



## **East Ayrshire Child Protection Committee**

### **Annual Report (2008/09) and Business Plan (2008/11)** (incorporating progress report 2008/09 and action plan 2009/10)

**Draft 21: 22<sup>nd</sup> September 2009**

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Preface from the Chief Officers

**\*Photographs of Chief Officers WY Hatton and B Fitzpatrick required.**





### Chair's Introduction

As the recently appointed Chair of the East Ayrshire Child Protection Committee, I am grateful for the very warm welcome which has been extended to me by staff from all agencies. I know this reflects the commitment to partnership working which has been evident in East Ayrshire over many years.

It is an exciting time to join East Ayrshire as so many successful initiatives are being embedded. However, as we know, it is also a challenging time, with public services facing significant pressures in the midst of worldwide recession. During such times, the need to maximise the use of existing resources comes into sharp focus, and the value of our partnership approaches become paramount to day to day business.

Despite the challenges for agencies/services, the need to keep children safe continues to be our key priority. This annual report highlights that a significant amount of work took place in 2008/09, and the priorities set have mainly been achieved. Further work is planned as part of our ambitious three year business plan 2008/11, and the specific actions are set out for 2009/10.

Children and young people have again played a central part in the work of the Committee, particularly in telling us about how to get key messages across to young people. This work will continue as we continue to learn from them.

I have been genuinely delighted to see the range of work taking place in East Ayrshire, with practitioners and managers from all agencies being committed to improving arrangements for protecting children. A special thanks to the Practitioners Sub Group and Forum for ensuring that practice developments are a key focus for the Committee. Having recently met with the Forum, I am keen to further strengthen their contribution to the Committee's business.

I would like to thank the Chief Officers Group, the Vice Chairs, Committee Members, Sub Group Chairs and Sub Group Members for their continuing commitment to the work of the Committee. Our recent planning and development sessions have provided opportunity for reflection and it was clear from the relationships which have formed and our shared drive to improve, that we have optimism about what we can achieve together.

Finally, I would like to thank the staff who have supported the work of the Committee for their hard work and good humour in taking forward a very challenging agenda – Diane Burns, Frances Milne, Gillian Hamilton and Janine Bain. Their personal support to me has been invaluable in taking on the role of Chair.

Susan Taylor  
Chair of 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

## 4.0 SELF EVALUATION AND INSPECTION

The Chief Officers Group, the Child Protection Committee and all staff who work with children and families have a commitment to continuously improve service provision for all children and families to ensure the best outcomes possible for all.

The HMle Joint Inspection of Child Protection Services in East Ayrshire took place between June and September 2007, with the report being published in January 2008. Practitioners and managers who work with children and families in East Ayrshire were actively involved in the process of the Inspection.

### 4.1 Key Strengths from HMle Inspection

Many key strengths were identified in how well children were protected and their needs met in East Ayrshire. These were as follows:

- The quality of relationships between staff and children which helped children effectively communicate their needs and views
- The range of successful approaches used to raise public awareness of child protection
- Children, especially vulnerable children and their families, were consistently involved in the development and design of services
- Shared vision, values and aims which influenced the work of partnership services
- Staff awareness and ownership of joint planning for improvement
- Planning and partnership working, at a strategic level, across all services

### 4.2 Evaluation from the Quality Indicators

The inspection provided grades against each of the quality indicators as follows:

<b>How effective is the help children get when they need it?</b>	
Children are listened to, understood and respected	Very Good
Children benefit from strategies to minimise harm	Very Good
Children are helped by the actions taken in response to immediate concerns	Adequate
Children's needs are met	Adequate
<b>How well do services promote public awareness of child protection?</b>	
Public awareness of the safety and protection of children	Very Good
<b>How good is the delivery of key processes?</b>	
Involving children and their families in key processes	Very Good
Information-sharing and recording	Good
Recognising and assessing risks and needs	Weak
Effectiveness of planning to meet needs	Adequate
<b>How good is operational management in protecting children and meeting their needs?</b>	
Policies and Procedures	Very Good
Operational Planning	Very Good
Participation of children, families and other relevant people in policy development	Excellent
Recruitment and retention of staff	Very Good
Development of staff	Good
<b>How good is individual and collective leadership?</b>	
Vision, values and aims	Excellent
Leadership and direction	Adequate
Leadership of people and partnerships	Very Good
Leadership of change and improvement	Good

- 4.2** All agencies have engaged positively together in developing and implementing an action plan, with the aim of improving child protection arrangements in East Ayrshire. A range of work has taken place and significant achievements have been made (section 5).

The EACPC has been committed to a continuous process of self evaluation, and focussed activity has taken place during 2008/09. This has involved both single agency and multi agency activity, adopting a range of methods and approaches. The work undertaken has provided a comprehensive picture of the strengths in current practice and in the quality of services. It has evidenced significant progress since the inspection in 2007, and has informed our business planning for 2009/10.

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## 5.0 KEY ACHIEVEMENTS

### 5.1 Early Information and Pre Referral (GIRFEC) Group

The Early Information and Pre referral Group was implemented in June 2008. This weekly meeting takes place on a multi-agency basis and ensures effective communication and information sharing about children and young people who are causing concerns. It provides a mechanism for the allocation of a lead agency to all children discussed.

The meeting adopts the “Getting it Right for Every Child” (GIRFEC) principles which ensures that the needs of children and young people are addressed timeously. The ‘GIRFEC’ group has considered over seven hundred referrals and the enhanced information sharing at the weekly meetings has enabled more informed decisions to be made to maximise opportunities for safeguarding the wellbeing of children. There have been some excellent examples of all agencies working together, ensuring more positive outcomes for our children in East Ayrshire.

Following a positive evaluation of this approval in December 2008, the findings demonstrated the benefits for children and young people. Consequently, the Chief Officers decided to continue to commit resources to this initiative in East Ayrshire. Through submission of a funding bid to the Community Planning Partnership Unit, ADAT funding has now been secured for a three year period to support the activity of the group.

**Note :** *Evidence of CPC progression in relation to Quality Indicator 2.3 ‘Children and young people are helped by the actions taken in immediate response to concerns’; Quality Indicator 2.4 ‘Children and young people’s needs are met’; Quality Indicator 5.2 ‘Information sharing and recording’ and, Quality Indicator 5.3 ‘Recognising and assessing risks and needs’*

### 5.2 Single Agency Risk Assessment Training

In response to the initial HMle Inspection, East Ayrshire Social Work Services acknowledged the where focused work was required to ensure improved processes were implemented in identifying and assessing risks and needs of children where there are child protection concerns. Specialist training was externally commissioned and, throughout 2008 all Children and Families Social Work Staff were given specialist training in Risk Assessment Tools and Processes. This course was audited with very positive findings which helped inform future training (**Appendix 6**).

This training programme has now been adopted within the East Ayrshire Training Department and has been implemented into the Child Protection Training Calendar to ensure all newly qualified and new to the area Social Workers will have this ongoing Risk Assessment Training.

**Note :** *Evidence of CPC progression in relation to Quality Indicator 1.1 ‘Improvements in performance’; Quality Indicator 2.3 ‘ Children and young people are helped by the actions taken in immediate response to concerns’; Quality Indicator 2.4 ‘Children and young people’s needs are met’; Quality Indicator 5.3 ‘Recognising and assessing risks and needs’; and Quality Indicator 7.3 ‘Staff training and development’*

### 5.3 Annual Conference on 'Protection': 'Listening to Children's Voices and Corporate Parenting' – 25 February 2009

Following on from the success of the first East Ayrshire annual conference on 'child protection' in January 2008, a second annual conference was delivered on 25 February 2009. The EACPC decided that "Listening to Children's Voices" and "Corporate Parenting" would be the themes for the 2009 Conference.

East Ayrshire Council's Chief Executive, Fiona Lees, addressed the conference, providing an overview of corporate parenting and referring to 'These Are Our Bairns: a guide for community planning partnerships on being a good corporate parent', which was published in September 2008.



Hearing the voices of children and young people who have used services within East Ayrshire was core to the success of the day, due to the participation of children and young people. Several key speakers were involved in the event, which was a full and informative day. The following subjects were covered: 'The Authentic Warmth' approach to children and young people who have been rejected, neglected and abused; The Carer's Perspective of being a Corporate Parent; 'Who Cares – Independent Advocacy Service for all Looked After Children and Young People in East Ayrshire; The Voices of Children who have experienced Local Authority Care; Corporate Parenting: These Are Our Bairns; We Can and Must Do Better; and several workshops for multi agency networking (**Appendix 7**).



Of the 113 delegates who attended the conference from various agencies across East Ayrshire 61 completed an evaluation form (**Appendix 8**).

The Conference evaluated very positively by all agencies and some examples of comments were as follows:

Very positive comments included – The Chair welcomed us very warmly and chaired the conference extremely well; Thank You, a very worthwhile day!; The training was a great success, well done!; It was enhanced by the young people'.

Delegates felt more knowledgeable about: The Authentic Warmth Approach; Getting It Right for Every Child (GIRFEC); service provision for looked after and accommodated children; responsibility as a corporate parent; issues and consequences of children being accommodated.

- 5.3 Delegates felt more confident about; the need to listen to children; where and to whom to go to for advice and support; the theory and rationale of the GIRFEC model.

The benefits to young people and their families included: using knowledge to inform better practice within leisure services; greater awareness of the work of other agencies; more aware of all help and support in East Ayrshire and how to access it; raising staff awareness in schools; better understanding of the chaos that permeates their lives; aware of local authority's vision.

Suggested improvements for training included: open this up to schools for all staff; consider an early years focus; more time to discuss workshops.

The East Ayrshire CPC intends to continue in the same successful theme for the next annual Conference and have already begun preparations for the Conference content for 2010.

**Note:** *Evidence of CPC progression in relation to Quality Indicator 7.3 'Staff training, development and support' and Quality Indicator 9.3 'Developing people and partnerships'*

### 5.4 Child Protection Statistical Seminar – 26 January 2009

The seminar was convened by the EACPC in recognition of the ongoing significant rise in child protection activity within East Ayrshire. The seminar considered trends, statistics and the impact on the protection of children and young people; and the information about vulnerable pregnant women in East Ayrshire. There were opportunities provided to analyse information across agencies (**Appendix 10**).

The feedback from participants was very positive as the seminar allowed a full and open discussion around how best to respond to the most vulnerable children and young people.

On a multi agency basis this led to:

- Addiction Services were invited to inform the Child Protection Committee of current statistical evidence of service users in East Ayrshire and the new structures implemented within Addiction Services to address the needs of local service users.
- An agreement to revise the Child Protection Committee membership to include a Lead Officer, East Ayrshire Alcohol and Drugs Partnership.
- An agreement to commission an independent research study on trends; patterns and vulnerability of children and young people in East Ayrshire.

and, on a single agency basis this led to:

- A new focus on workforce planning within Social Work Services. This has led to the management structure being strengthened and work is taking place to redesign services to the children, young people and families in East Ayrshire to ensure that we continue to best meet their needs.

**Note:** *Evidence of CPC progression in relation to Quality Indicator 9.2 'Leadership and direction'*

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## 5.5 Creation of Initial Response Teams within Children and Families, Social Work

The establishment of the Initial Response team in the North of the authority and the rolling out of an equivalent team in the South of the authority ensures that children and families are seen promptly in response to concern and that the relevant assessments are taken so that children about whom there are concerns receive the right help promptly and their needs are assessed and planned for. Staff conducting investigation or on going assessment of focused work are aware of their responsibility to keep children at the heart of the process.

There is also a clear and transparent set of criteria based on low, medium and high priority for accessing Children and Families Social Work Services. The establishment of the criteria is set within the context of an increasing demand for Children and Families Social Work Services and the need to ensure that resources are allocated in the most appropriate way to ensure that those children and young people who are most vulnerable have priority access to services.

**Note:** *Evidence of CPC progression in relation to Quality Indicator 1.1 'Improvements in performance'; Quality Indicator 2.2 'Children and young people benefit from strategies to minimise harm'; Quality Indicator 2.3 'Children and young people are helped by the actions taken in immediate response to concerns'; and Quality Indicator 5.3 'Recognising and assessing risks and needs'*

## 5.6 Children and Young People, Our Planning Partners: Continuous Opportunities for Gathering and Sharing (COGS)

This model has been developed in East Ayrshire to collate the views of children and young people, as expressed in routine contact with known and trusted adult workers. These views are then used to influence children's service planning and improvement processes.

The model reflects the rights of children and young people to have their views listened to as enshrined in Article 12 of the United Nations Children's Rights Charter and further reinforced We Can and Must Do Better (Scottish Executive, 2007). The model is based on the principle of recording, action and feedback throughout the pathway from practitioner to management level through the Children and Young Person's Forum and the CHP Officer Locality Group: Children and Young People.

Several young people have been involved in the development of the model and will continue to be involved in the process of awareness raising on a multi-agency basis. Completed reports will be collated quarterly and a report will be submitted to the Children and Young Person's Forum to identify any issues raised and which of these reflect the Forum's priorities. Any issues not featured in the Children and Young Person's Forum will be progressed through the Community Health Partnership Officer Locality Group: Children and Young People.

**Note** *Evidence of CPC progression in relation to Quality Indicator 2.1 'Children and young people are listened to, understood and respected' and Quality Indicator 6.3 'Involving children and families in developing policies and services'*

## 5.7 Corporate Parenting Events

There have been three corporate parenting events over this year with Community Planning partners; the Community Management Team and Elected Members of the Council. These events raised the profile of the issues around all looked after children and young people in East Ayrshire and the Corporate Parenting responsibilities of agencies working with looked after children and Young People in East Ayrshire. The feedback from these events was very positive and has helped people to appreciate their role in corporate parenting.

**Note:** *Evidence of CPC progression in relation to Quality Indicator 8.1 'Partnership working' and Quality Indicator 9.1 'Vision, values and aims'*

## 5.8 Opening of the new Sunnyside Children's Residential House in Auchinleck

Sunnyside is a new purpose built 6 bed roomed house that gives young people their own privacy while living in a supportive and caring environment. The unit is staffed 24 hours daily with a variety of well trained and qualified staff. The facilities include 6 en suite bedrooms; education room; bathroom; lounge; activity room; kitchen; dining room; and, large garden.

In the first inspection by the Care Commission in November 2008, Sunnyside received a very positive report which included:

<b>Quality of Environment</b>	<b>Excellent</b>
<b>Quality of Care and Support</b>	<b>Very Good</b>
<b>Quality of Staffing</b>	<b>Very Good</b>
<b>Quality of Management and Leadership</b>	<b>Good</b>

To continue to meet the needs of looked after children and young people in East Ayrshire, a proposal was submitted to Cabinet to inform of an option appraisal of site options for a replacement children's residential house for the Kilmarnock area of East Ayrshire. A site was approved by Cabinet in March 2009 and progress will be reported on in East Ayrshire Child Protection Committee's Annual Report for 2009/2010.

**Note:** *Evidence of CPC progression in relation to Quality Indicator 2.2 'Children and young people benefit from strategies to minimise harm'; Quality indicator 2.4 'Children and young people's needs are met'; and Quality Indicator 8.2 'Management of resources'*

## 5.9 Expansion of 'Break the Silence' Project

'Break the Silence' is a support group for female and male adult survivors of childhood sexual abuse. It has now expanded in staff and relocated to new premises within East Ayrshire. There has been a steady increase in referrals to this service, with this year's figures standing at 153 women, 32 men and 16 families having been referred and benefited from the service. 'Break the Silence' also deliver specific training across agencies within East Ayrshire and over the last year have delivered 11 training days on sexual abuse, 6 on mental health first aid, 4 on mental health awareness and 15 presentations about the service to professionals across East Ayrshire.

**5.9** There is also a new male staff member who has recently joined the team to provide direct support and raise the profile of Local Authority care leavers who have experienced childhood sexual abuse.

**Note:** *Evidence of CPC progression in relation to Quality Indicator 2.4 'Children and young people's needs are met'*

### **5.10 Use of the Solihull Approach to Parenting in East Ayrshire**

As part of the East Ayrshire Integrated Children and Young People's Service Plan 2008/11 a key aim is 'to build the capacity of individuals, families and communities to secure the best outcomes for children and young people which reflect the universal and targeted approaches'. This is founded on the principles of early intervention to ensure every child gets the best start in life.

Two initiatives were implemented in the North and South of the East Ayrshire Authority based on the Solihull Approach to good parenting. This is an intervention measure to assist Health and Care Professionals who work with families and pre-school children with sleeping, toileting and behaviour difficulties. Twenty three staff from Education; Social Work Services and Health have now been trained in this approach.

This approach has recently audited very positively and the findings are being considered by the Parenting Support Strategy Group. The final recommendations will then inform the wider parenting strategy work.

**Note:** *Evidence of CPC progression in relation to Quality Indicator 5.5 'Improvements through self-evaluation'; Quality Indicator 7.3 'Staff training, development and support'; and Quality Indicator 8.1 'Partnership working'*

### **5.11 East Ayrshire Children's Charter**

A Focus Group, comprising pupils from Stewarton and Auchinleck Academies and Kilmaurs Primary School, working alongside Dialogue Youth staff, revised the East Ayrshire Children's Charter of Rights for Children and Young People. This revised East Ayrshire Charter was combined with The Charter published from the Scottish Government for Children and Young People.

The new revised version of the East Ayrshire Children's Charter of Rights for Children and Young People was then published and launched at the September 2008 meeting of the Children and Young Person's Representative Forum.

Twenty one thousand copies of this Charter were subsequently distributed throughout East Ayrshire, to Early Years Services; Schools; Out of School Care Services; Leisure Services and Youth Services to all children and young people aged 3 – 18 years.

Following this first large distribution, there will be an annual distribution of individual copies of the East Ayrshire Children's Charter of Rights for Children and Young People to all three year old children entering their pre-school education.

**Note:** *Evidence of CPC progression in relation to Quality Indicator 2.1 'Children and young people are listened to, understood and respected'; and Quality Indicator 6.3 'Involving children and families in developing policies and services'*

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**5.12 Child Protection Committee Development Days**

The CPC firmly believe that strong leadership and direction is the main driving force in continuing to successfully implement the Child Protection Reform Agenda. Consequently the development days overall objectives are to improve communications, and build a common sense of vision and purpose between and across agencies. These sessions have enabled the CPC and Chief Officers to find innovative ways to further promote the CPC vision. In addition, they have provided a useful mechanism to reflect on the quality of supports to children and families and best meet their needs. This has provided a coherent structure to reinforce the work of the CPC and promote a continuous improvement culture across all levels of multi-agency child protection work. Themed topics such as review of the vision of the CPC, better utilisation of the role of the independent chair; promoting self evaluation and revaluating the Annual Report and Business Plan. Improvements requiring action are reflected in the business plan appendices.

**Note:** *Evidence of CPC progression in relation to Quality Indicator 5.5 'Improvements through self-evaluation'; Quality Indicator 8.1 'Partnership working'; Quality Indicator 9.1 'Vision, values and aims' and Quality Indicator 9.4 'Leadership of improvement and change'*

**5.13 Development Multi Agency Public Protection Arrangements (MAPPA)**

The fundamental and overarching purpose of MAPPA is public safety and the reduction of serious harm within our communities. A proposal paper was approved by the Chief Officers Group in March 2009 identifying a process to strengthen the links between Child Protection; Adult Protection and the Multi Agency Public Protection Arrangements.

The aim is to improve on outcomes for all individuals concerned, with children and young people identified as most vulnerable.

**To be expanded**

**Note:** *Evidence of CPC progression in relation to Quality Indicator 6.2 'Operational management and planning'; Quality Indicator 8.1 'Partnership working'; Quality Indicator 9.2 'Leadership and direction'; and Quality Indicator 9.4 'Leadership of improvement and change'*

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## 6.0 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.

These headings are subdivided into nine areas which determine the roles and responsibilities of the Child Protection Committee. Based on the Business Plan for 2008-11, the following identified areas highlight the recent targets and achievements of the Child Protection Committee. All nine key areas have been identified around the Child Protection Quality Indicators and Framework for Standards.

As a Child Protection Committee we will continue to demonstrate progress and improvements within child protection activities in East Ayrshire as follows:

### 6.1 Public Information

#### Progress and Improvements

- Danger Detectives, an experiential learning event for all Primary six pupils in East Ayrshire, aims to reduce accidents among young people. This annual event informs very practically about fire safety, personal safety, road safety, and safety in the home, in and around water and in the countryside. The event is very successful with a very positive feedback from the children involved. Child protection information has also distributed to all 1450 children who attended.
- The EACPC logo and information has been printed in school homework diaries for all pupils throughout the nine learning partnerships. Child protection information is also displayed in plasma screens in schools.
- Through involvement of our community safety partners, updated public information via leaflets and posters have been developed and these will be distributed throughout the community.
- East Ayrshire CPC web pages have an ongoing regular updating process which provides current information and links for public use. There is a user friendly reporting system on the web pages and we have had six child protection concerns reported from January to April 2009. This compares to four for the whole year from January to December 2008. This demonstrates the web profile is becoming higher and the public are becoming more confident about reporting concerns.
- A further recruitment advertising campaign for new foster carers has recently been delivered via the local press. The figures for foster carers in East Ayrshire for the year 2008/09 were forty six which demonstrates a steady annual increase, with one foster family on average each month being recruited in East Ayrshire.
- Annual publication of the EACPC Annual Report and Business Plan on the CPC website has ensured the public have easy access to all previous and future planned activities of the CPC.

### 6.2 Policies, Procedures and Protocols

#### Progress and Improvements

- A recent policy 'Working with Challenging Families' has now been implemented for multi agency use and training for this guidance document has been incorporated into the Child Protection Training Calendar.
- A Protocol for Significant Case Reviews in East Ayrshire has been developed and ratified by the Child Protection Committee. This is now available and in use when required.
- The 'Continuous Opportunities for Gathering and Sharing' (COGS) model has been rolled out. This model is used to collate the views of children which will inform future Child Protection policies, procedures and protocols and the Children's Service Plan within East Ayrshire.
- Various meetings with Youth Forums in East Ayrshire have now taken place. Information gathered from these meetings has been used to inform the initial youth survey and subsequent child protection materials.

### 6.3 Management Information

#### Progress and Improvements

- The CPC held a Statistical Seminar in January 2009 for all members and relevant agencies to highlight the trends in activities in East Ayrshire. This was a very informative day and the data has been used to inform future service and workforce planning.
- Regular reports on activity affecting the needs of vulnerable children are presented to the Child Protection Committee on a quarterly basis. The Performance and Audit subgroup are currently accumulating this data to develop a multi agency management information reporting format.
- Monitoring Systems are now in place to ensure that De-Registered children continue to receive supports following De-Registration.

### 6.4 Quality Assurance

#### Progress and Improvements

- Following the HMIE Inspection report for East Ayrshire, an Action Plan was developed which was linked to the CPC Business Plan. The main findings from the East Ayrshire Initial Child Protection Inspection Report, published in January 2008, were positive. In response to the four main action points which were highlighted, the Chief Officers Group and the CPC have addressed each one in turn.

1. *'Improve processes for identifying and assessing risks and needs of children where there are child protection concerns'*
  - Risk Assessment Training has been provided for all social work staff working in Children and families and has been fully implemented into the Annual Child Protection Training Calendar to ensure all staff who are newly qualified and new to the area.
  - Improving Community Safety from 1<sup>st</sup> April 2008 to 31<sup>st</sup> March 2010, community planning partners have pledged to focus increased attention and resources on making a difference to the issues caused by the misuse of alcohol and drugs in East Ayrshire
2. *'More Fully Involve Health in Child Protection Processes and Improve Children's Access to Medical Assessments and examinations'*
  - Child Protection Advisor in Health The Child Protection Advisor is available for all Health Personnel to contact during working hours. This allows provision of invaluable advice and support in any issues or concerns regarding child protection that staff may wish to discuss. Regular Child Protection Supervision is also provided for staff, particularly Health Visitors in the area, which is very beneficial for staff to gain assurance and support when working closely with child protection activities. The Child Protection Advisor provides a direct link between the Community and Hospital staff which can help identify children who have missed medical assessments and examinations and improve children's access to them.
  - Dedicated Public Health facilitator post now implemented for all Looked After Children in East Ayrshire: The LAAC Health team have now provided comprehensive Health assessments for thirty three children and young people to date. This ongoing work will continue to address the needs of all looked after children and young people.
  - Child Protection Training Opportunities training on a "Multi Agency Approach to Health" has been delivered to inform staff of the roles and responsibilities of Health Visitors and care including the development of pre five children. Staff are given the opportunity to discuss scenarios they have been involved with relating to health issues in families with young children. The feedback has been very positive and this training is being considered for implementation into the Child Protection Training Calendar. Health personnel also attend multi agency training which covers numerous aspects relating to child protection. These include Getting Our Priorities Right; Domestic Violence; Addiction Services; and Multi Agency Child Protection.
3. *'Improve Joint Planning to meet Children's Needs'*
  - Early Information and Pre Referral (GIRFEC) Group - This weekly meeting helps address the needs of children and young people by a greatly improved streamlined and faster process to determine the Lead Agency through representation from all the main agencies, namely, Social Work Services, Health, Police, Education, Legal Services and Housing. The meeting has proved very successful to date with some very positive and timeously outcomes for children in need of protection in East Ayrshire, through a multi agency approach.

- Significant Case Review (SCR) should an SCR take place, the CPC will produce an action plan to ensure the recommendations from the SCR are addressed and disseminated to Multi Agency staff to improve joint working. Recommendations from a recent SCR shared with the Practitioner Forum to inform frontline staff of identified actions and lessons learned.
4. *“Ensure the work of Social Workers is monitored more closely”*
- Supervision Policy The East Ayrshire Social Work Service has fully adopted a supervision policy where all social workers have regular and ongoing supervision with their line manager. The Child Protection Committee is currently considering an audit of all local agencies’ range of Supervision mechanisms to ensure it is of a high quality and focused on planning; constructive challenge and professional development.
  - Quality Assurance Measures - Quality Assurance measures have been in place since 2008 to ensure an ongoing monitoring of social work activity. These include the monitoring of: Child Protection Plans (Random sampling); Child Protection Reports; De-Registered cases – review report to Conference and Minutes; Child Protection Statistics and Multi Agency Attendance at Child Protection meetings. The Child Protection Committee has established rigorous procedures to monitor and audit the quality of case files across all partner agencies to ensure processes are in place to deliver improvement. A new subgroup has been developed to complete this multi agency case file sampling audit.
  - Multi Agency Self Evaluation Tool - The Child Protection Committee has developed a Multi Agency Self Evaluation Tool to assist self evaluation and this will be piloted within Social Work Services in June 2009. The outcome of the pilot will be used to inform future services within Child Protection in East Ayrshire.

### 6.5 Promotion of Good Practice

#### Progress and Improvements

- Through quarterly Practitioner Forum events, practitioners from all agencies are conversant with the work of the Child Protection Committee. These events are well attended and the feedback is very positive.
- Through the annual Conference in ‘Protection’ the work of the Child Protection Committee is highlighted and disseminated to multi agency practitioners. The Conference for 2009 was based around ‘The Views of Children and Corporate Parenting’ and the feedback was excellent from a very well attended Conference of delegates from numerous agencies.
- Annual publication of the East Ayrshire Child Protection Committee Annual Report and Business Plan on the Child Protection Committee website ensures all staff have access to the previous and future planned activities of the Child Protection Committee.

### 6.6 Training and Staff Development

#### Progress and Improvements

- All relevant agencies have implemented a basic awareness course for staff. NHS Ayrshire & Arran ensure their mandatory training is delivered to all employees. 880 NHS Ayrshire and Arran employees were trained this year in basic awareness of child protection and 400 of these staff work within the East Ayrshire area. This has led to increased confidence in practitioners' decision making when dealing with child protection issues.
- The programme of the multi agency training day has recently been reviewed to ensure current and topical materials are used. A total of 48 staff attended this training this year from all agencies. This course ran twice throughout 2008/09 and is scheduled to run four times next year.
- A new Child Protection Training Calendar has been developed and will be ready for publication on the Child Protection Committee web pages in May 2009.
- Assurances have been provided from agencies that appropriate support and / or Case Supervision is available for all staff working in child protection. A collation of information will be audited in September 2009 to further assure the CPC that staff needs are being addressed.
- There is a suite of risk assessment tools currently in use in Children and Families Social Work Services. This is available for all Social Work staff in the department.
- Through work with Community Safety Planning Partners in East Ayrshire, a resource to raise awareness in respect of child protection, domestic abuse and the safety of vulnerable adults has been developed through implementation of a Domestic Abuse training Programme.
- A wide range of multi agency training has been offered to all agencies as per **Appendix 11**

### 6.7 Communication and Co-Operation

#### Progress and Improvements

- Quality Assurance measures are now in place to ensure the Child Protection Committee are informed regarding timescales for distribution of minutes for Case meetings.
- The GIRFEC Pre Referral Group information sharing and discussion meetings have led to excellent communication and co-operation of all agencies who attend the meeting.

### 6.8 Planning and Connections

#### Progress and Improvements

- To better align with the Integrated Children and Young People's Planning Reporting Cycles it was agreed, in 2008, to adopt a three year Business Plan as opposed to an annual plan. This is the second year of the Business Plan and the CPC has made very good progress in relation to the 2008/09 set targets and timescales. Future targets have been set for 2009/10 and is attached in the action planning section in **appendix 2** as part of this report.
- The planning structures demonstrate the links between the two processes are evident on the East Ayrshire Child Protection Committee web pages. These pages are monitored for 'hits' from staff and regularly updated to ensure accurate information is readily available for all staff.

### 6.9 Listening to Children and Young People

#### Progress and Improvements

- An online Children and Young People Survey has been developed and will be implemented through the Auchinleck Learning Partnerships from May 2009, to assess their views around child protection. The survey will have a three year cycle so that all nine Learning Partnerships will be involved. The views of Primary Five and Secondary Year two pupils will be ascertained. This collated data will be produced in a report for the Child Protection Committee and will be used to inform future child protection materials and service provision in Children's Services in East Ayrshire.
- Representation from the public information group are involved in the East Ayrshire Young Person's Representation Forum. Views of young people are reflected in practice / service planning and improvement.
- The Continuous Opportunities for Gathering and Sharing (COGS) Model has been implemented and work is ongoing to collate children's views. These views will inform future child protection materials and Children's Service planning.
- Through partnership working, Dialogue Youth, a major national youth initiative for 12-15 year olds, works with schools and a wide range of youth organisations, to stimulate lifelong learning, youth mobility, community safety; health lifestyles and enterprise and citizenship education within East Ayrshire.

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## 7.0 FUTURE PLANNING AND PRIORITIES

### Business Plan 2008/11

East Ayrshire Child Protection Committee's planning cycle continues to be aligned with the three year Children and Young People's Business planning cycle 2008/11. The Progress report for 2008/09 demonstrates the targets reached in the first year. The committee will continue to progress the priorities and actions which are scheduled to be achieved over the next two years. It will also incorporate the specific actions as determined through the self evaluation and external evaluation by HMIE.

The specific main points for action from the Child Protection Committee have now been fully integrated into the three year Business plan. The key points identified from the HMIE report in January 2008 are highlighted in bold within the Business Plan.

## **8.0 CONCLUSION**

This annual report demonstrates significant progress in year one in implementing our three year business plan.

As a Committee, we have developed a robust and continuous approach to self evaluation, reflecting both single agency and multi agency activity. This has involved practitioners and managers from across all agencies, using the revised HMle quality indicators.

Based on our achievements and our self evaluation activity, we consider that we are making very good progress in our work together to keep children safe in East Ayrshire. We are aware of our strengths and we are clear about our direction. We look forward to sharing our progress and learning with HMle Inspectors during our second joint inspection of child protection services.



## **APPENDICES**



## **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.

PUBLIC INFORMATION – QUALITY INDICATORS AND FRAMEWORK STANDARDS MET 2008 / 2011	
Quality Indicators:	Framework Standards:
<p><b>2. How effectively do agencies and the community work together to keep children and young people safe?</b></p> <p>2.1 Public awareness of the safety and protection of children and young people</p>	<p><b>Standard 7</b> Agencies work in partnership with members of the community to protect children</p>
<p><b>4. How good is operational management and protecting children and young people and meeting their needs?</b></p> <p>4.3 Participation of children and young people, families and other relevant people in policy development</p>	<p><b>Standard 6</b> Professionals are competent and confident</p>

In respect of Quality Indicator 2.1 and 4.3 for Public Information, the following progress has been made:

PUBLIC INFORMATION					
What do we want to achieve?	How will we do it?	By when?	Resources needed?	Progress 2008 / 2009 (as at 31/3/09)	How will we know we have done it?
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	Environmental Awareness Booklets were distributed to households in East Ayrshire in January 2009 & CP Information has now been displayed on screens in schools	Pupils have access to CP information on screens in schools.  41,000 Environmental Awareness Booklets distributed to all households in East Ayrshire  <b>ACTION ACHIEVED FOR 2008/2009</b>

PUBLIC INFORMATION					
What do we want to achieve?	How will we do it?	By when?	Resources needed?	Progress 2008 / 2009 (as at 31/3/09)	How will we know we have done it?
	Public information to be distributed to local shops/businesses/multi agency establishments	June 2009	Funding for posters and public information	Funding secured & posters and public information being updated with information on different languages to inform different ethnicities in East Ayrshire	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  <b>ACTION ACHIEVED AND ROLLING PROGRAMME WILL CONTINUE IN 2009/2010</b>
Continue to increase children and young people's awareness on how to protect themselves	Purchase and distribute promotional materials and distribute at appropriate events.	Ongoing 2008 - 11	Funding for materials	1450 Child Protection packs delivered to children through Danger Detectives events to date	Production of materials Widespread distribution of materials  <b>ACTION ACHIEVED AND ROLLING PROGRAMME WILL CONTINUE IN 2009/2010</b>
	CPC logo and telephone numbers in school homework diaries;	2009-11	Funding for materials	Funding secured & insert developed with CPC Logo and contact numbers. Will be sent to printers May 2009 & inserted into all school homework diaries	Diaries with information will be distributed to all children in the nine Learning Partnerships in east Ayrshire from August 2009  <b>ROLLING PROGRAMME WILL COMMENCE IN 2009/2010</b>
	Child protection information to be incorporated in Danger Detectives	Aug / Sept 2008	Staff time	Child Protection information added to all Danger Detectives packs and distributed to all involved children	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  <b>ACTION ACHIEVED AND ROLLING PROGRAMME WILL CONTINUE IN 2009/2010</b>

<b>PUBLIC INFORMATION</b>					
<b>What do we want to achieve?</b>	<b>How will we do it?</b>	<b>By when?</b>	<b>Resources needed?</b>	<b>Progress 2008 / 2009 (as at 31/3/09)</b>	<b>How will we know we have done it?</b>
	Use Young Scot packs to promote awareness (local pages).	Sept 2009	Staff time	Child Protection information to be added to Young Scot packs April 2009	Approx 3, 600 packs will be distributed  <b>ACTION PARTIALLY ACHIEVED FOR 2008/2009 AND CONTINUING IN 2009/2010</b>
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	All Annual Reports and Business plans to date have been available on the CPC web pages	The East Ayrshire CPC Annual Report 2008/09 and Business Plan update 2008/11 will be made available on the CPC website  <b>ACTION CONTINUING IN 2008/2009</b>

**POLICIES, PROCEDURES AND PROTOCOLS – QUALITY INDICATORS AND FRAMEWORK STANDARDS MET**

Quality Indicators	Framework standards
<b>4 How good is operational management and protecting children and young people and meeting their needs?</b> 4.1 Polices and Procedures	<b>Standard 6</b> Professionals are competent and confident
<b>5 How good is individual and collective strategic leadership?</b> 5.1 Values, vision and aims 5.2 Leadership and direction 5.3 Leadership of people and partnerships 5.4 Leadership of change and improvement	<b>Standard 8</b> Agencies, individually and collectively demonstrate leadership and accountability for their work and effectiveness

In respect of Quality Indicators 4.1; 5.1; 5.2; 5.3; and 5.4 the following progress has been made:

**KEY AREA: POLICIES, PROCEDURES AND PROTOCOLS**

What do we want to achieve?	How will we do it?	By when?	Resources Needed?	Progress 2008 / 2009	How will we know we have done it?
<b>Ensure the timely development and initial implementation of the updated West of Scotland Interagency Child Protection Procedures</b>	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	Commence implementation Autumn 2008	Funding identified and costs met	Development of West of Scotland Procedures ongoing	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

	Procedures				<b>ACTION CONTINUING IN 2009/2010</b>
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	Widespread use of the COGS model	Evidence of consultation taking place and impact on commissioning strategy Evidence of children’s views informing the Children’s Service Plan.  <b>ACTION PARTIALLY ACHIEVED AND ROLLING PROGRAMME WILL CONTINUE IN 2009/2010</b>
<b>Across services ensure there is a robust process for updating policies and procedures and evaluating their impact</b>	Review of documents commissioned by CPC to provide 3 year update of the West of Scotland inter-agency Child Protection Procedures	ongoing	Funding paid	Development of West of Scotland Procedures ongoing	East Ayrshire Child Protection Committee will have revised procedures  <b>ACTION CONTINUING IN 2009/2010</b>
	Agencies will be requested to provide assurance procedures are updated.	Oct 2008	Nil	Development of West of Scotland Procedures ongoing	Evidence of Assurance statement from agencies.  <b>ACTION CONTINUING IN 2009/2010</b>
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	Solihull Approach to parenting implemented in East Ayrshire.  Research carried out and published Jan 2009- Findings will form basis of development of an East Ayrshire Multi	East Ayrshire Multi Agency Parenting Support Strategy action plan will be implemented across East Ayrshire.

				Agency Parenting Support Strategy action plan.	<b>ACTION CONTINUING IN 2009/2010</b>
<b>Ensure that all children have access to a GP</b>	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	Recent refocusing has caused delay in action but Child Protection Advisor for Health intervenes when there is a known risk of a vulnerable child or family being De-registered from a GP	Evidence of written communication available  <b>ACTION CONTINUING IN 2009/2010</b>
<b>Standards of good practice consistent across social work services</b>	Produce supervision policy	December 2007 (achieved)	Staffing resources	Supervision Policy fully implemented and regular reports submitted to the management team	Regular reports on the provision of supervision are submitted to Management Team.  <b>ACTION ACHIEVED AND CONTINUING IN 2009/2010</b>
<b>Provide appropriate level of service to children accommodated away from home</b>	Implementation of revised LAAC procedures and guidelines	December 2008	Staffing resources	Revised procedures approved by Cabinet.  Scheduled review of the LAAC system to incorporate GIRFEC / IAF developments	Revised LAAC procedures in place.  <b>ACTION PARTIALLY ACHIEVED AND CONTINUING IN 2009/2010</b>

	Staffing review carried out across Department of Community Care Social Services	September 2009	Staffing resources	Staffing review in Progress – scheduled for completion Sept 2009	Completion of review and findings published  <b>ACTION CONTINUING IN 2009/2010</b>
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**MANAGEMENT INFORMATION – QUALITY INDICATORS AND FRAMEWORK STANDARDS MET**

Quality Indicators	Framework standards
<p><b>4 How good is operation management in protecting children and young people and meeting their needs?</b></p> <p>4.1 Polices and Procedures</p> <p>4.2 Operational planning</p>	<p><b>Standard 6</b> Professionals are competent and confident</p>
<p><b>5 How good is individual and collective strategic leadership?</b></p> <p>5.1 Values, vision and aims</p> <p>5.2 Leadership and direction</p> <p>5.3 Leadership of people and partnerships</p> <p>5.4 Leadership of change and improvement</p>	<p><b>Standard 8</b> Agencies, individually and collectively demonstrate leadership and accountability for their work and effectiveness</p>

In respect of Quality Indicators 4.1; 4.2; 5.1; 5.2; 5.3 and 5.4 the following progress has been made:

<b>KEY AREA: MANAGEMENT INFORMATION</b>					
What do we want to achieve?	How will we do it	By when	Resources needed	Progress 2008 / 2009	How will we know we have done it?

<p><b>The CPC has an overview of trends and issues affecting the vulnerability &amp; need for protection in children to inform the planning of services</b></p>	<p>Lead Officer Child Protection and the Independent Review officer to provide CPC with reports on CP activity and highlight trends to inform service planning.</p>	Ongoing	Staff time	CPC Statistical Seminar took place January 2009	<p>Quarterly report to the CPC from the Child Protection Module on SWIFT IT System</p> <p><b>ACTION CONTINUING IN 2009/2010</b></p>
	<p>Health, Education, Early Years, Police &amp; SCRA to provide CPC with reports on activity in affecting the needs of vulnerable children</p>	Dec 2008 onwards	Staff time	Currently accumulating information from agencies to develop a multi agency management information reporting format	<p>Multi Agency Management Information Reporting format will be developed and utilised by the CPC</p> <p><b>ACTION CONTINUING IN 2009/2010</b></p>
<p><b>Provide appropriate level of service for children no longer on the CP register</b></p>	<p>All children's names removed from the CP Register have a De-Registration Plan which includes frequency of visits</p>	December 2008	Independent Child Protection Chairperson	Quality Assurance Monitoring Systems were developed In 2008	<p>Monitoring Systems are now in place to ensure that De-Registered children continue to receive supports</p> <p><b>ACTION ACHIEVED AND CONTINUING IN 2009/2010</b></p>
			SWIFT IT Team	Quality Assurance Monitoring Systems were developed In 2008	<p>Management information from SWIFT Child protection Module</p> <p><b>ACTION ACHIEVED AND CONTINUING IN 2009/2010</b></p>
<p>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</p>	<p>Map out the child protection management information available within member agencies</p>	December 2009	Staff resources	Proforma developed and distributed to key agencies.	<p>Collation of a range of multi agency management information to inform planning processes</p> <p><b>ACTION CONTINUING IN 2009/2010</b></p>
	<p>Develop a process to analyse multi agency management information</p>	December 2009	Staff resources	Multi Agency Case File Sampling commenced 2008	<p>Ongoing Multi Agency Case File Sampling will inform the development of multi agency analysis of management information</p> <p><b>ACTION CONTINUING IN 2009/2010</b></p>

**QUALITY ASSURANCE – QUALITY INDICATORS AND FRAMEWORK STANDARDS MET**

Quality Indicators	Framework standards
<b>4 How good is operational management and protecting children and young people and meeting their needs?</b> 4.1 Polices and Procedures	<b>Standard 6</b> Professionals are competent and confident
<b>5 How good is individual and collective strategic leadership?</b> 5.1 Values, vision and aims 5.2 Leadership and direction 5.3 Leadership of people and partnerships 5.4 Leadership of change and improvement	<b>Standard 8</b> Agencies , individually and collectively demonstrate leadership and accountability for their work and effectiveness

In respect of Quality Indicators 4.1; 5.1; 5.2; 5.3 and 5.4 the following progress has been made:

**KEY AREA: QUALITY ASSURANCE**

What do we want to achieve	How are we going to do it?	When will we do it by?	Resources Required?	Progress 2008 / 2009	How will we know we have done it?
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 developed and implemented	CPC specific Action Plan in response to HMIE Inspection Report implemented and actions achieved  <b>ACTION ACHIEVED AND CONTINUING IN 2009/2010</b>

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 Procedures now fully implemented and in use	SCR Action plans demonstrating achievements. SCR Procedures now in use. Review of monitoring processes of SCR Action Plans <b>ACTION ACHIEVED AND CONTINUING IN 2009/2010</b>
CPC has implemented a robust and systematic process of self-evaluation	Develop a varied methodology for self evaluation	Dec 2008	Staff time	Methodology available and has been implemented	Action plan in place <b>ACTION ACHIEVED AND CONTINUING IN 2009/2010</b>
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 have been developed following National Enquiry & HMIE reports  Learning from enquiries and inspections incorporated into practice as and when required	Action Plans continue to be developed following the publication of National Enquiry Reports.  <b>ACTION ACHIEVED AND CONTINUING IN 2009/2010</b>
<b>Ensure that risk assessments are carried out without undue delay</b>	Self evaluation of practice in risk assessment to be carried out	Completed by November 2008	Staff resources	Self evaluation of Risk Assessment carried out	Risk assessments are in place & documentation completed <b>ACTION ACHIEVED AND CONTINUING IN 2009/2010</b>
	Further roll out of IAF process	2008-2011	Staffing resources	IAF Meeting will consider action plan-May 2009	Pan Ayrshire model of paperwork evident in East Ayrshire <b>ACTION CONTINUING IN 2009/2010</b>
	Review of frontline duty service and capacity of staff to deliver safe and responsive service	June 2008	Staffing resources	Full review of the Social Work Duty System conducted. then full consultation	Initial response teams implemented to ensure a robust response to assessing risks and needs of children where there are child protection concerns

				with all staff. The feedback from these consultation events led to a re-design of frontline service delivery.	<b>ACTION ACHIEVED AND CONTINUING IN 2009/2010</b>
	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	Weekly Early Information and Pre Referral Group implemented June 2008.  Audit of service December 2008 demonstrated benefit of Group continuing	Early Information and Pre Referral Group continue to meet on a weekly basis  <b>ACTION ACHIEVED AND CONTINUING IN 2009/2010</b>
	Commission risk assessment training for all frontline Social Workers / Team Managers / Independent Review Officer	December 2008	Training budget	External consultant commissioned to deliver Risk Assessment and Risk Management training for all frontline Children and Families Team Managers, Social Workers and Addiction Workers	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  <b>ACTION ACHIEVED AND CONTINUING IN 2009/2010</b>
<b>Improve the process of response by Social Work Services to Child Protection referrals</b>	Implementation of revised Eligibility Criteria which includes response times	August 2008	Appropriate Staffing	Eligibility Criteria produced and agreed by	Eligibility Criteria fully implemented and used to inform decisions relating to the Lead Professional as determined by the Early Information and Pre Referral

				<p>Cabinet - August 2008</p> <p>The application and accompanying timescales are applied by the Initial Response Team.</p> <p>The Early Information and Pre Referral Group considers all referrals received in the previous week.</p>	<p>Group</p> <p><b>ACTION ACHIEVED AND CONTINUING IN 2009/2010</b></p>
	Pan Ayrshire review of Out of Hours care	Through 2008 / 2009	Appropriate Staffing	<p>A Pan Ayrshire Review of Out of Hours service provided by Social Work Standby is currently taking place.</p> <p>A scoping exercise examining the current service provision is also taking place.</p> <p>Results from both will inform the Review</p>	<p><b>Update to be inserted.</b></p> <p><b>ACTION CONTINUING IN 2009/2010</b></p>

				process	
	Effective contract monitoring of Standby Services	September 2008	Appropriate Staffing	A Pan Ayrshire Review of Out of Hours service provided by Social Work Standby currently taking place	Completion of review and findings published  <b>ACTION CONTINUING IN 2009/2010</b>
	Review of Duty service	June 2008	Appropriate Staffing	A recent full review of frontline duty service informed the development of the Initial Response Teams in the North and South of East Ayrshire	Initial Response Teams in the North and South of East Ayrshire developed  <b>ACTION ACHIEVED AND CONTINUING IN 2009/2010</b>
	Implementation of the Early Information and Pre Referral Group	June 2008	Appropriate Staffing	An Early Information and Pre Referral Group implemented June 2008.	Early Information and Pre Referral Group well established  <b>ACTION ACHIEVED AND CONTINUING IN 2009/2010</b>
<b>Improve access to CAMHS</b>	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'	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

				completed. This will be used to inform future service provision	<b>ACTION CONTINUING IN 2009/2010</b>
<b>More fully involve health in child protection processes and improve children's access to medical assessments and examinations</b>	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	Interim evaluation report available Oct. 2008. Full evaluation currently in progress and will be published when complete	Evaluation of the Tripartite Discussion process published  <b>ACTION CONTINUING IN 2009/2010</b>
<b>All plans concerning children in care are reviewed within an agreed timescale and that contingency plan is in place</b>	Implementation of multi-agency Action Plan from the IAF Framework which includes timescales/outcomes and contingency plans	December 2008	Appropriate work load management	IAF Meeting agreed action plan-May 2009  Awaiting roll out of IAF paperwork	Regular review of childcare plans evident  <b>ACTION CONTINUING IN 2009/2010</b>
<b>Ensure consistency of approach in LAAC review process</b>	Implement the revised LAAC procedures and guidelines	December 2008	Staff resources	Revised LAAC procedures now implemented.  Scheduled review of the LAAC system to incorporate GIRFEC /IAF developments	Revised LAAC procedures in place.  LAAC procedures will incorporate GIRFEC / IAF developments  <b>ACTION PARTIALLY ACHIEVED AND CONTINUING IN 2009/2010</b>
	Review staffing to ensure that all reviews are chaired by an independent chair person	March 2009		All LAAC reviews now completed by an Semi-	All Reviews will be chaired by an independent chair person

				<p>Independent Reviewing Officer.</p> <p>Review of external fostering / adoption agencies completed by Team Manager, Adoption and Fostering</p>	<p><b>ACTION ACHIEVED AND CONTINUING IN 2009/2010</b></p>
<p><b>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</b></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>Initial self evaluation review completed and compared with HMIE Inspection report (completed by HMIE in 2007/08).</p> <p>Further multi agency self evaluation reviews scheduled</p>	<p>Evidence of a Multi Agency Systematic and Structured approach to Self Evaluation</p> <p><b>ACTION CONTINUING IN 2009/2010</b></p>

**PROMOTION OF GOOD PRACTICE – QUALITY INDICATORS AND FRAMEWORK STANDARDS MET**

Quality Indicators	Framework standards
<b>4 How good is operational management and protecting children and young people and meeting their needs?</b> 4.1 Policies and Procedures	<b>Standard 6</b> Professionals are competent and confident
<b>5 How good is individual and collective strategic leadership?</b> 5.1 Values, vision and aims 5.2 Leadership and direction 5.3 Leadership of people and partnerships 5.4 Leadership of change and improvement	<b>Standard 8</b> Agencies, individually and collectively demonstrate leadership and accountability for their work and effectiveness

In respect of Quality Indicators 4.1; 5.1; 5.2; 5.3 and 5.4 the following progress has been made:

**KEY AREA: 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?	Progress 2008 / 2009	How will we know we have done it?
Involve and consult with practitioners in the work of the CPC	4 practitioner forum events per year	September 2008 onwards	Practitioners Time	Two Forums have taken place for this period	Practitioners are conversant with the work of the Child Protection Committee Forums taken place Evaluation reports from Forums are reported back to the CPC  <b>ACTION ACHIEVED AND CONTINUING IN 2009/2010</b>
Raise the profile of the work of the CPC to all agencies in East Ayrshire	Host an Annual Multi Agency Conference on 'Protection',	Ongoing	Training Budget	Second Multi Agency Conference on 'Protection' took	Multi Agency Practitioners provided very positive evaluation of the second event in February 2009

<b>KEY AREA: PROMOTION OF GOOD PRACTICE</b>					
<b>What do we want to achieve?</b>	<b>How are we going to do it?</b>	<b>When will we do it by?</b>	<b>Resources Required?</b>	<b>Progress 2008 / 2009</b>	<b>How will we know we have done it?</b>
				place Feb 2009	<b>ACTION ACHIEVED AND CONTINUING IN 2009/2010</b>
	Publish the Annual Report and Business Plan on the CPC website.	Ongoing	Staff resources	Await Annual Report 2008/09 and Business Plan 2008/2011	Annual Report and Business Plan published annually on the CPC website. <b>ACTION ACHIEVED AND CONTINUING IN 2009/2010</b>
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	Statistical Seminar held in January 2009  Further Developmental Day scheduled for June 2009	Development Days organised and attended by CPC members  <b>ACTION ACHIEVED AND CONTINUING IN 2009/2010</b>

**TRAINING & STAFF DEVELOPMENT – QUALITY INDICATORS AND FRAMEWORK STANDARDS MET**

Quality Indicators	Framework standards
<b>4 How good is operational management and protecting children and young people and meeting their needs?</b> 4.4 Recruitment and retention of staff 4.5 Development of staff	<b>Standard 6</b> Professionals are competent and confident
<b>5 How good is individual and collective strategic leadership?</b> 5.1 Values, vision and aims 5.2 Leadership and direction 5.3 Leadership of people and partnerships 5.4 Leadership of change and improvement	<b>Standard 8</b> Agencies, individually and collectively demonstrate leadership and accountability for their work and effectiveness

**In respect of Quality Indicators 4.4; 4.5; 5.1; 5.2; 5.3 and 5.4 the following progress has been made:**

**KEY AREA: TRAINING AND STAFF DEVELOPMENT**

What do we want to achieve	How are we going to do it?	When will we do it by?	Resources Required	Progress 2008 / 2009	How will we know we have done it?
<b>Ensure the impact on of training on practice is evaluated.</b>	Develop and implement a systematic methodology for evaluating the impact of training on practice in protecting children.	Ongoing	Staff time	Evaluations completed for every training event and collated for the CPC	Methodology available for use Reports on impact Evaluation results reported to the CPC  <b>ACTION ACHIEVED AND CONTINUING IN 2009/2010</b>
<b>All practitioners with a role in protecting children will receive appropriate support and/or case supervision</b>	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	Staff Supervision checklist / tool being developed & will be piloted in Social	Supervision Tool will be used to collate evidence from operational managers. Report provided annually to CPC

				Services June 2009	<b>ACTION CONTINUING IN 2009/2010</b>
<b>Provide opportunities to improve practitioners skills in assessing needs and risks</b>	Implement programme of training: IAF Risk Assessment and Risk Management	Continuous process	Training Budget	All Social Work staff employed in Children & Families received Risk Assessment training in 2008	Risk Assessment Training implemented into Child Protection Training Calendar  <b>ACTION ACHIEVED AND CONTINUING IN 2009/2010</b>
<b>Provide opportunities to improve common understanding and levels of risk &amp; needs (thresholds)</b>	Develop and implement a strategy to facilitate practitioners understanding of thresholds.	August 2008 onwards	Staff time	Implemented into Risk Assessment training  Will be developed within Multi Agency Child Protection Calendar	Evidenced within Child Protection Calendar  <b>ACTION CONTINUING IN 2009/2010</b>
<b>Ensure that a Child Protection Plan is in place following GOPR procedures</b>	Further GOPR Training for all agencies	Ongoing programme	Staff commitment  Training Budget	Further GOPR training now incorporated into Multi Agency Training Calendar	Pre-birth plans in place prior to birth  Multi Agency Staff familiar with High Risk Pregnancy Protocol  <b>ACTION CONTINUING IN 2009/2010</b>
	Management Information from IT Child Protection Module to inform the CPC of progress and trends in this area		IT SWIFT Team dedicated time	Statistical information collated quarterly to inform statistical report for CPC	Quarterly report available to the CPC  <b>ACTION CONTINUING IN 2009/2010</b>
<b>Ensure that all nursery staff follow Education Child Protection Procedures i.e. Standard Circular 57</b>	Training for Early Years staff based on Significant Case Reviews (SCRs)	Ongoing programme	Staff Commitment  Training budget	Close monitoring of care and welfare files by Head of establishments	Evidence of ongoing monitoring of care and welfare files  <b>ACTION CONTINUING IN 2009/2010</b>

<p><b>Improve the overall quality, content and evaluation of case files in all agencies</b></p>	<p>Training programme to be implemented</p>	<p>Ongoing from October 2008</p>	<p>Staffing resource  Training budget</p>	<p>Training to be incorporated into Child Protection Training Calendar from June 2009.  Multi Agency Case File review completed April 2008. Further reviews scheduled.  NHS A&amp;A currently establishing a process of continuous self evaluation of case files</p>	<p>Documented evidence of improvement in quality, content and evaluation of Multi Agency Case Files</p> <p><b>ACTION CONTINUING IN 2009/2010</b></p>
<p><b>Integrated Chronologies are compiled for all children on CP Register</b></p>	<p>Further roll out IAF process Improve IT solution to assist with the integrated chronologies Multi and single agency training</p>	<p>2008-2011</p>	<p>Staffing resources Implementation group Training budget</p>	<p>Guidance note for completing Integrated Chronologies drafted.  IT solutions currently being considered</p>	<p>Action Plan evident with detailed training strategy</p> <p><b>ACTION CONTINUING IN 2009/2010</b></p>
<p>Implement the four step multi agency training programme covering: Basic Awareness Foundation Investigation &amp; Assessment; Prevention &amp; 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>Ongoing training delivered to East Ayrshire Council employees throughout 2008/09</p>	<p>All EAC staff continue to have access to Child Protection Awareness training.</p> <p><b>ACTION ACHIEVED AND CONTINUING IN 2009/2010</b></p>

Appendix 1

	NHSA&A will continue to deliver 'Basic Awareness' training until all staff trained	Ongoing programme	Staff resources	NHSA&A continue delivery of training to all staff employed in A&A.  880 staff trained this year and 400 of these work within East Ayrshire	Evidence of increasing number of NHS staff attending training  <b>ACTION ACHIEVED AND CONTINUING IN 2009/2010</b>
	Strathclyde Police ensure all new officers receive child protection training	Ongoing programme	Staff resources	Child Protection training delivered nationally at the Scottish Police College, thereafter at Force Training Recruitment Centre, Jackton	<b>ACTION ACHIEVED AND CONTINUING IN 2009/2010</b>
	Develop and commission relevant child protection training	Ongoing programme	Staff resources	A variety of modules have been developed including: Sexual Abuse Awareness Working with Challenging Families Court Skills Multi Agency Training Domestic Abuse Awareness	Child Protection Calendar developed and evident on East Ayrshire Child Protection Committee web pages  <b>ACTION ACHIEVED AND CONTINUING IN 2009/2010</b>

COMMUNICATION & CO-OPERATION – QUALITY INDICATORS AND FRAMEWORK STANDARDS MET	
Quality Indicators	Framework standards
<p><b>2. How effectively do agencies and the community work together to keep children and young people safe?</b></p> <p>2.1 Public awareness of the safety and protection of children and young people</p>	<p><b>Standard 7</b> Agencies work in partnership with members of the community to protect children</p>
<p><b>3. How good is the delivery of key processes?</b></p> <p>3.1 Involving children, young people and their families in key processes</p> <p>3.2 Information sharing and recording</p> <p>3.3 Recognising and assessing risks and needs</p> <p>3.4 Effectiveness to planning to meet needs</p>	<p><b>Standard 4</b> Agencies and professionals share information about children where this is necessary to protect them</p> <p><b>Standard 5</b> Agencies and professionals work together to assess needs and risks and develop effective plans</p>

In respect of Quality Indicators 2.1; 3.1; 3.2; 3.3 and 3.4 the following progress has been made:

<b>KEY AREA: COMMUNICATION AND CO-OPERATION</b>					
<b>What do we want to achieve?</b>	<b>How are we going to do it?</b>	<b>When will we do it by?</b>	<b>Resources Required?</b>	<b>Progress 2008 / 2009</b>	<b>How will we know we have done it?</b>
<b>Improve interagency communication and decision making in response to concerns about children</b>	Establish interagency forum to discuss referrals.	June 2008	Staff Time	<p>Early Information &amp; Pre Referral group established – June 2008</p> <p>First audit of Multi Agency Response Group completed December 2008</p>	<p>Evidence of positive outcomes of Early Information &amp; Pre Referral group documented.</p> <p>Early Information &amp; Pre Referral group established and ongoing</p> <p><b>ACTION ACHIEVED AND CONTINUING IN 2009/2010</b></p>
<b>Ensure that full reports are distributed timeously to those who attended case conferences</b>	Decisions of all conferences distributed within 24 hours of the meeting	Ongoing	Appropriate work load management	Systems in place to ensure full reports delivered timeously	<p>Fully implemented systems which monitor the distribution of decisions and minutes</p> <p><b>ACTION ACHIEVED AND CONTINUING IN 2009/2010</b></p>
	Full minutes of meetings to be distributed within 5 working days of the meeting	December 2008	Appropriate work load management	Action plan from Case conference distributed within 3 working days and full minutes within 5 working days	<p>Agencies have receipt of Action Plan and full minutes</p> <p>Inclusion in supervision discussions</p> <p>Report to CPC on time taken to distribute minutes from case meetings</p> <p><b>ACTION ACHIEVED AND CONTINUING IN 2009/2010</b></p>

PLANNING AND CONNECTIONS – QUALITY INDICATORS AND FRAMEWORK STANDARDS MET	
Quality Indicators	Framework standards
<b>4 How good is operation management and protecting children and young people and meeting their needs?</b> 4.1 Polices and Procedures	<b>Standard 6</b> Professionals are competent and confident
<b>5 How good is individual and collective strategic leadership?</b> 5.1 Values, vision and aims 5.2 Leadership and direction 5.3 Leadership of people and partnerships 5.4 Leadership of change and improvement	<b>Standard 8</b> Agencies, individually and collectively demonstrate leadership and accountability for their work and effectiveness

In respect of Quality Indicators 4.1; 5.1; 5.2; 5.3 and 5.4 the following progress has been made:

KEY AREA: PLANNING AND CONNECTIONS					
What do we want to achieve?	How are we going to do it?	When will we do it by?	Resources Required?	Progress 2008 / 2009	How will we know we have done it?
Ensure children service plans are informed by the priorities of the CPC	CPC to identify priorities and feed into Children Service Planning Processes	Ongoing	Staff time	Children's Service Plan updated through ongoing liaison with Child Protection Co-ordinator	Agreed priorities are evident in Child Service Plans  <b>ACTION CONTINUING IN 2009/2010</b>

<b>KEY AREA: PLANNING AND CONNECTIONS</b>					
<b>What do we want to achieve?</b>	<b>How are we going to do it?</b>	<b>When will we do it by?</b>	<b>Resources Required?</b>	<b>Progress 2008 / 2009</b>	<b>How will we know we have done it?</b>
Increase staff awareness of links between the CPC Business Planning and Children Service Planning processes	Publish planning structure/link on CPC Website	March 2009	Staff time	Link currently being developed for CPC web pages & web pages continuously being updated	Planning structures & links evident on Website. Ongoing updates on web pages  <b>ACTION CONTINUING IN 2009/2010</b>

**LISTENING TO CHILDREN AND YOUNG PEOPLE AND OTHER MEMBERS OF THE COMMUNITY – QUALITY INDICATORS AND FRAMEWORK STANDARDS MET**

Quality Indicators	Framework Standards
<p><b>1. How effective is the help children and young people get when they need it?</b></p> <p>1.1 Children and young people are listened to, understood and respected</p>	<p><b>Standard 3: Professionals ensure children are listened to and respected</b></p>
<p><b>4. How good is operational management in protecting children and young people and meeting their needs?</b></p> <p>4.4 Participation of children, young people, families and other relevant people in policy development</p>	<p><b>Standard 7: Agencies work in partnership with members of the community to protect children</b></p>

**In respect of Quality Indicators 1.1 and 4.4 the following progress has been made:**

**KEY AREA: LISTENING TO CHILDREN AND YOUNG PEOPLE AND OTHER MEMBERS OF THE COMMUNITY**

What do we want to achieve?	How will we do it?	When will we do it by?	Resources Required?	Progress 2008 / 2009	How will we know we have done it?
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	Online survey currently being developed and will be launched in May 2009	Analysis and publication of findings to inform future promotional materials  <b>ACTION CONTINUING IN 2009/2010</b>

	<p>Representation from the public information group will support the development of East Ayrshire Children &amp; Young People (C&amp;YP) Representation Forum</p>	<p>Ongoing throughout 2008/09</p>	<p>Staff time</p>	<p>In consultation with C&amp;YP, the Public Engagement and Information subgroup actioned a key issue from the C&amp;YP Forum, relating to:</p> <ul style="list-style-type: none"> <li>*developing a list of CP contact numbers</li> <li>*providing information on plasma screens in schools</li> <li>* information in Dialogue Youth website &amp; School homework diaries</li> <li>*Danger Detectives and Public Safety Presentation for Secondary Schools</li> </ul>	<p>Evidence of support in the minutes of meetings Views of young people reflected in practice/service planning and improvement</p> <p><b>ACTION ACHIEVED AND CONTINUING IN 2009/2010</b></p>
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<p><b>Where appropriate all children and young people attend their own Case Conference and, if not, their views are recorded</b></p>	<p>Lead professional and Independent Chair ensure that children and young people attend and have their views recorded</p>	<p>Immediate</p>	<p>Staff resources</p>	<p>Attendance encouraged &amp; views recorded</p>	<p>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.</p> <p><b>ACTION CONTINUING IN 2009/2010</b></p>
<p><b>Ensure that consent from children and their families to share information is recorded</b></p>	<p>Roll out of IAF NHSA&amp;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.</p> <p>IAF meeting scheduled for May 2009 has an proposed Action Plan</p>	<p><b>ACTION PARTIALLY ACHIEVED AND CONTINUING IN 2009/2010</b></p>



### **SPECIFIC ACTION PLAN 2008/09**

**The following key areas and specific actions will be focused on and progresses by  
East Ayrshire Child Protection Committee for the year 2009/10**

<b>KEY AREA: PUBLIC INFORMATION</b>				
<b>What do we want to achieve?</b>	<b>How are we going to do it?</b>	<b>When will we do it by?</b>	<b>Resources Needed?</b>	<b>How will we know when we have done it?</b>
Increase the reporting of concerns about a child by the public and professionals	Public information will be distributed to local shops/businesses/multi agency establishments	June 2009 June 2010	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
Continue to increase children and young people's awareness on how to protect themselves	Purchase and distribute promotional materials and distribute at appropriate events	2008 target achieved 2009/10 (Continuous action plan programme)	Funding for materials	Production of materials  Widespread distribution of materials throughout East Ayrshire
	CPC logo and telephone numbers in school homework diaries;	August / October 2009 August 2010 (Continuous action plan programme)	Funding for materials	Diaries with information will be distributed to all children in the nine Learning Partnerships in East Ayrshire from August 2009

<b>KEY AREA: POLICIES, PROCEDURES AND PROTOCOLS</b>				
<b>What do we want to achieve?</b>	<b>How are we going to do it?</b>	<b>When will we do it by?</b>	<b>Resources Needed?</b>	<b>How will we know when we have done it?</b>
<b>Ensure the timely development and initial implementation of the updated West of Scotland Interagency Child Protection Procedures</b>	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	January 2010	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
<b>Ensure the public are aware of the CPC and the child protection activities of the CPC</b>	Annual publication of the East Ayrshire CPC Annual Report and Business Plan on the CPC website	2009/11 (Published Annually during month of August)	IT resources	The East Ayrshire CPC Annual Report 2008/09 and Business Plan update 2008/11 will be made available on the CPC website
<b>Further development, consultation and involvement of children and young people in policy development.</b>	Roll out the "Continuous Opportunity for Gathering and Sharing" (COGS) model securing children's views	2009/11 Commenced January 2009 rolling programme of reviews in accordance with Children's Service Plan reporting timescales (6 monthly)	Staff time	Evidence of consultation taking place and impact on commissioning strategy Evidence of children's views informing the Children's Service Plan
<b>Provide children and families with the help they need when they need it</b>	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
<b>Across services ensure there is a robust process for updating policies and procedures and evaluating their impact</b>	Review of documents commissioned by CPC to provide 3 year update of the West of Scotland inter-agency Child Protection Procedures	December 2009	Funding paid	East Ayrshire Child Protection Committee will have revised procedures in place

<b>Standards of good practice consistent across social work services</b>	Produce supervision policy	December 2007 (achieved)	Staffing resources	Ongoing evidence of Supervision Policy implementation and regular reports which are submitted to Management Team
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**KEY AREA: POLICIES, PROCEDURES AND PROTOCOLS (Continued)**

What do we want to achieve?	How are we going to do it?	When will we do it by?	Resources Needed?	How will we know when we have done it?
<b>Ensure that all children have access to a GP</b>	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	April 2010	Staff time	Evidence of written communication available
<b>Provide appropriate level of service to children accommodated away from home</b>	Staffing review carried out across Department of Community Care Social Services	September 2009	Staffing resources	Completion of review and findings published

**KEY AREA: MANAGEMENT INFORMATION**

What do we want to achieve?	How are we going to do it?	When will we do it by?	Resources Needed?	How will we know when we have done it?
<b>The CPC has an overview of trends and issues affecting the vulnerability &amp; need for protection in children to inform the planning of services</b>	Lead Officer Child Protection and the Independent Review officer to provide CPC with reports on CP activity and highlight trends to inform service planning.	Rolling programme (Quarterly reporting)	Staff time	Quarterly report to the CPC from the Child Protection Module on SWIFT IT System
<b>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</b>	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
	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

<b>KEY AREA: QUALITY ASSURANCE</b>				
<b>What do we want to achieve?</b>	<b>How are we going to do it?</b>	<b>When will we do it by?</b>	<b>Resources Needed?</b>	<b>How will we know when we have done it?</b>
<b>Ensure the implementation of actions in respect of Significant Case Reviews (SCRs) undertaken on behalf of the CPC</b>	Monitor the implementation of the recommendations from SIRs	SCR Action plans demonstrating achievements. (Rolling programme)	Staff time	SCR Procedures now in use. Review of monitoring processes of SCR Action Plans
<b>Ensure that risk assessments are carried out without undue delay</b>	Self evaluation of practice in risk assessment to be carried out	6 monthly case file samples	Staff resources	Risk assessments are in place & self evaluation process evidenced routinely
	Further roll out of IAF process	IAF Implementation programme	Staffing resources	Pan Ayrshire model of paperwork evident in East Ayrshire
	Review of Pan Ayrshire review of Out of Hours care	2008/2009	Appropriate Staffing	The Review Process will be informed by the Pan Ayrshire Review and the current service provision review
<b>Improve access to CAMHS</b>	NHS Ayrshire and Arran have a review of mental health services underway. Improved access to CAMHS is an objective of this review	As per NHS Ayrshire and Arran action plan schedule	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
<b>All plans concerning children in care are reviewed within an agreed timescale and that contingency plan is in place</b>	Implementation of multi-agency Action Plan from the IAF Framework which includes timescales/outcomes and contingency plans	2009/2010	Appropriate work load management	Regular review of childcare plans evident  IAF fully implemented in East Ayrshire
<b>Ensure consistency of approach in LAAC review process</b>	Implement the revised LAAC procedures and guidelines	December 2008 (achieved)	Staff resources	Revised LAC procedures in place LAC procedures will incorporate GIRFEC / IAF developments
<b>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</b>	Review Action Plan and undertake an annual self evaluation to improve services for vulnerable children in East Ayrshire	Annual process in line with Business Planning Cycle	Staff resources	Evidence of a Multi Agency Systematic and Structured approach to Self Evaluation

<b>KEY AREA: PROMOTION OF GOOD PRACTICE</b>				
<b>What do we want to achieve?</b>	<b>How are we going to do it?</b>	<b>When will we do it by?</b>	<b>Resources Needed?</b>	<b>How will we know when we have done it?</b>
Involve and consult with all members of the CPC to ensure ongoing awareness of pertinent CP issues	Host regular CPC Development Days	2008/11	Staff resources CPC budget	Development Days organised and attended by CPC members – 3 year programme to be devised
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.

<b>KEY AREA: TRAINING AND STAFF DEVELOPMENT</b>				
<b>What do we want to achieve?</b>	<b>How are we going to do it?</b>	<b>When will we do it by?</b>	<b>Resources Needed?</b>	<b>How will we know when we have done it?</b>
<b>All practitioners with a role in protecting children will receive appropriate support and/or case supervision</b>	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	Report provided annually to CPC	Staff time	Supervision Tool will be used routinely to collate evidence from operational managers.
<b>Provide opportunities to improve common understanding and levels of risk &amp; needs (thresholds)</b>	Develop and implement a strategy to facilitate practitioners understanding of thresholds.	August 2008 onward (As set in the Child Protection Calendar)	Staff time	Implemented into single agency Risk Assessment training Evidenced within Child Protection Calendar
<b>Ensure that a Child Protection Plan is in place following GOPR procedures</b>	Further GOPR Training for all agencies	Rolling programme 2009/10 (Dates to be agreed)	Staff commitment Training Budget	Pre-birth plans in place prior to birth Multi Agency Staff familiar with High Risk Pregnancy Protocol
<b>Improve the overall quality, content and evaluation of case files in all agencies</b>	Training programme to be implemented	As set out in Training Calendar	Staffing resource Training budget	Documented evidence of improvement in quality, content and evaluation of Multi Agency Case Files
<b>Integrated Chronologies are compiled for all children on CP Register</b>	Further roll out IAF Process Improve IT solution to assist with the integrated chronologies Multi and single agency training	As detailed in IAF implementation project plan	Staffing resources Implementation group Training budget	Action Plan evident with detailed training strategy

<b>KEY AREA: COMMUNICATION AND CO-OPERATION</b>				
<b>What do we want to achieve?</b>	<b>How are we going to do it?</b>	<b>When will we do it by?</b>	<b>Resources Needed?</b>	<b>How will we know when we have done it?</b>
<b>Improve interagency communication and decision making in response to concerns about children</b>	Establish interagency forum to discuss referrals.	June 2008 (achieved)	Staff Time	Audit of service evidences positive outcomes of Early Information & Pre Referral group and findings published. Early Information & Pre Referral group established and ongoing

<b>KEY AREA: PLANNING AND CONNECTIONS</b>				
<b>What do we want to achieve?</b>	<b>How are we going to do it?</b>	<b>When will we do it by?</b>	<b>Resources Needed?</b>	<b>How will we know when we have done it?</b>
<b>Increase staff awareness of links between the CPC Business Planning and Children Service Planning processes</b>	Publish planning structure/link on CPC Website	March 2009 (achieved) March 2010	Staff time	Planning structures & links evident on Website. Ongoing updates on web pages

<b>KEY AREA: LISTENING TO CHILDREN AND YOUNG PEOPLE AND OTHER MEMBERS OF THE COMMUNITY</b>				
<b>What do we want to achieve?</b>	<b>How are we going to do it?</b>	<b>When will we do it by?</b>	<b>Resources Needed?</b>	<b>How will we know when we have done it?</b>
<b>Further develop means of engagement with young people in seeking their views and assessing the impact of these</b>	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	Commenced May 2009	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
	Representation from the public information group will support the development of East Ayrshire Children & Young People (C&YP) Representation Forum	2008/09	Staff time	Evidence of support in the minutes of meetings. Views of young people reflected in practice/service planning and improvement
<b>Ensure that consent from children and their families to share information is recorded</b>	Roll out of IAF NHSA&A promote the recording of children's views through training and documentation	2008-2011	IAF documentation	Documentation evidence of consent from children and their families and the children's views

<b>Membership of the East Ayrshire Child Protection Committee</b>		
<b>Name</b>	<b>Role/Designation</b>	<b>Agency</b>
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	'U' Division' Kilmarnock
Bill Walkinshaw	Head of Democratic Services	East Ayrshire Council
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	'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
May Dunsmuir/Karen Wallace	Authority Reporter	SCRA, Ayr
Stuart MacMillan	Procurator Fiscal, Depute	Procurator Fiscal's Office, Kilmarnock
Vacancy	Alcohol and Drugs Partnership (Lead Officer)	
<b>Committee Support</b>		
Diane Burns/vacancy	Joint Multi Agency Child Protection Co-ordinator	East Ayrshire Child Protection Committee
Gillian Hamilton	Administrative Officer	East Ayrshire Council

<b>Membership of the Chief Officers Group</b>		
<b>Name</b>	<b>Role/Designation</b>	<b>Agency</b>
Chief Superintendent William Fitzpatrick	Strathclyde Police	'U' Division' Kilmarnock
Way-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 (Head of Children, Families & Criminal Justice)	East Ayrshire Council
Eddie Fraser	Interim Chair of the East Ayrshire Adult Protection Committee	East Ayrshire Council
Elizabeth Morton	Depute Chief Executive/Executive Director of Corporate Support	East Ayrshire Council
Fiona Lees	Chair of the Chief Officers Group/Chief Executive	East Ayrshire Council
Fiona McQueen	Lead Director - Child Protection	NHS Ayrshire and Arran
<b>Support to Chief Officers Group</b>		
Gillian Hamilton	Administrative Officer	East Ayrshire Council
Iain Tough	Corporate Business Manager, Chief Executive's Office	East Ayrshire Council
Michael O'Neill	Executive Officer, Chief Executive's Office	East Ayrshire Council
Diane Burns/vacancy	Joint Multi Agency Child Protection Co-ordinator	East Ayrshire Council
Donna Sinforiani	Adult Protection Co-ordinator	East Ayrshire Council

## 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 (This also has the Practitioners Forum)
- 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
Dianne Burns (Chair)	Child Protection Co-ordinator	East Ayrshire Child Protection Committee
Anne Ritchie	Senior Lecturer Social Work	University of the West of Scotland, Paisley
Marlyn Nicol	Child Protection Advisor	NHS Ayrshire and Arran
Annette McKinlay	Head Teacher	Galston Primary School, East Ayrshire
Gill Williams	Team Leader, Children and Families	East Ayrshire Council
Clarke Muir	Children's Reporter	SCRA, Ayr
Maureen McKay	Head of Service	Turning Point
Gina Wilson	Assistant Area Manager, Housing Services	East Ayrshire Council
James Mitchell	Depute Head Teacher	James Hamilton Academy, East Ayrshire

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
Eamonn Lyons	Strathclyde Fire Service	East Ayrshire
PC Michael Baird	Strathclyde Police	'U' Division' Kilmarnock
Ian George	Resource Worker	East Ayrshire Council
Vacancy	Child Protection Co-ordinator	East Ayrshire Child Protection Committee

<b>1.3 Performance and Audit Sub Group members</b>		
<b>Name</b>	<b>Designation</b>	<b>Agency</b>
Maureen Bell (Chair)	Nurse Consultant for Vulnerable Children	NHS Ayrshire & Arran
Celia Gray	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
Jakki McLellan	Clinical Governance	NHS Ayrshire and Arran
Graeme Winning	Best Value and Performance Officer, Neighbourhood Services	East Ayrshire Council
Jim Lyon	Principal Officer, Children	East Ayrshire Council
PC Ronnie Kenmuir	Strathclyde Police	'U' Division' Kilmarnock
Diane Burns	Child Protection Co-ordinator	East Ayrshire Child Protection Committee

<b>1.4 Training Sub Group members</b>		
<b>Name</b>	<b>Designation</b>	<b>Agency</b>
Marlyn Nicol (Chair)	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
Gordon Potter	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	'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	'U' Division' Kilmarnock

### **1.5 Working Sub Groups – Membership dependant on nature of group**

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 East Ayrshire Child Protection Committee

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

**Child Protection Committee Budget 2008/09**

<b>Income:</b>	<b>£</b>
East Ayrshire Social Work Services (CCSF)	32152.65
Police	2531.00
<b>Total Income</b>	<b>34683.65</b>

**Expenditure:**

Child Protection Co-ordinator and affiliated costs	27091.15
Training and publicity materials	7592.50
<b>Total Expenditure</b>	<b>34683.65</b>

**Projected Child Protection Committee Budget 2009/10**

<b>Income:</b>	<b>£</b>
East Ayrshire Social Work Services (CCSF)	46146.00
Police	4037.50
Health	4037.50
East Ayrshire Social Services	4038.00
<b>Total Income</b>	<b>58259.00</b>

**Expenditure:**

Child Protection Co-ordinator and affiliated costs	46146.50
Public Engagement & Information	5925.00
Training activities	4587.50
Practitioner Forum activities	1600.00
<b>Total Expenditure</b>	<b>58259.00</b>

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## East Ayrshire Annual Conference on Protection 25 February 2009

**Programme**

0900 – 0930 Registration

0930 – 0945 Welcome by **Susan Taylor** (Chair of East Ayrshire Child Protection Committee)

0945 – 1045 Living Psychology: The 'Authentic Warmth' approach to children and young people who have been rejected, neglected and abused

**Speaker: Dr Sean Cameron**

**1045 – 1115 Break**

1115 – 1130 The Carer's Perspective of being a Corporate Parent.

**Speaker: Margaret Walker**

1130- 1200 'Who Cares' – Independent Advocacy service for all Looked After children in East Ayrshire.

**Speaker: Heather Gray (Director, Who Cares)**

1200 - 1230 The Voices of Children who have experienced Local Authority Care – DVD

**1230 – 1330 Lunch**

1330 – 1400 Corporate Parenting: 'These are our Bairns'.

**Speaker: Fiona Lees  
(Chief Executive)**

1400 – 1450 'We Can and Must Do Better'.

**Speaker: Graham McCann  
(Development Worker, Scottish Government)**

**1450 - 1510 Break**

1510– 1630 Workshops:

1. GIRFEC / IAF –

**Speakers: Superintendent Douglas Robertson  
Jim Lyon (Principal Officer, Children)**

2. The LAAC Health Perspective -

**Speakers: June Milne & (Public Health Facilitator, LAAC Health Team)  
Kathleen Winter (Public Health Practitioner, Child Health)**

3. Early Years Framework –

**Speaker: Janie Allen (Principal Officer (Early Education & Childcare))**

4. Corporate Parenting Action Plan -

**Speaker: Stuart Bates (Service Manager, Care & Review)**

**1620 Close**

EAST AYRSHIRE CHILD PROTECTION COMMITTEE  
ANNUAL CONFERENCE – 25 FEBRUARY 2009

**LISTENING TO CHILDREN’S VOICES AND CORPORATE PARENTING**

**1. EVALUATION FEEDBACK**

Delegates were asked to rate aspects of the event and comment on any benefits the event had for them or their work and to give ideas for future events. 61 of the 113 delegates (54%) completed an evaluation form.

Rating aspects of the event on a 1 (poor) to 5 (excellent) scale showed

**1.1 Score Breakdown (%) and Average Score for each aspect**

	Poor 1	2	3	4	Excellent 5	Average
<b>Objectives Met</b>	0%	0%	5%	64%	31%	4.2
<b>Event Organisation</b>	0%	1%	15%	51%	33%	4.1
<b>Presentation – Speakers</b>	0%	0%	3%	44%	53%	4.5
<b>Presentation – Content</b>	0%	0%	2%	57%	41%	4.4
<b>Usefulness of Event</b>	0%	0%	12%	57%	31%	4.2
<b>Venue - Facilities</b>	2%	0%	7%	47%	44%	4.3
<b>Venue - Catering</b>	0%	5%	15%	31%	49%	4.2

**1.2 Comments:**

Delegates rated the speakers highest of all with an average of 4.5 with particular positive comments for Dr Sean Cameron who had flown up from London to the Conference. Fiona Lees was also thought to be ‘inspiring and very positive’. The presentation content was almost parallel with the speaker response with a score of 4.4.

All delegates felt the objectives had been met with responses ranging from ‘adequate’ through to being met to an ‘excellent’ degree. No delegates felt the Conference had not met their needs in some way and the majority felt the Conference had been ‘good’ or ‘excellent’ in the overall usefulness to each delegate.

In response to the venue and catering, the vast majority of delegates felt this was ‘excellent’, however, one delegate felt it was ‘too remote’. There were some comments about having to queue for lunch, however once lunch was served the food was thought to be excellent. This venue was chosen to promote equity for staff in East Ayrshire as the conference held last year was hosted in the north of East Ayrshire (in Kilmarnock).

## 2. RAISING AWARENESS AND CONFIDENCE

### 2.1 AWARENESS

Delegates were asked 'How much did the event raise your awareness of child protection issues?'

The overall rating on a 1 to 5 basis with an average of 3.8 was:

Not at all 1	2	3	4	5	Average
0%	5%	12%	57%	26%	3.8

The vast majority, 83%, of delegates felt the event raised their awareness of child protection issues and no-one felt it did not raise their awareness in child protection to some degree.

#### 2.1.1 Examples of comments when asked of particular areas that delegates now felt more knowledgeable about included:

*'Corporate Parenting / Residential Care*

*'Attunement and Attachment'*

*'Work of 'Who Cares' Scotland*

*'Issues and consequences of children being in care, necessity to intervene as early as possible'*

### 2.2 CONFIDENCE

Delegates were asked 'How much did the event raise your confidence in dealing with child protection issues?'

The overall rating on a 1 to 5 basis with an average of 3.7 was:

Not at all 1	2	3	4	5	Average
0%	10%	29%	46%	15%	3.7

The vast majority, 61%, of delegates felt the event raised their confidence in dealing with child protection issues and no-one felt it did not raise their confidence in child protection to some degree.

#### 2.2.1 Examples of comments when asked of particular areas that delegates now felt more confident about included:

*'Need to listen to children'*

*'Confidence is built and maintained by attending these events'*

### 3. BENEFITS

Delegates were asked **‘What benefits to young people and their families, carers and colleagues will there be as a result of your participation in this event?’**

#### 3.1 Examples of responses were:

*‘Will use to inform better practice within leisure services’*  
*‘The impact of being looked after on the child’s education’*  
*‘This training has reinforced the continued need to listen to children!’*  
*‘Increased awareness of inter-agency working’*  
*‘Better understanding of the chaos that permeates their lives’*  
*‘Raised awareness will hopefully lead to changed attitudes and motivation to help change. This does not require additional resources’*  
*‘Raised awareness of services / support available and Local Authorities vision’*

### 4. SKILLS AND KNOWLEDGE

Delegates were asked **‘What new skills or knowledge have you gained?’**

#### 4.1 Examples of responses were:

*‘New knowledge gained on older LAAC, as I work in early years’*  
*‘Now much more aware of the disadvantages in educational qualifications young people in care’ have to overcome*  
*‘Good background knowledge of the issues, i.e. current developments’*  
*‘Greater understanding of impact on children & young people of inadequate parenting’*  
*‘What East Ayrshire’s vision is for Child Protection’*  
*‘Holistic view of child protection’*

### 5. IMPROVEMENT

Delegates were asked **‘How can this training be improved?’**

#### 5.1 Examples of responses were:

*‘More workshops that are specific to people’s expertise, health, education, social work, etc’*  
*‘Open this up to schools (in-service) so that all staff can participate’*  
*‘Early Years focus – i.e. need play therapy / special supports for nursery aged children*  
*‘No suggestions. Training was excellent.’*

### 6. SEVEN DIMENSIONS FOR SCOTLAND’S CHILDREN SUPPORTED BY THE EVENT

Delegates were provided with a list and asked ‘Which of the seven dimensions for Scotland’s children are supported by this event? The responses for each dimension were:

SAFE	HEALTHY	ACHIEVING	NURTURED	ACTIVE	RESPECTED & RESPONSIBLE	INCLUDED
82%	70%	84%	75%	54%	87%	82%

All seven dimensions for Scotland’s children were supported by this event to some degree. This demonstrates the realisation that all agencies acknowledge a responsibility as corporate parents to support all looked after children and young people, to ‘seek for them the same outcomes as any good parent would want for their own children’ (Scottish Government, 2008).

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## 7. WORKSHOPS

Four workshops were offered at the Conference. Workshop 1 was the most popular, however the delegates had been asked to provide a first and second choice and through a selection process, the delegates were given first choice where possible then second choice if any workshop was oversubscribed. This ensured equity in numbers across the workshops. There were approximately 28 delegates attending each workshop.

7.1	Workshop 1	GIRFEC / IAF
7.2	Workshop 2	The LAAC Health Perspective
7.3	Workshop 3	The Early Years Framework
7.4	Workshop 4	Corporate Parenting Action Plan

### Additional Comments:

'(The Chair) welcomed us very warmly & chaired the Conference extremely well'  
'Thank You, a very worthwhile day!!'

### References

Scottish Government (2008). *These Are Our Bairns: a guide for community planning partnerships on being a good corporate parent*, Edinburgh, St. Andrew's House.

Scottish Government (2007) *Looked After Children and Young People: We Can and Must Do Better*, Edinburgh, St. Andrew's House

## **Children and Families Risk Assessment Training for Team Managers**

**Copy of assessment requires to be pasted here - ? admin to do (already emailed to Janine but available from training admin or Celia Gray if required)**

## 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, East Ayrshire Child Protection Committee are able to identify important areas for review which then help inform the Business Plan.

### 1.1 Local Information

East Ayrshire Council 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
<b>0-15</b>	21999	20666	20271	18295
<b>16-29</b>	19143	20239	17145	16099
<b>30-49</b>	34694	31843	27191	26339
<b>50-64</b>	23442	24579	26468	21524
<b>65-74</b>	11319	12034	14051	15661
<b>75 &amp; over</b>	8693	9468	12298	15862
<b>ALL AGES</b>	<b>119290</b>	<b>118823</b>	<b>117424</b>	<b>113780</b>

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.

- In 2008/2009 there were 189 child protection referrals. 93 (49%) of these were male and 92 (49%) were female, 4 (2%) were unknown (due to being pre birth). This compares to 299 referrals for 2007/08.
- Of the 189 referrals, 100 (53%) were subject to a child protection case conference. This compares to 54% who were subject to a child protection case conference in 2007/2008
- Of the 53% of children who were subject to a case conference, 95% lived at home prior to referral. In 2007/08, 97% of children who were subject to a case conference lived at home
- The primary known /suspected abuser of 95% of the children was the natural mother or father, with 58% being the mother and 37% being the father
- Of the 100 case conferences, 79% resulted in the child being placed on the child protection register. This compares to 61% of children referred being placed on the child protection register in 2007/08
- Of the 79% of children who were placed on the child protection register there was a significant difference under the category of physical neglect. In 2007/08, 52% were placed under this category, however in 2008/09 33% were placed under the category of physical neglect.
- Also, under the category of emotional abuse, in 2007/08, 1% of children were placed under this category, however, 14% were placed under the category of emotional abuse in 2008/09
- The number of de-registrations from the child protection register was 150. This compares to 98 children de-registered in 2007/08, a difference of 65%. 63% of these children had been on the child protection register for less than six months and 83% of these children had been on the child protection register for less than one year
- As at 31 March 2009, there were 75 children on the child protection register. This compares to 83 children for the same time the previous year. This equates to a reduction of 10% from 2007/08. 57% of the children registered were boys and 43% were girls.
- 49% of children on the child protection register were under four years old. This is the majority of children as the next age group of children registered is the 5-10 year age group, which attributes for 29% of these children
- As at 31 March 2009, 60% of all children registered were placed under the category of risk of or actual physical neglect; 25% were due to emotional abuse; 15% were due to physical injury

## 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 2008 to 31 March 2009.

The number of referrals for non offence grounds in East Ayrshire during the above period was **2283** and these referrals involved **1445** children. There were **659** children under five years old referred within this period. These were the highest percentage of referrals at **46%** of total referrals. This is higher than figures for Scotland as a whole, where the percentage is **41%**.

The main category for grounds for referral for all ages, both in East Ayrshire and Scotland, was condition d) in Section 52(2) of the Children (Scotland) Act 1995 whereby this 'is a child in respect of whom any of the offences mentioned in Schedule 1 to the Criminal Procedure (Scotland) Act 1995 (offences against children to which special provisions apply) has been committed'.

By a vast majority, the main source for referrals to the Children's reporter originate from the Police. This is followed by Social Work then Education. This is also reflected within the figures for Scotland also.

There were **1428** Hearings held in East Ayrshire during this period and from these Hearings **470** children had Supervision Requirements put in place.

There were **29** Child Protection Order referrals and, of these, **29** children were received. This reflects that it was the correct decision to raise a Child Protection Order for all the children concerned. The following table demonstrates the trend of Child Protection Orders granted over the past few years. Between 2007 to 2008 there was a 169% increase in CPO's granted in East Ayrshire. This has recently been the focus of further research and findings from this will be published soon.

Number of Child Protection Orders granted in East Ayrshire over the last five years in East Ayrshire			
2008	2007	2004	2003
35	13	4	11

### Key Summary Points from Statistical Seminar:

<b>Annual Comparisons of the Number of Child Protection Referrals per 1000 of the 0-15 Population East Ayrshire to our Comparator Authorities as at 31 March</b>			
	<b>2008 Rate</b>	<b>2007 Rate</b>	<b>2004 Rate</b>
<b>East Ayrshire</b>	<b>13.8</b>	<b>12.0</b>	<b>5.2</b>
North Lanarkshire	8.1	6.5	5.9
Clackmannanshire	10.2	13.9	16.7
Falkirk	17.2	17.2	8.7
North Ayrshire	13.9	15.3	5.4
West Lothian	17.0	14.1	12.0
<b>Scotland</b>	<b>13.5</b>		

This table demonstrates, in 2008 at 13.8:1000 children, a **13.7%** increase from 12.0:1000 children in 2007 and **151%** increase from 5.2:1000 children in 2004. When comparing East Ayrshire to our Comparator Authorities, Falkirk has the highest rate of Child Protection Referrals and East Ayrshire lies fourth highest. Based on these figures, East Ayrshire is slightly higher than the National rate of Child Protection referrals which sits at 13.5:1000 for 2008. In 2004, East Ayrshire had the lowest rate of Child Protection Referrals to the other Comparator Authorities and National figures.

<b>Annual Comparisons of Child Protection Registrations per 1000 children East Ayrshire rates compared with our Comparator Authorities as at 31 March</b>				
	<b>2008 Rate</b>	<b>2007 Rate</b>	<b>2003 Rate</b>	<b>1998 Rate</b>
<b>East Ayrshire</b>	<b>3.8</b>	<b>2.5</b>	<b>1.3</b>	<b>0.4</b>
North Lanarkshire	0.9	1.6	1.3	0.5
Clackmannanshire	3.0	2.4	3.0	1.9
Falkirk	3.1	2.9	2.3	4.2
North Ayrshire	1.8	2.2	0.8	1.4
West Lothian	2.6	2.9	2.4	2.1
<b>Scotland</b>	<b>2.7</b>	<b>2.8</b>	<b>2.4</b>	<b>2.3</b>

The rate of 3.8:1000 children reported in East Ayrshire is the highest level recorded for the last ten years. This is significantly higher than the National average of 2.7:1000 children and also significantly higher than all the Comparator Authorities. When compared against all 32 Local Authorities, East Ayrshire currently has the fifth highest Child Protection rate in Scotland.

The increase in the rate of children on the Child Protection Register is related to several different factors including substance misuse, for example, a recent small internal audit of child protection case conferences indicated that between 65 – 75% of Conferences were convened as a direct result of neglect due to parental problem substance use.

<b>Annual Comparisons of the Number of Child Protection Referrals which result in a Case Conference per 1000 of the 0-15 population East Ayrshire to our Comparator Authorities as at 31 March</b>			
	<b>2008 Rate</b>	<b>2007 Rate</b>	<b>2004 Rate</b>
<b>East Ayrshire</b>	<b>7.5</b>	<b>7.0</b>	<b>3.4</b>
North Lanarkshire	2.9	3.6	3.1
Clackmannanshire	3.4	3.9	4.2
Falkirk	3.6	4.7	2.7
North Ayrshire	4.0	4.9	2.4
West Lothian	2.8	2.9	2.5
<b>Scotland</b>	<b>4.7</b>	<b>5.0</b>	<b>3.6</b>

The number of Child Protection referrals where the outcome was a case conference in East Ayrshire in 2008 was 163 which is a rate of 7.5:1000. This is a 5% increase from 2007 and 109% increase from 2004. East Ayrshire has the highest rate of Child Protection Referrals that result in a case conference of all our Comparator Authorities by a significant margin. It is also significantly higher than the National rate of 4.7:1000 children.

**Statistics on Interagency Training 01/04/08 – 31/03/09**

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