



CHILD PROTECTION COMMITTEE  
JOINT SELF EVALUATION REPORT

5.4

<p><b><u>Quality Indicator</u></b></p> <p>5.4 Effectiveness of planning to meet needs</p>	<p><b><u>Themes</u></b></p> <ul style="list-style-type: none"> <li>• Decision making, identifying responsibilities and meeting needs</li> <li>• Taking account of changing circumstances</li> </ul>
<p><b>Overall Evaluation</b></p> <p><b>GOOD</b></p>	
<p><b>Evaluation of current service and practice</b></p> <p><b>How good are we now?</b></p> <p>In 2008 HMIE joint inspection of services to protect children in East Ayrshire, reported that this was an area requiring significant improvement and investment, they graded the indicator “Adequate”. Following on from the publication of the report an action plan was put in place to develop practice in this area and significant progress has been made. Within this section we hope to highlight the key work that has taken place in East Ayrshire strengthening our skills in effectively planning to meet needs.</p> <p><b>DECISION MAKING, IDENTIFYING RESPONSIBILITIES AND MEETING NEEDS</b></p> <ul style="list-style-type: none"> <li>• GIFREC Early Intervention and Pre Referral Group meeting is a clear process and understanding between agencies which identifies the Lead agency and responsibilities. The chairing of the group is rotated by a representative from each of the agencies on the group</li> <li>• Key importance to practice is multi agency discussion out with CP process. This ensures early intervention of all agencies.</li> <li>• Child protection processes which can result in a Child Protection Case Conference. These meetings are chaired by an independent chair. Children and young people and their parents/carers are actively involved and encouraged to attend all child protection meetings including core groups. All key agencies are represented at child protection meetings and if there is a concern that a specific agency did not attend then the independent chair will follow this up in writing with the individual agency.</li> <li>• The Chair will meet with the parents/carers and the children before the case conference to ensure that they are aware of the reason that it is taking place, that they have seen the relevant reports and that they understand the importance of providing their views to the meeting. The outcome of this initial meeting is that the child and family will know the chair and that their views are seen as an essential component of the meeting. Throughout the meeting the chair will ensure that the child and parent/carer understand what is being said and ask for their views.</li> <li>• Quality of reports from Social Work Services has been reviewed and an improvement evident. Specific training sessions were provided in report content and presentation and Risk assessment training. This impacts on the working of the child protection case conference as clear precise information is available highlighting the vulnerability</li> </ul>	

matrix and SHANARI principles with clear statements of risk and recommendations to aid the initial child protection case conference discussion.

- It has been agreed that at initial case conference a Comprehensive Risk Assessment will be discussed, to be completed, where appropriate, for the first Child Protection review case conference. This is completed on the Integrated Assessment Framework paperwork which incorporates the SHANRI principles, My world Triangle and the Vulnerability matrix. This new procedure has made the information available to conference more robust and benefits children by providing accurate and full information along with recommendations for the care plan. The family and child, where age appropriate, are fully involved in the completion of this assessment and the final documents is shared with them.
- If a child is placed on the Child Protection Register robust, specific child protection plans are put in place for every child, naming the individuals responsible for implementing each aspect of the plans. Core groups are held regularly and have representation from the key professionals that are involved with the child. The core groups review the implementation of the plans and assess whether progress is being made and whether children's needs are being met.
- The Initial Response Teams assess, identify, and intervene to meet the immediate needs of children and young people, if it is determined that the needs of the child/young person's is on a longer term basis they are transferred into one of the longer term teams. The looked after, and permanency planning system ensures that the longer term needs of children are addressed, and Good Practice support sessions are offered to all staff to assist them in completing reports to secure longer term needs of children
- All children on the child protection register or children who are looked after and accommodated away from home have an individual care plan. The plans are well formatted and contain actions, responsible persons, timescales, expected outcomes and a contingency plan. The key outcome of the plan in place is to improve the situation of the child and young person. Regular reviewing of the plan ensures that if this is not being achieved that the plan can be amended.
- When improvements have occurred and the child is removed from the child protection register the family will continue to be monitored and supported, a deregistration plan is agreed at the case conference and supports reduce in line with the progression of the case.
- The capacity for LAAC reviews have been enhanced with an additional reviewing officer now in post. This service is currently being reviewed to ensure that future capacity needs are met.
- Kinship Care Funding is provided so that where ever possible children who can not remain at home are able to live with family members to minimise trauma. Financial support in the form of Kinship Care supports families to be able to provide for those children. Children have benefited from being able to live with family members because of financial support that might otherwise have had to be received into the care of Local Authority or out of Authority foster carers.
- **FAMILY GROUP CONFERENCING- INSERT INFORMATION**
- MAPPA process ensure decision making and identifies those responsible for actions
- CAST team: focus on transition from school to adult life under additional support needs legislation
- We Can and Must Do Better strategies related to educational attainment and achievement. Staff have been briefed in relation to this initiative which forms part of the corporate parenting action plan. Focus on child as an individual and assists staff

to recognise the impact of child's circumstances on learning.

- As universal services health visitors and school nurses understand the role of the lead professional and fulfil this role or support others to where agreed through multi-agency processes (GIRFEC, CP Process).
- There is good and improving involvement of all services in planning and formulation of action plans to meet children's and young people's needs.
- Child health records contain care plans which identify needs, appropriate interventions and services which are in place for as long as required. These are developed in partnership with parents and children where appropriate. The interventions and services provided or facilitated by health staff are effective and have a positive impact on the needs of children.
- Health component in CP plan and care plans evident in Child Health Records demonstrate there is varied practice here and outcomes from ongoing self evaluation should address this.
  
- Non-disclosure of a child's address through children's hearing and legal proceeds work with partners, aimed at producing joint understanding of shared and individual responsibilities for keeping children safe from risk.
  
- Sexual Offences Prevention Order (SOPO)- From police single evaluation- either need extra information or remove
- Domestic Abuse Protocol- As per the Standard Operating Procedure (SOP) for Police response to Domestic Incidents. The SOP can be available to the Inspection Team. There is also the Ayrshire Wide Non-Offence Protocol which in effect means that all children who are exposed to a domestic incident are referred to the area Social Work Department. In addition where pre-school children are involved a referral is also made to Health. The 'flow chart' for this can be available to the Inspectors
- Case Progression- The Interim Prioritisation Scheme was introduced in October 2007 by the Principal Reporter in response to the ongoing rise in receipt of referrals, especially in relation to non offence referrals and the need to focus on the children most in need of compulsory measures. The scheme addresses both internal and external delay through introducing a process of decision making that will enable Reporters to deal swiftly and efficiently with priority cases. Reporters also closely monitor the time taken between registration of a referral and the time of a decision. This is a KPI, an objective in the Team Plan and a Performance Appraisal Objective of the Authority Reporter
- Problem Solving Group- is a multi agency group which considers cases of concern.

### **TAKING ACCOUNT OF CHANGING CIRCUMSTANCES**

- Assessments are not seen as an individual event but an ongoing process which is reviewed and updated overtime and with changing circumstances.
- Significant changes to the case and circumstances for the child and family will then result in a multi agency review meeting to ensure that the care plan in place meets the changing needs of the child are met.
- Challenging Families CPC guidance was agreed in November 2008, distributed to all agencies and is available on the CPC webpage. A multi agency training course is available on the CPC training calendar and 73 multi agency staff have been trained. The protocol assists staff when dealing with challenging and/or unco-operative parents, working with parents and carers who use disguised compliance and assist

staff to identify where the actions of parents/carers who are challenging, uncooperative or who use disguised compliance impact on child care/protection issues

- If circumstances change for a child who is on the child protection register then efforts will be made to ensure that a review case conference is held quickly.

### **Outcomes**

Decision making based on clearly identified needs and risk factors

Deregistered children and their families needs met through continued support

### **How do we know? What key outcomes have we achieved? Impact and benefits**

**Please include evidence of policies, procedures, protocols, minutes of meetings, publicity material, reports, etc.**

- Case file audit report
- GIRFEC
- Core group minutes
- Case progression minutes
- LAAC review decisions
- Communication with midwifery staff to ensure early intervention and intervention in at birth
- Commissioning of comprehensive assessments

### **Examples of Good Practice**

- There have been three corporate events this year to; the Community Planning partners; the Community Management Team and Ayrshire Council Elected Members. 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 all multi agencies working with Looked after children and Young People in East Ayrshire. The feedback from these events was very positive.
- A second annual conference held on 25 February 2009 with theme of "Listening to Children's Voices" and "Corporate Parenting." 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. The following subjects were covered: An overview of corporate parenting and referring to 'These Are Our Bairns: a guide for community planning partnerships on being a good corporate parent', '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;
- Pack of reference materials for fostering/adoption/permanency has been developed within Social Work. SCRA will liaise closely with Social Work and the Sheriff Court in relation to the implementation of the provisions of the Adoption and Children (Scotland) Act 2007, in particular Permanence orders) which comes into force on 28/9/09, as well as in relation to those cases which will be dealt with under

Transitional provisions, which involve the previous legislation.

- Regular meetings with reporters/authority reporters and Social Work Team Managers and Service Managers.
- Supervision of staff is a key priority for all social work staff, a monthly electronic reporting system is in place to monitor the frequency of supervision sessions. This system is also updated to reflect the occasion where supervision sessions require to be re-scheduled. The report will be sent to the Senior Manager who retains an overview of the frequency of supervision sessions.
- Strong provision at transition stages within the education system.

### **How Good Can We Be? Areas for Improvement**

Action points identified following self-evaluation:

#### Social work

- Contingency planning
- Review of LAAC system re independence of reviewer and capacity and administrative supports
- Case discussion when SW have early awareness of pregnancy
- Better evaluation of outcomes / management information and analysis.
- Case load allocation procedure / evaluation of turn over of referrals
- Co location of services

#### Health

- Improve recording of partnership with children, young people & carers when care planning

#### Education

- Continue to monitor and care for children “just below the line” for inclusion in Child Protection Register.
- Improve involvement of CAST Team at transition stages recognising existing work load pressures.
- Within practicalities of geography, base school to be first option as permanent point while children are moving through care system or temporary fostering

#### SCRA

- Development of revised planning framework informed by key themes from stakeholder consultation.
- Partnership Project within Modernisation Programme.