



HMle Inspections of Services to Protect Children

An Analysis of Published Reports

MEASURING QUALITY

The quality indicators used to evaluate the overall effectiveness of services to protect children were grouped within the following evaluation framework:

How effective is the help children get when they need it?

- 1.1 Children are listened to, understood & respected
- 1.2 Children benefit from strategies to minimise harm
- 1.3 Children are helped by the actions taken in response to immediate concerns
- 1.4 Children's needs are met

How effectively do services promote public awareness of child protection?

- 2.1 Public awareness of the safety and protection of children

How good is the delivery of key processes?

- 3.1 Involving children, young people and families in key processes
- 3.2 Information sharing & recording
- 3.3 Recognising and assessing risks and needs
- 3.4 Effectiveness of planning to meet needs

How good is operational management in protecting children and meeting their needs?

- 4.1 Policies and procedures
- 4.2 Operational planning
- 4.3 Participation of children, their families and other relevant people in policy development
- 4.4 Recruitment & Retention of staff
- 4.5 Development of staff

How good is individual and collective leadership?

- 5.1 Visions, values & aims
- 5.2 Leadership & direction
- 5.3 Leadership of people and partnerships
- 5.4 Leadership of change & improvement

OUTCOMES FROM INSPECTION

Feedback on the quality of the services which agencies individually and collectively provide to protect children is given by HMIE through a process of verbal feedback and a written published report. An overall rating of the quality of services is given based on the following scoring key. It should be noted that where one agency/service has been found to provide a high quality of service, the overall rating may be brought down by another agency/service providing a poor quality of service. Thus attention should be paid to the detail provided in the published reports.

All reports can be accessed via this link www.hmie.gov.uk

SCORING KEY		
Excellent	Outstanding sector leading	6
Very Good	Major strengths	5
Good	Important strengths outweigh areas for improvement	4
Adequate/Satisfactory	Strengths just outweigh weaknesses	3
Weak	Important weaknesses	2
Unsatisfactory	Major weaknesses	1

For the purpose of this report and to enable an analysis and comparison of reports published to date, the numeric value on the table above has been added.

The rating of **adequate** was replaced by **satisfactory** on all reports published after April 2008, however, both reflect the same quality of service.

Although the quality of all aspects, of services inspected and reported on are significant and have a influence on the overall protection of children, of key importance are those quality indicators which demonstrated that children's needs are being identified, action taken is appropriate and timely and the process thereafter leads to an improvement in the outcomes for the child and a positive impact on their health, safety and wellbeing. Evidence of this can be demonstrated in the evaluation of QI 1 and QI 3.

Comparative Local Authorities:

East Ayrshire – N Lanarkshire, Clackmannanshire, Falkirk, N Ayrshire & w Lothian

Analysis of HMle Inspection Reports (Published)

Council	QI 1	QI 2	QI 3	QI 4	QI 5	Total
Inverclyde	20	5	19	25	22	91
Renfrewshire	19	5	18	26	22	90
East Renfrewshire	21	5	17	26	21	90
West Lothian	20	5	18	25	21	87
North Lanarkshire	18	5	15	22	19	79
East Ayrshire	16	5	14	25	18	78
South Lanarkshire	17	5	14	23	18	77
Borders	17	4	17	20	18	76
North Ayrshire	18	5	16	20	15	74
Glasgow	16	5	11	20	18	70
Angus	15	5	15	19	15	69
Orkney	17	4	14	20	14	69
South Ayrshire	18	5	15	17	11	66
Western Isles	17	5	14	17	13	66
East Lothian	15	3	13	18	16	65
Argyll & Bute	14	5	14	17	14	64
West Dunbartonshire	17	3	11	18	15	64
Stirling	16	3	12	19	13	63
Dumfries & Galloway	13	4	13	18	13	61
Aberdeenshire	14	4	10	14	13	55
Edinburgh	9	3	12	16	14	54
Fife	10	4	8	17	11	50
Clackmannanshire	11	4	7	15	10	47
Moray	9	2	6	11	10	38
Midlothian	7	3	7	11	8	36
Aberdeen City Council	9	3	7	9	8	36

Q1: How effective is the help children get when they need it?

Q1 1	1.1	1.2	1.3	1.4	Score
East Renfrewshire	Excellent	Very Good	Very Good	Very Good	21
Inverclyde	Very Good	Very Good	Very Good	Very Good	20
West Lothian	Very Good	Very Good	Very Good	Very Good	20
Renfrewshire	Very Good	Very Good	Very Good	Good	19
South Ayrshire	Very Good	Very Good	Good	Good	18
North Lanarkshire	Very Good	Very Good	Good	Good	18
North Ayrshire	Very Good	Very Good	Good	Adequate	17
Borders	Good	Good	Very Good	Good	17
Orkney	Very Good	Good	Good	Good	17
South Lanarkshire	Very Good	Very Good	Good	Satisfactory	17
West Dunbartonshire	Good	Very Good	Good	Good	17
Western Isles	Good	Good	Very Good	Good	17
East Ayrshire	Very Good	Very Good	Adequate	Adequate	16
Glasgow	Good	Very Good	Good	Satisfactory	16
Stirling	Good	Good	Very Good	Satisfactory	16
East Lothian	Good	Adequate	Good	Good	15
Angus	Good	Good	Adequate	Good	15
Aberdeenshire	Adequate	Good	Good	Adequate	14
Argyll & Bute	Good	Good	Adequate	Adequate	14
Dumfries & Galloway	Good	Adequate	Adequate	Adequate	13
Clackmannanshire	Adequate	Good	Weak	Weak	11
Fife	Satisfactory	Satisfactory	Weak	Weak	10
Aberdeen City Council	Satisfactory	Satisfactory	Unsatisfactory	Weak	9
Edinburgh	Adequate	Adequate	Unsatisfactory	Weak	9
Midlothian	Weak	Weak	Weak	Unsatisfactory	7

Q1: How effectively do services promote public awareness of child protection?

Q1 2	2.1	Score
South Ayrshire	Very Good	5
East Ayrshire	Very Good	5
North Ayrshire	Very Good	5
Angus	Very Good	5
Argyll & Bute	Very Good	5
East Renfrewshire	Very Good	5
Glasgow	Very good	5
Inverclyde	Very Good	5
North Lanarkshire	Very Good	5
Renfrewshire	Very Good	5
South Lanarkshire	Very Good	5
West Lothian	Very Good	5
Western Isles	Very Good	5
Aberdeenshire	Good	4
Borders	Good	4
Clackmannanshire	Good	4
Dumfries & Galloway	Good	4
Fife	Good	4
Orkney	Good	4
Aberdeen City Council	Satisfactory	3
East Lothian	Adequate	3
Edinburgh	Adequate	3
Midlothian	Adequate	3
Stirling	Satisfactory	3
West Dunbartonshire	Adequate	3

Q1: How good is the delivery of key processes?

Q1 3	3.1	3.2	3.3	3.4	Score
Inverclyde	Very Good	Very Good	Good	Very Good	19
Renfrewshire	Very Good	Good	Good	Very Good	18
West Lothian	Very Good	Very Good	Good	Good	18
East Renfrewshire	Very Good	Good	Good	Good	17
Borders	Very Good	Good	Good	Good	17
North Ayrshire	Very Good	Good	Adequate	Good	16
South Ayrshire	Good	Good	Weak	Very Good	15
Angus	Good	Good	Adequate	Good	15
North Lanarkshire	Very Good	Good	Satisfactory	Satisfactory	15
East Ayrshire	Very Good	Good	Weak	Adequate	14
Argyll & Bute	Good	Good	Adequate	Adequate	14
Orkney	Good	Adequate	Adequate	Good	14
South Lanarkshire	Good	Good	Satisfactory	Satisfactory	14
Western Isles	Good	Adequate	Adequate	Good	14
Dumfries & Galloway	Adequate	Adequate	Adequate	Good	13
East Lothian	Good	Good	Adequate	Weak	13
Edinburgh	Good	Good	Weak	Weak	12
Stirling	Satisfactory	Good	Weak	Satisfactory	12
Glasgow	Satisfactory	Good	Weak	Weak	11
West Dunbartonshire	Weak	Adequate	Weak	Good	11
Aberdeenshire	Adequate	Weak	Weak	Adequate	10
Fife	Weak	Weak	Weak	Weak	8
Aberdeen City Council	Satisfactory	Weak	Unsatisfactory	Unsatisfactory	7
Clackmannanshire	Weak	Weak	Weak	Unsatisfactory	7
Midlothian	Weak	Weak	Weak	Unsatisfactory	7

Q1: How good is operational management in protecting children and meeting their needs?

Quality Indicators 4	4.1	4.2	4.3	4.4	4.5	Score
East Renfrewshire	Very Good	Excellent	Very Good	Very Good	Very Good	26
Renfrewshire	Very Good	Very Good	Very Good	Very Good	Excellent	26
West Lothian	Very Good	Very Good	Very Good	Very Good	Very Good	25
Inverclyde	Very Good	Very Good	Very Good	Very Good	Very Good	25
East Ayrshire	Very Good	Very Good	Excellent	Very Good	Good	25
South Lanarkshire	Good	Good	Very Good	Very Good	Very Good	23
North Lanarkshire	Good	Good	Good	Very Good	Very Good	22
North Ayrshire	Good	Weak	Good	Very Good	Very Good	20
Borders	Good	Adequate	Adequate	Very Good	Very Good	20
Glasgow	Good	Good	Good	Good	Good	20
Orkney	Good	Adequate	Very Good	Good	Good	20
Angus	Good	Good	Good	Good	Adequate	19
Stirling	Good	Satisfactory	Good	Good	Good	19
Dumfries & Galloway	Good	Adequate	Adequate	Good	Good	18
East Lothian	Good	Good	Weak	Good	Good	18
West Dunbartonshire	Good	Good	Weak	Good	Good	18
South Ayrshire	Good	Weak	Adequate	Adequate	Very Good	17
Argyll & Bute	Good	Adequate	Adequate	Adequate	Good	17
Fife	Satisfactory	Satisfactory	Good	Satisfactory	Good	17
Western Isles	Good	Weak	Adequate	Good	Good	17
Edinburgh	Adequate	Weak	Good	Good	Adequate	16
Clackmannanshire	Adequate	Weak	Good	Adequate	Adequate	15
Aberdeenshire	Adequate	Adequate	Weak	Adequate	Adequate	14
Midlothian	Adequate	Weak	Weak	Weak	Weak	11
Aberdeen City Council	Weak	Weak	Unsatisfactory	Weak	Weak	9

Q1: How good is individual and collective leadership?

Q1 5	5.1	5.2	5.3	5.4	Scores
Inverclyde	Very Good	Very Good	Excellent	Excellent	22
Renfrewshire	Excellent	Excellent	Very Good	Very Good	22
East Renfrewshire	Excellent	Very Good	Very Good	Very Good	21
West Lothian	Excellent	Very Good	Very Good	Very Good	21
North Lanarkshire	Very Good	Very Good	Very Good	Good	19
East Ayrshire	Excellent	Adequate	Very Good	Good	18
Borders	Very Good	Good	Very Good	Good	18
Glasgow	Very Good	Good	Very Good	Good	18
South Lanarkshire	Very Good	Very Good	Very Good	Satisfactory	18
East Lothian	Good	Good	Very Good	Adequate	16
North Ayrshire	Adequate	Very Good	Adequate	Good	15
Angus	Adequate	Good	Good	Good	15
West Dunbartonshire	Good	Good	Good	Adequate	15
Argyll & Bute	Good	Adequate	Good	Adequate	14
Edinburgh	Very Good	Weak	Good	Adequate	14
Orkney	Good	Adequate	Good	Adequate	14
Aberdeenshire	Good	Adequate	Good	Weak	13
Dumfries & Galloway	Good	Adequate	Adequate	Adequate	13
Stirling	Good	Satisfactory	Satisfactory	Satisfactory	13
Western Isles	Adequate	Good	Adequate	Adequate	13
South Ayrshire	Weak	Adequate	Good	Weak	11
Fife	Good	Weak	Satisfactory	Weak	11
Clackmannanshire	Adequate	Weak	Weak	Adequate	10
Aberdeen City Council	Weak	Weak	Weak	Weak	8
Midlothian	Adequate	Unsatisfactory	Weak	Weak	8

Local authority areas where inspection reports have still to be published

- FALKIRK (June 09)
- PERTH AND KINROSS (June 09)
- DUNDEE (Brought forward to June 09)
- SHETLAND (September 09)

REPORTS PRODUCED DURING PILOT

- HIGHLAND
- EAST DUMBARTONSHIRE



JOINT FOLLOW THROUGH INSPECTION OF
SERVICES TO PROTECT CHILDREN AND YOUNG
PEOPLE IN THE ANGUS COUNCIL AREA

Joint follow-through inspection of services to protect children and young people in the Angus Council area

<p><u>ACTION POINTS FROM INITIAL INSPECTION</u></p> <ul style="list-style-type: none"> • Develop clear and shared thresholds of risk to ensure that staff consistently apply procedures for reporting and responding to concerns. • Ensure the full involvement of health and medical staff in child protection processes. • Improve the processes for assessment of need and ensure that children who require compulsory measures of care are identified and receive this when they need it. • Improve the recording monitoring and assessment by health practitioners. 	<p><u>PROGRESS</u></p> <p>The Angus Executive Group for Child Protection and the Angus CPC had taken very effective action to implement the main points for action arising from the full inspection.</p>
<p><u>EXAMPLES OF GOOD PRACTICE</u></p> <ul style="list-style-type: none"> • <i>Viewpoint</i> to gather the views of children and young people to inform child protection meetings and to evaluate the effectiveness of services. • A training coordinator appointed by the CPC had introduced a three year strategy for child protection training. • A range of multi-agency meetings took place to share concerns, agree risks and make plan to meet children's needs. • School nurses were skilled and targeted vulnerable school children and worked all year round also doing home visits where appropriate. • Dentist received child protection training and now made child protection referrals. • Policies and procedures were updated and a 3 year staff training strategy in place for social workers. • Comprehensive assessments of risks and needs were of a high quality • All children on the child protection register had a comprehensive assessment carried out. • Increased number of reviewing officers had improved timescales and framework for assessing kinship carers had been introduced • An assessment of health needs was carried out for all families with new babies, children moving into the area and when a concern was raised about school aged children. 	<p><u>KEY ISSUES FOR EAST AYRSHIRE</u></p> <ul style="list-style-type: none"> • Consideration of ensuring that comprehensive assessments are carried out on all children on the child protection register • Training sub group to seek clarification of child protection training for GPs and Dentists



JOINT FOLLOW THROUGH INSPECTION OF
SERVICES TO PROTECT CHILDREN AND YOUNG
PEOPLE IN THE CLACKMANNANSHIRE COUNCIL
AREA

Joint follow-through inspection of services to protect children and young people in Clackmannanshire Council area

<p><u>ACTION POINTS FROM INITIAL INSPECTION</u></p> <ul style="list-style-type: none"> • Involve children and families more fully in decisions about their lives • Improve processes for the assessment of risks and needs • Fully involve health and medical staff at an early stage when there are child protection concerns and improve the arrangements for medical examinations • Improve the quality of social workers' reports and ensure that they are provided on time • Improve joint planning to meet children's needs and ensure regular planning meetings take place for all children in need of protection • Improve joint performance monitoring of key child protection processes and outcomes for children and families • Sustain sufficient levels of social workers within the child care service 	<p><u>PROGRESS</u></p> <p>Varying degrees of progress were made in relation to the action points.</p> <p>Only in relation to the third action point re early involvement of health was their only limited progress.</p>
<p><u>EXAMPLES OF GOOD PRACTICE</u></p> <ul style="list-style-type: none"> • Systems had been put in place to monitor the quality and timing of social work reports with team managers reviewing and countersigning child protection and children's hearing reports and recommendations discussed in supervision. • Multi-agency core group meetings took place for children on child protection register as well as for other vulnerable children such as those recently deregistered or referred to children's reporter as being in need of compulsory measures of care • Funding had been prioritised to strengthen and sustain posts and a new Senior Manager and Quality Improvement Manager had been appointed. • Staffing across all services was now monitored by the CPC. 	<p><u>KEY ISSUES FOR EAST AYRSHIRE</u></p> <ul style="list-style-type: none"> • Consideration to be given to collation of staffing information across services- Performance and Audit sub group reviewing management information • CPC to ensure that line managers across services take responsibility for performance monitoring • CPC to seek reassurance from Social Services of the systems in place to monitor the quality and timing of social work reports



JOINT FOLLOW THROUGH INSPECTION OF
SERVICES TO PROTECT CHILDREN AND YOUNG
PEOPLE IN THE EAST LoTHIAN COUNCIL AREA

Joint follow- through inspection of services to protect children and young people in East Lothian Council Area

<p><u>ACTION POINTS FROM INITIAL INSPECTION</u></p> <ul style="list-style-type: none"> • Improve processes for planning and decision making • Develop a more consistent approach to monitoring and evaluating key processes, to ensure consistent high standards across services, and continuous improvements in how staff carry out their work • Ensure police officers record information on any individual who is the subject of an enquiry related to harm to children at the commencement of the enquiry • Gather systematically the views of children, young people and their families about the services they have used, and the processes they have been involved in, and use this information more effectively to improve services 	<p><u>PROGRESS</u></p> <p>Overall, very good progress had been made in relation to the first three action points and good progress made in relation to the fourth action point.</p>
<p><u>EXAMPLES OF GOOD PRACTICE</u></p> <ul style="list-style-type: none"> • Children and Families introduced a framework for assessing risks and needs of children. Staff were trained and confident in the assessment and children and families could easily understand them. • NHS Lothian introduced the Lothian Child Concerns Model (LCCM) which included an assessment and planning framework. • Children received services earlier, in a coordinated way and from the most appropriate source as a result of Child protection case conferences and core groups, enhanced tracking systems in health, multi agency monitoring of Initial Referral Discussions and police approach to responding to domestic abuse. • The police in the East Lothian area have developed an approach to working with young people which includes meeting with them and listening to their concerns and views. • The joint <i>Staged Framework for Intervention</i> was used effectively to ensure the appropriate response to children’s needs. Through this framework and the multi-agency screening groups, a system is developing to ensure the most appropriate professional takes forward planning and intervention to help a child, irrespective of which service they work for. 	<p><u>KEY ISSUES FOR EAST AYRSHIRE</u></p> <ul style="list-style-type: none"> • Development of a small team to look at case files- Detailed in performance and audit sub group self evaluation action plan • Consider methods for gaining views of children and families of services received- Detailed in performance and audit sub group self evaluation action plan relating to the development of a proforma for completion with children and families after case conferences • Interactive computer game to gather the views of children- Public Engagement sub group to explore this • The role of the CPC consumer involvement officer (CIO) taking forward involvement of children and families in improving services Public Engagement sub group to explore what this involves



JOINT FOLLOW THROUGH INSPECTION OF
SERVICES TO PROTECT CHILDREN AND YOUNG
PEOPLE IN THE GLASGOW COUNCIL AREA

Joint inspection of services to protect children and young people in the Glasgow Council area

<p><u>STRENGTHS</u></p> <ul style="list-style-type: none"> • Very effective arrangements to help children keep themselves safe. • Very effective promotion of public awareness of child protection. • Recently developed local support arrangements, including Local Management Reviews and Local Child Protection forums, for staff involved in child protection work. • The strong vision, values and aims to guide staff involved in protecting children. • The high priority given to child protection within the Council's plans to modernise its services • The strong leadership of partnership working within and across services by Elected Members and Chief Officers 	<p><u>AREAS FOR IMPROVEMENT</u></p> <ul style="list-style-type: none"> • put in place, without delay, appropriate arrangements for the medical examination of children about whom there are child protection concerns and ensure that these take account of children's ongoing needs; • ensure that health staff are involved in initial referral discussions about all children for whom there are child protection concerns; • ensure consistency and management overview of arrangements for identifying and planning to meet the needs of vulnerable individual children, including unborn babies; • ensure that staff from all relevant services contribute information to inform decision-making about vulnerable children involved in child protection processes; and • ensure that staff and managers across services are clear and consistent about when to initiate child protection procedures.
<p><u>Examples of Good Practice</u></p> <ul style="list-style-type: none"> • Young children and their parents were helped to gain confidence and self esteem by the Vulnerable Twos project. • Children were helped to feel safe in and around school by the campus police. • Unaccompanied asylum seeking children received support from a small team of social workers. • The CPC organised community road shows to raise public awareness of child protection. An 'infomercial' film delivered the message about everyone's responsibility to protect children. • The views of a few children gathered using <i>Viewpoint</i> (interactive computer programme) which can ensure their views heard at case conferences. • Parents and Children Together (PACT) referral forms confirmed that parents had been informed of information sharing arrangements. • A CD rom has been used effectively to raise awareness of child protection across staff groups 	<p><u>KEY ISSUES FOR EAST AYRSHIRE</u></p> <ul style="list-style-type: none"> • Consideration of a cd rom or similar tool in child protection training. • Exploration of Viewpoint computer programme.



JOINT FOLLOW THROUGH INSPECTION OF
SERVICES TO PROTECT CHILDREN AND YOUNG
PEOPLE IN THE INVERCLYDE COUNCIL AREA

Joint inspection of services to protect children and young people in the Inverclyde Council area

<p><u>STRENGTHS</u></p> <ul style="list-style-type: none"> • Sensitive and effective communication promoting positive relationships between staff, children and families. • A clear focus on early intervention and the provision of flexible support to children and families in their homes, schools and communities. • Joint working within and across services, including the voluntary sector. • Involvement of children and families in reviewing and developing services. • Easily accessible training, support and supervision for staff across services. • The strong vision and commitment to improve children's lives, demonstrated by Elected Members, Chief Officers and senior managers, understood by staff at all levels. • Robust processes for self-evaluation which directed improvements. 	<p><u>AREAS FOR IMPROVEMENT</u></p> <ul style="list-style-type: none"> • Ensure the involvement of health and medical staff at an early stage when there are child protection concerns; • Evaluate arrangements for medical examinations to ensure children's needs are being fully met; and • Ensure all assessments are completed promptly.
<p><u>Examples of Good Practice</u></p> <ul style="list-style-type: none"> • Currently the highest rated inspection report published • Inveralert assessment tool used effectively when children's lives not improving quickly enough or a build up of concerns • Focus on early intervention, often intensive help at early stage • Encouraging letters of thanks sent by managers to some vulnerable young people following attendance and participation in meetings • Effective systems in place for staff to pass on concerns, made referrals to social work using a shared referral form which helped staff record concerns clearly • Mellow parenting • Special Needs in Pregnancy Service (SNIPS) 	<p><u>KEY ISSUES FOR EAST AYRSHIRE</u></p> <ul style="list-style-type: none"> • Many children continues to have regular contact with social workers and family support workers when children's names were removed from the CPR or when supervision orders ended- Consider how monitor continued supports to children and families • Vulnerable children received effective support whether or not on CPR or subject to supervision • Performance management- performance reports resulted in improvements and case file audits lessons communicated well- Performance and Audit sub group reviewing management information and case file audits



JOINT FOLLOW THROUGH INSPECTION OF
SERVICES TO PROTECT CHILDREN AND YOUNG
PEOPLE IN THE MID LoTHIAN COUNCIL AREA

Joint follow- through inspection of services to protect children and young people in Mid Lothian Council Area

<p><u>ACTION POINTS FROM INITIAL INSPECTION</u></p> <ul style="list-style-type: none"> • implement a strategy to raise public awareness of child protection; • improve joint planning to meet children's needs; • ensure that improvement objectives in the Child Protection Committee and Integrated and Children's Services Plans are achieved; • ensure the views of children and their families are taken into account when planning and delivering services; • improve training to raise the awareness of staff within and across services of their roles and responsibilities in child protection; • ensure Chief Officers monitor and review the effectiveness of the Child Protection Committee and key child protection processes; and • improve performance monitoring to ensure continuous improvements in how staff carry out their work. 	<p><u>PROGRESS</u></p> <ul style="list-style-type: none"> • HMIE published a report on the joint inspection of services to protect children and young people in the Midlothian Council area in February 2007. • Services within Midlothian prepared an action plan and inspectors carried out a joint interim follow-through inspection in the Midlothian Council area in December 2007 to assess the extent to which services were continuing to improve the quality of their work to protect children and young people. • A progress report responding to the main points for action in the initial report was published in March 2008. • Inspectors revisited the Midlothian Council area in November 2008 to assess further the extent to which services were continuing to improve the quality of their work to protect children and young people, and to evaluate progress made in responding to the main points for action in the initial report. • Overall, the collective response by services to taking action to meet the main points for action outlined in the inspection report published in February 2007 had been positive and effective.
<p><u>EXAMPLES OF GOOD PRACTICE</u></p> <ul style="list-style-type: none"> • Child protection information cards were sent out in pay slips for council staff. • Detailed planning and reporting framework established supported by appointment of planning manager in social work and a children's services planning officer. • Evaluation forms for children and families experiences of cpcc had recently been introduced • Children's and families' views included in child protection reports but not clear how they would influence the individual care plans. • Information about the effectiveness of the training plan was gathered and reported to all services and to the CPC. • Inter-agency Referral Discussion Review Group – reviewed the quality of decision-making, the action taken following IARDs and compliance with the new child protection procedures 	<p><u>KEY ISSUES FOR EAST AYRSHIRE</u></p> <ul style="list-style-type: none"> • Children and families experience of CPCC evaluation forms to be developed as part of the self evaluation plan. • Training sub group to consider regular reports on the effectiveness of training.



JOINT FOLLOW THROUGH INSPECTION OF
SERVICES TO PROTECT CHILDREN AND YOUNG
PEOPLE IN THE MORAY COUNCIL AREA

Joint inspection of services to protect children and young people in the Moray Council area.

<p><u>STRENGTHS</u></p> <ul style="list-style-type: none"> • Children and families benefiting from supportive relationships with staff who know them well. • Sure Start nursery nurses working with very young children and their parents in the family home to promote positive parenting. Improved risk assessment and decision-making by police attending review child protection case conferences. • Strong vision and commitment to protecting children within Grampian Police. • Effective partnership working with the voluntary sector improving the well-being of vulnerable children and their families. 	<p><u>AREAS FOR IMPROVEMENT</u></p> <ul style="list-style-type: none"> • Ensure that assessments of risk are rigorous and appropriate legal measures are used, when necessary, for children in need of protection; • Fully implement agreements and guidance to ensure the effective sharing of information; • Introduce inter-agency discussions to manage effectively the investigation of suspected child abuse; • Improve assessment, planning and decision-making for children whose names are on the CPR; • Increase the involvement of children in decision-making about their lives and consult them on the development of services to protect children; and • Improve the effectiveness of the NHS Protecting Children Group, the NESCPG and the MCOG in protecting children and meeting their needs.
<p><u>HIGHLIGHTS</u></p>	<p><u>KEY ISSUES FOR EAST AYRSHIRE</u></p> <ul style="list-style-type: none"> • Ensure that training programme is reflective of identified priorities and takes account of the number of staff needing trained. Ensure that training is well co-ordinated through an East Ayrshire plan for single agency and inter-agency training- Refer to training sub group for consideration. • There was a voluntary services representative on the NESCPG reporting to a local forum- Refer to CPC for consideration for voluntary organisation representative on the CPC • Ensure clear mechanisms in place for monitoring and evaluating the implementation of recommendations from the SCR- Refer to Performance and Audit sub group.

Joint follow-through inspection of services to protect children and young people in the Scottish Borders Council area



JOINT FOLLOW THROUGH INSPECTION OF
SERVICES TO PROTECT CHILDREN AND YOUNG
PEOPLE IN THE SCOTTISH BORDERS COUNCIL
AREA

Joint follow-through inspection of services to protect children and young people in the Scottish Borders Council area

<p><u>ACTION POINTS FROM INITIAL INSPECTION</u></p> <ul style="list-style-type: none"> • further develop effective systems for seeking the views of children, young people and families on the impact of services and their participation in the planning and improvement of services; • ensure that the longer term needs of children, young people and their families and those assessed as being at lower risk are met; • improve arrangements for sharing information, particularly between staff in social work and education; and • improve procedures for self-evaluation and performance monitoring and make more effective use of management information to continuously improve services. 	<p><u>PROGRESS</u></p> <p>.HMle noted that Scottish Borders had made good progress in relation to the main action point particularly in relation to development of effective services for seeking the views of children, young people and their families.</p>
<p><u>EXAMPLES OF GOOD PRACTICE</u></p> <ul style="list-style-type: none"> • Established Children’s Multi-Agency Teams (CMAT) to provide local area-based services which improved early intervention, preventative work, communication and improved information sharing, but did result in lack of continuity of provision. • A Participation Officer appointed and participation Strategy produced resulting in more consistent and planned approach to consultation. • DVDs produced, One for staff re importance of listening to young peoples views and another to raise awareness of mental health issues. • Established five local consultation forums linked to area-based structure. • Very good progress in ensuring children’s views sought as part of the child protection process. • Quality sub group employed an independent advocacy worker to gather the views of parents who had been involved in CP processes. 	<p><u>KEY ISSUES FOR EAST AYRSHIRE</u></p> <ul style="list-style-type: none"> • Noted that Scottish Borders performance information was limited by the level of administrative support to Lead Office and CPC- refer to performance and audit sub group to consider • Noted that Scottish Borders had completed self evaluation of effectiveness of child protection procedures but not focused sufficiently on measuring outcomes for children and their families- refer to performance and audit sub group to consider • Public Engagement and Information sub group to consider Scottish Borders approach to consultation and listening to the views of young people