children's needs by actively involving children and their families in all child protection processes, and practitioners adopting a more child centred approach. | | | | | Over 80% of children's views over the course of the financial year (March 2019 – March 2020) will be recorded in Child Protection Investigation paperwork. |
| | How will we do it? | Lead | Timescale | Progress | Progress Update | Full Year Summary Progress |
| E&E2a | The language within report formats (CP1 investigation reports) will be reviewed and updated to ensure that practitioners are considering and assessing the child's experience and perspective in CP processes . Changed to: The language within report formats including CP1 investigation reports will ensure that practitioners are considering, assessing and recording the child's views/feelings in an age appropriate manner . | Elizabeth Stewart (HSCP Senior Manager Fieldwork) | 30th Sept 2019 | | | Complete |
| E&E2b | The Child Protection Committee will consider the recommendations from the report completed last year ' Evaluation on Children's Experiences of the Child Protection System within North Ayrshire ' and direct action to committee members in response to this report. | Anne Houston (Independent Chair NACPC) | 30th May 2019 | | | Complete – Child Centred Child Protection workstream taking work forward. |

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| Priority Outcome E&E3 | Engaging with stakeholders to increase their understanding of their role and sense of efficacy in the protection of children | | | | | Measurement of Outcome |
|-----------------------|---|---|---|----------|-----------------|--|
| | We will continue to develop and deliver practice development child protection sessions to key stakeholder groups in the community. Child protection awareness development for taxi drivers will remain a priority. | | | | | X% taxi drivers within North Ayrshire (DEPENDING ON BASELINE) will report an improved awareness of how to respond to child protection concerns by March 2020. |
| | How will we do it? | Lead | Timescale | Progress | Progress Update | Full Year Summary Progress |
| E&E3a | The Public Information and Engagement sub-group will develop a child protection guidance resource for Taxi Drivers. | Dalene Sinclair (Chair of the Public Information and Engagement sub-group) | 31st Dec 2019 New extension confirmed: 30th March 2020 | | | Resource at printers – delay in printing due to Coronavirus pandemic. Distribution of resource actioned in CPC 2020/2021workplan. |
| E&E3b | The Public Information and Engagement group will identify key stakeholder groups within the community to prioritise child protection training , and will report back to the Child Protection Committee. | Dalene Sinclair (Chair of the Public Information and Engagement sub-group) | 31st Oct 2019 | | | Complete key stakeholder groups identified and practice development plan actions continuing in CPC 2020/2021 workplan. |
| E&E3c | A practice development plan is developed with an objective of all staff within the PLACE directorate engaging in basic child protection awareness training as appropriate through the 'Protecting People' course. | Alison Linton (L and D Co-ordinator) Johannah Lamont (ASP L and D advisor) | 30th Sept 2019 New date confirmed 28th February | | | Delays due to staff absence and Covid 19 pandemic – action being progressed as priority within CPC 2020/2021 workplan. |

| Priority Outcome E&E4 | Children, the public and professionals will have an increased awareness of North Ayrshire Child Protection Committee | | | | | Measurement of Outcome |
|-----------------------|---|--|---------------------------------|----------|-----------------|--|
| | We will increase the profile of North Ayrshire CPC ; and use social media platforms such as Twitter to promote the CPC website and child protection developments to the public to increase and develop knowledge of what to do if they have concerns about a child. | | | | | 80% of the public who access CPC staff managed information stalls within North Ayrshire will report an improved awareness of how to respond to child protection concerns TBC |
| | How will we do it? | Lead | Timescale | Progress | Progress Update | Full Year Summary Progress |
| E&E4a | The Public Information and Engagement sub-group will create and establish a public engagement plan for the financial year which will take advantage of local opportunities to raise awareness of child protection information to the public. | Dalene Sinclair (Chair of the Public Information and Engagement sub-group) | 30th Jun 2019 | | | Complete |
| E&E4b | A quarterly CPC newsletter will be produced quarterly to highlight CPC news and information to practitioners across North Ayrshire. | Dalene Sinclair (Chair of the Public Information and Engagement sub-group) | 31st Jul 2019 | | | Complete |
| E&E4c | The CPC website will be updated to ensure that young people, the general public and professionals are able to access up to date and relevant information in a user friendly way. | Dalene Sinclair (Chair of the Public Information and Engagement sub-group) | 30th Mar 2020 | | | Website has been reviewed and updated as necessary throughout 2019/2020 – however it is recognised that the website require further updates to ensure that it is accessible for all to access. This is an ongoing piece of work which will continue throughout 2020/2021. |

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|----------|----------|---------|------------|
| Complete | On track | On Hold | Incomplete |
|----------|----------|---------|------------|

3. Learning and Improvement

| Priority Outcome: L&L2 | Developing and implementing child protection improvements based on the findings from our Significant Case Review and other learning opportunities | | | | | Measurement of Outcome |
|------------------------|---|---|--|----------|-----------------|--|
| | North Ayrshire Child Protection Committee will work collaboratively with all stakeholders to implement and review the CPC business plan 2019/2020 based upon learning from our previous Significant and Initial Case Reviews and audit activity. | | | | | X% of workers within North Ayrshire (DEPENDING ON BASELINE) will report improvements in multi-agency collaboration and communication when responding to wellbeing and child protection concerns by March 2020. |
| | How will we do it? | Lead | Timescale | Progress | Progress Update | Full Year Summary Progress |
| L&L2a | The North Ayrshire CPC business action plan will be implemented and reviewed quarterly via the Evaluation and Improvement sub-group. This will be reported to each quarterly child protection committee meeting. | Evelyn Martin (Chair of the Evaluation and Improvement sub-group) | Review dates: 30 th Aug 2019, 30 th Nov 2019, 28 th Feb 2020, 30 th April 2020 | | | Complete |
| L&L2b | The CPC Evaluation and Improvement sub-group will do audit activity in relation to Child Protection Orders (CPOs), and will evaluate the timing of them and whether early interventions could have prevented the CPO. | Evelyn Martin (Chair of the Evaluation and Improvement sub-group) | 30 th November 2019 | | | Complete |
| L&L2c | The CPC Evaluation and Improvement sub-group will do follow up audit activity in relation to Child Protection Case Conference and Core Group minutes. This will evaluate timescales, clarity of actions, an individualised approach for children in sibling groups, engagement of parents, AYRshare chronology cognisance and if there is documentation which identifies that referral to the Children's Reporter was considered. | Evelyn Martin (Chair of the Evaluation and Improvement sub-group) | 28 th February 2020 | | | Complete |
| L&L2d | A GIRFEC 3 stage training strategy will be implemented within North Ayrshire. | Andrew Keir (GIRFEC Manager) | 30 th December 2019 New extension confirmed: 30 th March 2020 | | | There have been issues with progressing this piece of work due to trainer's capacity from several agencies and Covid19 Pandemic. It has been agreed that sessions will be agreed and delivered within the multi-agency Child Protection training calendar in 2020. Continuing within CPC 2020/2021 workplan. |
| L&L2e | Communication will be sent out to all social work staff and reviewing officers to emphasise the requirement for an individualised approach being evident for children in Case Conference / Core Group paperwork. | Elizabeth Stewart (HSCP Senior Manager) Ruth Davie (HSCP Senior Manager) | 30 th June 2019 | | | Complete |

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|-----------------------------------|--|--|--|-----------------|------------------------|---|
| Priority Outcome: L&L3 | An improved multi-agency response to child sexual abuse and exploitation | | | | | Measurement of Outcome |
| | We will improve the multi-agency response to Child Sexual Abuse in North Ayrshire by delivering a localised Child Sexual Abuse (CSA) strategy via a Short Life Working Group . This strategy will develop professional practice in relation to Child Sexual Exploitation (CSE), further expand the Stop to Listen initiative from 2017 and have input from young people and survivors of child sexual abuse. | | | | | X% of workers within North Ayrshire (DEPENDING ON BASELINE) will report increased understanding and confidence when responding in managing CSA / CSE concerns by March 2022. |
| | How will we do it? | Lead | Timescale | Progress | Progress Update | Full Year Summary Progress |
| L&L3a | The Child Sexual Abuse Strategy Short Life Working Group is developing a North Ayrshire Child Sexual Abuse Strategy on behalf of the CPC. This will be delivered by March 2020. As part of the strategy an overarching action plan will be developed and implementation and monitoring processes will be agreed to ensure the strategy is translated into operational practice. | Alison Linton (CPC L and D Co-ordinator) | 31st July 2019 New date: 30th March 2020 | | | CSA strategy to be ratified by COG – delayed due to Covid 19 pandemic. Implementation of CSA strategy continuing in CPC 2020/2021 workplan. |

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|-----------------------------------|--|--|--|-----------------|------------------------|--|
| Priority Outcome: L&L4 | Multi-agency staff will have an enhanced knowledge of child protection practice areas | | | | | Measurement of Outcome |
| | We will continue to provide a range of child protection learning and practice development opportunities which will ensure that practitioners and managers are equipped with the necessary knowledge and skills to implement and progress learning within their agencies. | | | | | Post course evaluations demonstrate that 90% of participant’s knowledge, skills and awareness of interventions to reduce harmful sexual behaviour and when to apply for non-disclosure within the children’s hearing system will have improved by March 2020. |
| | How will we do it? | Lead | Timescale | Progress | Progress Update | Full Year Summary Progress |
| L&L4a | A multi-agency practice development plan will be established and delivered to practitioners on Harmful Sexual Behaviour. | Alison Linton (L and D co-ordinator) | 31st Aug 2019 | | | Completed |
| L&L4b | A multi-agency practice development plan will be established and delivered to practitioners on available SCRA training. | Alison Linton (L and D co-ordinator) | 30th Sep 2019 New date: 31st Jan 2020 | | | Completed |
| L&L4c | Providers of Child Protection Courses within North Ayrshire will produce a paper which will outline an agreement of clear messages and processes to all participants to ensure safety and consistency. | Alison Linton (L and D co-ordinator) Andrew Keir (GIRFEC Manager) Lesley Higgins (HSCP Learning and Development Manager) Frances Gunn (Child Protection Advisor NHS) Evelyn Martin (Quality Improvement Officer Education) | 30th January 2020 | | | Completed |
| L&L4d | HSCP social work staff to receive practice development inputs at team meetings on the Resistance Portfolio from the CPC L and D Co-ordinator. | Alison Linton (CPC L and D Co-ordinator) Elizabeth Stewart (HSCP Senior Manager) | New extension confirmed: 30/03/2020 and continue throughout 2020 | | | Inputs have taken place, however this is a continued action within the CPC 2020/2021 workplan. |

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4. Risk Assessment and Analysis

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|----------------------------|---|--|--|-----------------|------------------------|--|
| Priority Outcome: RA&A1 | Chronology use and practice by multi-agency staff will improve, ensuring that information is shared and used to keep children safe from harm | | | | | Measurement of Outcome 80% of all sampled AYRshare folders have an integrated chronology where two or more agencies have contributed by March 2020. |
| | We will ensure that information is being shared to keep children safe from harm by working in partnership with the GIRFEC Team to support the implementation of new performance indicators and auditing both single agency and AYRshare chronologies via the Evaluation and Improvement sub-group. | | | | | |
| | How will we do it? | Lead | Timescale | Progress | Progress Update | Full Year Summary Progress |
| RA&A1a | AYRshare chronologies will be audited via the Performance Improvement Group quarterly, and quality assurance framework will highlight how findings have been implemented. | Andrew Keir (GIRFEC Manager) Elizabeth Stewart (HSCP Senior Manager) | Review dates: 30 th Aug 2019, 30 th Nov 2019, 28 th Feb 2020, 30 th April 2020 | | | A continuing action which will be included within the CPC 2020/2021 workplan. |
| RA&A1b | On completion of the West of Scotland Chronology resource, this will be introduced in CPC and GIRFEC chronology training. | Alison Linton (CPC L and D Co-ordinator) Andrew Keir (GIRFEC Manager) | 30 th Mar 2020 | | | Delays in development of WoS chronology resource, the resource is now ready but implementation and embedding of the resource will be actioned within CPC 2020/2021 workplan. |
| RA&A1c | HSCP Supervision policy will be updated to reflect that there is a requirement that chronologies are actively considered in supervision sessions for children's services workers. | Ruth Davie (HSCP Senior Manager) | 30 th Dec 2019 | | | Complete |

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|----------------------------|--|---|---------------------------|-----------------|------------------------|--|
| Priority Outcome: RA&A2 | Children receive the necessary supports to protect and meet their needs through the multi-agency use of the National Risk Framework | | | | | Measurement of Outcome A randomised survey will indicate that 80% of participants (adult service workers) have used the National Risk Framework when they have had a child wellbeing or child protection concern by March 2020. |
| | We will continue to provide practice development workshops on the National Risk Framework (NRF) to all adult services workers across North Ayrshire. | | | | | |
| | How will we do it? | Lead | Timescale | Progress | Progress Update | Full Year Summary Progress |
| RA&A2a | The CPC and HSCP Learning and Development teams will lead on the delivery of monthly NRF workshops to a total of 350 adult services staff by 30 th March 2020. | Alison Linton (CPC L and D Co-ordinator) Kerry Rennie (HSCP L and D Advisor) | 30 th Mar 2020 | | | Complete. |
| RA&A2b | Every adult service will establish a development plan to consolidate training and to ensure leadership, delivery and the embedding of NRF in practice within service areas | Thelma Bowers (HoS Mental Health Services) | 31 st Aug 2019 | | | Complete. Work will continue in relation to the embedding of the NRF tool within adult service's respective recording systems. |

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5. Working Together

| Priority Outcome | Strengthening communication and engagement within and across services to protect children from harm | | | | | Measurement of Outcome |
|------------------|--|---|--|----------|-----------------|--|
| WT1 | We will use the findings of our SCR and ICRs to progress this priority area. | | | | | An increased number of children and young people within the Kilwinning locality (DEPENDING ON BASELINE) will access wraparound supports by March 2020. |
| | How will we do it? | Lead | Timescale | Progress | Progress Update | Full Year Summary Progress |
| WT1a | An integrated multi-agency locality model will be established within Kilwinning Academy. | Dalene Sinclair (HSCP Senior Manager) | 30 th July 2019 | | | Complete |
| WT1b | A new updated multi-agency child's plan will be developed to support multi-agency assessment and planning of children's wellbeing needs. | Elizabeth Stewart (HSCP Senior Manager) | 30 th Nov 2019 New extension confirmed: 30/03/2020 | | | Complete |
| WT1c | A GIRFEC targeted intervention paper will be developed for practitioners. | Sam March (Principal Educational Psychologist) Joanne Inglis (GIRFEC Implementation Manager) | 30 th September 2019 | | | Complete |
| WT1d | Communication will be sent to all social work staff, reviewing officers and admin staff involved in Child Protection Case Conferences / Core Groups that it is essential that clear specific timescales are identified in all appropriate paperwork. | Elizabeth Stewart (HSCP Senior Manager) | 30 th April 2019 | | | Complete |

| Priority Outcome | Opportunities of professional reflection for practitioners are expanded to protect children from harm and improve children's experiences of the Child Protection system | | | | | Measurement of Outcome |
|------------------|--|--------------------------------------|--|----------|-----------------|--|
| WT2 | We will prioritise practice development inputs which gives staff from all disciplines the opportunity to reflect on the positives and downfalls of multi-agency collaboration in child protection cases. | | | | | 90% of PRISM (Practice Reflective Improvement Short Module) participants will be able to identify at least one child protection case (in the last 6 months) where professional reflection from the PRISM workshop had a positive impact on how they supported a child (by March 2020). |
| | How will we do it? | Lead | Timescale | Progress | Progress Update | Full Year Summary Progress |
| WT2a | Practice Reflective Improvement Short Modules (PRISM) will be facilitated 4 times to multi-agency staff throughout the financial year. The theme of the PRISM sessions will be child engagement and participation in CP processes. | Kirsty Calderwood (CPC Lead Officer) | Review dates: 30 th Aug 2019, 30 th Nov 2019, 28 th Feb 2020, 30 th March 2020 | | | Two PRISM sessions have been facilitated, however education PRISM sessions were not able to be facilitated due to Covid 19 pandemic. PRISM sessions feature throughout the CPC 2020/2021 workplan for all staff. |

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| Priority Outcome WT3 | Supervision Practices will further develop to ensure that staff are receiving the necessary guidance and direction to meet children’s wellbeing needs and that they are protected from harm. We will support the implementation and delivery of supervision practices across all services. | | | | | Measurement of Outcome X% of workers within North Ayrshire (DEPENDING ON BASELINE) will report that they are accessing support and opportunities to reflect with managers on child protection cases by March 2022. |
|-------------------------|--|---|---------------------------|----------|-----------------|---|
| | How will we do it? | Lead | Timescale | Progress | Progress Update | Full Year Summary Progress |
| WT3a | A standardised template for professionals working within the Health and Social Care Partnership will be developed to support supervision practices | Dalene Sinclair (HSCP Senior Manager) | 30 th Jan 2020 | | | Complete – template to be rolled out to staff and will continue within CPC 2020/2021 workplan. |
| WT3b | Following the completion of the professional standards , a supervision competency framework will be established for practitioners within the Health and Social Care Partnership | Andrew Keir (GIRFEC manager) | 30 th Jan 2020 | | | Complete |
| WT3c | Education will pilot group supervision sessions to review child protection cases It is suggested that this action be revised as follows Education will develop a policy to guide staff on the delivery of a child’s rights based inclusive approach which emphasises the importance of staff support structures. | Philip Gosnay (Senior Manager, Education) | 31 st Aug 2019 | | | Complete |

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