

EAST AYRSHIRE CHILD PROTECTION COMMITTEE

NOTE OF DEVELOPMENT SESSION HELD ON TUESDAY 19 APRIL 2011 AT 0915 HOURS IN SHORTLEES COMMUNITY CENTRE, BLACKSYKE AVENUE, SHORTLEES

PRESENT:

Susan Taylor, Chair of East Ayrshire Child Protection Committee and Head of Service: Children and Families and Criminal Justice, East Ayrshire Council;
 Diane Burns, Child Protection Co-ordinator;
 Maureen Bell, Nurse Consultant for Vulnerable Children, NHS Ayrshire and Arran;
 Karen Wallace, Authority Reporter, Scottish Children’s Reporter Administration;
 Eugene Fitzpatrick, Service Manager, Criminal Justice, East Ayrshire Council;
 Kay Gilmour, Head of Service: Community Support, East Ayrshire Council;
 Celia Gray, Senior Manager, Locality Services, Social Work, Children and Families, East Ayrshire Council;
 Chris McAleavey, Head of Housing Service, East Ayrshire Council;
 Joanne Sharp, General Manager, Children, Women’s and Sexual Health Services, NHS Ayrshire and Arran;
 Donna McKee, Clinical Nurse Manager, Early Years, NHS Ayrshire and Arran;
 Superintendent Helen Swann, Strathclyde Police;
 Liam Wells, Team Manager, Substance Misuse, Social Work, Community Care, East Ayrshire Council;
 Dorothy McAvoy, Assistant Principal Officer, Early Education and Childcare, East Ayrshire Council;
 Diane MacKinnon, Head Teacher, Kirkstyle Primary School;
 Anne Marie Macintosh, Team Manager, Training, Social Work Services, East Ayrshire Council;
 Andy McDonald, Planning and Development Manager, East Ayrshire Council;
 Ruth Miller, Educational Psychologist, East Ayrshire Council;
 Jacqui Ward, Senior Educational Psychogist;
 Franki Milne, Social Worker, East Ayrshire Council;
 Sina Currie, PHN Co-ordinator, NHS Ayrshire and Arran;
 Helena Mcgregor, PHN HV Early Years, NHS Ayrshire and Arran;
 MaryIn Nicol, Child Protection Nurse Advisor, NHS Ayrshire and Arran;
 Julie Muir, Principal Officer, Additional Support Needs, Community Support;
 Caroline Brake, NHS Ayrshire and Arran;
 Jackie Hood, NHS Ayrshire and Arran;
 Carol Wassel, Child Protection Reviewing Officer; and
 Gillian Hamilton, Administration Officer.

1.	<p>INTRODUCTION</p> <p>Susan Taylor welcomed everyone to the Development Session for the East Ayrshire Child Protection Committee, and introductions were made.</p> <p>In particular members welcomed Jacqui Ward, Senior Educational Psychologist and Ruth Miller, Educational Psychologist who would input to the Development Session. Lauren Kenmuir (NHS Ayrshire and Arran) was introduced ant it was noted that she has kindly agreed to the Facilitate the day. Finally, a range of practitioners and managers had been invited as “key friends” in the delivery of child protection practice in East Ayrshire, recognising that their contribution would enrich the discussion.</p>	
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	<p>Susan summarised the objectives of the development session as follows:</p> <ul style="list-style-type: none"> • Reflection; • Refresh thinking; • Key achievements during 2010/2011; • Key priorities for 2011/15; and • Action Plan for 2011/2012. <p>It was noted that a further Joint Development Session with the Chief Officers Group (Child, Adult and Public Protection) on the Action Plan for 2011/12 would be held later in the year.</p> <p>Susan's presentation then covered:</p> <ul style="list-style-type: none"> • Membership of the East Ayrshire Child Protection Committee; • Committee functions: strategic direction, continuous improvement and public information; • Context in which the Committee functioned: new National Guidance, development of West of Scotland Procedures, establishment of SCSWIS, introduction of Children's Services Performance Framework, financial challenges and organisational capacity; • Business planning for 2011/15 and the Children and Young People's Services Plan; • Appointment of Chair and Vice Chairs to be reviewed during July 2011; • Outcomes focus (high level and personal); and • Self evaluation/continuous improvement/performance framework. 	
2.	<p>ATTACHMENT AND CHILD PROTECTION</p> <p>Ruth Miller presented "Megan's Story".</p> <p>Jacqui Ward then spoke about neurological development and the attachment relationship.</p> <p><u>Group Discussions</u></p> <p>Group discussions followed to consider "containing communities" and how workers can work with parents.</p> <p>Feedback from the group discussions identified the following issues:</p> <ul style="list-style-type: none"> • Parental social isolation – need to make connections as a means of support (social networks); • Use of technology could be developed; • Whole communities should take responsibility for supporting nurture and attachment. Community development approach needed; 	

	<ul style="list-style-type: none"> • Resources – while it is recognised that some needs cannot be met, a more strategic overview of how resources (across partnership agencies) can support children during their early years is required; • More intensive work is often required at a later stage of development when the window of opportunity is missed; • Parenting support – needs to be more co-ordinated at a strategic level (not just at individual level) eg we know how many vulnerable pregnant young people need support – so how are we planning use of all our resources in response? • Workers need to be encouraged to build relationships and create change, as it is possible to become process driven; • Shape of services changing naturally to meet changing needs for example foster mum with her baby, mentoring, overnight care. Creative practice and bespoke answers need to be mainstream. <p><u>Universal and targeted report</u></p> <p>Ruth Miller spoke about predicting adolescent competence, evidence based practice, key criteria for evidence based practice and the “incredible years”.</p> <p>Jacqui Ward then spoke about specialist support - trauma and repairing attachments and the group viewed the “Russian Orphanage” DVD.</p> <p>Jacqui went on to speak about frameworks, good practice and the process for implementing an evidence base for good practice.</p> <p><u>Where could we add more value?</u></p> <p>The group then considered:</p> <ul style="list-style-type: none"> • Multi agency shared understanding of attachment, trauma and relationships; • Multi-agency deployment of resources to the greatest need eg vulnerable pregnancies • Targeted attachment based supports for kinship, foster and adoptive carers; • Multi agency attachment and trauma - specific team to support this work; • Specific, specialised approaches for children and families with most complex needs; and <p>The group then broke for 15 minutes.</p>	
3.	<p>SUB-GROUP REPORTS</p> <p>Learning and Development</p> <p>Anne Marie Macintosh reported on the Learning and Development Sub-group. This Sub-group had maintained activity despite challenges, with development events and opportunities continuing to be delivered.</p>	

The Sub-group had 3 objectives:

- (i) to review Sub-group membership and attendance;
- (ii) to appoint the new multi-agency training officer - this will be based in the Social Work Training Team to support multi agency training and development. It will be a key post in developing the sub-group's work. There will be an initial focus on levels 3 and 4 training opportunities - what do managers and experienced child protection practitioners need to strengthen practice. A 6 month multi agency calendar for foundation and refresher training and development is initially required. All agencies to feed into the training needs analysis for the development of a wider programme; and
- (iii) to review all existing activity, for example legislative change and implementation of the new national guidance. The sub group will consider better ways to channel information, for example electronic path that all agencies can access. There will be an issue to address in respect of monitoring and updating.

Performance and Quality

Maureen Bell reported on:

- The remit of this Sub-group;
- Consistent membership;
- Development and progress 2010/11;
- Business review;
- Performance and management information framework - Sub-group to analyse data;
- File audit/self evaluation;
- Research Project for greater understanding of the level of child protection activity, trends and patterns, impact of the Girfec Group on outcomes for children;
- Outcomes Guide for Practitioners; and
- Future plans including the collation and analysis of self evaluation data; file audit; implement Outcomes Guide; develop management information reporting; and monitor SCR Action Plans.

Public Engagement and Information

Dorothy McAvoyn reported on this Sub-group which operated jointly with the East Ayrshire Adult Protection Committee. The report covered:

- Consistent core membership;
- Public information activity including information in payslips, council tax wall planner, posters, and leaflets. It was noted that "Taking Care of Children" is to be distributed in 6 community languages. Other developments include: proximity marketing pilot, "Respect Campaign" in 24 schools

	<p>and East Ayrshire Council digital TV channel. Assessing the impact of this work was challenging. A monitoring exercise was being carried out in Social Work to determine how people know who to contact. This would be refined to provide a better sense of which activity is most effective and best use of resources;</p> <p>There had been increased traffic in all of the web pages.</p> <p>Internet safety was of particular concern and activity included: a short life working group; Scottish Action Plan on Child Internet Safety; Responsible Use and Internet Safety Day; promotion on Respect and Protect; and the Children's Charter.</p> <p>There would be a rerun of the online survey and consultation with children and young people's focus groups.</p> <p>Further activity being considered included:</p> <ul style="list-style-type: none"> • Infomercial; • Wallet card; • Internet Safety Strategy; • Develop web pages; • Information on Council vehicles; and • Group to be involved in Asset Based Approach to Community Development Project in North West Kilmarnock. 	
4.	<p>OUTCOMES</p> <p>Members then changed groups to consider high level outcomes for a four year plan and specifications for year one with feedback as follows:</p> <p><u>High Level Outcomes</u></p> <ul style="list-style-type: none"> (i) rewire partnership working to reflect lean thinking; (ii) meaningful engagement with children; (iii) mechanisms / approaches to empower communities; (iv) improved outcomes for children; (v) best possible start for children; (vi) culture change - how we do things; (vii) shift balance to prevention; and (viii) parenting and community capacity building. <p><u>Focus for Year One</u></p> <ul style="list-style-type: none"> (i) implement Outcomes Guidance for practitioners; (ii) child protection training needs analysis - attachment; (iii) analysis of what training has been carried out; (iv) implementation of Sub-group's Action Plans; (v) empower communities; 	

	<p>(vi) be more creative in engagement; and (vii) upskilling of operational staff.</p>	
<p>5.</p>	<p>CLOSE</p> <p>Susan Taylor then introduced Andy McDonald who would help shape the Child Protection Committee's Business Plan.</p> <p>In summary, the following themes had emerged from the Development Session:</p> <ul style="list-style-type: none"> • Move to a leaner Child Protection Committee plan / simplify world / concentrate on a few things; • Address communication and language challenges; • More meaningful involvement with practitioners through training and development; and • Sub-groups driving work forward. <p>Susan then closed the session at 1300 hours and thanked everyone for their inputs, support, contributions and attendance.</p>	