



EAST AYRSHIRE CHIEF OFFICERS GROUP: 28 SEPTEMBER 2010

EAST AYRSHIRE ANNUAL REPORT 2009/10 AND BUSINESS PLAN 2010/11

1. PURPOSE OF THE REPORT

- 1.1 To provide the Chief Officers Group (COG) with the finalised annual report 2009/10 and business plan 2010/11 for endorsement.

2. EACPC ANNUAL REPORT AND BUSINESS PLAN

- 2.1 Following the joint development session with East Ayrshire Child Protection Committee (EACPC) and the Chief Officers the report has been revised in line with the discussions and suggestions.
- 2.2 The EACPC approved the final version of the Annual Report 2009/10 and Business Plan 2010/11 at the most recent meeting on 7 September 2010.
- 2.3 It will be launched at the EACPC on 26 October 2010.

3. RECOMMENDATIONS

- 3.1 The Chief Officers Group is asked to: -
- i) Consider the contents and endorse the revised annual report and business plan.

Susan Taylor
Chair of East Ayrshire Child Protection Committee
September 2010

Report prepared by Dianne Burns, Child Protection Co-ordinator



East Ayrshire Child Protection Committee

Annual Report (2009/10) and Business Plan (2008/11)
(incorporating progress report 2009/10 and action plan 2010/11)

FOURTH DRAFT 2 SEPT 2010

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SECTION 1

PREFACE FROM THE CHIEF OFFICERS



Fiona Lees
Chief Executive
East Ayrshire Council



Wai Yin Hatton
Chief Executive
NHS Ayrshire & Arran



William Fitzpatrick
Chief Superintendent
Strathclyde Police

We are pleased to endorse the Annual Report for 2009 / 2010 and the Business Plan for 2010 / 2011. Our joined up approach over the past year has again demonstrated our collective commitment to child protection in East Ayrshire, with partnership working strongly evident in supporting children and young people.

HM Inspectorate of Education (HMIe) conducted a second joint inspection of services to protect children in October and November 2009 and inspectors concluded that *'chief officers share a strong vision which clearly directs the work of services'*. The vision of the East Ayrshire Child Protection Committee (EACPC) is clear and simple - *'working together to keep children and young people safe'*. In practice, keeping children safe is rarely clear and simple, often working with families who are experiencing turmoil in their lives, and who are in complex circumstances. Given this situation, our vision continues to be the key driver for practice and is clearly reflected in our strategic actions. This is evidenced throughout this annual report and business plan.

A robust approach to self evaluation activity was adopted throughout 2009/2010. This included single agency self evaluation, multi-agency self evaluation and self evaluation of specific initiatives and key developments. This featured strongly in HMIe's second joint inspection of services to protect children. The final report (March 2010) provided assurance that:

- *"staff provide very effective support to vulnerable children and families to prevent difficulties arising or increasing"*

- *“staff are alert and act promptly to report concerns about children’s safety and welfare”*
- *“staff work well together to meet children’s needs and to identify services to help them”.*

As Chief Officers, we are all too aware of the challenges and demands that practitioners and managers across all agencies face in their day to day work. We are also entering a period of unprecedented challenge in the public sector. We are therefore acutely aware of our role as the Chief Officers in leading and supporting our child protection services thereby ensuring we continue to:

- a collective strategic overview;
- effective performance, particularly in respect of risk assessment and risk management processes;
- appropriate resourcing and;
- clear and appropriate public reporting, including a robust approach to public relations.

In 2009, the East Ayrshire Child Protection Committee (EACPC) and the East Ayrshire Chief Officers Group (EACOG) held two planning sessions at which we reviewed our progress against our business plan and agreed priorities for this year. These sessions allowed us to reflect upon our performance and were pivotal in agreeing improvements and shaping our action plan. As a consequence we have now embedded these planning sessions into our business planning cycle.

We would take this opportunity to express our appreciation of the hard work, commitment and enthusiasm of our collective workforce in what remains a very demanding area of responsibility, in such challenging times. Our experience to date demonstrates that practitioners and managers across services recognise that together, we are stronger in tackling the cause and effect of abuse and neglect. Looking to the future, continued co-operation and effective partnership working will be essential in keeping our children safe in East Ayrshire.

SECTION 2

CHAIR'S INTRODUCTION



My first full year as the Chair of the East Ayrshire Child Protection Committee has been both challenging and rewarding. The challenges have come with the pace of change and the need to ensure that we are continuously improving, while balancing strategic intentions and operational demands. I know that practitioners and managers across services will recognise this as a challenge which we all share. The rewards have come with the achievement of key objectives, the positive examples of strong partnership working and the many stories which come to my attention about the life changing impact which staff are making in the lives of vulnerable children and young people

There is a continuing commitment by staff across all agencies in strengthening and improving services to protect children in East Ayrshire. This was recognised by the HMle inspectors who noted that 'staff work well together to meet children's needs and to identify services to help them'. We made a promise to create better links between practitioners and the Child Protection Committee. I appreciated hearing directly from staff about how they think things can improve. As a result, we have plans to further build our practitioner networks and to create more opportunities for staff to take time together to focus on sharing their practice.

The HMle inspectors also noted that 'the Chief Officers Group and the Child Protection Committee are strongly committed to improving outcomes for children'. The Committee has adopted a rigorous approach to self evaluation, with reflection, learning and improvement being central to this activity. We recognise that self evaluation is an evolving process which takes place at all levels – at a strategic level, at a management level and at an operational level. Of course, self evaluation is not easy, and nor is partnership working. The best partnerships need hard work, involving honest dialogue, support and challenge. This has been part of the journey for the Child Protection Committee, but with

all members recognising that this is important in developing trust and respect across agencies, with a shared commitment to getting better at what we do.

For this reason, I wish to extend my appreciation to colleagues in the Child Protection Committee and the Chief Officers Group for their commitment, hard work, patience, support and determination to jointly succeed in achieving the objectives we set out. As always, I am grateful to practitioners and staff across services who get on with the task in hand, and on a day to day basis, make significant improvements in the lives of children. Finally, special thanks to the staff who support and resource the Committee, as the role of Chair is made much easier as a result of their “behind the scene” activities. A particular thanks to Diane Burns, Elaine Wright, Natalie McIntosh, Janine Bain and Gillian Hamilton; all of whom provide organisational support which makes such a positive and significant contribution each and every day – it is greatly appreciated!

Susan Taylor
Chair
East Ayrshire Child Protection Committee

OUR VISION

“Working together to keep our children and young people safe”

Our Values

We will promote the importance of: -

- listening to children and young people
- the inclusion of all children and young people in their communities
- the rights and responsibilities of children and young people
- providing equal opportunities and quality services which are accessible to all children and young people

Our Objectives

We will work together to improve our arrangements for keeping children safe by: -

- providing children with the help and support at the right times and in the right ways
- sharing information and taking action to protect children when necessary
- providing the public with information about how to keep children and young people safe
- supporting and developing our workforce to ensure that they are confident and competent in responding to children and young people in need of protection
- continuously improving our approach and our services planning cycle.



SECTION 4

FULFILLING FUNCTIONS

As specified in the national guidance 'Protecting Children and Young People: Child Protection Committees' (2005), all Child Protection Committees have a duty to fulfil specific functions. The key functions are grouped under three main headings, namely, Public Information; Continuous Improvement; and, Strategic Planning as detailed below.



SUB GROUPS

The functions provide the basis for the work and business planning structure of EACPC. The work of EACPC is supported by four sub groups which meet on a regular cycle, throughout the year. The sub groups ensure the priorities and activities of EACPC are progressed. The decisions and outcomes of each subgroup are reported back to EACPC on a quarterly basis.

The four main sub groups are:

1. Performance and Quality sub group
 - a. Lead and co-ordinate multi agency self evaluation activity
 - b. Co-ordinate multi- agency response to inspection and national enquiry report and oversee subsequent action plans.
 - c. Use multi-agency management information to analyse trends to lead to service improvement
2. Practitioners sub group

- a. Support Practitioners forum
 - b. Engage with practitioners
 - c. Comment on child protection policies and procedures as requested by the Child Protection Committee
 - d. Identify practice and policy issues in relation to child protection and inform the Child Protection Committee of these.
3. Public Engagement and Information sub group
- a. To engage and communicate with East Ayrshire's Communities and to provide appropriate sources of relevant information to support the protection of children and young people.
4. Learning and Development sub group
- a. Provide and disseminate across agencies an annual programme of inter-agency training.
 - b. Ensure that lessons learned from relevant reports, legislative changes or research directly inform training and staff development
 - c. Plan, commission, review and quality assure inter-agency training and staff developments, for staff from East Ayrshire Child Protection Committee member agencies and other agencies within the local area
 - d. Monitor training attendance and outcomes

Throughout each year, there are other working sub groups within East Ayrshire and these are initiated on a needs led basis. For example, the file audit group was established to undertake multi agency file sampling.

SECTION 5

KEY ACHIEVEMENTS 2009/2010 AND UPDATES ON PREVIOUS KEY ACHIEVEMENTS

1. PUBLIC INFORMATION

The EACPC developed and approved a three year communication strategy in 2009. This strategy clearly sets out what we need to communicate and with whom. This has been particularly key for the Public Information and Engagement Sub Group, which takes a lead role in implementing the public information aspects of the EACPC Business Plan. The key developments are outlined below.

1.1 ENGAGE WITH CHILDREN AND YOUNG PEOPLE

The Public Engagement and Information Sub Group undertook their first online survey of Primary five pupils and second year secondary pupils to gather views on a number of issues in relation to child protection and the work of the EACPC. This survey was the first of an annual cycle of surveys of pupils in these year groups.

The purpose of the survey was to:

- gauge children and young people's understanding of the phrase "child protection",
- ascertain if children and young people know where to get help for themselves and/or their friends,
- gain an understanding of what helps children and young people feel safe at home, in school and in their communities,
- inform the future content, format and distribution of child protection information; and tell us if our information materials are reaching our intended audience

Responses were received from 256 children and young people. This comprised 162 primary five children and 94 secondary two young people giving a 59% response rate. All children and young people who participated attend schools in the south of the Authority. The findings included:

- 51% of respondents had seen information on child protection in East Ayrshire. (A wide variety of locations were identified. Of these, schools were the most common at 34 %, followed by libraries and doctors/hospital, both 25%).
- Responses indicated the most favoured media for providing information were leaflets/posters/pens and key rings.

- Children and young people indicated that what helps them to feel safe in school, at home and in their communities are their teachers, their parents and family.
- 68% had seen the child protection committee logo and like it.
- 44% of children and young people thought the phrase “child protection” referred to physical abuse, but less than one third (29%) related the phrase to neglect.
- 4 out of 5 of respondents said they would find it easier to talk to a parent or carer if they had a problem. 1 in 5 said a social worker and slightly fewer said an adult in school.
- 45 % of respondents had seen East Ayrshire’s Children’s Charter.

EACPC has considered the results of this work and the information is being used to improve our understanding of the impact of the work of the EACPC on children and young people and to influence the future planning of the work of the sub group. One of the findings of the survey was that 29% of respondents did not associate examples of neglect with child protection. As a result, a task for the group will be to develop information for children and young people to raise awareness of neglect.

The EACPC web pages are subject to regular review and its usage is monitored by the EACPC. Work is currently underway to develop the EACPC web pages for children and young people. This work is supported by two consultative groups of children and young people to develop specific sections of the web pages for 8-12 and 13-18 year olds.

1.2 RAISING AWARENESS OF CHILD PROTECTION ISSUES WITHIN COMMUNITIES, INCLUDING CHILDREN AND YOUNG PEOPLE



A key element of the communication strategy is to ensure children, young people, adults and communities know how to get help when needed and are aware of their responsibilities to keep children safe from harm. A number of measures have been in place this year including:

- Placing EACPC stickers in secondary pupil school diaries
- Redistribution of EACPC posters to public access buildings
- EACPC information in an environmental booklet distributed to 41,000 households
- Distribution of EACPC bookmarks to 13, 500 council house tenants
- Development of accessible child protection information for children attending special schools and supported learning units
- Inclusion of child protection awareness information in 1,400 Danger Detectives packs to participating school children
- Pictograms were devised for children with additional support needs who attend the four special schools within East Ayrshire, to ensure that they had access to child protection information in an accessible appropriate format.



All children and young people have the right to feel safe and be protected from harm. It is everyone's responsibility to protect children.

If you are concerned about a child you should speak to someone at one of the following:

Social work

Lugar **01563 554455**
Kilmarnock **01563 528011**

Police

Any Strathclyde police office or the Family Protection Unit
01563 505092

Outwith office hours

Social Work Standby Service
0800 811 505

**Worried at all?
Give us a call**

1.3 DANGER DETECTIVES

Danger Detectives is an experiential learning event, which aims to reduce accidents amongst children and young people. In 2009-10, 1,400 children and young people from across East Ayrshire participated in the event.

It achieves its aim by creating a safe environment where children and young people can learn to:

- become more aware of personal safety both in-doors and outside.
- learn how to react to dangerous situations.
- know what roles the emergency services play.
- make a contribution towards reducing both crime and accidents



Each child visits seven "Safety" sets in interactive sessions to heighten their awareness of key issues including internet safety, safety hazards and steps to take in an emergency.

1.4 INTERNET SAFETY

The Internet is an invaluable resource but sadly, like any technology, it is not immune to abuse. In the virtual world, as in the real one, children and young people are particularly vulnerable. However, the potential risks can be managed and children and young people can surf the web safely if they, and their parents/carers, take sensible precautions. East Ayrshire Child Protection Committee is committed to raising the awareness of internet safety. The EACPC web pages have links to the Child Exploitation and Online Protection Service (CEOPS) and the Internet Watch Foundation (IWF).

Some of the training completed in relation to internet safety includes:

- multi agency training to a range of key staff including youth workers and tutors, residential staff and foster carers
- parents (at some primary schools)

In addition to this CEOPS training was rolled out to schools and written advice has been provided to all foster carers and included in their handbook

INFORMATION

- Leaflets on internet safety and cyber bullying have been provided for use by carers and young people.
- Internet safety posters have been displayed in Learning Centres.
- Young People using Learning Centres have been issued with 'smart cards' to alert them to possible dangers when using the Internet

INTERNET ACCESS AND SECURITY

- Foster carers have been provided with guidance in relation to their responsibility to monitor and supervise the use of computers by children and young people in their care.
- Residential staff have been provided with guidance in relation to their responsibility to monitor and supervise use of computers by children and young people in their care. The Council's IT Team has developed security gateway arrangements for computers situated within children's houses. A Risk Assessment was undertaken by IT services for the Residential Unit environment, and an Acceptable Use Policy for this setting has also been created, with a summarised version available for children. The Risk Assessment is subject to continuous review.
- As part of an overall East Ayrshire Council IT security exercise, all pod and residential children's houses laptops have been encrypted.

2. CONTINUOUS IMPROVEMENT

2.1 SELF EVALUATION FRAMEWORK

The EACPC is committed to ongoing self evaluation, and has promoted the use of the quality indicators as a framework for evaluating practice since they were published by HMIE in 2005.

The Committee has adopted a rigorous approach to self evaluation, with reflection, learning and improvement being central to this activity. We recognise that self evaluation is an evolving process which takes place at all levels – at a strategic level, at a management level and at an operational level. For this reason, we have a multi method approach to self evaluation; with a strong focus on change, process and service outcomes, all of which contribute to improved outcomes for children.

Our approach consists of these distinct elements: -

- **Multi Agency Self Evaluation Activity in respect of Specific Areas of Focus**

Multi agency self evaluation activity takes place on a continuous basis in respect of specific areas of focus. These reflect the priorities for the Committee as they are focused on our improvement activity.

- **Multi Agency Self Evaluation using Quality Indicators**

Multi agency self evaluation also takes place across the range of quality indicators, but with a specific focus on the quality indicators where a need for improvement has been identified, either through external scrutiny or through organisational learning at local level.

- **Single Agency Self Evaluation using Quality Indicators**

Single agency self evaluation continues to ensure that individual agencies are aware of the quality of their own practices and how this impacts and enhances partnership working. This will continue to be central to our self evaluation approach, with each agency evaluating in a proportionate way, recognising existing strengths and needs.

A key element of self assessment is the need for evidence. The EACPC continues to be committed to demonstrating improvement and development, with clear evidence which: -

- confirms that the improvement is delivering results;
- confirms that the results are contributing to/achieving improved outcomes for children and young people.

Examples of supporting information which demonstrates this approach include:

- Self Evaluation 2008/09 Activity: Initial Response Teams
- Self Evaluation 2009: Summaries of Single Agency Proportionate Activity.
- Multi Agency File Audit
- Child Protection Order Audit

2.2 MANAGEMENT INFORMATION

The Performance and Audit Sub Group has been working on a multi agency performance framework which will enable EACPC to have an overview of child protection activity in East Ayrshire which will enable an analysis of trends and the identification of implications for services.

2.3 PRACTITIONER DEVELOPMENT

The EACPC is committed to ensuring that its work is informed and influenced by the views of practitioners in East Ayrshire. HMle noted that 'Communication

between the CPC and front line staff is improving'. One key priority in 2009/2010 was to increase practitioner understanding of the work of the EACPC. The committee agreed that, in addition to the work being carried out by the sub groups, the first steps would be to establish an EACPC Newsletter and arrange a number of 'road show' sessions for members of the EACPC to share its work with practitioners.

The first edition of the newsletter was produced in September 2009. This was widely distributed to multi agency partners through email. A number of printed copies were also distributed to workers with no computer access and to the independent sector. The newsletter will now be produced on a bi annual basis.

EACPC road shows were held in autumn 2009 and approximately 500 staff attended throughout East Ayrshire. The aim of the sessions was to heighten staff understanding of the committee and its work. It was also one of the mechanisms to inform staff of the revised HMle quality indicators 'How Well do we Protect Children and Meet their Needs?'. Information was also provided to staff in relation to the forthcoming child protection inspection.

2.4 SIGNIFICANT CASE REVIEWS

The EACPC agreed an approach to conducting significant case reviews in 2008 and in 2009, one review was concluded and a further was initiated and concluded. As part of the EACPC commitment to continuous improvement, the EACPC is reflecting on experience to date and on the process of how significant case reviews have been conducted. Debriefings sessions and reflective learning sessions were held with those involved with the child and family, and these have been welcomed by practitioners and managers.

The Child Protection Co-ordinator led two practitioner sessions in March 2010 to increase practitioner understanding of the significant case review process. Fifty two staff from across agencies attended these participative sessions providing an opportunity to discuss key issues such as the involvement of the family. The sessions enabled practitioners to discuss key learning themes from national and local reviews and to highlight key issues for practice development. The sessions received positive feedback.

2.5 TRAINING AND STAFF DEVELOPMENT

The East Ayrshire Multi Agency Child Protection Training Calendar aims to provide a comprehensive range of training courses specifically designed to meet the needs of individual and organisational requirements.

The Multi Agency Training Calendar delivered 11 courses over 23 dates to 408 multi agency staff during 2009-10.

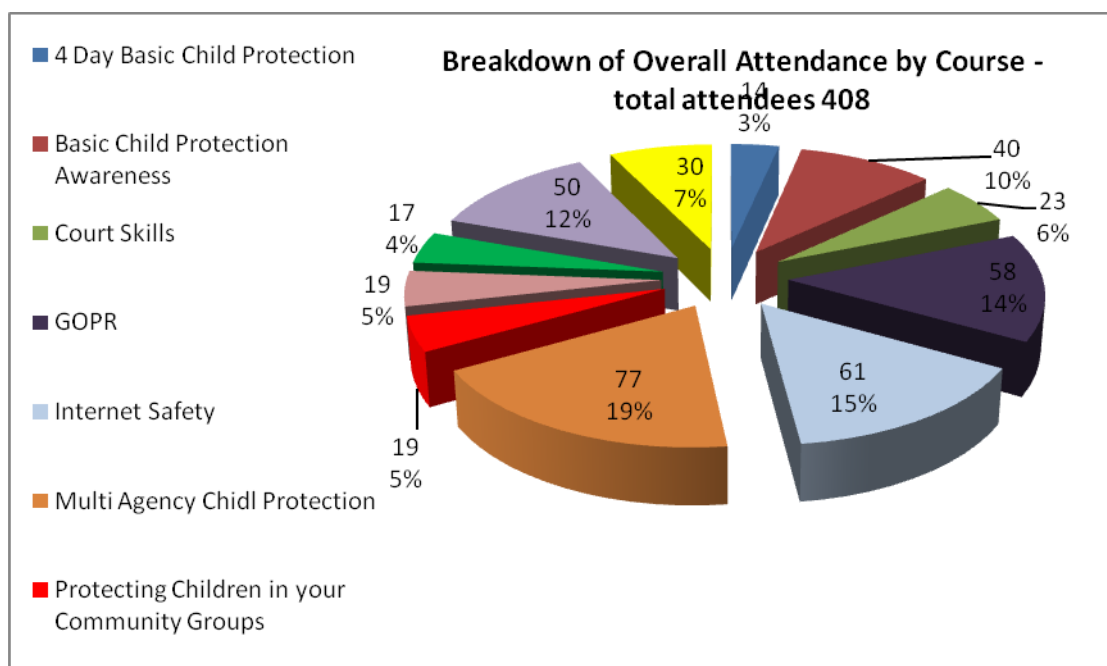
The calendar offered training on Basic Child Protection Awareness, Protecting

Children in Community Groups, Understanding Domestic Abuse, Child Protection Multi Agency Training, Internet Safety Training, Sexual Abuse Awareness, Working with Parents (LDS), Getting Our Priorities Right, Court Skills, Understanding Childhood Sexual Abuse - Dealing with Disclosure and Working with Challenging Families.

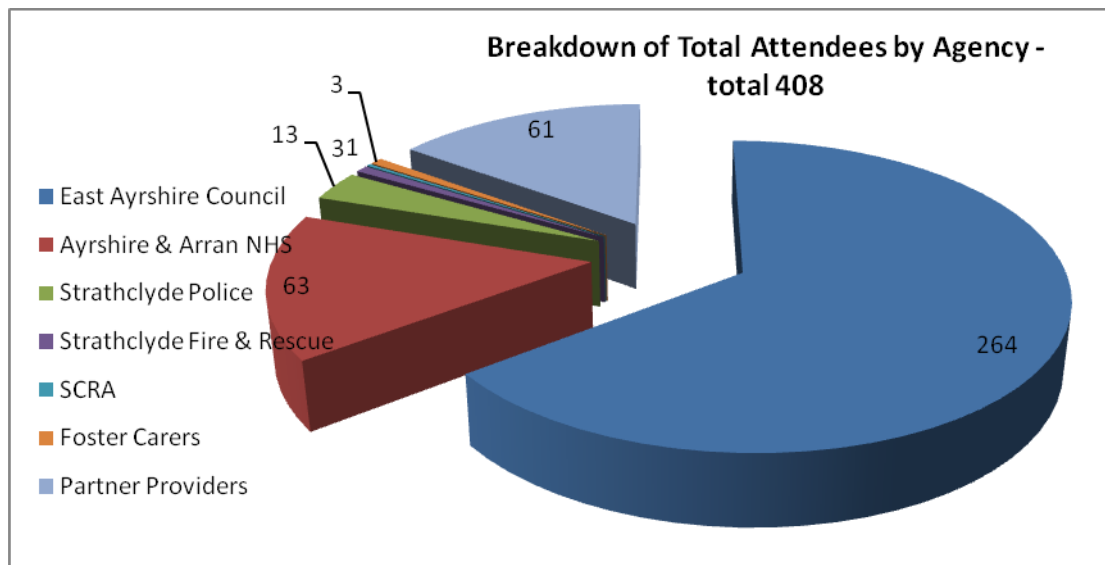
Whilst East Ayrshire Council staff represents the largest staff grouping to access training via the multi agency calendar, partner agencies such as NHS Ayrshire and Arran and Strathclyde Police also sit within North Ayrshire and South Ayrshire Child Protection Committees and as such access training on an Ayrshire wide basis.

The EACPC is keen to ensure that resources are well managed and used efficiently and effectively. As a result, the EACPC is an active partner within the Ayrshire Child Protection Training Group, West of Scotland Child Protection Training Group and the National Child Protection Training Group.

Breakdown of Overall Attendance by course.



Breakdown of Overall Attendance by Agency.



2.5 LESBIAN/GAY/TRANSGENDER AND BISEXUAL CHARTER MARK

The East Ayrshire Council Community Learning and Development service has achieved the LGBT Youth Scotland Charter Mark award. The Portfolio submitted as part of the successful application, outlines the training and learning outcomes covered, steps that Community Learning and Development has taken to promote LGBT issues, training / learning resources available to youth work provision along with all relevant Council policies relating to LGBT/Equalities. Community Learning and Development is currently looking to develop a LGBT specific youth provision in collaboration with LGBT Youth Scotland.

2.6 RESIDENTIAL CHILD CARE WORKER OF THE YEAR

Greig Bryce, Senior Residential Worker at Sunnyside Children's House was awarded the title of Residential Child Care Worker of the Year at the British Association of Social Work Awards Ceremony at Edinburgh Castle on Tuesday 16 March 2010. Greig was nominated by one of the young people in his care. She describes him as a good listener, easy to talk to and as someone who helps young people to get their point across. She also considers him as someone who doesn't judge when young people make the wrong decision, but perhaps most importantly she describes him as fun to be with.

3. STRATEGIC PLANNING

3.1 DEVELOPMENT OF THE EACPC

Of key importance in the self evaluation process is regular review of the work of the Committee and the Chief Officers Group. This ensures further refinement of existing practices and processes with a view to strengthening strategic leadership, improving co-operation and ensuring connectedness.

One of the methods that the committee has used in its own self evaluation was to hold two development sessions in 2009. Committee Development Days have enabled members of the EACPC and Chief Officers Group to find innovative ways to further promote our vision for keeping children safe.

The overall objectives of the sessions were to improve communication and build upon the common sense of vision and purpose between and across agencies. The sessions provided a useful mechanism to reflect on the quality of supports to children and families and how best to meet their needs. They also provided a coherent structure to reinforce the work of the EACPC and promote a continuous improvement culture across all levels of multi-agency child protection work. The themed topics in 2009 included:-

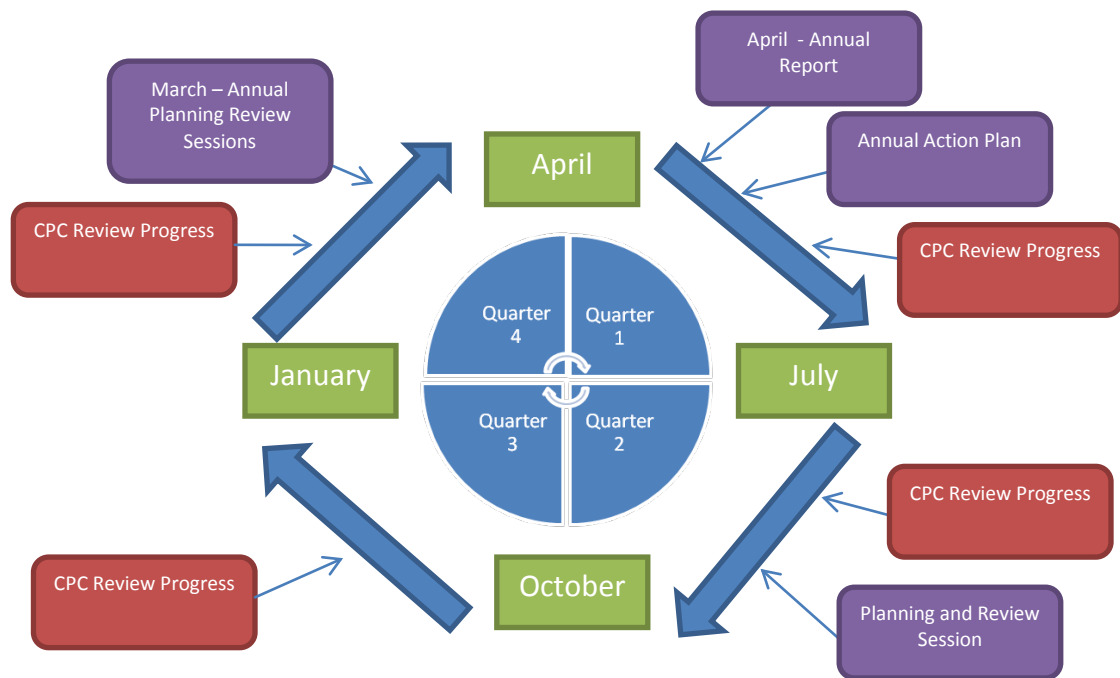
- Review of the EACPC vision, which was strengthened to 'working together to keep children and young people safe',
- The role of the Chief Officers Group (EACOG), its relationship with the EACPC and the reporting arrangements.
- Review of the EACPC chairing arrangements
- Review and strengthening of the membership of the committee to include membership from Criminal Justice Social Work and representation from the Alcohol and Drug Partnership. Consideration was also given to EACPC member's individual responsibilities and involvement with other structures/strategies which clarified the links that EACPC has with other planning structures.
- The committee recognised that engagement with the voluntary sector was an area for further development. Work is taking place to highlight the options for development in this area, in conjunction with the Community Health Partnership Officer Locality Group (OLG) which has lead responsibility for integrated children's services.
- A joint development session also took place in August 2009 involving members of the Chief Officers Group and EACPC. This was the first joint development session to take place in East Ayrshire. One of the key benefits of this time was to strengthen the links between the EACPC and the COG.

- The EACPC developed and implemented a learning log to ensure continued learning and development of the committee.

3.2 GOVERNANCE FRAMEWORK

As part of EACPC commitment to improving and strengthening child protection services, it agreed its governance framework at the committee meeting in March 2010. This paper sets out the EACPC's arrangement in relation to; the role and function of the Child Protection Committee; reporting and accountability arrangements; self evaluation; performance management and planning connections. The framework sets out the annual performance cycle of committee work as depicted the diagram below:

EAST AYRSHIRE CHILD PROTECTION COMMITTEE OUR ANNUAL PERFORMANCE CALENDAR



3.3 AYRSHIRE WIDE WORK

Across Ayrshire the three Child Protection Committee Chairs meet to identify common areas of interest, to share learning and to maximise resources. Action has been agreed to progress joint initiatives. These actions are taken forward by the CPC Co-ordinators/ Lead officers for Ayrshire and work is currently focusing on training and development, agreement of an Ayrshire wide management information dataset and development of policies and procedures. The primary purpose of this shared work plan is to prevent duplication of effort and to maximise the use of resources across the three local authority areas.

3.4 PLANNING AND CONNECTIONS

- The EACPC and EACOG are committed to working within the context of strong community planning arrangements. Following a review of the community planning key themes, there is a strong emphasis and clarity of the importance about community safety.
- The strategic direction of children's services is primarily set through both the Integrated Children's Service Plan and Child Protection Annual Report and Business Planning arrangements, both of which are aligned on a three yearly cycle.
- In ensuring that we meet the commitments set out in the single outcome agreement, re-registrations are a specific focus in child protection, which is also reported to the EACPC.
- Through community planning there has been a renewed emphasis on drugs and alcohol issues and particularly the formation of the Alcohol and Drug Partnership (ADP) as a substitute for ADAT. The EACPC expanded its membership this year to include a representative from the ADP to improve planning and connections. The Chair of the CPC also has a place at the ADP.
- We enact our high level and strategic commitment to partnership and multi agency working through a range of operational arrangements and forums
- The Community Health Partnership structure was approved in 2008. The arrangements for the Community Health Partnership Officer Locality Groups are now well established. Charing is carried out on a joint basis between the local authority and the health service.
- The Officer Locality Group for Children and Young People replaced the Children and Young Person's Service Plan Steering Group and leads in developing, monitoring and reviewing the statutory Children and Young Person's Service Plans. It is supported by a number of sub groups that support improvements in the delivery at an operational level of:

- Early Years Early Intervention (Early Years Framework)
 - GIREFC/IAF
 - Support for young people
 - Community Safety
 - Corporate Parenting
- The Improving Health and Wellbeing sub group straddles both the Officer Locality Group for Children and Young People and the Officer Locality Group for Adults.

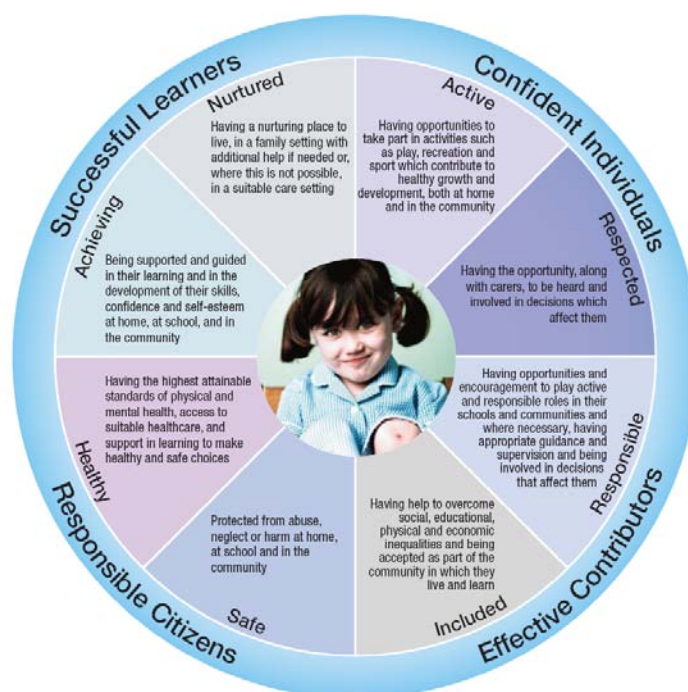


SECTION 6

STRATEGIC PRIORITIES

The EACPC is committed to ensuring that its work is influenced by the other planning structures supporting children and their families in East Ayrshire. This is reflected by the Children and Young People's Service Plan and EACPC annual report and business planning structures being aligned. A key development influencing the planning of both wider children's services and EACPC is *Getting it right for every child* (GIRFEC). This is a national programme that aims to improve outcomes for all children and young people in Scotland. It seeks to do this by providing a framework for all services and agencies working with children and families to deliver a co-ordinated approach which is appropriate, proportionate and timely.

Underpinning the GIRFEC approach are the 'wellbeing indicators' that all children need to be **Safe, Healthy, Active, Nurtured, Achieving, Respected and Responsible and Included. (SHANARI)**



The EACPC focus is on improving outcomes for children and young people through achieving results, paying attention to developing people and improving processes.

The EACPC performance management framework reflects a strong commitment to: -

- Improving the lives of children and young people
- Strong values and principles, which inform our actions and decision.
- A clear strategic direction
- Clearly defined organisational structures and planning frameworks
- Effective leadership and management arrangements
- Strong operational delivery on a partnership basis
- A joint commitment to promote cultures which support reflection, learning and development
- The meaningful engagement and participation of children, young people and families

EACPC Key Priorities - 2010/11

Throughout 2009/10, the EACPC has continued to work on the actions as laid out in the EACPC business plan 2008-2011. The EACPC is committed to further developing an outcome focused approach to business planning for 2010-11. Part of the work of the EACPC in 2010/11 will be to ensure multi agency agreement of the outcome approach through further developing the shared understanding of what an outcome is for a child and how we achieve this.

The strategic priorities of the EACPC for 2010/11 are influenced by the:

1. EACPC Business plan 2008-11
2. HMle findings from East Ayrshire Joint Inspection of Services to Protect Children 2009 (CP2)
3. EACPC self evaluation activity as detailed in the EACPC Self Evaluation report (October 2009)
4. HMle findings nationally from the first round of child protection inspections (CP1) 2005-2009

KEY PRIORITIES

EACPC has agreed key priority areas of work for 2010/11 which will be taken forward and built upon further in the next 3 year planning cycle of EACPC. The EACPC approach to this work will be through key management priorities on a single and multi-agency basis and key developments for cultural and behavioural change

KEY MANAGEMENT PRIORITIES ON A SINGLE AND MULTI-AGENCY BASIS

In order to fulfil the tasks of the child protection committee and as part of our continuous improvement approach to child protection we will focus our efforts in the following areas.

1. **Assessment of risks and needs**

- ❖ Consistently involve health staff in the early stages of planning the response to child protection concerns.
- ❖ Further improve consistency of assessments of risks and needs.
- ❖ Consistently involve a suitably qualified health professional when concerned about a child's health or suspect injury to the child.
- ❖ Continue to improve timings for submission of reports to SCRA

2. **Planning to keep individual children safe and improve their circumstances**

- ❖ Further strengthen child protection plans to identify and monitor improvement in children's health and well-being. Need for SMART planning clearly stating improvements to be made in the child's life and ensure that contingency plans are in place.

3. **Information sharing and recording**

- ❖ Ensure chronologies are used as a key tool in helping to identify patterns and trends which assist the assessment of needs and risks and support informed decisions about children's lives;
- ❖ Ensure that the Health needs of school age children on Child Protection Register (CPR) are identified and well met
- ❖ Ensure pre birth process and discussions adhere to timescales
- ❖ Provide opportunities to improve practitioner's skills in assessing risks and needs

- ❖ Improve the overall quality, content and evaluation of files.

4. Meeting longer term needs

- ❖ Ensure consistent and timely interventions when children experience neglect with clear plans if improvement is not evidenced.
- ❖ Further develop Kinship care
- ❖ Further action to keep children safe if parents do not meet conditions of SR re contact
- ❖ Improve access to CAMHS.
- ❖ Review the availability of specialist resources to help children recover from long-term abuse and neglect
- ❖ Further develop internet safety awareness

5. Seeking the views of children and families

- ❖ Promote a culture where children's views are always sought and considered when decisions are made about them;
- ❖ Include children in meetings wherever possible and using effective methods of obtaining their views, appropriate to their age and circumstances;
- ❖ Ensure all children are kept well informed about what is taking place during child protection investigations.

6. Self evaluation and improvement

- ❖ Continue to review work jointly, focusing more on improved outcomes for children.

KEY DEVELOPMENTS FOR CULTURAL AND BEHAVIOURAL CHANGE

As a child protection committee we are committed to continuous improvements and on going self evaluation. From evaluating our work we have looked at how we can then develop and strengthen it in new ways. EACPC has begun developing further our approach to improving the outcomes for children and young people in East Ayrshire. From discussions at our EACPC development sessions we are keen to look at the working in partnership with communities and assessing how best to utilise the many talents and supports that are available in East Ayrshire. As a committee we have agreed that a way to take this forward is through engaging with practitioners, voluntary/independent sector organisations and through local communities.

ENGAGING/ BUILDING CAPACITY

Practitioners

- We will work to strengthen our engagement with front line practitioners through the development of practitioner's networks
- We will work with practitioners to review the services we provide and the child protection processes. The first step in this process will be to review our child protection case conferences to ensure that the meetings and subsequent plans have increase focus on outcomes for the child.

Voluntary independent sector

- We will develop a strategy for improving EACPC engagement with the independent and voluntary sector

Communities

- We will develop a strategy to pilot community capacity building in a selected pilot site.

SECTION 7

HM INSPECTION OF EDUCATION (HMIE) JOINT INSPECTION OF SERVICES TO PROTECT CHILDREN IN EAST AYRSHIRE COUNCIL AREA

HMIE conducted a Joint Inspection of Services to Protect Children in the East Ayrshire Council Area in October/ November 2009. The EACPC embraced external scrutiny of our arrangements to protect children and welcomed the positive report received, whilst recognising the continuing need to review and improve services to protect and support children. The HMIE report noted that 'Chief Officers and the CPC are strongly committed to improving outcomes for children.'

The report highlighted a number of particular strengths that made a difference to children and families in East Ayrshire:

- Providing support early to prevent difficulties arising or increasing.
- Staff working well together to keep children safe.
- Trusting relationships with staff.
- Commitment by staff to reviewing their work to improve services.
- Strengthened leadership and management of children's social work services.

EVALUATION FROM THE QUALITY INDICATORS

The inspection provided grades against six quality indicators. The table below show a comparator of the gradings received in East Ayrshire's first Joint inspection of the services to protect children which was carried out in June – September 2007 and reported in January 2008 (CP1) and the second inspection carried out October/ November 2009 and reported in March 2010 (CP2):

Quality Indicator	CP1 (2008)	CP2 (2010)
1.1 Improvements in performance	n/a	Satisfactory
2.1 Children and young people are listened to, understood and respected	Very Good	Very Good
2.2 Children and young people benefit from strategies to minimise harm	Very Good	Very Good
2.3 Children and young people are helped by the actions taken in immediate response to concerns	Adequate*	Good
2.4 Children's and young people's needs are met	Adequate*	Satisfactory
5.5 Improvement through self-evaluation	n/a	Good

**Please note that the terminology for rating adequate was replaced by term satisfactory.*

GOOD PRACTICE EXAMPLES

The HMIE identified three examples of good practice in East Ayrshire as follows:

1. Staff effectively supporting parents to develop their confidence and skills in caring for pre-school aged children (The Solihull parenting approach).

East Ayrshire's parent support strategy aims to develop ways of working with children and their parents/carers. One method of ensuring that all workers help and support the family in a consistent way is the Solihull Approach. This approach is designed to meet the needs of families throughout the early development of the child (birth to 5 years).

Multi-agency staff linked to two early years establishments have been trained together to have a shared approach and language in supporting families. Some staff have been trained to train others in the Solihull Approach and it is being extended to staff groups linked to 5 nursery and family centres. Parents are involved in the assessment and reflection on the progress they have made using the approach.

Staff are using the Solihull Approach to help families in a range of circumstances, including those becoming parents for the first time; parents with learning difficulties and parents with substance misuse problems. Parents experience more effective support from staff using a recognised approach in a consistent and creative way. Staff using the approach feel that their work is more effective as they are making in-depth and holistic assessments and therefore parents are supported to find solutions for problematic issues.

2. Services and opportunities which make a positive difference to the lives of young carers affected by parental substance misuse.

An extensive range of services and opportunities are effectively delivered on a multi-agency partnership basis and co-ordinated by the East Ayrshire Carers Service. In undertaking this work, a gap was identified in providing support to young carers living with families affected by substance (alcohol and/or drug) misuse. A successful bid for funding was made to extend this service to meet the needs of this group of young carers. Young people affected by substance misuse access individual and group based support; training and educational programmes; leisure and social activities; financial assistance; and information and advice. Young people also get opportunities for short breaks.

The effectiveness of this service has been externally evaluated and the findings are positive. Young people report feeling better about themselves and that their sense of isolation and hopelessness is reduced.

Young people affected by parental substance misuse benefit from inclusion in mainstream services and specific services for young carers. They value the information and advice made available to them. The project ensures that young carers are supported by the relevant agency, while also helping them to carry out their caring role effectively (and appropriately to their age, needs and circumstances).

3. Improved well-being of young people living in residential children's homes through taking part in leisure activities.

As corporate parents, we recognise the importance of encouraging young people to participate in activities in the local community, resulting in long term health and well being benefits for young people after they leave residential care.

A sports motivator is employed to promote participation in sport for looked after young people. She visits each children's house regularly and works with young people and staff to identify interests and talents. She then supports young people to attend and participate in these activities. Changes were made to staff shift patterns in children's houses to facilitate specific personalised support for young people or identified group activities.

The uptake of sport and leisure activities among young people looked after in residential children's houses has increased significantly. As a direct result of this programme, some of the authority's most vulnerable and hard to reach young people have been able to access and become involved in sustained weekly physical activity. This promotes improvement in their physical health and well-being and ensures that time is spent in a constructive and positive environment, leading to increased confidence and self esteem.

IMPROVEMENT PLANNING

HMIe highlighted three areas for improvement as follows:

- Consistently involve health staff in the early stages of planning the response to child protection concerns
- Further strengthen child protection plans to identify and monitor improvements in children's health and well-being
- Continue to review work jointly, focusing more on improved outcomes for children.

These areas for improvement are recognised by the EACPC as key areas in which to further strengthen practice and services, and will be incorporated into the Child Protection Committee action plan for 2010/11 (as part of our three yearly business

SECTION 8

IMPACT OF THE WORK OF EACPC

As stated throughout this report EACPC is committed to improving the outcomes for children in East Ayrshire. The EACPC would like to take the opportunity to share with you a couple of examples of the impact on children's lives from the commitment to multi agency work in East Ayrshire.

Example One

One method of ensuring that all workers help and support the family in a consistent way is the Solihull Approach. This approach is designed to meet the needs of families throughout the early development of the child (birth to 5 years).

Multi-agency staff linked to two early years establishments have been trained together to have a shared approach and language in supporting families. Some staff have been trained to train others in the Solihull Approach and it is being extended to staff groups linked to 5 nursery and family centres. Parents are involved in the assessment and reflection on the progress they have made using the approach.

The parents of child A were eager to look at ways to improve their parenting of child A. Mum's bond with child A had deteriorated. She recognised the impact withdrawing from A had on him and the difference it made when she showed her love and affection freely.

They also sought support with behaviour management as they recognised that that they disagreed on ways to deal with his behaviour, mum over-compensated for dad's strict discipline. The aim of the work was for mum's bond with A to be re-established and to agree consistent rules in dealing with A behaviour. Both parents were involved in play activities allowing quality time with child A and his sibling. Mum was encouraged to spontaneously cuddle A and form a positive bond. Staff worked with both parents to establish and agree rules and boundaries. Both parents were encouraged to support each other and follow through with the agreed rules and consequences. Through the work one of the most important realisations was that they now know what misbehaviour is and what is normal for his age.

Through this partnership approach the parents have noticed a difference in A. This is a direct result of the efforts both parents have made when dealing with A. They now agree on sanctions and use them consistently. Both are more aware of A's feelings and offer him opportunities to talk about how he is feeling. Mum allows herself to be more affectionate towards him and he responds well to this. He is a much happier boy. There is continued encouragement for the parents to spend quality time with A and they can continue to use the assessment form as a reference when they feel at a stressful point in future.

Example two

The following case analysis offers a positive example of multi-agency working in practice. East Ayrshire High Risk Pregnancy protocol highlights the need for all professionals to work together when they may be concerned about the risk to an unborn child. There has been a commitment to ensuring that all practitioners are trained on the protocol on a multi-agency basis.

A consultant obstetrician became concerned about a woman that presented very late on in her pregnancy. Case records and information was sought immediately from other health trusts, the information received suggested serious concerns and risks to the unborn child. Subsequently she contacted the child protection advisor for health, contact was made with social work and a pre-birth assessment was carried out.

Work then focussed on what was known about the family, all health/social work files were sought from previous areas across Britain. The information contained evidence of the parents exposing children to physical, emotional abuse and neglect over several years. Attempts were made to engage the family in addressing these risks, but this was not successful. There were also concerns about the number of moves made by the family, suggesting a transient lifestyle. A case consultation was held, and risks/protective factors considered. A multi-agency chronology of events was collated. The circumstances relating to the unborn child were considered within the *Girfec* – multi-agency referral group. It became apparent that several other children had been removed from the families care due to serious child protection concerns.

A pre-birth case discussion was held under East Ayrshire's Child Protection Procedures the meeting considered the information that had been collated from all agencies. All in attendance at the meeting identified multiple risk factors and a decision was made to convene a post birth case conference. The post birth case conference concluded that the child should be removed from the parents care. Attempts were made by all agencies to work with the family, their entrenched denial of the risks proved that this increased the risk to the child.

Improving Outcomes

A comprehensive *Integrated Assessment* was carried that conclude and the following outcomes identified:

The child is living in a safe environment, meeting her developmental milestones, She has a close attachment to her carers, enjoys time with other members of the family. She is a healthy child who is developing within normal developmental parameters and her health needs are fully met by her primary carers. The child relates well to her peers and enjoys social interaction with them. The child is happy, safe and nurtured and thriving in her present living environment.



BUSINESS PLAN 2008/2011

Progress Update 2008/2009

HMle set out Quality Indicators for each area to focus on in relation to their child protection activities. East Ayrshire Child Protection Committee has made **very good** progress in the following activities which all relate to these specific indicators.

This business plan covers a three year period.

The reporting of the progress of the priority action points for 2009/2010 are highlighted in yellow

PUBLIC INFORMATION

What do we want to achieve?	How will we do it?	By when?	Resources needed?	How will we know we have done it?	Progress
Increase the reporting of concerns about a child by the public and professionals	Child Protection information to be included in the Environmental Awareness Booklet and plasma screens in Schools	March 2009	Funding for DVD	Pupils have access to CP information on screens in schools. 41,000 Environmental Awareness Booklets distributed to all households in East Ayrshire	Child Protection Environmental Awareness Booklets were distributed to households in East Ayrshire in January 2009 & CP Information has now been displayed on screens in schools ACTION ACHIEVED 2008/2009
	Public information to be distributed to local shops/businesses/multi agency establishments	June 2009	Funding for posters and public information	Evidence of an increase in public information within the East Ayrshire Communities and multi agency establishments. Information from increase in numbers of referrals will indicate that the general public are becoming more aware of what to do if they have child protection concerns	Child Protection information has been distributed through the following; <ul style="list-style-type: none"> Environmental Awareness booklet to 41,000 households Council tax, rates and benefits wall planner to every address in EA 60,000 copies distributed. Bookmark distributed to 13,500 Council house tenants. Posters to all public buildings across EA The web pages show an increase in hits from 2008-2009 in the following pages; <ul style="list-style-type: none"> Parent Handbook Victoria Climbié Report Annual Reports What to do if... GOPR

PUBLIC INFORMATION

What do we want to achieve?	How will we do it?	By when?	Resources needed?	How will we know we have done it?	Progress
					<p>Online reports of concerns</p> <p>ACTION ACHIEVED 2009/10. DEVELOPMENT OF PUBLIC INFORMATION WILL CONTINUE 2010/11</p>
<p>Continue to increase children and young people's awareness on how to protect themselves</p>	<p>Purchase and distribute promotional materials and distribute at appropriate events.</p>	<p>Ongoing 2008 - 11</p>	<p>Funding for materials</p>	<p>Production of materials Widespread distribution of materials</p>	<p>A range of promotional materials has been purchased for distribution. Materials reflect the stated preferences of respondents to the 2009 online survey.</p> <p>ACTION ACHIEVED 2009/10. DEVELOPMENT OF PUBLIC INFORMATION WILL CONTINUE 2010/11</p>
	<p>CPC logo and telephone numbers in school homework diaries;</p>	<p>2009-11</p>	<p>Funding for materials</p>	<p>Diaries with information will be distributed to all children in the nine Learning Partnerships in east Ayrshire from August 2009</p>	<p>Child protection information sticker added to secondary school homework diaries August 2009 Child Protection information page to be included in almost all secondary school homework diaries 2010. Accessible child protection information in pictograph form distributed to all pupils attending special schools and supported learning units –April 2010</p> <p>ACTION ACHIEVED 2009/10 INCLUSION OF INFORMATION WILL CONTINUE IN 2010-/11</p>

PUBLIC INFORMATION

What do we want to achieve?	How will we do it?	By when?	Resources needed?	How will we know we have done it?	Progress
	Child protection information to be incorporated in Danger Detectives	Aug/ Sept 2008	Staff time	Feedback of information achieved via event evaluations –1450 packs now distributed through Danger Detectives to date and will continue to be distributed at each annual event	Child Protection information added to all Danger Detectives packs and distributed to all involved children on an annual basis ACTION ACHIEVED 2008/09
	Use Young Scot packs to promote awareness (local pages).	Sept 2009	Staff time	Approx 3, 600 packs distributed	Child Protection information added to Young Scot packs and distributed ACTION ACHIEVED 2009/10
To ensure the public are aware of the CPC and the child protection activities of the CPC	Annual publication of the East Ayrshire CPC Annual Report and Business Plan on the CPC website	Ongoing	IT resources	The East Ayrshire CPC Annual Report 2008/09 and Business Plan update 2008/11 will be made available on the CPC website	All Annual Reports and Business plans to date have been available on EACPC web pages. CPC Annual report available on the web pages. Newspaper article highlighting Report of the Inspection of Services to Protect Children – March 2010. ACTION ACHIEVED 2009/10

POLICES, PROCEDURES & PROTOCOLS

What do we want to achieve?	How will we do it?	By when?	Resources Needed?	How will we know we have done it?	Progress
Ensure the timely development and initial implementation of the updated West of Scotland Interagency Child Protection Procedures	Consultation and feedback through the CPC membership on Procedure Advisory Group and the CPC Chairs Meeting. Once published, these Procedures will inform the development of revised East Ayrshire Child Protection Procedures	Commence implementation Autumn 2008	Funding identified and costs met	Current procedures in place and accessible. East Ayrshire Child Protection Procedures will be updated following publication of the West of Scotland Procedures – timescale January 2010	Draft West of Scotland Procedures received Jan 2010 and comments collated. East Ayrshire Child Protection Procedures will be updated following publication of the West of Scotland Procedures and inline with the revised National Child Protection guidance (due to be produced November 2010). INCLUDED IN ACTION PLAN 2010/11
Further development, consultation and involvement of children and young people in policy development.	Roll out the “Continuous Opportunity for Gathering and Sharing” (COGS) model securing children’s views.	Beginning January 2009	Staff time	Evidence of consultation taking place and impact on commissioning strategy Evidence of children’s views informing the Children’s Service Plan.	Views of children and young people being sought from practitioners to inform 2009/10 review of Children and Young Person’s Service Plan. ACTION PARTIALLY ACHIEVED AND INCLUDED IN ACTION PLAN 2010/11
Across services ensure there is a robust process for updating policies and procedures and evaluating their impact	Review of documents commissioned by CPC to provide 3 year update of the West of Scotland inter-agency Child Protection Procedures	ongoing	Funding paid	East Ayrshire Child Protection Committee will have revised procedures	Development of West of Scotland Procedures ongoing INCLUDED IN ACTION PLAN 2010/11
	Agencies will be requested to provide assurance procedures are updated.	Oct 2008	Nil	Evidence of Assurance statement from agencies.	Development of West of Scotland Procedures ongoing. INCLUDED IN ACTION PLAN 2010/11

POLICES, PROCEDURES & PROTOCOLS

What do we want to achieve?	How will we do it?	By when?	Resources Needed?	How will we know we have done it?	Progress
Provide children and families with the help they need.	Support, as appropriate, the implementation of the Parenting Support Strategy which is currently in development.	2009-11 (Dependant upon the specific actions remitted to the sub groups of the CPC)	Staff time	East Ayrshire Multi Agency Parenting Support Strategy action plan will be implemented across East Ayrshire.	Research carried out and published Jan 2009- Findings will form basis of development of an East Ayrshire Multi Agency Parenting Support Strategy action plan. Solihull Approach to parenting implemented in East Ayrshire. Multi agency staff in two early years establishments trained initially. Now being extended to staff groups linked to 5 nurseries and family centres INCLUDED IN ACTION PLAN 2010/11
Ensure that all children have access to a GP	A protocol for ensuring vulnerable children have access to General Medical Services was previously agreed by the CPC and implemented across East Ayrshire CHP. NHS Ayrshire and Arran have promoted the implementation of this protocol again	October 2008	Staff time	Evidence of written communication available	GP Practices awareness of protocol has been raised by Senior Managers of Primary Care. INCLUDED IN ACTION PLAN 2010/11
Standards of good practice consistent across social work services	Produce supervision policy	December 2007 (achieved)	Staffing resources	Regular reports on the provision of supervision are submitted to Management Team.	Supervision Policy fully implemented and monthly management information reports highlight improved performance in formal supervision processes. ACTION ACHIEVED 2009/10
What do we want to achieve?	How will we do it?	By when?	Resources Needed?	How will we know we have done it?	Progress

Provide appropriate level of service to children accommodated away from home	Implementation of revised LAAC procedures and guidelines	December 2008	Staffing Resources	Revised LAAC procedures in place.	LAAC procedures reviewed April 2008. Further review planned to incorporate GIRFEC / IAF developments. ACTION PARTIALLY ACHIEVED AND INCLUDED IN ACTION PLAN 2010/11
	Staffing review carried out across Department of Social Services	September 2009	Staffing Resources	Completion of review and findings published	Staffing review underway. Significant progress had been made to ensure all Qualified Social Worker posts are filled, and that all children and young people looked after and looked after and accommodated have an allocated worker. A recruitment campaign undertaken between 2008-2009, to ensure vacancies were filled timeously. A recruitment campaign for 2010-2011 has begun with a Recruitment Evening. There is a commitment by the council that Social Workers vacancies will be a priority to be filled INCLUDED IN ACTION PLAN 2010/11

MANAGEMENT INFORMATION

What do we want to achieve?	How will we do it	By when	Resources needed	How will we know we have done it?	Progress
The CPC has an overview of trends and issues affecting the vulnerability & need for protection in children to inform the planning of services	Lead Officer Child Protection and the Independent Review officer to provide CPC with reports on CP activity and highlight trends to inform service planning.	Dec 2008	Staff time	Quarterly report to the CPC from the Child Protection Module on SWIFT IT System	Quarterly report provided to EACPC on child protection activity from the Social Work Child Protection module. In place and ongoing ACTION ACHIEVED 2008/09
	Health, Education, Early Years, Police & SCRA to provide CPC with reports on activity in affecting the needs of vulnerable children	Dec 2008 onwards	Staff time	Multi Agency Management Information Reporting format will be developed and utilised by the CPC	Performance Framework in progress INCLUDED IN ACTION PLAN 2010/11
Provide appropriate level of service for children no longer on the CP register	All children's names removed from the CP Register have a De-Registration Plan which includes frequency of visits	December 2008	Independent Child Protection Chairperson	Monitoring Systems are now in place to ensure that De-Registered children continue to receive supports	Quality Assurance Monitoring Systems were developed in 2008. ACTION ACHIEVED 2008/09. MONITORING ARRANGEMENTS CONTINUING 2010/11
			SWIFT IT Team	Management information from SWIFT Child protection Module	Quality Assurance Monitoring Systems were developed in 2008. ACTION ACHIEVED 2008/09. MONITORING ARRANGEMENTS CONTINUING 2010/11

Maintain an overview of management information from all member agencies around the work to protect children and young people, including analysis of trends or gaps in service provision	Map out the child protection management information available within member agencies	December 2009	Staff resources	Collation of a range of multi agency management information to inform planning processes	Mapping out child protection management information available within key agencies- complete 2009. ACTION ACHIEVED 2009/10
	Develop a process to analyse multi agency management information	December 2009	Staff resources	Ongoing Multi Agency Case File Sampling will inform the development of multi agency analysis of management information	A framework for Performance and Management Information presented to EACPC meeting June 2010 Work ongoing on Ayrshire - wide basis on core data set. INCLUDED IN ACTION PLAN 2010/11

KEY AREAS: QUALITY ASSURANCE

What do we want to achieve	How are we going to do it?	When will we do it by?	Resources Required?	How will we know we have done it?	Progress
Address the areas for improvement identified in HMIE Inspection Report	Develop an action plan linked to CPC Business Plan	Sept 2008	Staff time	CPC specific Action Plan in response to HMIE Inspection Report implemented and actions achieved	CPC specific Action Plan in response to HMIE Inspection Report developed and implemented and subsequently incorporated into EACPC Business plan 2008/11 ACTION ACHIEVED 2008/09
Ensure the implementation of actions in respect of Significant Case Reviews (SCRs) undertaken on behalf of the CPC	Monitor the implementation of the recommendations from SIRs	Ongoing	Staff time	SCR Action plans demonstrating achievements. SCR Procedures now in use. Review of monitoring processes of SCR Action Plans	SCR Procedures now fully implemented and in use. SCR completed following the procedures, action plans agreed and subsequently monitored by Performance and Audit sub group. Progress regularly reported to EACPC and EACOG ACTION ACHIEVED 2009/10 ACTION PLAN PROGRESS REPORTED TO CPC AND COG 2010/11

CPC has implemented a robust and systematic process of self-evaluation	Develop a varied methodology for self evaluation	Dec 2008	Staff time	Action plan in place	EACPC Self evaluation framework developed Compiled Self Evaluation report - October 2009. ACTION ACHIEVED 2009/10. SELF EVALUATION ACTIVITY CONTINUING 2010/11
Analyse and Develop action plans in relation to National Enquiry Reports and HMIE Inspection Reports	Provide good practice and action plans for improvement for the child protection committee.	Ongoing	Staff time	Action Plans continue to be developed following the publication of National Enquiry Reports	Action Plans have been developed following National Enquiry & HMIE Reports Learning from enquiries and inspections incorporated into practice as and when required ACTION ACHIEVED 2009/10. CONSIDERATION OF PUBLISHED REPORTS CONTINUING 2010/11
Ensure that risk assessments are carried out without undue delay	Self evaluation of practice in risk assessment to be carried out	Completed by November 2008	Staff resources	Risk assessments are in place & documentation completed	Multi agency file audit completed August 2010. Further focus explicitly on risk assessments required ACTION PARTIALLY ACHIEVED AND INCLUDED IN ACTION PLAN 2010/11
	Further roll out of IAF process	2008-2011	Staffing resources	Pan Ayrshire model of paperwork evident in East Ayrshire	IAF Implementation plan agreed and in place phase 1 – June 2010, phase 2 – December 2010 INCLUDED IN ACTION PLAN 2010/11
	Review of frontline duty service and capacity of staff to deliver safe and responsive service	June 2008	Staffing resources	Initial response teams implemented to ensure a robust response to assessing risks and needs of children where there are child protection concerns	Full review of the Social Work Duty System conducted. Then full consultation with all staff. The feedback from these consultation events led to a re-design of frontline service delivery. ACTION ACHIEVED 2009/10

	Formation of a Early Information and Pre Referral Group to allow for a multi agency decision making on domestic abuse and other referrals relating to children	June 2008	Staff resources	Early Information and Pre Referral Group continue to meet on a weekly basis	Weekly Early Information and Pre Referral Group implemented June 2008. Audit of service December 2008 demonstrated benefit of Group continuing ACTION ACHIEVED 2008/09
	Commission risk assessment training for all frontline Social Workers / Team Managers / Independent Review Officer	December 2008	Training budget	All pertinent staff to end of 2008 completed Risk Assessment training A rolling programme to deliver this training bi-annually to newly qualified and new to area staff fully implemented within the Child Protection Calendar	External consultant commissioned to deliver Risk Assessment and Risk Management training for all frontline Children and Families Team Managers, Social Workers and Addiction Workers. ACTION ACHIEVED 2008/09
Improve the process of response by Social Work Services to Child Protection referrals	Implementation of revised Eligibility Criteria which includes response times	August 2008	Appropriate Staffing	Eligibility Criteria fully implemented and used to inform decisions relating to the Lead Professional as determined by the Early Information and Pre Referral Group	Eligibility Criteria produced and agreed by Cabinet -August 2008 The application and accompanying timescales are applied by the Initial Response Team. ACTION ACHIEVED 2008/09
	Pan Ayrshire review of Out of Hours care	Through 2008 / 2009	Appropriate Staffing	The Review Process will be informed by the Pan Ayrshire Review of the current service provision.	The Senior Managers from community care and children and families social work service are undertaking a scoping exercise of other out of hours services with a report back to Head of Service. INCLUDED IN ACTION PLAN 2010/11

	Effective contract monitoring of Standby Services	September 2008	Appropriate Staffing	Completion of review and findings published	A Review of Out of Hours service provided by Social Work Standby currently taking place INCLUDED IN ACTION PLAN 2010/11
	Review of Duty service	June 2008	Appropriate Staffing	Initial Response Teams in the North and South of East Ayrshire developed	A recent full review of frontline duty service informed the development of the Initial Response Teams in the North and South of East Ayrshire. ACTION ACHIEVED 2009/10
	Implementation of the Early Information and Pre Referral Group	June 2008	Appropriate Staffing	Early Information and Pre Referral Group well established	An Early Information and Pre Referral Group implemented June 2008. ACTION ACHIEVED 2008/09
Improve access to CAMHS	NHS Ayrshire and Arran have a review of mental health services underway. Improved access to CAMHS is an objective of this review	Ongoing – as per schedule in NHS Review	NHS Staffing	A&A CAMHS Health Services Consultation regarding Children and Young People's Perceptions of mental Health Services' published and used to inform future service provision	CAMHS is undergoing service redesign and where appropriate this is informed by the consultation with children and young people. At present 45% of all children are able to commence treatment within 18 weeks in line with developing national guidance. Treatment waiting lists are present for a specific pathway and this is being reviewed. Funding to develop services has come from investment following Mind your health strategic review of mental health services and investment in tier 3/4 access. This has led to the employment of specific experienced Mental Health practitioners to develop these links. PRIORITY ACTION 2010/11

What do we want to achieve	How are we going to do it?	When will we do it by?	Resources Required?	How will we know we have done it?	Progress
More fully involve health in child protection processes and improve children's access to medical assessments and examinations	The Tripartite Discussion process was implemented October 2007, whereby all CP Investigations involved a discussion with health staff and the initiation of a medical examination or a health assessment. In June 2008 health colleagues attended a meeting of Senior SW managers and Team Leaders to review and promote the process.	Ongoing	Staff Time	Evaluation of the Tripartite Discussion process published	Interim evaluation report available Oct. 2008. Full evaluation completed 2009 PRIORITY ACTION 2010/11
All plans concerning children in care are reviewed within an agreed timescale and that contingency plan is in place	Implementation of multi-agency Action Plan from the IAF Framework which includes timescales/outcomes and contingency plans	December 2008	Appropriate work load management	Regular review of childcare plans evident	Support plans for Looked After and Accommodated young people are being aligned with IAF that is being rolled out across East Ayrshire. Phase two of IAF roll out has begun. All staff involved have been trained. INCLUDED IN ACTION PLAN 2010/11
Ensure consistency of approach in LAAC review process	Implement the revised LAAC procedures and guidelines	December 2008	Staff resources	Revised LAAC procedures in place. LAAC procedures will incorporate GIRFEC / IAF developments	Revised LAAC procedures implemented 2008. Further review planned to incorporate GIRFEC / IAF developments. INCLUDED IN ACTION PLAN 2010/11
	Review staffing to ensure that all reviews are chaired by an independent chair person	March 2009		All Reviews will be chaired by an independent chair person	All LAAC reviews now completed by an Semi-Independent Reviewing Officer. ACTION ACHIEVED 2008/09

<p>Further develop the systematic and structured approach to self evaluation and embed this on a multi agency basis as part of a framework for continuous improvement</p>	<p>Review Action Plan and undertake an annual self evaluation to improve services for vulnerable children in East Ayrshire</p>	<p>Annual process in line with Business Planning Cycle</p>	<p>Staff resources</p>	<p>Evidence of a Multi Agency Systematic and Structured approach to Self Evaluation</p>	<p>EACPC Self evaluation framework developed 2009. Self Evaluation report compiled - October 2009.</p> <p>ACTION ACHIEVED 2009/10. SELF EVALUATION ACTIVITY CONTINUING 2010/11</p>
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KEY AREAS: PROMOTION OF GOOD PRACTICE

What do we want to achieve?	How are we going to do it?	When will we do it by?	Resources Required?	How will we know we have done it?	Progress
Involve and consult with practitioners in the work of the CPC	4 practitioner forum events per year	September 2008 onwards	Practitioners Time	Practitioners are conversant with the work of the Child Protection Committee Forums taken place Evaluation reports from Forums are reported back to the CPC.	Practitioner's Forums in place and 4 held in 2009/10. Key issues from forums fed back to EACPC. ACTION ACHIEVED 2009/10 STRUCTURE OF FORUM SUBJECT TO REVIEW 2010/11
Raise the profile of the work of the CPC to all agencies in East Ayrshire	Host an Annual Multi Agency Conference on 'Protection',	Annually	Training Budget	Multi Agency Practitioners provided very positive evaluation of the second event in February 2009	Second Multi Agency Conference on 'Protection' took place Feb 2009. ACTION ACHIEVED 2008/09. FURTHER CONFERENCE PLANNED AUTUMN 2010.
	Publish the Annual Report and Business Plan on the CPC website.	Annually	Staff resources	Annual Report and Business Plan published annually on the CPC website.	Annual Report and Business plan available on EACPC web page. ACTION ACHIEVED 2009/10
Involve and consult with all members of the CPC to ensure ongoing awareness of pertinent CP issues	Host regular CPC Development Days	Ongoing from 2008-2011	Staff resources CPC budget	Development Days organised and attended by CPC members	Two Child Protection Committee development days were held in 2009 to improve communication and build a common sense of vision and purpose between and across agencies. The sessions provided a coherent structure to reinforce the work of the EACPC and promote a continuous improvement. One session in August 2009 was a joint session between EACPC members and the COG. Development sessions now part of EACPC Performance calendar.

					ACTION ACHIEVED 2009/10.
Increase capacity through working together across the three Ayrshire Child Protection Committees to provide potential for shared learning	Undertake specific work on an Ayrshire wide basis to reduce duplication and make more use of capacity	2009/11	Staff time and commitment	Evidence of Ayrshire wide working through shared policies and procedures work started June 2009.	Ayrshire wide Chairs meeting was established in 2009, this is supported by Ayrshire wide Lead officers meeting where priority actions are agreed and progressed on an Ayrshire wide basis. INCLUDED IN ACTION PLAN 2010/11

KEY AREAS: TRAINING AND DEVELOPMENT

What do we want to achieve	How are we going to do it?	When will we do it by?	Resources Required	How will we know we have done it?	Progress
Ensure the impact on of training on practice is evaluated.	Develop and implement a systematic methodology for evaluating the impact of training on practice in protecting children.	Ongoing	Staff time	Methodology available for use Reports on impact Evaluation results reported to the CPC	Evaluations completed for every training event and collated for the CPC. ACTION PARTIALLY ACHIEVED AND INCLUDED IN ACTION PLAN 2010/11
All practitioners with a role in protecting children will receive appropriate support and/or case supervision	Operational managers from SW, Health, Education and Early Years to provide assurance that all staff have access to and take up support and/or case supervision	Ongoing	Staff time	Supervision Tool will be used to collate evidence from operational managers. Report provided annually to CPC	Proposed supervision tool developed June 2009 and discussed and debated at Practitioners sub group and Practitioners forum and agreed not viable option on a multi agency basis. Individual agencies have own supervision and support systems in place. ACTION ACHIEVED??
Provide opportunities to improve practitioners skills in assessing needs and risks	Implement programme of training: IAF Risk Assessment and Risk Management	Continuous process	Training Budget	Risk Assessment Training implemented into Child Protection Training Calendar	All Children & Families Social Workers and Addiction Workers (within Fieldwork Teams Social Work received Risk Assessment training in 2008. Ongoing program in place for new staff ACTION PARTIALLY ACHIEVED INCLUDED IN ACTION PLAN 2010/11
Provide opportunities to improve common understanding and levels of risk & needs (thresholds)	Develop and implement a strategy to facilitate practitioners understanding of thresholds.	August 2008 onwards	Staff time	Evidenced within Child Protection Calendar	Action completed and ongoing into 2010/11. Delivered on a 6 monthly basis within the training calendar. ACTION ACHIEVED AND CONTINUING

					IN 2010/11
Ensure that a Child Protection Plan is in place following GOPR procedures	Further GOPR Training for all agencies	Ongoing programme	Staff commitment Training Budget	Pre-birth plans in place prior to birth Multi Agency Staff familiar with High Risk Pregnancy Protocol	Further GOPR training now incorporated into Multi Agency Training Calendar. Three GOPR training sessions delivered in 2009/10 with 58 staff trained. A further three dates scheduled for 2010/11. ACTION ACHIEVED 2009/10. FURTHER TRAINING SESSIONS 2010/11
	Management Information from IT Child Protection Module to inform the CPC of progress and trends in this area		IT SWIFT Team dedicated time	Quarterly report available to the CPC	Statistical information collated quarterly to inform statistical report for CPC. ACTION ACHIEVED 2008/09
Ensure that all nursery staff follow Education Child Protection Procedures i.e. Standard Circular 57	Training for Early Years staff based on Significant Case Reviews (SCRs)	Ongoing programme	Staff Commitment Training budget	Evidence of ongoing monitoring of care and welfare files	System established for close monitoring of care and welfare files by Head of establishments. ACTION ACHIEVED 2008/09
Improve the overall quality, content and evaluation of case files in all agencies	Training programme to be implemented	Ongoing from October 2008	Staffing resource Training budget	Documented evidence of improvement in quality, content and evaluation of Multi Agency Case Files	Training to be incorporated into Child Protection Training Calendar 2010/11. File audit completed August 2009 (see A&P Performance & Audit Sub group Monitor and Reporting Framework) INCLUDED IN ACTION PLAN 2010/11
Integrated Chronologies are compiled for all children on CP Register	Further roll out IAF process Improve IT solution to assist with the integrated chronologies Multi and single agency training	2008-2011	Staffing resources Implementation group Training budget	Action Plan evident with detailed training strategy.	All integrated assessments which have been completed for children on the child protection register should have an integrated chronology. Chronology training to be incorporated into

					<p>Child Protection Training Calendar 2010/11</p> <p>INCLUDED IN ACTION PLAN 2010/11</p>
<p>Implement the four step multi agency training programme covering: Basic Awareness Foundation Investigation & Assessment; Prevention & Recovery Advances / Specialist</p>	<p>East Ayrshire Council continues to deliver 'Protection' training to single agency staff</p>	<p>Ongoing programme</p>	<p>Development, reviewing and commissioning costs</p>	<p>All EAC staff continue to have access to Child Protection Awareness training.</p>	<p>Ongoing training delivered to East Ayrshire Council employee.</p> <p>Training part of core training for all staff</p> <p>ACTION ACHIEVED 2008/09.</p>
	<p>NHSA&A will continue to deliver 'Basic Awareness' training until all staff trained</p>	<p>Ongoing programme</p>	<p>Staff resources</p>	<p>Evidence of increasing number of NHS staff attending training</p>	<p>NHSA&A continue delivery of training to all staff employed in A&A.</p> <p>Training part of core training for all staff</p> <p>ACTION ACHIEVED 2008/09.</p>
	<p>Strathclyde Police ensure all new officers receive child protection training</p>	<p>Ongoing programme</p>	<p>Staff resources</p>		<p>Child Protection training delivered nationally at the Scottish Police College, thereafter at Force Training Recruitment Centre, Jackton</p> <p>Training part of core training for all staff</p> <p>ACTION ACHIEVED 2008/09.</p>
	<p>Develop and commission relevant child protection training</p>	<p>Ongoing programme</p>	<p>Staff resources</p>	<p>Child Protection Calendar developed and evident on East Ayrshire Child Protection Committee web pages</p>	<p>EACPC training sub group continue to plan and develop an annual multi agency training calendar which is available on the EACPC web pages.</p> <p>Annual process in place to develop training calendar and publish on EACPC web pages</p> <p>ACTION ACHIEVED 2009/10.</p> <p>FURTHER CALENDER DEVELOPED</p>

					2010/11
KEY AREA: COMMUNICATION & CO-OPERATION					
What do we want to achieve?	How are we going to do it?	When will we do it by?	Resources Required?	How will we know we have done it?	Progress
Improve interagency communication and decision making in response to concerns about children	Establish interagency forum to discuss referrals.	June 2008	Staff Time	Evidence of positive outcomes of Early Information & Pre Referral group documented. Early Information & Pre Referral group established and ongoing	Early Information & Pre Referral group established – June 2008 First audit of Multi Agency Response Group completed December 2008. Independent evaluation of the outcomes of the GIFREC meeting to be undertaken 2010-11. INCLUDED IN ACTION PLAN 2010/11
Ensure that full reports are distributed timeously to those who attended case conferences	Decisions of all conferences distributed within 24 hours of the meeting	December 2008	Appropriate work load management	Fully implemented systems which monitor the distribution of decisions and minutes	Systems in place to ensure full reports delivered timeously and monitoring arrangements in place.. ACTION ACHIEVED 2008/09
	Full minutes of meetings to be distributed within 5 working days of the meeting	December 2008	Appropriate work load management	Agencies have receipt of Action Plan and full minutes Report to CPC on time taken to distribute minutes from case meetings	Action plan from Case conference distributed within 3 working days and full minutes within 5 working days. Monitoring arrangements in place ACTION ACHIEVED 2008/09

PLANNING & CONNECTIONS

What do we want to achieve?	How are we going to do it?	When will we do it by?	Resources Required?	How will we know we have done it?	Progress
<p>Ensure children service plans are informed by the priorities of the CPC</p>	<p>CPC to identify priorities and feed into Children Service Planning Processes</p>	<p>Ongoing</p>	<p>Staff time</p>	<p>Agreed priorities are evident in Child Service Plans</p>	<p>Children's Service Plan updated through ongoing liaison with Child Protection Co-ordinator.</p> <p>Clear connections in place between EACPC and the Officer locality Group for the Community Health Partnership</p> <p>ACTION COMPLETE 2008/09</p>
<p>Increase staff awareness of links between the CPC Business Planning and Children Service Planning processes</p>	<p>Publish planning structure/link on CPC Website</p>	<p>March 2009</p>	<p>Staff time</p>	<p>Planning structures & links evident on Website. Ongoing updates on web pages</p>	<p>Link currently being developed for CPC web pages & web pages continuously being updated.</p> <p>CPC agreed Governance structure March 2010 to be placed on CPC web pages.</p> <p>ACTION PARTIALLY COMPLETE. GOVERNANCE STRUCTURE TO BE PLACED ON WEB PAGES 2010/11.</p>

LISTENING TO CHILDREN & YOUNG PEOPLE & OTHER MEMBERS OF THE COMMUNITY

What do we want to achieve?	How will we do it?	When will we do it by?	Resources Required?	How will we know we have done it?	Progress 2008 / 2009
Further develop means of engagement with young people in seeking their views and assessing the impact of these	Undertake a broad online survey to ascertain the level of child protection awareness. This will commence in one of the nine learning partnerships then rolled out annually to all other eight learning partnerships	Commence May 2009 then ongoing	Staff time to develop the online survey; develop for the web pages; collate the data	Analysis and publication of findings to inform future promotional materials	Pilot online survey of P5 and S2 pupils in Auchinleck Learning Community in May 09 achieved 59% response rate. Action Plan developed and progressing. ACTION ACHIEVED 2009/10. FURTHER SURVEY TO BE UNDERTAKEN 2010/11 AS PART OF THE THREE YEAR PLAN.
	Representation from the public information group will support the development of East Ayrshire Children & Young People (C&YP) Representation Forum	Ongoing throughout 2008/09	Staff time	Evidence of support in the minutes of meetings Views of young people reflected in practice/service planning and improvement	System set up whereby issues raised by young people through COGS have a route to the Officer Locality Group and where appropriate, to the C&YP Representative Forum. ACTION ACHIEVED AND CONTINUING 2010/11
Where appropriate all children and young people attend their own Case Conference and, if not, their views are recorded	Lead professional and Independent Chair ensure that children and young people attend and have their views recorded	Immediate	Staff resources	Log of attendance maintained. Evidence in minutes that child's views are listened to and acted on as appropriate. Child's views clearly highlighted within the minute of the meeting.	Attendance encouraged & views recorded INCLUDED IN ACTION PLAN 2010/11 PRIORITY ACTION 2010/11

LISTENING TO CHILDREN & YOUNG PEOPLE & OTHER MEMBERS OF THE COMMUNITY

<p>Ensure that consent from children and their families to share information is recorded</p>	<p>Roll out of IAF NHS&A promote the recording of children's views through training and documentation</p>	<p>2008-2011</p>	<p>IAF documentation</p>		<p>Consent now built into the child protection paperwork for Social Work and Health. Consent also part of the Integrated Assessment Framework.</p> <p>ACTION ACHIEVED AND CONTINUING 2010/11</p>
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Appendix 2



BUSINESS PLAN 2008/2011

Priority Action Plan 2010/11

National outcome: We have improved the life chances for children, young people and families at risk

Well being indicator	Outcome	What do we want to achieve	How will we do it	when	How will we know we have done it?
SAFE	Child safer and whole needs are met as assessment based on full information	Consistently involve health staff in the early stages of planning the response to child protection concern.	Pan Ayrshire review of health involvement at initial stage of referral and to ensure health involvement from the beginning of all child protection investigations	September 2010	Consistent health involvement in all child protection investigations.
				February 2011	Evidence of compliance with the revised procedure for health involvement
			Ensure that the Health needs of school age children on Child Protection Register (CPR) are identified and met	December 2010	All school aged children on CPR have an identified health lead
		Further improve consistency of assessments of risks and needs and ensure chronologies are used as a key tool in helping to identify patterns and trends which assist the assessment of needs and risks and support informed decisions	Multi agency training for assessing risks and needs to compliment the IAF training program	January 2011	Staff confident and competent in completing risk assessments. Staff confident and competent in consistently using chronologies

		about children's lives			
			Consistent quality assurance mechanism for review of risk assessments in place	March 2011	Consistent quality evidenced of risk assessments completed
			Improve the overall quality, content and evaluation of files	March 2011	File audit evidence good quality and content of files
		Strengthen internet safety awareness in East Ayrshire	Develop and implement an internet safety strategy	January 2011	All children aware of internet and technology safety information.
	Services are working well together to ensure that children are protected from abuse, neglect or harm at home, at school or in the community	Continue to review work jointly, focusing more on improved outcomes for children.	Revise EACPC self evaluation framework to ensure outcome focused	December 2010	Improvements and planning informed by outcome focused reviews.
SAFE	That partnership with children and their families are central to decision making and provided an opportunity to be involved in all decisions that involve them	SMART child protection plans with agreed outcomes, timescales and responsibilities.	Agreed roll out of Integrated Assessment Framework	Phase two- Dec 2010	Child's needs assessed by an Integrated Assessment.
			Review child protection meetings and planning processes to ensure they are outcome focused.	January 2011	Child Protection case conferences and core groups outcome focused
			Ensure consistent and timely interventions when	March 2011	Children's plans evidence clear outcomes

			children experience neglect with clear contingency plans in place if improvement in their circumstances is not evidenced.		and contingency planning arrangements where appropriate.
			Further develop Kinship care as a safe family based care agenda.	March 2011	Robust Kinship care process in place
RESPECTED	The child is supported and provided opportunities to express their views	Ensure all children are kept well informed about what is taking place during child protection investigations	Lead professional to ensure the child is informed and understands process	October 2010	Children well informed of child protection process.
		Promote a culture where children's views are always sought and considered when decisions are made about them;	Include children in meetings wherever possible and using effective methods of obtaining their views, appropriate to their age and circumstances.	March 2011	Children and Young people attendance at case conference to be contained in the EACPC Performance and Management information framework
HEALTHY	Child healthier, achieving and included due to support received to assist mental health and recovery from trauma	Improve access to Community Adolescent Mental Health Services (CAMHS)		March 2011	

		Review the availability of specialist resources to help children recover from long-term abuse and neglect		March 2011	
We have strong, resilient and supportive communities where people take responsibility for their own actions and how they affect others					
Safe and responsible	Children are protected from abuse, neglect or harm at home, at school or in the community	Work with communities to build capacity to work together to keep children safe.	Pilot a community capacity building initiative in one residential area of East Ayrshire.	March 2011	Understanding of strengths and challenges of community capacity building in child protection
		Develop a strategy for improving EACPC engagement with the independent and voluntary sector	Engage with voluntary / independent sector providers in East Ayrshire to develop a mechanism for engagement with EACPC	Dec 2010	Voluntary / independent sector organisations engaged with the work of EACPC

In addition to these key priorities for 2010 / 2011, work is in progress and will continue on a number of actions from the 2008/11 business plan including:

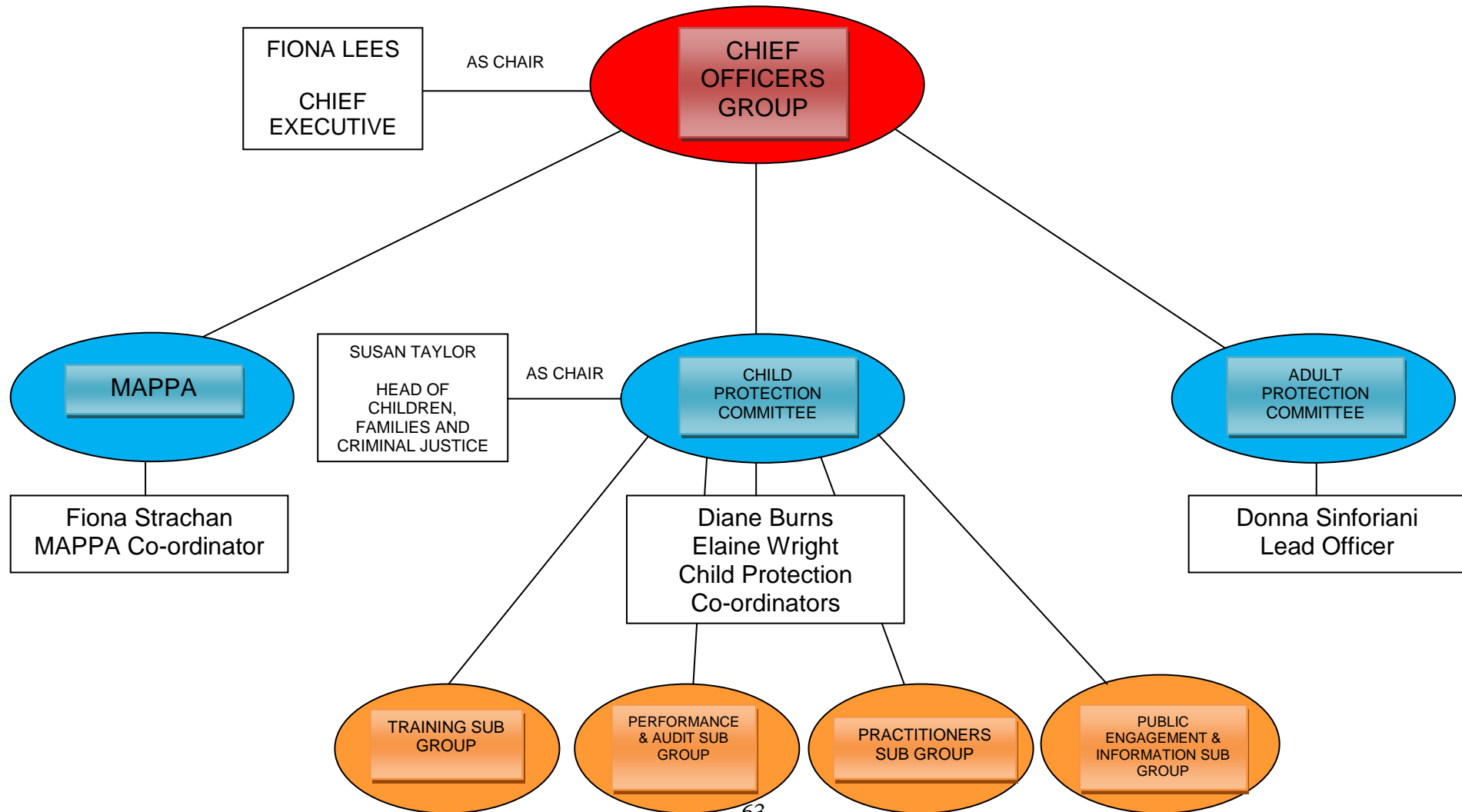
- ❖ Development of West of Scotland Procedures
- ❖ Child Protection information distributed to the public

- ❖ Continuous Opportunity for Gathering and Sharing (COGs) model for securing children's views
- ❖ Parenting support strategy
- ❖ Vulnerable children's access to GPs
- ❖ Social Work staffing review and monitoring system for children removed from Child Protection register
- ❖ Further revision of LAAC procedures
- ❖ Management information framework for CPC
- ❖ Monitoring the recommendations from Significant Case Reviews
- ❖ Review and learning from HMIE inspection reports and national enquiry reports
- ❖ Review of Out of Hours service
- ❖ Involve and consult with practitioners in the work of EACPC
- ❖ Host an EACPC annual conference
- ❖ Continue Ayrshire wide working
- ❖ GOPR and single agency child protection training rolling program
- ❖ Continue to ensure that decisions and minutes of child protection case conferences are distributed timeously
- ❖ Children and young peoples on line survey
- ❖ Continue to ensure that consent to share information is sought from children and their families

Membership of the East Ayrshire Child Protection Committee		
Name	Role/Designation	Agency
Susan Taylor	Chair of East Ayrshire Child Protection Committee (Head of Service, Children & Families and Criminal Justice)	East Ayrshire Council
Joanne Sharp	(Vice Chair of East Ayrshire Child Protection Committee) General Manager, Women, Children & Sexual Health Services	NHS Ayrshire & Arran
Superintendent Douglas Robertson	(Vice Chair of East Ayrshire Child Protection Committee) Strathclyde Police	Strathclyde Police 'U' Division' Kilmarnock
Celia Gray	Senior Manager, Children & Families	East Ayrshire Council
Chris McAleavey	Head of Housing	East Ayrshire Council
Detective Inspector David Summerhill	Ayrshire Public Protection Unit	Strathclyde Police 'U' Division' Kilmarnock
Donna McKee	Clinical Nurse Manager	NHS Ayrshire & Arran
Dr Sheila Smith	Consultant for Vulnerable Children	NHS Ayrshire and Arran
Eugene Fitzpatrick	Service Manager, Criminal Justice	East Ayrshire Council
Janet Marshall	East Ayrshire Children's Panel Chair	East Ayrshire Council
Kay Gilmour	Head of Community Support	East Ayrshire Council
Maureen Bell	Nurse Consultant for Vulnerable Children	NHS Ayrshire & Arran
Eileen Taylor/Karen Wallace	Authority Reporter	Scottish Children's Reporter Administration (SCRA), Ayr
Stuart MacMillan	Procurator Fiscal, Depute	Crown Office and Procurator Fiscal Service, Kilmarnock
Liam Wells	Team Manager Community Care Core Services Alcohol and Drugs Partnership Link	East Ayrshire Council
Committee Support		
Diane Burns/Elaine Wright (recently appointed)	Joint Multi Agency Child Protection Co-ordinator	East Ayrshire Child Protection Committee
Gillian Hamilton	Administrative Officer	East Ayrshire Council

Membership of the Chief Officers Group		
Name	Role/Designation	Agency
Fiona Lees	Chair of the Chief Officers Group/Chief Executive	East Ayrshire Council
Chief Superintendent William Fitzpatrick	Strathclyde Police	Strathclyde Police 'U' Division' Kilmarnock
Wai-Yin Hatton	Chief Executive	NHS Ayrshire and Arran
Graham Short	Executive Director of Educational and Social Services	East Ayrshire Council
Susan Taylor	Chair of Child Protection Committee / Representative of the South West Scotland Strategic Oversight Group (MAPPA) / (Head of Children, Families & Criminal Justice)	East Ayrshire Council
Eddie Fraser	Interim Chair of the East Ayrshire Adult Protection Committee / Chief Social Work Officer / (Head of Community Care)	East Ayrshire Council
Elizabeth Morton	Depute Chief Executive/Executive Director of Corporate Support	East Ayrshire Council
Fiona McQueen	Lead Director - Child Protection	NHS Ayrshire and Arran
Support to Chief Officers Group		
Gillian Hamilton	Administrative Officer	East Ayrshire Council
Diane Burns/Elaine Wright (recently appointed)	Joint Multi Agency Child Protection Co-ordinator	East Ayrshire Child Protection Committee
Donna Sinforiani	Adult Protection Co-ordinator	East Ayrshire Child Protection Committee

CHILD PROTECTION: GOVERNANCE AND REPORTING



1. Membership of the Sub groups / working groups

There are currently four sub groups which meet on a regular cycle, throughout each year. These sub groups ensure the priorities and activities of the CPC are progressed. The decisions and outcomes of each subgroup are reported back to the CPC on a quarterly basis.

The four main sub groups are:

- 1.1 Practitioners
- 1.2 Performance and Audit
- 1.3 Public Engagement and Information
- 1.4 Training
- 1.5 Short life working sub groups:

Throughout each year, there are other working sub groups within East Ayrshire and these are initiated on a needs led basis. For example, the case file audit sub group which was established to undertake work on multi agency case file sampling. A protocol sub group was also developed to provide multi agency views on a recently drafted multi agency protocol on vulnerable young persons at risk of harm.

Composition of the main sub groups are:

1.1 Practitioners Sub Group Members		
Name	Designation	Agency
Annette McKinlay (Chair)	Head Teacher	Galston Primary School, East Ayrshire Council
Marlyn Nicol	Child Protection Advisor	NHS Ayrshire and Arran
Gill Williams	Team Leader, Children and Families	East Ayrshire Council
Clarke Muir	Children's Reporter	Scottish Children's Reporter Administration, Ayr
Gina Wilson	Assistant Area Manager, Housing Services	East Ayrshire Council
James Mitchell	Depute Head Teacher	James Hamilton Academy, East Ayrshire Council
Dianne Burns	Child Protection Co-ordinator	East Ayrshire Child Protection Committee

1.2 Public Engagement and Information Sub Group members		
Name	Designation	Agency
Dorothy McAvoy (Chair)	Assistant Principal Officer, Early Education and Childcare	East Ayrshire Council
Carole McConville	Quality Improvement Officer	East Ayrshire Council
Margaret Gardiner	Senior Practitioner, Community Support	East Ayrshire Council
Ann Williams	Community Safety Co-ordinator	East Ayrshire Council
Ian George	Resource Worker	East Ayrshire Council
Elaine Wright	Child Protection Co-ordinator	East Ayrshire Child Protection Committee

1.3 Performance and Audit Sub Group members		
Name	Designation	Agency
Maureen Bell (Chair)	Nurse Consultant for Vulnerable Children	NHS Ayrshire & Arran
Gus Harrison/ Linda Jardine	Service Manager, Children & Families	East Ayrshire Council
Janie Allen	Principal Officer (Early Education and Childcare)	East Ayrshire Council
Kenneth McKinlay	Principal, Quality Improvement	East Ayrshire Council
Joyce Campbell	Service Officer, Planning and Review	East Ayrshire Council
Graeme Winning	Best Value and Performance Officer, Neighbourhood Services	East Ayrshire Council
Eamonn Cormican	MAPPA Officer, Neighbourhood Services	East Ayrshire Council
Detective Inspector David Summerhill	Strathclyde Police	Strathclyde Police 'U' Division' Kilmarnock
Diane Burns	Child Protection Co-ordinator	East Ayrshire Child Protection Committee

1.4 Training Sub Group members		
Name	Designation	Agency
Carol Wassell (Chair)	Independent Chair, Child Protection Reviews	East Ayrshire Council
Marlyn Nicol	Child Protection Advisor	NHS A&A, East Ayrshire
Celia Gray	Service Manager, Children & Families	East Ayrshire Council
Janie Allen	Principal Officer (Early Education and Childcare)	East Ayrshire Council
Ruth Coughlan	Corporate Training & Development Officer	East Ayrshire Council
Dot Grieve	Principal Officer (CLD)	East Ayrshire Council
Angela Murray	Leisure Services	East Ayrshire Council
PC Helen Keeting	Ayrshire Public Protection Unit	Strathclyde Police 'U' Division' Kilmarnock
Helen McConville	Trainer for Protection	East Ayrshire Council
Lesley Ann Ramsay	Homecare Manager	East Ayrshire Council
Muriel Reid	Quality Improvement Officer	East Ayrshire Council
Karen Gardiner	East Ayrshire Women's Aid	East Ayrshire
Elaine Markham	Team Manager, Children & Families	East Ayrshire Council
Detective Inspector David Summerhill	Ayrshire Public Protection Unit	Strathclyde Police 'U' Division' Kilmarnock

1.5 Working Sub Groups – Membership dependant on nature of group

East Ayrshire Child Protection Committee Budget 2010/11

In order to achieve all the actions described in the Business Plan the East Ayrshire Child Protection Committee had the following designated budget

*******details to be inserted following agreement**

**APPENDIX TO BE COMPLETED FOLLOWING NATIONAL STATISTICS
PUBLISHED SEPT 2010*******

Statistical and Demographical Information

This information is based on the best available information in relation to the population of East Ayrshire and some key characteristics. Through highlighting trends over the last few years and making comparisons with other areas in Scotland, the East Ayrshire Child Protection Committee is able to identify important areas for review which then help inform the Business Plan.

1.1 Local Information

The East Ayrshire local authority area is in south west Scotland and covers an area of 487 square miles (1,262 square km). East Ayrshire forms part of the historic county of Ayrshire from Lugton in the North to Loch Doon in the South. The main population areas are Kilmarnock, Stewarton and Galston in the North and Cumnock, New Cumnock and Auchinleck in the South, with Kilmarnock being the administrative centre for East Ayrshire Council.

East Ayrshire has the sixth highest unemployment rate in Scotland with 27% of families dependent on key benefits. This is similar to comparator authorities and Scotland as a whole. East Ayrshire Child Protection Committee acknowledge that with unemployment brings poverty, ill health and low income therefore accept the challenges these associated factors may have on the outcomes for children.

1.2 Population

East Ayrshire has an estimated population of 119290. According to the most current statistics, the population of East Ayrshire is expected to decline by 4.8% between 2006 and 2031. This compares with a 4.8% increase nationally over the same period.

Table 1: Projected population of East Ayrshire by broad age group				
Age	2006	2011	2021	2031
0-15	21999	20666	20271	18295
16-29	19143	20239	17145	16099
30-49	34694	31843	27191	26339
50-64	23442	24579	26468	21524
65-74	11319	12034	14051	15661
75 & over	8693	9468	12298	15862
ALL AGES	119290	118823	117424	113780

There is a clear trend towards an ageing population however, the projected decline in the child population is higher than the national average.

The decrease in the number of young adults is expected to be slightly faster in East Ayrshire than the rest of Ayrshire and Arran.

Whilst there has been some in-migration to East Ayrshire from EU Accession countries, the extent of this is unclear at this time and it is felt it will not significantly influence the figures above, therefore, these demographical changes which highlight the expected decline in the population under thirty age group in East Ayrshire will represent significant challenge for policy direction and has been acknowledged by the Child Protection Committee and Chief Officers Group.

1.3 East Ayrshire Annual Child Protection Statistics

The Child Protection statistics have been drawn from the East Ayrshire Council Child Protection Statistical Return to the Scottish Government. These statistics provide a baseline indication of Child Protection activity within East Ayrshire. The focus is on children and young people where there has been a failure to protect on the part of the parent or carer. The statistics do not relate to cases of the abuse of children by strangers.

1.4 Statistical Activity from the Scottish Children's Reporters Administration

The following statistical activity has been gleaned from the Annual Child Protection Committee Report published by the Scottish Children's Reporter Administration for the period 1 April 2009 to 31 March 2010.