



# North Ayrshire Child Protection Committee

**2020 – 2021 Annual Report  
(1<sup>st</sup> August 2020 – 31<sup>st</sup> July 2021)**

**(NACPC 16 Nov 21 - Agenda Item 14)**

**CONTENTS PAGE**

Introduction	Page 2
Strategic Links	Page 3
North Ayrshire Child Protection Committee CPC Business Plan 2020 - 2023 & Associated Visions	Page 4
Improving Outcomes	Page 5
Self - Evaluation	Page 12
Annual Statistical Report	Page 15
North Ayrshire Child & Public Protection Chief Officer Group	Page 27
Fulfilling the NACPC Functions – Progress	Page 28
CPC & Sub-Group Membership	Page 34
Work Plan Progress 2019/2020	Page 50
CPC Learning & Development Report 2020	Page 62

## Introduction

Last year's Child Protection Committee report detailed information regarding the Covid 19 pandemic and how this had impacted child protection practice. This annual report details information on a complete year of adapting to a 'new normal' in response to the pandemic. At the end of July 2020, the CPC like other committees and agencies were beginning to adapt to new ways of working. North Ayrshire CPC has made every effort to adapt and has continued convening committee meetings, sub-group meetings, development sessions and practice development via virtual means. Extensive work by committee members and their respective agencies has meant that every effort has been made to ensure children and young people continue to be protected through ongoing safeguarding and risk assessment, data analysis and using innovative means to reach families during an unprecedented and unpredictable time.



Despite the challenges presented by the Covid 19 pandemic, key pieces of work have been developed and/or launched. After some delay due to the pandemic, the CPC's Child Sexual Abuse Strategy was launched in April 2021, the first of its kind in Scotland. This has been followed by a comprehensive multi-agency implementation plan and communications designed to reach everyone, children, adults, practitioners, and managers.

In addition, following last year's case review a project was launched as a result of the 'Making Change Happen' group. This is the Practice Reflective Improvement Dialogue Project and is aiming to create a cultural shift by building on the existing PRISM model and provide further opportunities for practitioners to reflect and learn in a safe multi-agency space.

In addition, North Ayrshire CPC has contributed, supported, and responded to national and legislative developments such as the Children (Equal Protection from Assault) (Scotland) Act 2019, the National Child Protection Guidance, the National Learning Review Guidance, and the Promise.

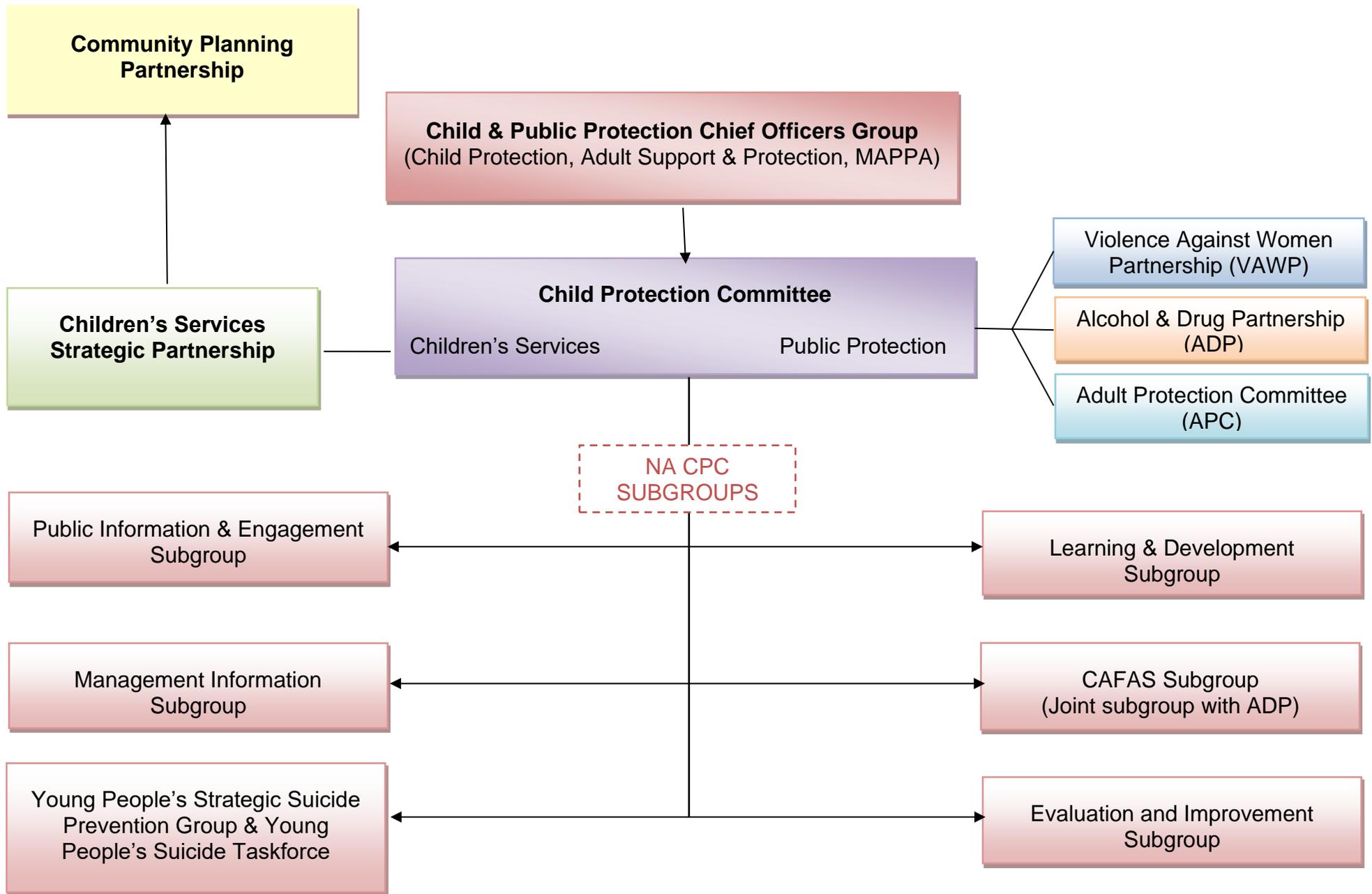
Although the pandemic has had an impact on child protection activity, this report highlights that data hasn't dramatically differed in comparison to last year. As expected, this has changed in response to lockdowns and when the country has emerged from a lockdown, but from an annual perspective there isn't a lot of change. This provides reassurances that despite the challenges that has been brought by the pandemic, services have worked to reach and protect vulnerable children.

The CPC continues to work in accordance with the 2020 – 2023 business plan and its associated priority areas and outcome indicators. These outcome indicators are at varying stages due to some delays in light of the Covid 19 pandemic. However, an annual workplan was agreed at a development session in March 2021 and there is a continued focus to meet these outcome indicators within the 3 year timescale through targeted pieces of work taken forward by the CPC sub-groups.

A handwritten signature in dark ink, appearing to read 'John Paterson'.

John Paterson,  
Independent Chair,  
North Ayrshire Child Protection Committee

**Strategic Links**



## North Ayrshire Child Protection Committee CPC Business Plan 2020 - 2023 & Associated Visions

The North Ayrshire Child Protection Committee annual report reflects on key achievements in respect of the CPC Business Plan 2020 – 2023 <http://childprotectionnorthayrshire.info/cpc/download?file=8917> The business plan expands each of five key themes identified by CPC members to outline for each, a vision that is designed to articulate our high level aspirations, the context within which the NACPC is operating, current areas of priority and a broad indication of the planned work. The 5 key themes and associated visions are as follows:

**Wellbeing & Vulnerability:** *We aim to reduce vulnerability and promote, support and safeguard well-being by **nurturing** children at all stages of their lifespan, from pre-birth to adulthood, providing additional support where required in specific circumstances when in need of protection and within the changing legislative and policy landscape.*

**Engagement & Empowerment:** *We meaningfully **involve** our stakeholders so that everyone has a **voice** in the effective protection of children and young people. We **listen** to our stakeholders in order to make best use of their expertise in our efforts to improve the protection of children and young people.*

**Learning & Improvement:** *We effectively **share** learning from a range of sources, both locally and nationally, and then use this learning to agree and deliver improvements.*

**Risk Assessment & Analysis:** *We **protect** children and young people by sharing information effectively to support the collective understanding of potential risks and then by working collaboratively to address these risks.*

**Working Together:** *We work **together** to keep children and young people safe by building collaborative multiagency relationships underpinned by effective communication and informed assessments, which are based on a shared understanding of children's needs, development, and their wider world.*

## Improving Outcomes

CPC Business Plan Theme	Wellbeing & Vulnerability
Priority Outcomes	<ul style="list-style-type: none"> <li>• <b>Safeguarding Missing Children &amp; Young People</b></li> <li>• <b>Protecting Children &amp; Vulnerable Young People</b></li> <li>• <b>Addressing the impact of poverty and its links with child protection</b></li> <li>• <b>Suicide Prevention in Young People</b></li> </ul>
Key activity this year to support these outcomes:	<p>Multi-agency Localised Missing Person Guidance was developed in collaboration with North Ayrshire Adult Support and Protection Committee. This guidance has been developed into a localised context based on the National Missing Person's Framework, with a specific focused shift on moving away from 'return interviews' which are traditionally largely led by the police to 'return discussions'. This provides children and young people with a choice in who delivers the return discussion and a holistic approach which the aim of supporting children and young people and preventing further missing episodes. The launch of this guidance has been significantly delayed due to the Covid 19 pandemic, however the official launch is scheduled to take place in September 2021. In addition, both North Ayrshire Child Protection Committee and North Ayrshire Adult Support and Protection Committee have been successful in their application for light touch support from the National organisation 'Missing People'. Support has been provided in terms of the localised guidance and providing access to e-modules on the delivery of return discussions for practitioners in North Ayrshire.</p> <p>In respect of protecting children and vulnerable young people, an extra familial dataset was developed for analysis within the CPC Management Information Sub-group. This has meant that there is further analysis and scrutiny of cases where there are concerns in respect of children at risk of significant harm but where the concerns have been considered 'extra familial' – i.e., the children are not considered to be at risk from their primary caregiver.</p> <p>The CPC Learning and Development Co-ordinator has been working in collaboration with the Money Matters Team within North Ayrshire. The Money Matters team provides advice to residents within North Ayrshire on welfare rights, assistance, or representation in relation to benefits. A training workshop has been developed specifically for children and families social workers on this service and how families can be referred. The delivery of this workshop was delayed in 2020 due to the Covid 19 pandemic but is now being facilitated every month.</p>

	<p>An annual suicide action plan was developed in 2020 and 2021, actions are continuing to be progressed at the time of writing this report but key pieces of work completed in 2020/2021 include the development of a multi-agency presentation to increase practitioners awareness of the Young People's Suicide Taskforce and its purpose, the review and update of the suicide crisis response place and the development of a new Service Access pathway which means that young people are offered holistic supports when they make suicide attempts.</p>
<p>Priority action next year:</p>	<p>The localised missing person guidance is due to be launched in September 2021, and work is underway to provide practitioners with opportunities to engage with the Return Discussion e-module training provided by 'Missing People'.</p> <p>Further work is also planned to enhance the extra-familial dataset, to support the analysis and scrutiny of extra familial child protection issues. This will ensure that appropriate data is being monitored by Management Information Sub-group members and can support direction in terms of changes or shifts in relation to professional practice.</p> <p>In 2020 an external case review was initiated by another local authority where North Ayrshire had previous involvement with the case that was subject to the review. Although North Ayrshire CPC did not lead the review, they were a key partner in terms of gathering information, analysis and actions that were required to be taken as a consequence of the specified case. This highlighted a need to review process when a child comes out of a Section 25 placement (where parents have voluntarily placed their child in the care of a local authority for their safety). Work is being taken forward in respect of a new protocol in this instance to ensure children have the necessary protection to keep them safe from harm.</p> <p>Money Matters workshops will continue to be facilitated for children and families' social workers and the impact of this will be measured via the CPC business plan.</p> <p>The Young People's Suicide Taskforce continues to meet on a monthly basis and work is progressed via an action plan. Key areas for priority in 2021/2022 include the evaluation of the service access pathway for young people who attempt suicide, the development of a suicide prevention dataset for young people and the development of a multi-agency bereavement resource for staff in the event of a young person completing suicide.</p>
<p><b>CPC Business Plan Theme</b></p>	<p><b>Engagement &amp; Empowerment</b></p>
<p><b>Priority Outcomes</b></p>	<ul style="list-style-type: none"> <li>• <b>Leadership: children and young people are protected by empowered and supported staff</b></li> </ul>

	<ul style="list-style-type: none"> <li>• <b>Actively involving children and their families in child protection processes, and practitioners adopting a more child centred approach to ensure that support is individualised to meet their needs</b></li> <li>• <b>Harnessing assets within the community by engaging with stakeholders to support their understanding of their role and sense of efficacy in the protection of children</b></li> <li>• <b>Maximising Child Protection Committee Communications</b></li> </ul>
Key activity to support these outcomes:	<p>Within the West of Scotland Learning and Development forum, an e-module course was developed for all practitioners within Children's services on Communicating with Children. This e-module supports practitioners in giving children a voice, facilitating conversations with children and young people, and encouraging expression of views and feelings. North Ayrshire CPC are in the process of finalising how this module is shared, monitored, and evaluated. In addition, the Barnardos Hear 4 U Advocacy service continues to operate within North Ayrshire for children and young people subject to Child Protection measures and who are care experienced. This is offering children and young people independent advocacy to ensure their voices are listened to and are taken into account when plans and decisions are being made. In addition, efforts have been made to ensure that children and families have access to increased technology such as tablets and sim cards to support engagement in Child Protection processes.</p> <p>The CPC Learning and Development Co-ordinator has worked with the Place directorate within North Ayrshire (including workers in transport and waste resources) to ensure that Child Protection e-module training is included within their Professional Development programme. There has also been linkage with KA Leisure to ensure that staff within the organisation have access to Child Protection training. The CPC and ASP Co-ordinators also delivered virtual Protecting People training to NAC contracted taxi drivers and escort staff.</p> <p>Due to the Covid 19 Pandemic, it has not been possible to attend community events to promote Child Protection awareness to communities. However, significant effort has been made to ensure that Child Protection messages are reaching the general public within North Ayrshire. This has included the distribution of leaflets and resources to community pharmacies, sexual health clinics, youth clubs and libraries, covid vaccination centres and via food parcels. An e-module on child protection awareness for members of the public was also developed and promoted via social media channels. A new banner was developed displaying Child Protection contact numbers for display outside all education establishments within North Ayrshire. In addition, the CPC have supported National CPC Scotland campaigns such as the 'For Kids' Sake' initiative via social media platforms. The CPC website has been updated with an acknowledgement that there is an increasing trend in terms of accessing information via social media platforms and a social media protocol has been developed. This protocol acknowledges the current social</p>

	<p>media channels via Youth Services and the Health and Social Care Partnership and seeks to maximise CP communications with the pre-existing followers that already regularly access these platforms.</p>
Priority action next year:	<p>A specific CPC themed session has been agreed to discuss and take forward work in respect of multi-agency leadership and child protection.</p> <p>The legislation in respect of the United Nations Convention on the Rights of the Child is also scheduled to be incorporated into Scots Law and the CPC are keen to highlight case studies to practitioners which highlights how this is being taken forward.</p> <p>The CPC Learning and Development Co-ordinator is going to continue providing support to Place and KA Leisure in respect of training and will also approach the local main shopping centre (Irvine Mall) and Stagecoach to explore opportunities in terms of maximising the reach of the protecting people Z card resource and training opportunities.</p> <p>The Public Information and Engagement sub-group are working with partners and young people to develop a new mascot to replace 'Gordy' and made efforts to reach further communities by establishing links with local supermarkets.</p>
<b>CPC Business Plan Theme</b>	<b>Learning &amp; Improvement</b>
<b>Priority Outcomes</b>	<ul style="list-style-type: none"> <li>• <b>Developing and implementing improvements based on the findings from our Significant Case Reviews and other learning opportunities</b></li> <li>• <b>An improved response to child sexual abuse and exploitation</b></li> <li>• <b>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.</b></li> </ul>
Key activity to support these outcomes:	<p>North Ayrshire launched a localised 3 year Child Sexual Abuse strategy in 2021. The vision is as follows: There is an increased awareness, understanding and acceptability of talking about and facing the reality of child sexual abuse – in our homes, our communities, our workplaces, and our institutions. Children and young people in North Ayrshire</p>

	<p>are safe from sexual abuse and sexual harm and well supported if they have previously experienced sexual abuse. Everyone in North Ayrshire knows they have a role to play in keeping children and young people safe and understands and is prepared to take appropriate action to support and/or protect a child or young person. A multi-agency implementation plan has been developed on the principals of Prevention, Protection and Support &amp; Recovery and this will be monitored via the Child Protection Committee.</p> <p>North Ayrshire continues to operate a training calendar and provide training opportunities via e-modules and virtual training sessions. Specifically, virtual training programmes have been developed to multi-agency staff on harmful sexual behaviour and SCRA / Children's Hearings (as prioritised in the CPC Business 2020 – 2023 plan and annual workplan). An E-module on the Working with Resistance toolkit for practitioners has also been developed by the CPC Learning and Development Co-ordinator.</p>
Priority action next year:	<p>PRISM (Practice Reflective Improvement Short Modules) on North Ayrshire's SCR (J Family) has been prioritised for police staff within North Ayrshire. Due to the significant numbers of the workforce, it was agreed that it would be more efficient to deliver this input face to face rather than virtually. The Covid 19 pandemic has meant that face to face practice development has not been possible, and it is hopeful that this will be delivered in 2021 / 2022.</p> <p>It is noted that SCRA training was delivered to small numbers of practitioners in 2020/2021 and a targeted approach has been agreed for 2021/2022 to ensure that these sessions reach greater numbers of practitioners from social work, health, and education.</p> <p>The e-module Working with Resistance module will be delivered initially to all children and families social work practitioners.</p>
<b>CPC Business Plan Theme</b>	<b>Risk Assessment &amp; Analysis</b>
<b>Priority Outcomes</b>	<ul style="list-style-type: none"> <li>• <b>Continuing to develop our chronology practice</b></li> <li>• <b>Promoting the National Risk Framework</b></li> </ul>
Key activity to support these outcomes:	<p>AYRshare multi-agency chronologies have been audited on a quarterly basis. This is being monitored regularly and progress is monitored via the CPC Evaluation and Improvement sub-group. The West of Scotland chronology resource has been integrated within the NACPC chronology practice development course which is continuing to be facilitated virtually.</p>

	In addition, Child Protection in the Family workshops have continued to be delivered to adult service workers, highlighting the National Risk Framework and how this should be used to protect children and young people. In addition, the National Risk Framework My World Triangle tool has been embedded into CareFirst and CarePartner systems to ensure that all practitioners have access to this.
Priority action next year:	<p>AYRshare chronologies to continue to be audited via the AYRshare Workstream Group and quality assurance will highlight how findings are being implemented.</p> <p>Child Protection in the Family workshops to continue to be delivered to adult services and further practice development inputs to be delivered to education staff on the National Risk Framework.</p>
<b>CPC Business Plan Theme</b>	<b>Working Together</b>
<b>Priority Outcomes</b>	<ul style="list-style-type: none"> <li>• <b>Strengthening communication and engagement within and across services</b></li> <li>• <b>Supporting professional reflection</b></li> <li>• <b>Improving Supervision Practices</b></li> </ul>
Key activity to support these outcomes:	<p>The Implementation Plan for the 'Making Change Happen' group (following a case review) developed the Practice Reflective Improvement Dialogue project. This was launched in May 2021. PRI Dialogue is a multi-agency initiative that has been introduced within North Ayrshire in response to the learning from Initial Case Reviews and Significant Case Reviews. The learning from these case reviews has highlighted that a cultural shift is required 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. PRI Dialogue sessions are multi-agency sessions to reflect on Child Protection cases for practitioners, with the following 3 main objectives:</p> <ul style="list-style-type: none"> <li>• Practitioners in North Ayrshire increase their professional curiosity and appropriately challenge colleagues to protect children and young people</li> <li>• Practitioners have opportunities to professionally reflect to ensure that practice is centred around protecting and meeting the needs of the child</li> <li>• Practitioners have an improved understanding of the child's experience and ensure that adult's voices are not over-privileged</li> </ul> <p>Virtual PRISM (Practice Reflective Improvement Short Module) sessions on the SCR Family were facilitated to NADARS and Housing staff to increase awareness in relation to the importance of communication sharing between agencies; highlighting those agencies who don't specifically work in children's services have a significant in role in keeping children safe.</p>

	<p>Two virtual PRISM sessions on multi-agency audit activity that took place in 2020 on Child Protection Orders were facilitated by NACPC. These reflective sessions highlighted the learning and findings of the audit work, supported reflection on current practice and supported participants to consider ways of improving practice with colleagues from different agencies.</p> <p>Within the HSCP, a new supervision template based on the Blue Wave of Change was finalised and ratified.</p> <p>Child Protection Case Conference paperwork was also updated (based on findings from previous multi-agency activity) to support a more inclusive and child centred approach.</p>
Priority action next year:	<p>PRI Dialogue sessions will continue to be facilitated, monitored, and evaluated with key themes being reported into the CPC Evaluation and Improvement sub-group.</p> <p>PRISM sessions on the SCR of J Family will be delivered to remaining NADARS and Housing staff who have yet to complete the session, and further multi-agency PRISM sessions will be delivered on audit activity.</p> <p>Following the update on Child Protection Case Conference paperwork, a further piece of work will take place with Senior Officers to ensure that actions within Child's plans are SMART (Specific, Measurable, Achievable, Realistic &amp; Time Specific).</p> <p>Following learning from an external case review, a transfer protocol will be developed for children and families receiving support from North Ayrshire Health and Social Care Partnership who have relocated to a different local authority. This will ensure that regardless of where a family moves to, there is a robust protocol in place to ensure that children are protected from harm.</p>

## Self - Evaluation

The Covid 19 pandemic has presented challenges in terms of multi-agency audit work. However, the CPC Evaluation and Improvement sub-group managed to take forward 1 multi-agency audit in December 2020 and produced a joint evaluation strategy for 2021.

In 2018/2019, the total number of children re-registered was 20 (from a total of 15 families). In 2019/2020, this had more than doubled to 42 children (28 families). This was highlighted to the Evaluation and Improvement sub-group (another sub-group of the Committee), and it was decided that a multi-agency file audit would be undertaken to explore this further.

Under normal circumstances, case file records would have been collated from each agency as appropriate and the audit would have been undertaken by the Evaluation and Improvement sub-group. However, due to the Covid 19 pandemic, the audit needed to be undertaken remotely. A core group of the Evaluation and Improvement sub-group was formed. This included 2 Senior Managers from the Health and Social Care Partnership, Education Senior Manager, Police Scotland Inspector, Early Years Team Leader, and the Child Protection Health Advisor. 5 cases were selected where children had been re-registered in the past year (December 2019 – December 2020) and the period between their de-registration and subsequent re-registration was 12 months or less.

Due to the logistical challenges of the pandemic, it was agreed that each representative within the focus group would audit their own agency's respective records. Audit tools were developed using the Care Inspectorate Case File Audit Template and Reading Guidance (2019). These tools were modified to ensure that specific questions in relation to the child being re-registered were analysed. In addition, issues such as multi-agency chronology use were also considered and learning from the impact of the Covid 19 pandemic. It was also necessary for 2 audit tools to be completed for each child: 1 for their initial period of registration and 1 for the subsequent re-registration. In addition, auditors were provided with a virtual audit briefing note. Auditors were provided with a 6 week period to complete the audits and were encouraged to use Microsoft forms for completion, although Word documents were also available.

It was recognised that this approach meant that this audit was limited. It meant that only 5 audits could be undertaken, and it also meant that an element of the multi-agency approach was removed due to the fact that auditors were individually auditing their respective agency records. It also meant that some auditors were unable to answer questions from the audit due to a lack of information (and an option 'unable to answer from agency records' was factored in for most of the questions). To counterbalance some of these challenges, the CPC Lead Officer co-ordinated all the completed audits and arranged an audit focus day via Microsoft Teams. This meant that auditors were able to discuss their findings and any queries or gaps in information were able to be discussed further via this forum.

Auditors found this process challenging. It was felt that having a colleague to discuss the audit findings with was missed, and some of the questions could be interpreted differently by different auditors. Auditors also felt that there could have been more qualitative questions to get a sense of the child's experience. Using Microsoft Forms was also a challenge, and auditors did not like that they couldn't save and go back to their work. It was welcomed that a Word version was provided. Auditors also advised that not having a specific day to undertake the work meant that they were being interrupted which impacted their concentration. However, Auditors did appreciate the focus day and felt that this was helpful in clarifying information and supporting their analysis of the cases. It was agreed that the pandemic presents safety challenges in terms of facilitating audits face to face, but that every effort should be made to return to a face to face style in the future.

A report was produced outlining the findings and recommendations from the audit were as follows: improving analysis of the child's experience, strengthening communication, improved multi-agency chronology use, improved links with the 3<sup>rd</sup> sector, a targeted approach for the working with resistance toolkit, improved use of the National Risk Framework and improved documentation of outcomes. An action plan was developed to take forward the recommendations and is being taken forward via the Evaluation and Improvement sub-group; although it is noted that for some actions there is cross over between this and the annual CPC workplan, and priority outcomes from the CPC Business plan.

Other audit work being reported into the evaluation and improvement sub-group (as per evaluation strategy) includes IRD audits which has taken place on a monthly basis and is jointly facilitated by the Health and Social Care Partnership, Police Scotland, and Health Services. Also, the Chief Social Work Officer provides regular audits for children and young people on the CP register less than 3 months or more than 12 months. Regular auditing of AYRshare takes place via the AYRshare workstream group and is reported into the Evaluation and Improvement sub-group (which is also detailed as a priority within the CPC workplan and CPC business plan).

### **PRISM - Practice Reflection and Improvement Short Modules**

A total of 79 participants from different agencies engaged in virtual PRISM sessions in 2021. Two different PRISM sessions were facilitated; these were on the SCR J Family and audit work completed on children who were subject to Child Protection Orders. Due to the Covid 19 pandemic there have been significantly lower numbers of participants being able to take part in these sessions as they have been required to be facilitated virtually. It is hoped as restrictions ease there will be further opportunities to deliver these sessions face to face.

These sessions have continued to evaluate well, with most participants agreeing that it provides opportunity for multi-agency learning and reflection, and to involve practitioners more fully in considering ways of improving practice. Within the CPC Business plan there is a focus on the long term evaluation of PRISM sessions and the difference that the sessions make for practitioners, and ultimately the children and families they work with.

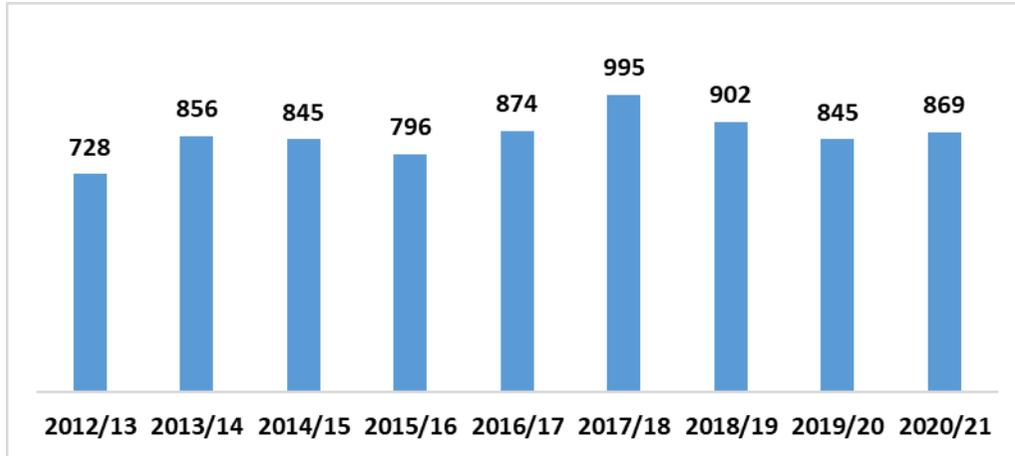
Unfortunately, PRISM sessions with Police Scotland staff (in accordance with the CPC workplan) haven't been able to take place due to the numbers of the workforce that would require to be reached virtually, this is on hold until such time face to face PRISMs are able to be safely delivered.

PRISM has also been the basis for the PRI Dialogue initiative and is building on the success of the model by utilising a model of reflection in specific cases where there are elements of child protection and opportunities for learning.

## Annual Statistical Report

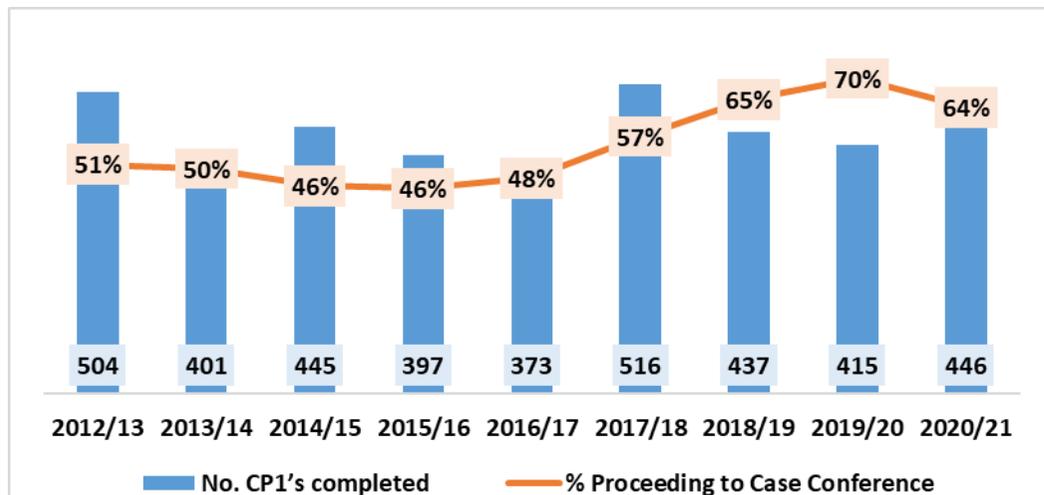
This section contains key data for the period 1<sup>st</sup> August 2020 to 31<sup>st</sup> July 2021.

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



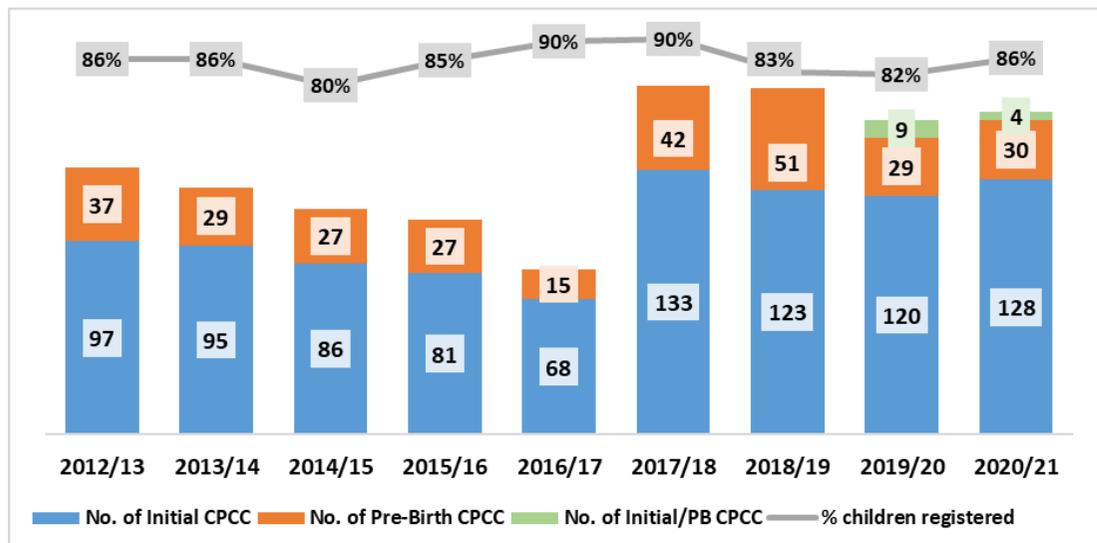
A 3% increase in the number of CP referrals compared to last year. Slightly above the average annual number of CP Concerns received since 2012/13 (857).

**Chart 2: Number and outcome of Child Protection Investigations completed**



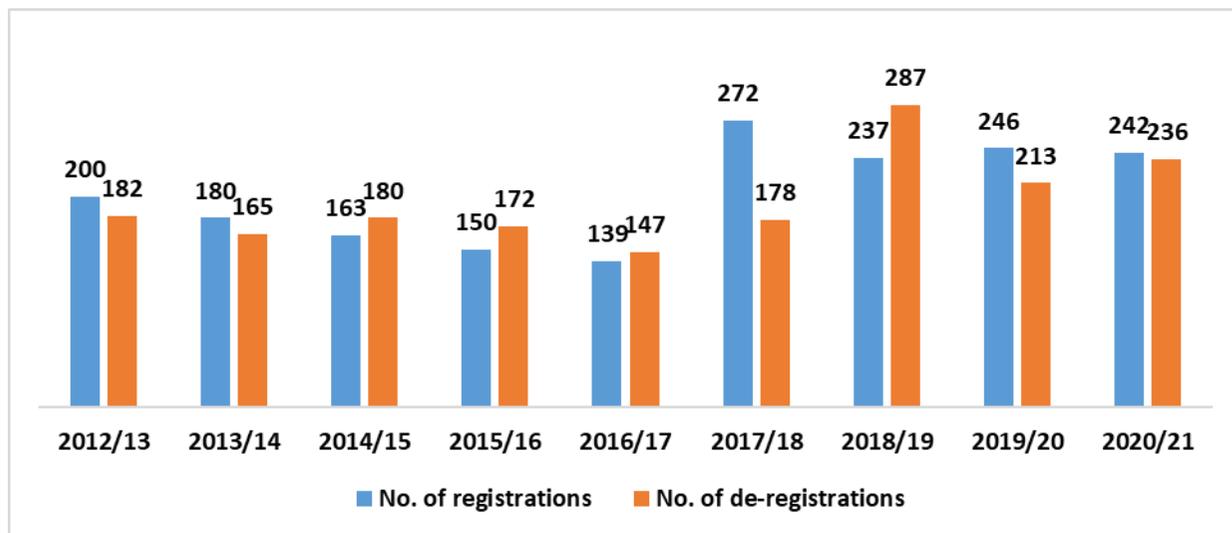
There were 446 Child Protection Investigations (CP1s) completed in 2020/21 – 7% more than last year, and slightly above the average annual number of CP1s completed since 2012/13 (437). The proportion of CP1s which progressed to case conference decreased to 64% but remained higher than in any year from 2012-2018. The overall proportion of CP1s proceeding to case conference from 2012-2021 is 56%.

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



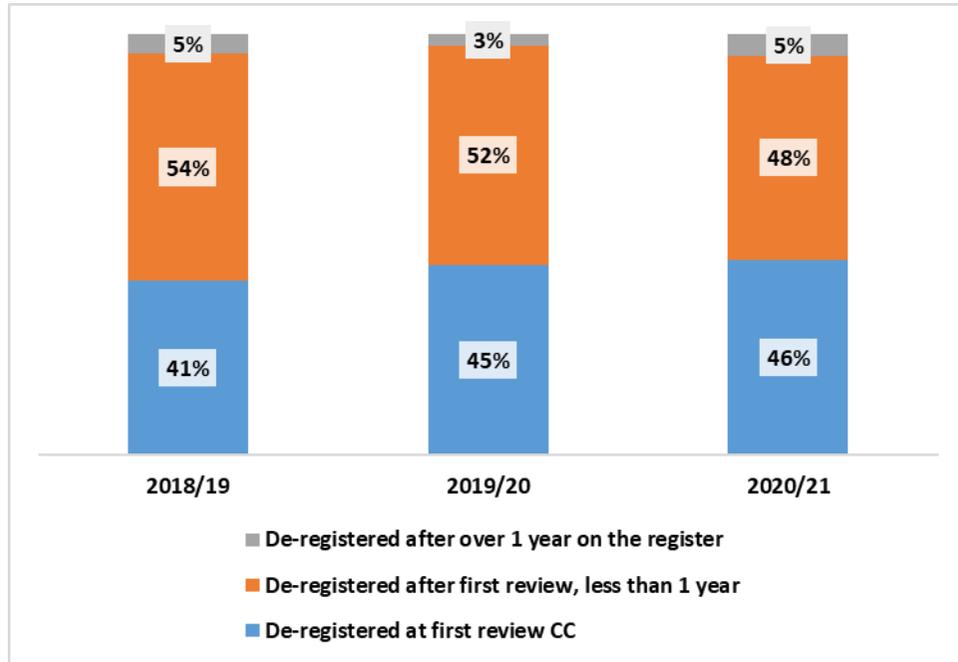
There were 162 case conferences in total in 2020/21 – a slight increase from last year, generally in line with figures from the previous 3 years following a significant increase in 2017/18. Compared to last year, there were 8 more initial Child Protection Case Conferences, 1 more pre-birth case conferences and 5 fewer initial/pre-birth case conferences involving a sibling group of born and unborn children. As the grey line in the chart shows, 86% of children who had a conference were then placed on the register, which is a slight increase from 82% last year.

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



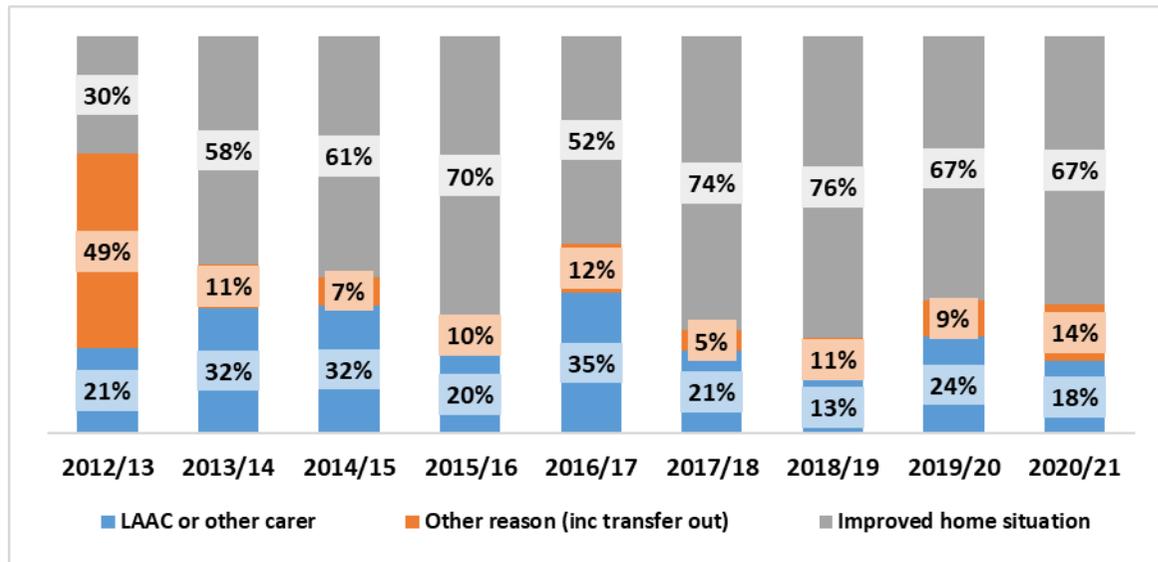
There were 242 Child Protection registrations in 2020/21, and 236 de-registrations. The number of registrations slightly decreased compared to last year while the number of de-registrations increased – only 2018/19 had more de-registrations. The average annual number of registrations since 2012/13 is 203 and de-registrations is 196.

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



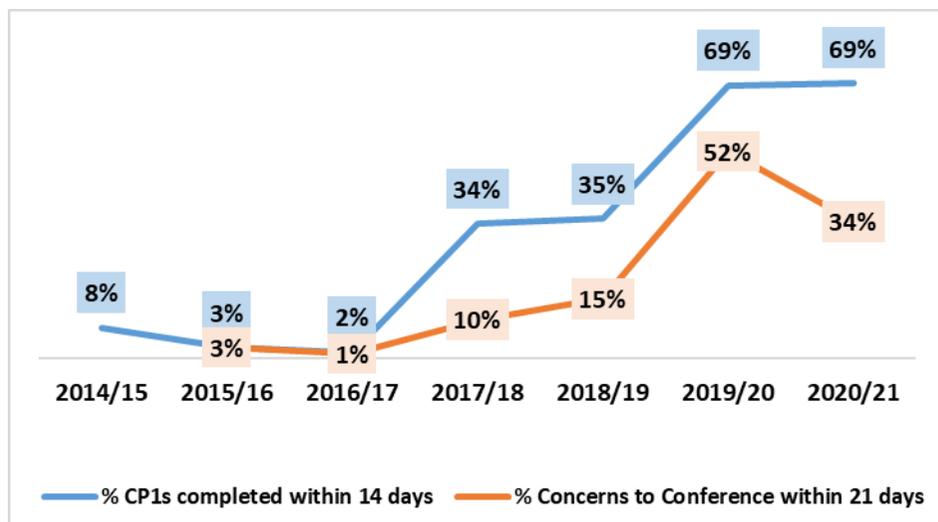
In 2020/21 46% of children de-registered from the Child Protection Register were de-registered at the first review case conference, this represents a marginal increase on last year when 45% of children were de-registered at the first review. Compared to last year there was a slight increase in the proportion of children who were de-registered after more than 1 year, and a drop in those de-registered after their first review, but less than 1 year on the register.

**Chart 6: Reason for de-registration**



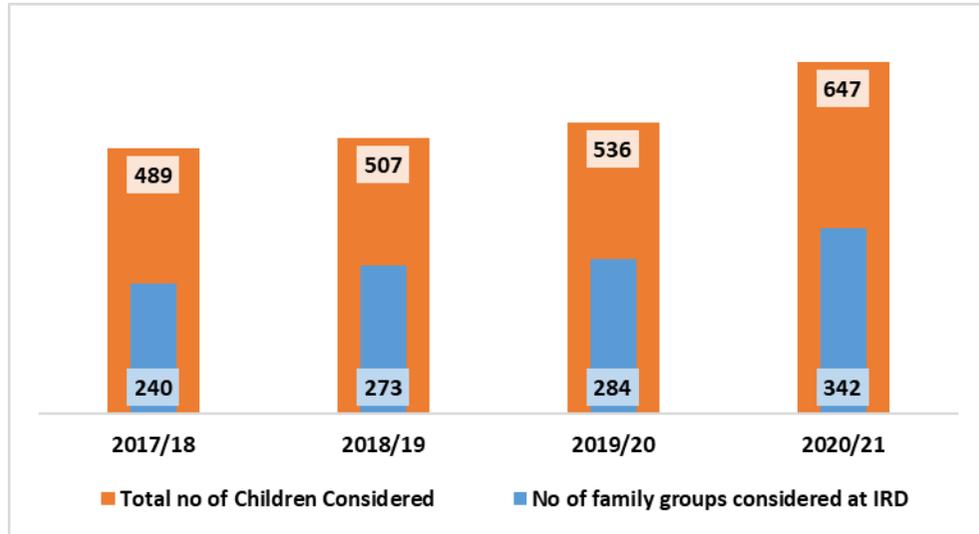
The proportion of cases de-registered due to improved home situation stayed the same this year compared to last year – 67%. This has remained the most common reason for de-registration since 2013/14. This year also saw a decrease in the proportion of cases of children being de-registered due to becoming accommodated compared to last year, while the proportion of children de-registered for other reasons increased.

**Chart 7: Child Protection Timescales**



The proportion of Child Protection Investigations (excluding pre-birth) which were completed within 14 days of the notification of concern remained at 69% this year, much higher than in years prior to last year. There was a significant decrease in performance for Child Protection Case Conferences being held within 21 days of the concern notification – dropping from 52% last year to 34% this year, although also still above the levels seen in years prior to 2019.

**Chart 8: No of IRDs (Inter-agency Referral Discussion) and children considered**



Number of Initial Referral Discussions and children considered both increased for the third year in a row. There were 342 family groups of considered at an IRD in 2020/21: a 20% increase on last year. In total, 647 children were considered at these discussions: 21% 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
2020/21	3.7	14.9	4.5	6.9	4.2	11.8	5.2	20.1	7.5	19.1	4.6	8.7

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, which continued this year. The rate of children referred on offence and non-offence grounds this year in North Ayrshire both decreased compared to last year and are at the lowest they have ever been. In 2020/21 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 and West Dunbartonshire, 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
2020/21	15.8	9.3	11.5	14.8	19.8	8.7

The table above shows the number of children subject to Compulsory Supervision Orders as of 31st March each year for the last 9 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, and this year the rate is the lowest it's ever been. 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
2020/21	1.6	2.2	0.9	1.6	0.7	0.6

The table above shows the number of children with a Child Protection Order referral each financial year for the last 9 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 2020/21 the rate of CPOs in north Ayrshire increased compared to last year, to the highest rate we have seen since 2010/11. There were 36 CPO referrals made in North Ayrshire this year, up from 32 last year.

## Broad Summary

Annual data shows that child protection data appears to have not changed dramatically in most areas in comparison to last year. The Management Information Group reviews data quarterly, and activity has changed throughout the year in response to the Covid 19 pandemic. For example, when the schools have closed child protection referrals from education has decreased but it has then increased when they have re-opened. This has had a significant impact on child protection generally during these periods. However, when reviewed annually statistics appear to be in a similar vein to 2019 / 2020.

869 Child Protection referrals were received in 2020/2021, although this is a slight increase from 845 the previous year it is noted that the average numbers of referral received since 2012 is 857. Similarly, the number of Child Protection investigations increased by 7% in 2020/2021 to 446, however the average number of Child Protection investigations since 2012 was 437. The proportion of investigations progressing to case conference was 64%, this was a decrease from the previous year which was 70%. However, the proportion of investigations proceeding to a conference has generally been higher in the last 3 years in comparison to the years prior to 2019. This possibly suggests that mechanisms to address wellbeing concerns such as the Named Person Service, the links between services such as the Safeguarding Midwifery Team and Social Services and training opportunities for the National Risk Framework is meaning that services are getting better at identifying child protection concerns and addressing wellbeing concerns through early intervention as appropriate. When children are subject to a Child Protection Case Conference, 86% have subsequently been registered. This is a further increase from 2019/2020 and provides further reassurances that practitioners are addressing risks appropriately.

The length of time children are on the Child Protection Register has also not changed significantly, with 46% being de-registered at the first case conference and 48% after the first review, but less than a year. 5% are de-registered after a year. As discussed previously, the Chief Social Work Officer convenes regular meetings where audits are undertaken in relation to children on the register for less than 3 months or more than a year. These audits provide reassurance that children's plans are keeping children safe and meeting their needs. The proportion of children who are de-registered has remained the same at 67% and the proportion of children de-registered who have been placed in local authority care has decreased to 18%. This possibly suggests that increasingly, interventions and support to families are reducing the number of children who require to be accommodated.

The proportion of child protection investigations that have been completed within the 14 day timescale has remained high at 69%. However, the proportion of child protection concerns that have met the 21 day timescale to conference has decreased from 52% in 2019/2020 to 34% in 2020/2021. It is important to note that these statistics are monitored regularly within the Management Information Group and although a decrease is noted, this is significantly higher than previous years. Also, the soon to be published updated National Child Protection Guidance is changing the timescale to 28 days. This timescale significantly increases the meeting of the target, and the CPC is reassured that children and families are not

waiting significantly long periods for conferences to be convened. It is also noted that these timescales have also been impacted by staff absences from services due to the Covid 19 pandemic. The number of IRDs taken place has significantly increased, but it is likely that this has been in response to updated Pan Ayrshire IRD guidance which was launched in early 2020.

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. However, it is also noted that the Scottish National average has also been on the decline and in a similar trend in comparison to North Ayrshire. This is also the case for Compulsory Supervision Orders; North Ayrshire has a significantly higher number of children on Supervision Orders in comparison to the Scottish National average but both rates are on the decline and demonstrates similar trends. There continues to be an increase in the number of Child Protection Order referrals for North Ayrshire. The Scottish National Average remains stable, however it is noted that some of the other comparator authorities have noted increases which may mean that the pandemic and associated increased vulnerabilities for children and families has had an impact on the number of Child Protection Orders that are applied for.

## **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). The CPC continues to report to the Chief Officer's Group on a virtual basis due to the Covid 19 pandemic.

## 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 distribution of Child Protection resources to the following: 204 vulnerable families via food parcels, vaccination centres, sexual health clinic and youth services.
- The development of key Child Sexual Abuse publicity materials for the public including a leaflet, poster, and plain English version of the strategy for all
- The development of a new Child Protection banner, promoting contact numbers to members of the public if they are worried about a child or young person
- Child Protection banner distributed to all education establishments for display in North Ayrshire
- Supporting the CPC Scotland social media initiatives via the CPC Twitter platform including 'Keeping Kids Safe C19' and the 2021 summer 'For Kids' Sake' campaigns
- The development of a Child Protection awareness e-module for members of the public
- The CPC website updated and development of a social media protocol to maximise communications to children, young people and adults via social media platforms and partnership working with the Health and Social Care Partnership Communications team and North Ayrshire Youth Services
- Consultation with young people in relation to the development of a new CPC mascot to promote Child Protection information
- Linkage with KA Leisure and PLACE staff to maximise Child Protection training opportunities
- Membership of young people from NA Youth Services in the Public Information and Engagement sub-group
- Creation of Zoom suicide prevention video with young people discussing their experiences in relation to mental health and the Covid 19 pandemic for Suicide Prevention week

- Maximising use of technology by providing sim cards and tablets for children, young people, and their families to participate in Child Protection Case Conferences
- Continued advocacy support service delivered by the Barnardos Hear 4 U service for children subject to child protection case conferences and registration

## **OUTCOMES**

- The public have an increased awareness of their responsibilities and who to contact if they have concerns about a child.
- Communities have opportunities to learn about child protection and the impact that abuse and neglect has on children and young people
- Children and young people are better protected
- Agencies have worked in partnership with young people to have their experiences and input in the development of suicide prevention materials and the development of a new CPC mascot
- Young people have influence on how the CPC engages with the public in relation to Child Protection messages
- Children and young people have opportunities for their experiences and voices to be heard through advocacy support and use of technology to support their involvement in key child protection processes

## **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 several different ways.

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

Children, young people, and their families are actively involved in Child Protection processes.

## **2. Continuous Improvement**

### **KEY ACHIEVEMENTS**

- The continued function of the Child Protection Committee and the associated sub-groups throughout the pandemic, using virtual means to protect children and young people
- The continued delivery of some CPC Learning and Development courses virtually and the development of e-modules covering topics including Child Sexual Abuse, Working with Resistance and Child Protection Awareness
- Continued monitoring of Child Protection data via a weekly dashboard and the National Minimum Dataset which provides key child protection information, scrutiny, and action in response to the Covid 19 pandemic.
- Launch of the first localised Child Sexual Abuse Strategy
- Launch of a new therapeutic service for children and young people under 13 who have survived sexual abuse
- Development of a transfer protocol for children subject to child protection measures or where there are wellbeing concerns
- Launch of the Practice Reflective Improvement Dialogue Project, providing opportunities for multi-agency reflection for practitioners in relation to specific Child Protection cases
- North Ayrshire implementation of the Safe and Together model
- Presentation and awareness raising to different agencies on the role of the Young People's Suicide Taskforce
- Multi-agency audit of children who have been re-registered on the Child Protection register and a subsequent action plan
- Ongoing audits of circumstances when children have been on the register less than 3 months and more than 12 months
- The development of an awareness raising and information briefing for all practitioners following the launch of the Equal Protection legislation
- Joint Adult Support and Protection and Child Protection training delivered to all NAC Customer Service Call Centre workers
- Regular auditing of AYRshare records by AYRshare Workstream Group
- Regular auditing of IRDs
- Implementation of virtual PRISM sessions which has supported practitioners to reflect on Child Protection cases and improve professional practice
- A Service Access Pathway launched to provide a multi-agency holistic response to young people who present at hospital due to a suicide attempt
- The delivery of Child Protection in the Family workshops to adult services workers in collaboration with the HSCP Learning & Development Team.

- Development of localised Missing Person Guidance (with reference to the National Risk Framework)

## **OUTCOMES**

- 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
- Implementation of learning from evaluation activities.
- 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.
- Vulnerable children and young people continue to be protected if they re-locate to another area
- Supports are available for children under 13 who experience child sexual abuse
- Practitioners across North Ayrshire have an improved awareness of the YP Suicide Taskforce

## **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 and supported the 16 Days of Action campaign by contributing to the development of a public video
- Existing local, regional, and national connections continue.
- Provided a committee response to the consultation of the updated National Child Protection Guidance
- Provided a committee response to the consultation of the Learning Review Guidance
- The Child Protection Committee Independent Chair is a member of North Ayrshire's Children's Services Strategic Partnership (CSSP)
- NACPC Development Day held in March 2021 to review, discuss, and agree the CPC workplan for financial year 2021/2022.
- 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 continued publication 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 reporting on subgroup activity and workplan progress
- The CPC Lead Officer chairs with West of Scotland Lead Officer Group
- 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

- The sharing of learning in relation to young person suicides and development of the Young People's Suicide Taskforce with the East Ayrshire United to Prevent Suicide Group
- Joint pieces of work with the Adult Support and Protection Committee including development of localised missing person's guidance and delivery of training to contracted taxi drivers and NAC customer service staff
- Wide sharing of North Ayrshire's Child Sexual Abuse Strategy, including the Scottish Government, CPC Scotland, and 3<sup>rd</sup> Sector National Organisations
- Partnership working and support from Stop it Now! and the Upstream project in the implementation of the Child Sexual Abuse strategy
- Establishment of the Promise Operational Group and Promise Oversight Board to take forward The Promise within North Ayrshire, with linkage and reporting to the CPC.

## **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

**MEMBERSHIP OF THE NORTH AYRSHIRE CHILD PROTECTION COMMITTEE (NACPC)  
(As at October 2021)**

	<b>NAME</b>	<b>TITLE/DESIGNATION</b>	<b>AGENCY</b>
1.	John Paterson	Independent Chair, Child Protection Committee	NA Child Protection Committee
2.	Alison Sutherland (Vice Chair)	Head of Service, Children, Families and Justice Services	NA Health & Social Care Partnership
3.	Caroline Cameron	Director, NAHSCP	NA Health & Social Care Partnership
4.	Kirsty Calderwood	Child Protection Committee Lead Officer	NA Child Protection Committee
5.	Alan Mulrooney	Locality Reporter Manager	SCRA
6.	Alexa Foster	Senior Midwife	Ayrshire & Arran NHS
7.	Alison Linton	CPC L&D Coordinator	NA Child Protection Committee
8.	Attica Wheeler	Associate Nurse Director (Maternity Services),	Ayrshire & Arran NHS
9.	Audrey Sutton	Head of Service, Connected Communities,	North Ayrshire Council
10.	Caroline Amos	Head of Service, Education	North Ayrshire Council
11.	Joanne Inglis	Senior Manager, Children & Families	NA Health & Social Care Partnership
12.	Darren Fullarton	Associate Nurse Director/Lead Nurse	NA Health & Social Care Partnership
13.	Philip Gosnay	Senior Manager (Education)	North Ayrshire Council
14.	Elizabeth Stewart	Interim Chief Social Work Officer & Senior Manager, Children & Families Fieldwork	NA Health & Social Care Partnership
15.	Fiona McBride	Assistant Director, Children 1 <sup>st</sup>	Children 1st

16.	Kenny Armstrong	Superintendent	Police Scotland
17.	Marina McLaughlin	Nurse Consultant for Child Protection, NHS	Ayrshire & Arran NHS
18.	Maureen Johnstone	Care inspectorate	Care inspectorate
19.	(Dr) Mona Rahim	Consultant Paediatrician	Ayrshire & Arran NHS
20.	(Dr) Vacant	Clinical Director, NAHSCP	NA Health & Social Care Partnership
22	Robert Mcgilvery	Acting Senior Manager, Housing	NAC
23	Roseanne Burns	Senior Manager, Intervention Service	NA Health & Social Care Partnership
24	Billy Brotherston	Chai, Alcohol and Drug Partnership	NA Health & Social Care Partnership
25	Ruth Wilson	Team Manager, Litigation (Legal Services)	North Ayrshire Council
26	Thelma Bowers	Head of Service, Mental Health	NA Health & Social Care Partnership
27	Corry McDonald	Senior Manager, Children & Families	NA Health & Social Care Partnership
28	Jacky Burns	Public Health Dental Consultant	Ayrshire & Arran NHS

### **MEMBERSHIP OF THE CHILD & PUBLIC PROTECTION CHIEF OFFICER'S GROUP**

	<b>NAME</b>	<b>TITLE/ DESIGNATION</b>
1.	Craig Hatton	Chief Executive, NAC
2.	Hazel Borland	Interim Chief Executive, NHS Ayrshire & Arran
3.	Faroque Hussain	Chief Superintendent Divisional Commander, Police Scotland 'U' Division

### **MEMBERSHIP OF NACPC PUBLIC INFORMATION & ENGAGEMENT SUBGROUP (As at October 2021)**

	<b>NAME</b>	<b>TITLE</b>	<b>ORGANISATION</b>
1	Joanne Inglis (chair)	Senior Manager, Children & Families	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	Mhairi Strawhorn	Health Improvement Lead Public Health	NHS Ayrshire & Arran
7	Bruce Jackson	Marketing & Events Officer	Communications, NAC
8	Damien Taylor	Community Education worker	Economies and Communities, NAC
9	Katie Black	Modern Apprentice, Community Learning & Development	North Ayrshire Council
10	Iona Gilmour	Modern Apprentice, Community Learning & Development	North Ayrshire Council
11	Joanne Mathie	KA Leisure	KA Leisure
12	Kirsty Aitken	Service Manager	Children 1 <sup>st</sup>
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
18	Rebecca Black	Corporate Parenting Engagement & Participation Lead	NA Health & Social Care Partnership

## Remit

## The Public Information &amp; Engagement Subgroup

<b>Group Purpose:</b>	
To develop, implement and oversee the North Ayrshire Child Protection Committee Communication Strategy.	
<b>Group Objectives:</b>	
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 ensure that children and young people are consulted, involved, and informed in all aspects of child protection.
4	To promote the work of North Ayrshire Child Protection Committee.
<b>Group Tasks:</b>	
1	Review the NACPC Communication Strategy.
2	To identify and utilise opportunities for promoting child protection within the local community, including events and through the media.
3	To monitor inventory of promotional materials, literature, and guidance documents.
4	To launch and continually promote the newly redeveloped NA CPC websites and promote information via social media platforms.
5	To develop additional literature for children/young people and members of the public to complement the West of Scotland suite of information
6	Actively consult with children and young people in relation to relevant projects.
<b>Outcomes:</b>	
1	A revised NA CPC Communication Strategy which meets the needs of stakeholders.
2	NA CPC websites are regularly visited by children, young people, members of the public and professionals.
3	New literature is available for children/young people and members of the public.
4	Materials are informed by the perspective of children and young people.

**MEMBERSHIP OF NA CPC EVALUATION AND IMPROVEMENT SUBGROUP  
(As at October 2021)**

	<b>NAME</b>	<b>TITLE</b>	<b>ORGANISATION</b>
1	John Paterson	Independent Chair, Child Protection Committee	NA Child Protection Committee
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	TBC	TBC	CAMHS
6	Elizabeth Stewart	Interim Chief Social Work Officer & 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	Helen McNaughton	Development and Support Officer, Education	North Ayrshire Council
10	Linda Davis	Deputy Head Teacher	North Ayrshire Council
11	Lorna Moran	Head Teacher	North Ayrshire Council
12	Robbie Scott	Detective Inspector	Police Scotland
13	Peter McArthur	Senior Manager, Addictions	NA Health & Social Care Partnership
14	Philip Gosnay	Senior Manager, ASN, Education	North Ayrshire Council
15	Ruth Wilson	Litigation Team Manager	North Ayrshire Council
16	Shelagh Campbell	Team Manager, Housing	North Ayrshire Council
17	Julie-Ann Peacock	Service Manager Sustain North Ayrshire (Aberlour Service)	Third Sector

**Remit**

**Evaluation and Improvement Subgroup**

<b>Group Purpose:</b>	
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.	
<b>Group Objectives:</b>	
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.
4	To ensure that the annual CPC workplan is being progressed and take forward monitoring and reporting of the plan.
<b>Group Tasks:</b>	
1	Develop and implement a multi-agency self-evaluation strategy.
2	Monitor improvement plans, including CPC Business Plan.
3	Undertake evaluation of recommendations from SCR's conducted elsewhere and consider implications for North Ayrshire services.
4	Share single agency audit and evaluation activity with the group.
5	Contribute to multi agency evaluation portfolio of evidence.
<b>Outcomes:</b>	
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 LEARNING & DEVELOPMENT SUBGROUP  
(As at October 2021)**

	<b>NAME</b>	<b>TITLE</b>	<b>ORGANISATION</b>
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 <sup>st</sup>
8	Leana Grant	Team Lead	Children 1 <sup>st</sup>
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 & Development Subgroup

<b>Group Purpose:</b> 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.	
<b>Group Objectives:</b>	
1	Agree, prioritise, and evaluate multi agency training.
2	Ensure multi agency training meets local and national needs.
3	Produce an annual child protection training plan and calendar.
4	Reflect on lessons learned from Inquiries, Inspections, and Initial / Significant Case Reviews.
5	Ensure that the training programme reflects and contributes to continuous improvements in services to protect children and young people.
<b>Group Tasks:</b>	
1	To develop a 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.
<b>Outcomes:</b>	
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.

**MEMBERSHIP OF NACPC MANAGEMENT INFORMATION SUBGROUP  
(As at October 2021)**

	<b>NAME</b>	<b>TITLE</b>	<b>ORGANISATION</b>
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	Elizabeth Stewart	Interim Chief Social Work Officer & Senior Manager, Children & Families Fieldwork	NA Health & Social Care Partnership
5	Fiona Hopkins	Senior Manager, Communities	North Ayrshire Council
6	Frances Gunn	Child Protection Adviser	NHS Ayrshire & Arran
7	Margaret Paterson	Child Protection Team Manager	NA Health & Social Care Partnership
8	Robbie Scott	Detective Inspector	Police Scotland
9	Roseann Burns	Senior Manager, Intervention Services,	NA Health & Social Care Partnership
10	Stuart Singleton	Planning and Performance Officer	NA Health & Social Care Partnership
11	Mae Henderson	Senior Manager, Children & Families	NA Health & Social Care Partnership

## Remit

### Management Information Subgroup

<b>Group Purpose:</b>	
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.	
<b>Group Objectives:</b>	
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
<b>Group Tasks:</b>	
1	Produce child protection data, analysis, and scrutiny from the National Minimum Dataset
2	Review the child protection data collected by key agencies
3	Analyse the data gathered by key agencies and use to inform and shape service planning and delivery.
<b>Outcomes:</b>	
1	Child Protection Data informs strategic and operational decision making
2	NACPC are fully informed about child protection trends in North Ayrshire
3	Services for children and families in North Ayrshire meet local need

**North Ayrshire ADP/CPC CAFAS Subgroup**  
(As at October 2021)

	<b>NAME</b>	<b>TITLE</b>	<b>ORGANISATION</b>
1	Roseanne Burns (Chair)	Senior Manager	NA Health & Social Care Partnership
2	Billy Brotherston	Independent ADP Chair	NA Health & Social Care Partnership
3	Katy Busby	ADP Support Officer	NA Health & Social Care Partnership
4	Joanne Inglis	Senior Manager, Universal Early Years	NA Health & Social Care Partnership
5	Joyce Nish	Team Leader, CAMHS	NHS Ayrshire & Arran
6	Leeanne Kerr	NA PEAR Service (TPS)	NA PEAR Service (TPS)
7	Patrick Farren	Acting Team Manager, Intervention Services	NA Health & Social Care Partnership
8	Val Fitzpatrick	Team Manager, Justice Service	NA Health & Social Care Partnership
9	Rosemary White	Lead Officer ADP	NA Alcohol & Drug Partnership
10	Kirsty Calderwood	Child Protection Lead Officer	NA Child Protection Committee
11	Alison Gibson	Service Manager	Barnardos
12	Andrew Hogg	Local Authority Liaison Officer	Police Scotland
13	Arthur Coutts	Team Manager, Kinship Care, Children & Families	NA Health & Social Care Partnership
14	Eilidh James	MHWP Operational Lead	Education, North Ayrshire Council
15	Graham Lindsay	Team Manager, Addictions	NA Health & Social Care Partnership
16	James Hill	Advanced Nurse Practitioner, Addictions	NHS Ayrshire & Arran
17	Janice Cusick	Senior Manager, Functional Family Therapy Action for Children	NA Health & Social Care Partnership
18	Jill O'Rourke	Team Manager, Homeless & Comm Safety	North Ayrshire Council
19	Joanne Crawford	Team Manager, Children & Families	NA Health & Social care Partnership
20	Leana Grant	Service Manager, Children 1 <sup>st</sup>	Third Sector
21	Louise Wilson	Stakeholder, GP	NHS Ayrshire & Arran
22	Marie Forsyth	Team Manager, Justice Services	NA Health & Social Care Partnership
23	Mary Beglan	Chief Officer	North Ayrshire Women's Aid
24	Sam Eccles	Deputy Director of Development	Impact Arts

## **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)**  
**(As at October 2021)**

	<b>NAME</b>	<b>TITLE</b>	<b>ORGANISATION</b>
1	John Paterson (Chair)	NACPC Independent Chair	NA Child Protection Committee
2	Thelma Bowers (Vice Chair)	Senior Manager	NA Health & Social Care Partnership
3	Alison Sutherland	Head of Service, Children, Families and Justice Services	NA Health & Social Care Partnership
4	Caroline Cameron	Director, NAHSCP	NA Health & Social Care Partnership
5	Caroline Amos	Head of Service, Education	North Ayrshire Council
6	Elizabeth Stewart	Senior Manager, Children & Families Fieldwork	NA Health & Social Care Partnership
7	Derek Frew	Police Scotland	Police Scotland
8	Kirsty Calderwood	CPC Lead Officer	NA Child Protection Committee
9	Lynne McNiven	Interim Director	Public Health
10	Darren Fullarton	Associate Nurse Director/Lead Nurse	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 Group  
(As at October 2021)**

	<b>NAME</b>	<b>TITLE</b>	<b>ORGANISATION</b>
1	Kirsty Calderwood <b>(Chair)</b>	Child Protection Lead Officer	NA Child Protection Committee
2	Kathleen Winter	Public Health Principal, NHS	NHS Ayrshire & Arran
3	Andy Dolan	Locality Inspector	Police Scotland
4	Angela Morrell	Senior Manager, Connected Communities	North Ayrshire Council
5	Eilidh James	Principal Teacher, Education	North Ayrshire Council
6	Gail Nowak	Acting Principal Educational Psychologist	North Ayrshire Council
7	Joyce Nish	Team Leader, CAMHS	NHS Ayrshire & Arran
8	Pete Gilfedder	Senior Nurse, CAMHS	NA Health & Social Care Partnership
9	Patrick Farren	Project Worker, intervention services	NA Health & Social Care Partnership
10	Sarah Watts	Choose Life Manager	NA Health & Social Care Partnership
11	Stephen Colligan	Head Teacher, St Matthew's Academy, Education	North Ayrshire Council
12	Stuart McKenzie	CAMHS	NHS Ayrshire & Arran
13	Donna Anderson	Youth Participation and Democracy Officer, Connected Communities,	North Ayrshire Council
14	Patrick Farren	Project Worker, Intervention Services	NA Health & Social Care Partnership
15	Gill Moffatt	Service Manager, Children's Services	NAHSCP

## 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 2020 - March 2021



### 1. Wellbeing and Vulnerability

Priority Outcome WBV1	Safeguarding missing children and young people					
	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 <b>to create multi-agency guidance</b> to continue in the implementation of the National Missing Person's Framework within North Ayrshire.	Kirsty Calderwood (CPC Lead Officer) Brenda Walker (ASP Senior Officer)	<b>30.11.20</b>		Complete – return discussion proforma in the process of being developed then guidance will be ratified and distributed to appropriate agencies.	Complete – next steps being agreed on implementation in 2021/2022 workplan.
WBV1b	<b>A practice development plan will be established</b> 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 L and D Advisor)	<b>30.01.21</b>		Agreed that a briefing will be developed and shared with practitioners following launch of multi-agency guidance. Also, Missing People providing online training opportunities – North Ayrshire will apply for places for these sessions.	Briefing in process of being agreed and practice development workshops being developed – being taking forward in 2021/2022 workplan.

Priority Outcome WBV2	Protecting Children and Vulnerable Young People					
	How will we do it?	Lead	Timescale	Progress	Progress Update	Full Year Summary Progress
WBV2a	<b>Monthly HSCP meetings will continue to be convened</b> by the Chief Social Work Officer to <b>review strategies and plans</b> in places where children have been on the register less than 3 months and longer than 12 months. This will be reported into the CPC.	David MacRitchie (Chief Social Work Officer)	<b>31.07.20</b> <b>31.10.20</b> <b>31.01.21</b> <b>31.03.21</b>		Review of cases remains ongoing and will continue in 2021/2022	Continuing in 2021/2022 workplan and key themes to be reported in Management Information Group.
WBV2b	<b>A mechanism will be agreed</b> for the CPC to <b>monitor and review information in relation to extra familial child protection issues.</b>	David MacRitchie (Chief Social Work Officer) Alison Sutherland (HoS Children's Services)	<b>30.09.20</b>		Vulnerable young people dataset agreed by Management Information Group.	Dataset been established in Management Information Group, however further data measurements and scrutiny questions in process of being developed.
WBV2c	The learning and practice from the Pathways to a Positive Future Service and the Pathways Parenting Assessment will be <b>shared with the ADP CAFAS (Children and Families Affected by Substances) sub-group</b> to inform operational practice across all ADP partners.	Roseanne Burns (Senior Manager HSCP)	<b>31.10.20</b>		Complete	Complete.

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Priority Outcome WBV3 Addressing the impact of poverty and its links with child protection						
	How will we do it?	Lead	Timescale	Progress	Progress Update	Full Year Summary Progress
WBV3a	A training workshop will be provided for all Children and Families social workers in relation to the Money Matters Service and the support that this can offer to vulnerable families.	David Hornell (Money Matters Service Manager) / Alison Linton (CPC L and D Co-ordinator)	30.03.21		Alison Linton has met with David Hornell and plans are in place to deliver these inputs, meeting scheduled at end of January to finalise. However, unlikely that this will be completed by end of March due to Covid – new extension proposed for next year’s workplan. <b>New date proposed: 30/06/2021</b>	This action was disrupted due to Covid but will continue in the 2021/2022 workplan with a new timescale: 30/06/2021.

Priority Outcome WBV4 Suicide Prevention in Young People						
	How will we do it?	Lead	Timescale	Progress	Progress Update	Full Year Summary Progress
WBV4a	The Young People’s Suicide Taskforce will develop a suicide prevention community action plan.	Kirsty Calderwood (CPC Lead Officer and Chair of the YP Suicide Taskforce) / Sarah Watts (Choose Life Co-ordinator)	31.07.20		Suicide action plan developed and ratified by YPSSPG and CPC.	New action plan will be developed for 2021/2022.

**2. Engagement and Empowerment**

Priority Outcome E&E1	<b>Leadership: children and young people are protected by empowered and supported staff</b>					
	How will we do it?	Lead	Timescale	Progress	Progress Update	Full Year Summary Progress
E&E1a	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)	30.12.20		Complete*	Completed – however lack of clarity in terms of how this is progressed. At CPC development session it was agreed that a themed session will be co-ordinated to take this forward in 2021/2022

Priority Outcome E&E2	<b>Children and Young People have an active participatory role in CP processes</b>					
	How will we do it?	Lead	Timescale	Progress	Progress Update	Full Year Summary Progress
E&E2a	Three children and families social work teams will receive practice development inputs on child participatory approaches and the recording of children’s views within child protection paperwork  <b>Action updated (ratified at Nov 2020 CPC meeting):</b> A course will be developed on child participatory approaches in collaboration with the West of Scotland Learning and Development form with a view to deliver the course to children and families social work teams in North Ayrshire in 2021/2022.	Alison Linton (CPC L&D Co-ordinator)	30.03.21		Course still in the process of being developed – to be transferred in 2021/2022 workplan.	Communicating with children course in process of being developed by WoS however delays due to WoS colleagues workloads and demands. Will be taken forward in 2021/2022 workplan with new timescale: 30/07/2021.

Priority Outcome E&E3	<b>Harnessing assets within the community by engaging with stakeholders to support their understanding of their role and sense of efficacy in the protection of children</b>					
	How will we do it?	Lead	Timescale	Progress	Progress Update	Full Year Summary Progress
E&E3a	The concertina Child Protection / Adult Support and Protection resource will be rolled out to all taxi driver staff within North Ayrshire.	Kirsty Calderwood (CPC Lead Officer) Brenda Walker (ASP Senior Officer)	31.10.20		Concertina cards have been provided to transport department within North Ayrshire Council and have been distributed to taxi drivers. Feedback in the process of being collated from transport in relation to the cards.	Complete – feedback on impact of resource and wider cascading of resource to other organisations to be taken forward in 2021/2022

<b>E&amp;E3b</b>	<p>All contracted taxi drivers within North Ayrshire <b>will receive vulnerable person training inputs on an annual basis.</b></p> <p><b>Action updated (ratified at Nov 2020 CPC meeting):</b> Feedback to be collated from the council transport department on the concertina public protection resource</p> <p><b>Action to be taken forward in next year's work plan.</b></p>	<p>Alison Linton (CPC L and D Co-ordinator) Johannah Lamont (ASP L and D Advisor)</p>	<p><b>31/03/2021</b></p>		<p>Due to the pandemic, there are significant challenges in obtaining feedback from taxi drivers in relation to the resource. Agreed that this action will be taken forward in next year's work plan.</p>	<p>Taken forward in next year's workplan – unable to take forward due to Covid. However, public protection resource has been cascaded.</p>
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Priority Outcome E&E4	Maximising Child Protection Committee Communications					
	How will we do it?	Lead	Timescale	Progress	Progress Update	Full Year Summary Progress
<b>E&amp;E4a</b>	<p>North Ayrshire Child Protection Committee will facilitate an <b>annual public events calendar</b> which will maximise opportunities to engage with the public within communities and on social media.</p>	<p>Kirsty Calderwood (CPC Lead Officer)</p>	<p><b>Review Dates:</b> <b>31.07.20</b> <b>31.10.20</b> <b>31.01.21</b> <b>31.03.21</b></p>		<p>Public Events calendar developed with awareness events to highlight on social media throughout the year. CPC Scotland Online safety campaign supported via social media channels and posters have been sent to be displayed in vaccination centres.</p>	<p>Public events calendar continues to be updated each year. Social media protocol to be developed in 2021/2022 workplan.</p>
<b>E&amp;E4b</b>	<p>The <b>CPC website will be updated</b> to ensure that it is accessible to young people, professionals, and communities.</p>	<p>Kirsty Calderwood (CPC Lead Officer) Nicola Teager (HSCP Comms Officer)</p>	<p><b>30.01.21</b></p>		<p>Website updated: teenage site removed and replaced with links to sites for young people, out of date material removed, link to Child Protection Twitter put on and Covid 19 section added. Long term plan to integrate all public protection websites within the HSCP. Nicki Teager (HSCP Comms) will keep Kirsty Calderwood (CPC Lead Officer) in relation to this.</p>	<p>Website updated and social media protocol to be developed in 2021/2022.</p>

<p><b>E&amp;E4c</b></p>	<p>The following groups will be targeted for training to increase awareness, knowledge and skills in child protection and <b>a training plan will be negotiated with each organisation:</b></p> <ul style="list-style-type: none"> <li>- PLACE staff</li> <li>- Irvine Mall</li> <li>- KA Leisure</li> <li>- Stagecoach</li> </ul>	<p>Alison Linton (CPC L&amp;D Co-ordinator)</p>	<p><b>PLACE staff: 31<sup>st</sup> July 2020 - Complete</b></p> <p><b>Irvine Mall: 30<sup>th</sup> November 2020 – Postponed due to Covid</b></p> <p><b>KA Leisure: 31<sup>st</sup> December 2020</b></p> <p><b>Stagecoach: 31<sup>st</sup> March 2021 – Postponed due to Covid</b></p>		<p><b>Both PLACE staff and KA leisure have access to e-learning modules. Ongoing feedback being fed into L and D sub-group and PIE group.</b></p>	<p>Follow up on delivery of training plans to be taken forward next year. Irvine Mall and Stagecoach remain for next year’s workplan, however this may be subject to change due to Covid restrictions.</p>
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**3. Learning and Improvement**

<b>Priority Outcome: L&amp;I1</b> Developing and implementing child protection improvements based on the findings from our Significant Case Review and other learning opportunities						
	How will we do it?	Lead	Timescale	Progress	Progress Update	Full Year Summary Progress
<b>L&amp;I1a</b>	PRISM (Practice Reflective Improvement Short Module) sessions on North Ayrshire’s Significant Review (J Family 2018) will be delivered to key Police Scotland staff over 2 sessions.	Kirsty Calderwood (CPC Lead Officer)  Robbie Scott (Police Inspector, Police Scotland)	31.12.20  Revised timescale (ratified at November 2021 CPC): 30.03.21		Difficulties in PRISMs being convened virtually due to Police Scotland limited access to Microsoft Teams. DI Robbie Scott is currently liaising with Police IT colleagues to resolve this issue. DI Jen McCulloch attending a PRISM session and discussions will be taken forward as to how to cascade learning. To be taken forward in 2021/2022 workplan.	Difficulties in taking forward due to limited availability of Microsoft Teams within Police Scotland. To be taken forward in 2021/2022 workplan with the hope of delivering face to face and reaching more officers.

<b>Priority Outcome: L&amp;I2</b> An improved response to child sexual abuse and exploitation						
	How will we do it?	Lead	Timescale	Progress	Progress Update	Full Year Summary Progress
<b>L&amp;I2a</b>	An implementation plan will be developed to take forward the CSA strategy	Anne Houston (External Commissioner)	30.11.20  Revised timescale (ratified at Nov 2021 CPC): 31.03.21		Timescales have been modified slightly. Implementation plan is in the process of being finalised for May CPC meeting.	Although this wasn’t completed in the 2020/2021 workplan, it is scheduled for completion in May 2021 (in new workplan 2021/2022).

<b>L&amp;I2b</b>	The CSA strategy will be <b>formally launched</b> to all workers within North Ayrshire	Anne Houston (External Commissioner)	30.01.21  Revised timescale (ratified at Nov 2021 CPC): <b>31.03.21</b>		Again, timescales have been slightly modified. Strategy scheduled for launch on 26 <sup>th</sup> April 2021 – on track.	Although this wasn't completed in the 2020/2021 workplan, it is scheduled for completion in April 2021 (in new workplan 2021/2022).
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<b>Priority Outcome:</b> <b>L&amp;I3</b>	<b>Multi-agency staff will have an enhanced knowledge of child protection practice areas</b>					
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	<b>How will we do it?</b>	<b>Lead</b>	<b>Timescale</b>	<b>Progress</b>	<b>Progress Update</b>	<b>Full Year Summary Progress</b>
<b>L&amp;I3a</b>	A <b>multi-agency practice development plan</b> will be <b>established and delivered</b> to practitioners on Harmful Sexual Behaviour.	Alison Linton (L and D co-ordinator)	<b>30.03.21</b>		2 multi-agency virtual sessions delivered – September 2020 – 12 participants, February 2021 – 16 participants	Complete – to be continued in next year's workplan.
<b>L&amp;I3b</b>	A <b>multi-agency practice development plan</b> will be <b>established and delivered</b> to practitioners on SCRA training.	Alison Linton (L and D co-ordinator)	<b>30.03.21</b>		SCRA training sessions arranged for March 2021, however a low attendance was noted from practitioners. Targeted approach to be taken forward in 2021/2022 workplan.	Complete, however with low numbers due to Covid. Targeted approach to be taken forward in 2021/2022 workplan.
<b>L&amp;I3c</b>	A <b>multi-agency practice development plan</b> will be <b>delivered</b> to social work staff on the working with resistance toolkit.	Alison Linton (L and D co-ordinator) / Elizabeth Stewart (Senior Manager, Fieldwork)	<b>31.12.20</b>  <b>New timescale: 31/10/21</b>		Three social work teams have received inputs on the working with resistance toolkit, however uptake with other teams has been low. Alison met with Elizabeth Stewart and new plan established. E learning module to be developed and will be mandatory for all children and families SW staff. This will be followed up with a practice development input. New date to be confirmed into next year. Suggested date to ensure all staff are trained:	New approach identified and new timescale identified. This was ratified for 31/10/21 – but is not complete for 2020/2021. Continuing in new workplan.

					<b>31/10/21 (ratified at E and I sub-group) – Transferred in 2021/2022 workplan.</b>	
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**4. Risk Assessment and Analysis**

Priority Outcome: RA&A1	<b>Continuing to develop our chronology practice</b>					
	How will we do it?	Lead	Timescale	Progress	Progress Update	Full Year Summary Progress
<b>RA&amp;A1a</b>	AYRshare chronologies will be <b>audited via the Performance Improvement Group</b> quarterly and <b>quality assurance framework</b> will highlight how findings have been implemented.	Andrew Keir (GIRFEC Manager)  Elizabeth Stewart (HSCP Senior Manager)	<b>Review Dates:</b> <b>31.07.20</b> <b>31.10.20</b> <b>31.01.21</b> <b>31.03.21</b>		Ongoing action	Business plan outcome indicates that the most recent monthly breakdown show that 57% of AYRshare folders had an integrated chronology where 2 or more services have contributed. A quality assurance framework is in place and will highlight how findings are being implemented.
<b>RA&amp;A1b</b>	The West of Scotland Chronology resource will be <b>integrated within CPC and GIRFEC chronology training</b>	Alison Linton (CPC L and D Co-ordinator)  Andrew Keir (GIRFEC Manager)	<b>31.10.20</b>		Complete: Is now part of the training, first session in December. The resource has been shared with partners and the use of this will be monitored through the L& D subgroup. Also, on YouTube and will be signposted through other courses.	Complete

Priority Outcome: RA&A2	<b>Promoting the National Risk Framework</b>					
	How will we do it?	Lead	Timescale	Progress	Progress Update	Full Year Summary Progress
<b>RA&amp;A2a</b>	The National Risk Framework Generic risk indicator tool will be <b>embedded</b> within <b>CarePartner and CareFirst systems</b> .	Thelma Bowers (HoS Mental Health & Adult Services)  David Thomson (Clinical Nurse Director)	<b>31.12.20</b>		Complete	Complete, however Child Protection in the family training and implementation plan to be delivered for workforce in mental health and community care services to be taken forward in 2021/2022 workplan. Progress to continue to be monitored as per business plan.

**5. Working Together**

Priority Outcome	Strengthening communication and engagement within and across services					
WT1						
	How will we do it?	Lead	Timescale	Progress	Progress Update	Full Year Summary Progress
<b>WT1a</b>	The 'Making Change Happen' SCR group <b>will lead on co-producing an implementation plan</b> which puts children at the heart of all professional practice.	Alison Sutherland (HoS Children's Services) Kirsty Calderwood (CPC Lead Officer)	<b>31.12.20</b>		Complete – Elizabeth Stewart (HSCP Senior Manager) and Kirsty Calderwood (CPC Lead Officer) leading on implementation plan.	Complete – PRI Dialogue initiative to be launched in 2021/2022.
<b>WT1b</b>	PRISM (Practice Reflective Improvement Short Module) sessions on North Ayrshire's Significant Review (J Family 2018) will <b>be delivered to key housing staff and NADARS staff</b> over 4 sessions.	Kirsty Calderwood (CPC Lead Officer) / Shelagh Campbell (Manager Housing Services) / Peter MacArthur (Senior Manager NADARS)	<b>28.02.21</b>		Complete	Complete, although further sessions to reach workforce will continue in 2021/2022 workplan.
<b>WT1c</b>	The child protection case conference process and paperwork will <b>be reviewed and updated</b> to ensure that all workers ensure a child centred approach.	Roseanne Burns (Senior Manager HSCP)	<b>31.01.21</b>		Complete – further actions to be taken forward from this in 2021/2022 workplan	Complete, although a piece of work to be taken forward with senior officers to ensure actions are SMART – will continue in 2021/2022 workplan.
<b>WT1d</b>	A GIRFEC 3 stage training strategy will be implemented within North Ayrshire.  <b>To be removed from current workplan</b>	Andrew Keir (GIRFEC manager)	<b>30.03.21</b>		Awaiting Scottish Government announcement in relation to implementation of GIRFEC nationally.	Due to delays in Scottish Government's announcement this will be removed from the workplan.

Priority Outcome WT2	Supporting Professional Reflection					
	How will we do it?	Lead	Timescale	Progress	Progress Update	Full Year Summary Progress
WT2a	A minimum of two multi-agency PRISM sessions <b>will be facilitated</b> in 2020/2021 to support the embedding of learning from evaluation activity.	Kirsty Calderwood (CPC Lead Officer)	<b>Review Dates:</b> 31.07.20 31.10.20 31.01.21 31.03.21		Complete	Three multi-agency virtual PRISM sessions facilitated in 2020/2021. This will continue for audit and learning activity in 2021/2022.

Priority Outcome WT3	Developing Supervision Practices					
	How will we do it?	Lead	Timescale	Progress	Progress Update	Full Year Summary Progress
WT3a	A standardised HSCP supervision template (based on the model Blue Wave of Change) will <b>be rolled out to staff</b> .	Dalene Steele (HSCP Senior Manager)  Now Ruth Davie (HSCP Senior Manager)	31.12.20  New timescale: 30 <sup>th</sup> April 2021 (will be transferred into next year's work plan)		Due to be ratified at SW Governance meeting.	New timescale ratified but not complete at end of 2020/2021 workplan. To continue in 2021/2022 workplan.

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**NACPC Learning & Development Annual Report 2020 (Final)**



**North Ayrshire Child Protection Committee  
Learning and Development Annual Report**

January 2020 – December 2020

Official Information

## Calendar

- ▶ <http://childprotectionnorthayrshire.info/cpc/training/>
- ▶ The CPC calendar is accessible through the above link where you will also find links to the elearning courses.

Official Information

## Parameters of the report

**Coronavirus:** Authorities across Scotland have reported the negative impact that the pandemic has had on learning and development and it is fair to say this is continuing into 2021. Face to face opportunities did not take place throughout 2020

North Ayrshire is reported to have embraced the new digital way of working and has successfully delivered various opportunities throughout 2020 using a blended approach which has had received positive feedback from across Scotland.

All learning modules have been shared across Scotland. The coordinator continues to work collaboratively with the West of Scotland Consortium to ensure learning and development remains a priority for the workforce.

The report outlines courses developed through e-learning which went live from August-December therefore the number of participants and those engaging do not account for the whole of 2020

**Platforms:** E-learning modules have been developed and can be accessed through I Learn and CPC website. Virtual sessions took place in December, and members of the public/community have accessed training for the first time, in relation to child protection awareness.

Virtual learning did not take place until December 2020

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

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

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

National Framework for Child Protection Learning and Development in Scotland 2012

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

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

National Framework for Child Protection Learning and Development in Scotland 2012

## Learning and Development Sub-group

- ▶ Chair: **Angela Morrell, Senior Manager Connected Communities**
- ▶ Membership
  - ▶ **Connected Communities**
  - ▶ **Police Scotland**
  - ▶ **Children 1<sup>st</sup>**
  - ▶ **Scottish Children's Reporter Administration**
  - ▶ **NHS Ayrshire & Arran**
  - ▶ **Children 1<sup>st</sup>**
  - ▶ **North Ayrshire Health & Social Care Partnership**
  - ▶ **Housing**

## Learning and Development Sub-group (Cont.)

### ► **Functions of the sub-group:**

- Ensuring mechanisms are in place for the delivery and evaluation of local training initiatives.
- Developing training programmes that complement and build on the work already done by individual agencies and which embrace multi-agency training needs among the staff of the agencies concerned.
- Identify collective training needs on an ongoing basis, responding quickly to any gaps highlighted by inspection reports, significant case reviews or other sources, working in collaboration with single agencies which may have their own training responsibilities.
- Maintaining an overview of the training needs of all staff within North Ayrshire involved in child protection activity,
- Publishing, implementing and reviewing an interagency child protection training strategy.

Main aim in 2020 - Due to Covid the groups main aim was to ensure all training for both professionals and members of the community was accessible. This was achieved by developing e-learning modules and sharing with all our networks and platforms. **By the end of 2020 virtual sessions were able to take place for 5 of the courses.**

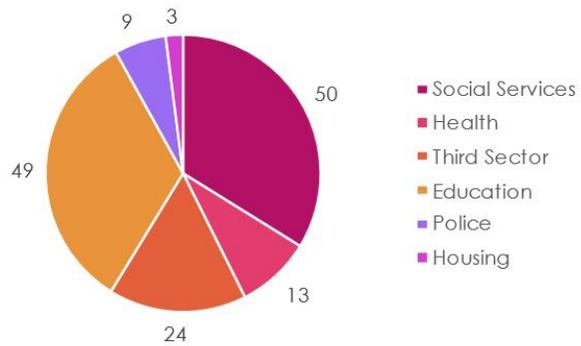
## Learning and Development Sub-group E-Learning development

- ▶ Keeping children safe online
- ▶ Child protection awareness for both professionals and members of the public
- ▶ Child sexual exploitation
- ▶ Child sexual abuse awareness module
- ▶ Chronology fit for purpose
- ▶ Working with resistant families about to be launched
- ▶ Information to support those working with children and families

<http://childprotectionnorthhayshire.info/cpc/training/>

## Child Sexual Exploitation and Trafficking – E-learning module Aug-Dec 2020

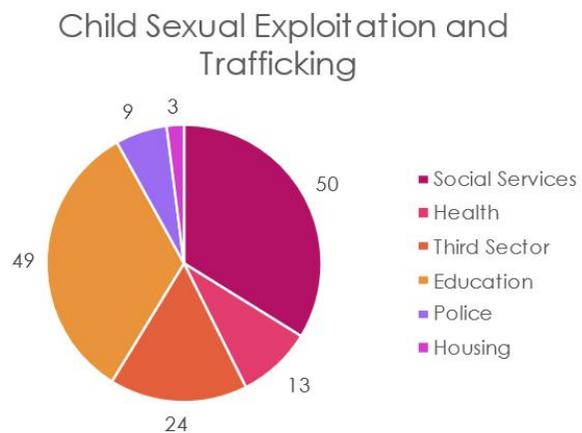
Child Sexual Exploitation and Trafficking



### Comments from Participants

- ▶ Good information. Excellent recommended reading & links
- ▶ Was thorough in detail.
- ▶ Increased awareness on the topic
- ▶ very informative and relevant
- ▶ I was impressed the way the course was broken down to ensure each section was explained fully

## Child Sexual Exploitation and Trafficking – E-learning module Aug-Dec 2020 Impact of training



A total of 149 completed this module with:

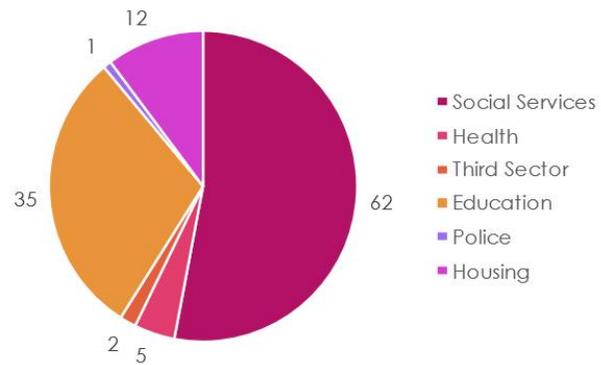
87% feeling more knowledgeable about the subject

89% feeling confident in identifying child sexual exploitation and

11% feeling very confident in identifying child sexual exploitation

## Keeping Children and Young People Safe Online – E-learning module Sept-Dec 2020

Keeping Children Safe on line

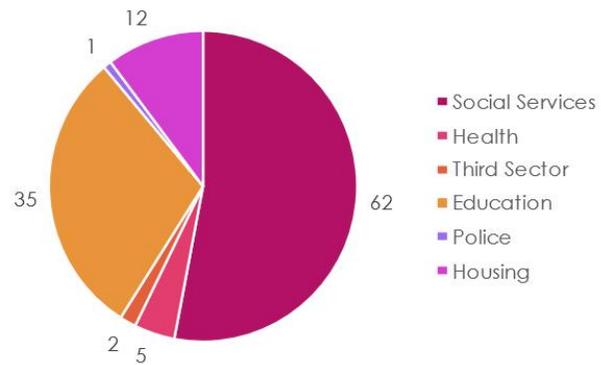


### Comments from Participants

- Easy to navigate through and was informative
- very informative and a lot of information I did not know as a parent too.
- Interactive sections and very relevant content

## Keeping Children and Young People Safe Online – Impact of training Sept-Dec 2020

Keeping Children Safe on line



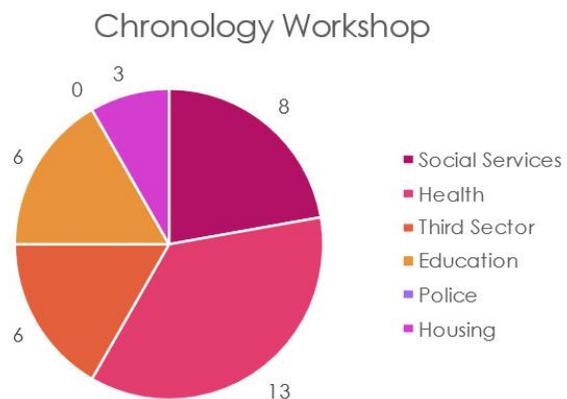
A total of 117 completed the module

92% felt more knowledgeable about the subject

86% felt confident in how to approach children and young people with advice

14% felt very confident in their approach to advising children and young people

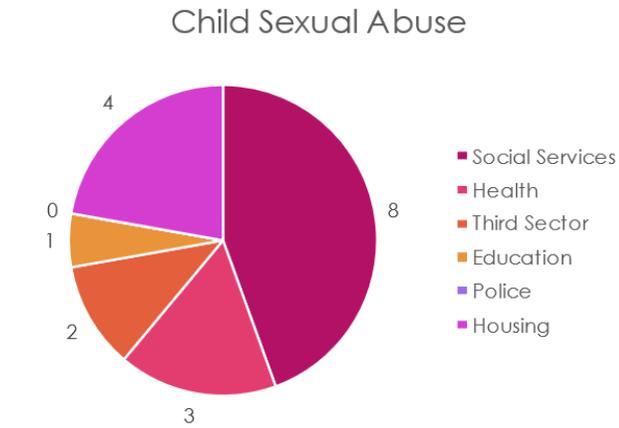
## Chronology workshop – Blended session December 2020



### Comments from Participants

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

# Child Sexual Abuse – 1 session in December 2020\*



\*Delivered by Break the Silence

## Aims of course

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

## Comments from Participants

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

## CP in the Family Workshops - 2020

▶ **Delivered in partnership with the Health & Social Care Partnership Learning & Development Team**

- ▶ 3 virtual sessions
- ▶ 56 staff accessed the sessions

27% of those who attended have reported a CP concern with

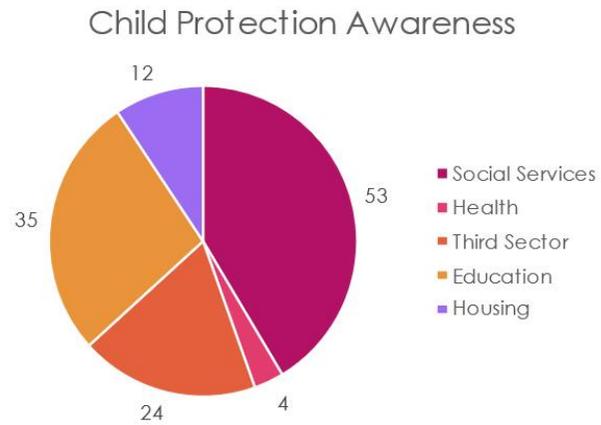
59% using the My World Triangle tool to support assessment.

Sessions have continued in 2021 on a monthly basis.

### Who attended in 2020?

- ▶ Money matters staff
- ▶ Justice staff
- ▶ Community learning staff
- ▶ Home carers
- ▶ Community addiction staff
- ▶ Library staff

# Child Protection Awareness (workforce)– E-Learning

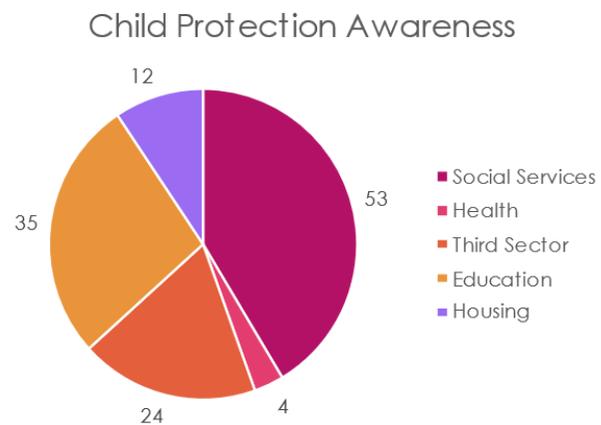


## Comments from Participants

- ▶ I can read through at my own pace.
- ▶ It's very thorough.
- ▶ It's online so ALL my team can access it.
- ▶ The amount of valuable information available.

Official Information

# Child Protection Awareness (workforce)– E-Learning-Aug-Dec 2020



## Impact of learning

A total of 140 completed the module

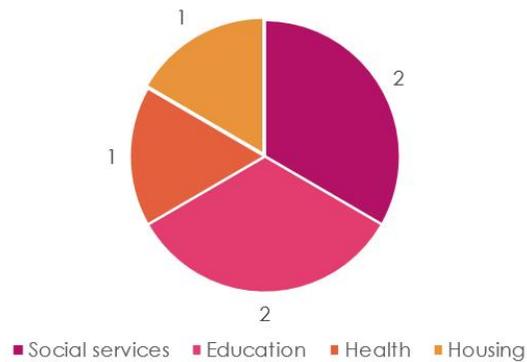
92% rated the course as excellent

96% felt very confident in the knowledge of how to respond and report a concern

Official Information

# Resilience: Trauma Informed Practice - 1 blended session in 2020

Trauma Informed Practice



### What went well:

- ▶ Hearing point of view from other professionals
- ▶ Very useful summary of the key themes linked to Trauma Informed Practice.

### What did not go well:

- ▶ Ran over the anticipated time which coincided with kids coming home from school and meant I lost focus at the end.

## Resilience: Trauma Informed Practice - 1 blended session in 2020

- ▶ The first session included the screening of ACES study.
- ▶ Ended with a discussion surrounding what was happening in Scotland
- ▶ 2<sup>nd</sup> session was a half day practice and theory with an input from NHS CP Advisor- case study surrounding the life journey of someone accessing services and when they could have intervened.

### **Impact: Out of the 6 people who completed the evaluation**

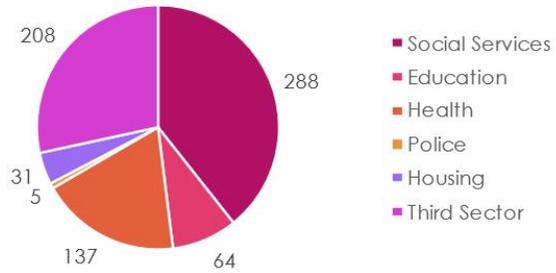
- ▶ 50% felt confident in trauma informed practice
- ▶ 50% felt very confident in trauma informed practice

Official Information

# Comparison of practice development attendance: 2019 vs 2020

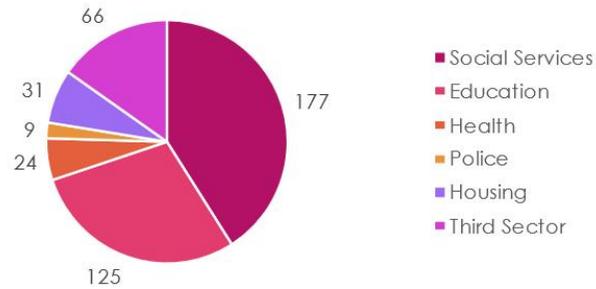
## Whole 2019

Annual Attendance total: 703



## August-December 2020

Engagement total in 5 months: 490

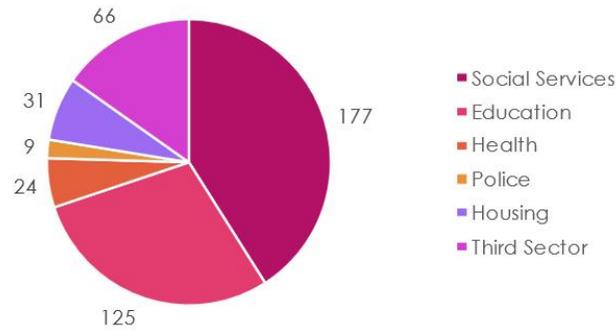


Official Information

## Annual Attendance (August - December)

- 490 Participants accessed training in 2020
- Education has had the biggest increase with 125 more staff accessing online opportunities

Annual Attendance: 490



## Child protection awareness for members of the public

- ▶ 61 members of the public completed the learning module
- ▶ 97% reported they felt more knowledgeable and confident
- ▶ 85% reported they know how to report a concern and who to report to

Training suggestions put forward:

- ▶ Online abuse
- ▶ More online courses for communities
- ▶ Leaflets in libraries

# So what...?

## The Evaluation Process...

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

## Evaluations: Stage One General Comments- virtual and e-learning

- ▶ 'Excellent and insightful – lots of opportunity for worthwhile professional discussion'
- ▶ It was very informative and interesting.
- ▶ Interesting and informative. I also enjoy that I can complete at my leisure and not have to rush out to attend a training course after working all day.
- ▶ 'Great to have a multi-agency approach more familiar with toolkit'
- ▶ 'Pace of course very good. Knowledge/style very good'
- ▶ Good balance of theory and practical information

## Evaluations Stage Two

- ▶ Stage 2 evaluations are sent out 68 weeks after event. Over 100 members of staff were contacted. 5% of these were returned
- ▶ The low response rate from the survey presents challenges in relation to how the CPC can measure the impact the training has had on professional practice
- ▶ At stage two Managers are requested to follow up during supervision, however no feedback has been received.

## Evaluations Stage Three

The learning and development sub group chose 3 courses to evaluate from the last 6 months in 2020. These were:

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

A practice development evaluation was sent out to over 300 people.

<https://forms.office.com/Pages/ResponsePage.aspx?id=stT1vp5s4E-b30U5irQzJ3zPJWby3BVDhQbPzAcjS65UMUJUNjg5TUVORUNMSjdCWTNBSEVBV!o0SyQIQCN0PWcu>

Staff were asked to reflect on their practice and give examples of good practice using what they had learned.

31 staff responded were those who participated in child protection awareness virtually.

## Evaluation Stage Three

- ▶ As in previous years it has been very difficult to get responses from staff who have completed learning and development through the multi-agency calendar
- ▶ The evaluation form takes about 5 minutes to complete
- ▶ The evaluation allows practitioners to reflect on their practice and cite examples of how they have put what they have learned into practice
- ▶ The evaluation is an opportunity to see where changes in practice have had a positive impact on children's lives and outcomes

**The coordinator would like to request that all CPC members remind their staff to participate in the evaluation stage three**

## Examples of impact of training

- ▶ “When facilitating a youth work session. A young person made a comment I found concerning. So, I filled out an incident report form and passed this on to my line manager”
- ▶ “Came across a few child protection concerns via my work colleagues and gave them the required policy advice to refer on”
- ▶ “In a youthwork setting where something had been disclosed, 2 members of staff were present for the disclosure, told the young person that we would need to follow up on the situation that was disclosed and contacted our manager, the school (to get appropriate help) and service access team who triaged the situation.”

Family Support Workers (new recruits) Third Sector Organisation

# So what...?

## Evaluating the Evaluation!!...

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

This has remain unchanged from the evaluations of the previous years report 2019. The core element of multi-agency practice development sessions requires there to be direct learning experiences within a shared physical space and discussion to support communication within operational practice. Going forward and in light of the pandemic it is now necessary to explore other ways to deliver training in a multi agency way.

## Area for Development 2020/21

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

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

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

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

## Areas for Development 20/21 cont.

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

- ▶ Positives of Virtual Courses: Provides multi agency interaction, learners are able to ask questions, reflect on practice, and interact with each other virtually, can potentially reach more people at the same time. No expenses for catering.
- ▶ Challenges of Virtual Courses: Relying on system(s) to work well on the day. There are challenges associated with developing all courses virtually, and for some this will not be possible. Engagement can also be a challenge during the session, particularly when people do not use the camera function.

# CPC Business Plan 2020 – 2023 Priority Outcomes

## ▶ **Priority Outcomes: Learning & Improvement**

- ▶ Developing and implementing child protection improvements based on the findings from our Significant Case Review and other learning opportunities,
- ▶ An improved response to child sexual abuse and exploitation
- ▶ Multi-agency staff will have an enhanced knowledge of child protection practice areas

## ➢ **Workplan Priorities 2021 / 2022**

- PRISM (Practice Reflective Improvement Short Modules) to be delivered virtually
- ▶ SCRA-Mock multi-agency hearing sessions
- ▶ Multi-agency Sexual harmful behaviour virtual courses
- ▶ Child Sexual Abuse strategy 2021 – 2024: 3 sessions covering prevention, protection and support and recovery are being developed to support professionals to identify, react and support children and young people who are at risk or have been sexually abused.
- ▶ West of Scotland Communicating with Children resource to be developed and taken forward within North Ayrshire

## Questions?

Thank you. If any of the committee members have any questions or specific development requests please email me:  
[alisonlinton@north-ayrshire.gov.uk](mailto:alisonlinton@north-ayrshire.gov.uk)