

Inverclyde Child Protection Committee Report

2018-20



AGENDA ITEM NO: 6
APPENDIX 1



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Foreword

Welcome to the Annual Report for Inverclyde Child Protection Committee 2018-2020.

Unusually this time, the report covers two years rather than one, beginning in March 2018 and ending at the beginning of March 2020.

The report sets out the developments and improvements from 2018 to early spring 2020. The Outcomes Framework at the end of the report contains the business plan 2020-21 and sets out key priorities for the upcoming year.

The commitment of all agencies in ensuring that all children in Inverclyde are safeguarded and protected from harm and abuse is apparent in the day to day delivery of child protection services. It can also be seen in agencies' extensive contribution to the strategic improvements and developments carried out in 2018 to 2020.

The Child Protection Committee works with colleagues locally and nationally and across Integrated Children's Services. It aims to support the multi-agency workforce and members of the public to ensure Inverclyde is a safe place to grow up. It aims to promote the care and welfare of all our children and to protect them from abuse and harm.

We are committed to partnership working to ensure the protection and safety of the Council's children and young people. We are committed to understanding the child protection concerns which arise in our Council Authority and to making improvements together to address these.

The Child Protection Committee has representatives from social work, police, health, education, housing, the Children's Reporter and the third sector. The work of the Child Protection Committee could not have been delivered without the commitment and support of these agencies and the many front line practitioners. I would like to thank the Child Protection Committee members and the constituent subgroups of the Child Protection Committee for their continued commitment to ensuring that our vision and aims for children across Inverclyde are realised.

We write this foreword from within stage 3 of our Council recovery plan with regards to the Covid-19 pandemic. This has altered the landscape of child protection, as it has many other processes and institutions, with Covid related interim child protection guidance being issued by the Scottish Government in late March of this year. The experience of delivering child protection during the pandemic will be explored in next year's report which will run from mid March 2020 to end of March 2021.

What we are pleased and proud to note even at this stage of our recovery, however, is the ongoing commitment, dedication and competence of our child protection services to retain the focus on children and young people even in the midst of a pandemic. .

As the Chair of the Chief Officers Group I endorse this report and the outcomes framework which we hope you will find informative in detailing the work of the committee and its future planning.



Aubrey Fawcett
Chief Executive



Countersigned
Stephen McCabe
Leader of Council



Introduction

I am very pleased to present the March 2018 to March 2020 Annual Report and Business Plan 2020-2021 for The Inverclyde Child Protection Committee.

All Child Protection Committees across Scotland produce an Annual Report and set out their priorities for the coming year. The following report describes how our Committee fulfilled its functions and tasks during 2018 to early spring 2020. The production of this report allows the Child Protection Committee an opportunity for reflection on the successes and challenges along the way and assists in planning our priorities for the year ahead.

March 2018 to March 2020 has seen us fulfil the intentions set out in our outcomes framework for 2017-18 published in our annual report of that year. This has included progressing our Child Sexual Exploitation agenda, building robust communications with our community safety partners. Improvements have been made in our assessment and support offered to children at risk from parental substance misuse. We have also introduced a radical approach to addressing the harm resulting from domestically abusive relationship patterns via UP2U.

Via our Addressing Neglect Enhancing Wellbeing (ANEW) we have made significant strides as a community planning partnership in terms of considering the organisational barriers to responding to early signs of neglect and other harm. As a committee we recognise that improving outcomes for our most vulnerable children and young people is dependent on collaborative working and the Child Protection Committee fully embraces the principles underpinning Getting it Right for Every Child, recognising the importance of this agenda in protecting our most vulnerable children by providing

preventative early help. The provision of early help is a practice we are striving to improve on in Inverclyde as part of the Nurturing Inverclyde initiative and via our upcoming campaign -

'Helping Hands'.

As always in Inverclyde we have been keen to take our place within any national initiatives set on improving child protection processes and are active members of the Barnahus/Joint Investigative Interviewing North Strathclyde project. As an outward looking committee we embrace opportunities to work with colleagues both regionally and nationally to contribute to the Child Protection Improvement Plan and other improvement initiatives.

As we undertake this opportunity for reflection we are compelled to consider the significant impact of the recent pandemic situation on children's services and how this may radically alter service delivery going forward.

In my role as chair of the Child Protection Committee but also as Head of Service for Children's Services within the HSPC and the Chief Social Work Officer, I can wholeheartedly reflect that the joint working and prioritisation of Inverclyde's most vulnerable children, from the very initial stages of service response to the pandemic within lockdown to the deliberate planning around recovery, has been thorough, innovative and nothing short of outstanding. I am very proud of the way Inverclyde has come together as a community to offer a targeted humanitarian response to the pandemic. I believe this has greatly enhanced the ability of child protective services to focus at those children most acutely affected by high levels of need and risk. I would like to extend my sincere thanks to our partners and the frontline practitioners who deliver the protection services for vulnerable children in Inverclyde and who have continued to do so in the most testing of circumstances. I should also like to thank the members of the general public for their continuing support of the Child Protection Committee and of child protection within Inverclyde.



Sharon McAlees
Child Protection Chair



Section 1 - overview

1.1 Our vision and aims

The ICPC is an inter-agency strategic partnership responsible for the design, development, publication, dissemination, implementation and evaluation of child protection policy and practice across the public, private and wider 3rd sectors in Inverclyde.

Aims

We aim to:

- Improve the way we work to provide access to early help and support in order to improve the wellbeing of children, young people; targeting the most vulnerable;
- Create systems and processes with a clear understanding of local needs, planning, governance, data support and service development;
- Create a culture for all that provide protective services that is defined by high levels of support, alongside challenge and expectations to deliver our priorities; and
- Use GIRFEC principles when we work with children and young people in accordance with Children's rights under the UNCRC

Priorities

We want to ensure that our Child Protection Committee:

- Knows who our most vulnerable children and young people are, and focus the work of the Child's Plan to improve outcomes for these children and young people;
- Hears the voice of children and young people; influencing their experience of our support, improving their outcomes and informing service planning;
- Understands that exposure to high levels of stress, neglect and abuse impacts on children's psychological wellbeing and self-esteem and seeks to promote and support resilience
- Supports families to give their children the best childhood they are able.
- Gives practitioners the tools and support to make a difference.

Our values



Embedding the Nurturing Inverclyde approach across children's services



Driving continuous improvement through a culture of collaboration, high aspiration, reflective practice and learning for success



Mitigating the adverse consequences of child poverty through an extensive cross-cutting range of strategies



Involving children and young people in every aspect of policy, planning and service development and promoting their rights



Investing significantly in prevention and early intervention, especially from pre-birth to commencement at school.



1.2 What is the role and remit of Inverclyde Child Protection Committee?

Inverclyde Child Protection Committee (CPC) is a locally based, multi-agency strategic partnership responsible for the design, development, publication, distribution, dissemination, implementation and evaluation of child protection policy and practice across Inverclyde. The CPC are also responsible for the quality assurance of multi-agency practice and ensuring that the performance measures put in place ultimately lead to improving outcomes for children and young people. Child protection means preventing a child suffering significant harm from abuse or neglect. The CPC is committed to its responsibility to keep all children in Inverclyde safe from harm whether abuse or neglect has already taken place or looks likely to take place. In working to achieve that, the functions of the CPC are continuous improvement, strategic planning, public information and communication.

Who are the members of the Child Protection Committee?

The CPC has senior membership across the full range of agencies and services with child protection responsibility including Inverclyde Council (Social Work, Education and Housing), Police Scotland, NHS Greater Glasgow and Clyde, the Reporter to the Children's Hearing, Inverclyde Violence against Women Partnership and the third sector. The CPC has a chair, a vice chair and a lead officer to ensure tasks are taken forward. All members aim to consistently improve upon the delivery of robust child protection practices across the public, private and wider third sectors.

Who is responsible for the CPC?

The National Guidance for Child Protection in Scotland 2014, requires that each CPC be established and governed by a Chief Officer Group. The Local Police Commander and the Chief Executives of NHS Glasgow and Greater Clyde and Inverclyde Council are the Chief Officers responsible for the leadership, direction and scrutiny of the

local child protection services and they have strategic responsibility for the CPC. Inverclyde CPC works collaboratively with other strategic partners; in particular, the Integrated Children's Services Board, Violence against Women Partnership, Adult Protection Committee and the Alcohol & Drugs Partnership. This means that child protection is seen alongside the wider context of supporting families and meeting children's needs. It ensures that partners are aligned in their aims, priorities and delivery of improvements as set out in the Child Protection Programme and the Local Outcome Improvement Plan (LOIP). We are committed to Getting It Right For Every Child. GIRFEC is the national practice model which aims to ensure children and young people are safe, healthy, achieving, nurtured, active, respected responsible and included.

Some areas of child protection activity are shared across local authority areas. In Inverclyde we work closely with partner agencies in Renfrewshire, West Dunbartonshire and Argyll and Bute regarding the delivery of child protection learning and development opportunities to the multi-agency workforce, including Joint Investigative Interview training. ICPC is also a member of the West of Scotland consortium which meets bi monthly and shares best practice initiatives across the 13 Local Authorities in the West of Scotland. The CPC also works in partnership with the Scottish Government and other CPC's nationally to take forward child protection policy and practice under the banner of Child Protection Committees Scotland.

How does the CPC work?

Inverclyde CPC normally meets six times each year. All the members have child protection skills and knowledge. They consider information from a variety of sources such as the local Child Protection Register, Children's Reporter, significant case reviews, formal inspections of Children's Services, case file audits and national developments. Identified areas for improvement and emerging trends in relation to child protection are then incorporated into the Child Protection Business Plan, which is detailed in this report.

The CPC has four permanent Sub groups, each reporting directly to the CPC. The Performance and Management Sub Group focuses on



the monitoring and measuring of improvements in child protection practice. The Training Sub Group identifies and has oversight of the delivery of multiagency child protection learning. The Children Affected by Parental Substance Misuse Sub Group has a focus on improving outcomes for children and delivering training in this area and links into the Council authority wide Alcohol and Drugs Partnership. The Child Protection & Domestic Abuse group has worked collaboratively with the Inverclyde Violence Against Women Partnership in the development of multi- agency guidance and the delivery of new approaches to assessing the risk from domestic abuse and identifying new interventions to reduce incidents of domestic abuse.

The CPC also implements short working groups once key areas of practice improvement are identified. The Child Sexual Exploitation working group was established in 2017 to undertake work in this area. The Addressing Neglect, Enhancing Wellbeing project, while also under the aegis of GIRFEC/Early intervention addresses its work towards the ICPC as getting it right at the earlier stages will have a positive impact on CPC work.

Links to other committees

We work consistently to ensure that the CPC links with wider strategic plans and committees structures to ensure robust governance and reporting arrangements and that our activity links to wider local authority , HSPC and national strategy. This includes the Public Protection Network, the Children’s Service Planning Partnership, the GIRFEC Strategic Group, the Child Poverty Action Group, the HSPC Big Action planning and working groups, the Community Safety Partnership and the Inequalities Committee.

1.3 Chief Officers Group

Chief Officers across Scotland (Local Police Commanders and Chief Executives of Health Boards and Local Authorities) are individually and collectively responsible for the leadership, direction and scrutiny of their respective child protection services and their Child Protection Committees. This responsibility applies equally to the public, private and third sectors. They also have responsibility for maximising the involvement of those agencies not under their direct control, including the Scottish Children’s Reporter Administration, the Crown Office and Procurator Fiscal Service and the third sector.

The Chief Officers Group in Inverclyde meets quarterly with the Heads of Service and Lead Officers from the Public Protection Network. The Chief Officers are updated on the progress of the core functions of the Child Protection Committee and priority areas as outlined in the business plan along with updates on reactive matters. The Chief Officers provide leadership, direction and scrutiny and ensure that links are made with the wider governance structure.





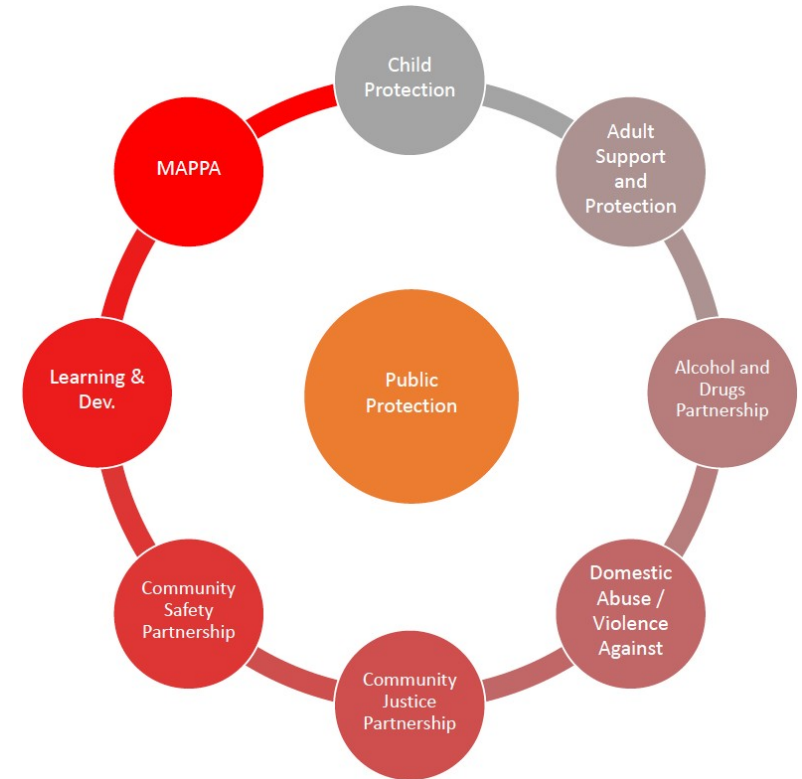
1.4 The Inverclyde Public Protection Network

The Inverclyde Public Protection Network is the forum with responsibility for shaping public protection arrangements across Inverclyde. It aims to strengthen the links between the Child Protection Committee and other statutory and regulatory functions.

The image to the right illustrates the relationship between the various bodies and groups responsible for protecting the public in Inverclyde.

The network aims to protect vulnerable people and keep people safe by promoting wellbeing, equality and diversity, collaborative joint partnership working, information sharing and communication,

community engagement and capacity building, peer support and challenge, shared learning and understanding and partnership wide policy and practice developments. In early 2020 we have increased efforts to coordinate Public Protection Networking across the CPC, APC and MAPPA. This has included the creation of a common digital framework and an annual communication and engagement plan. The first of these will be published in December 2020.





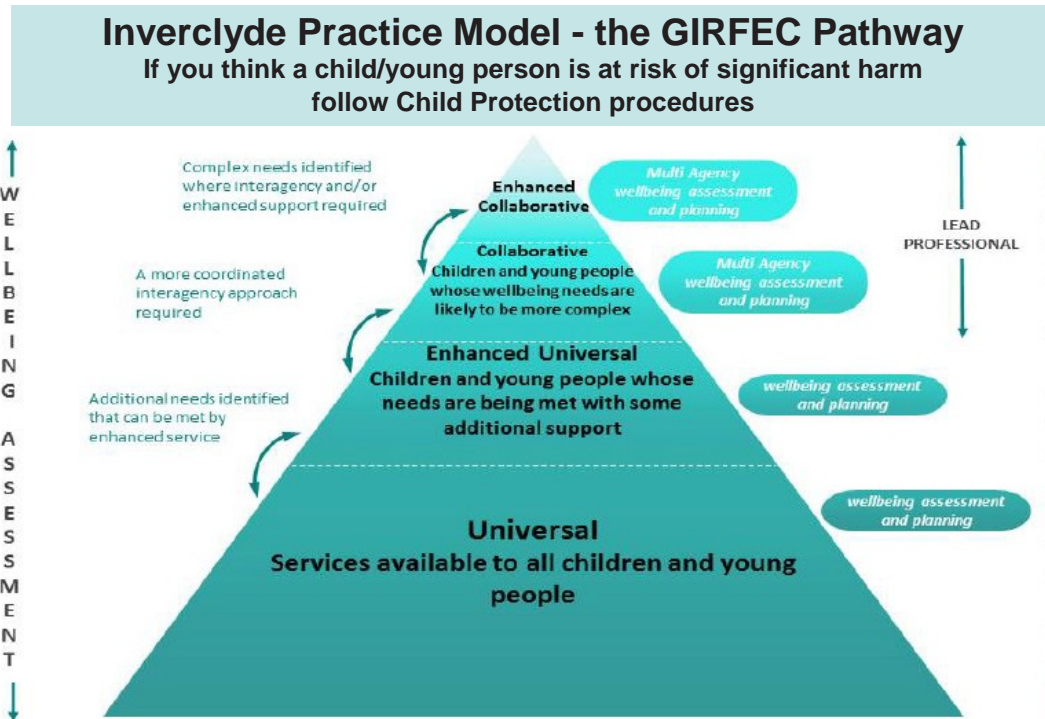
1.5 The wider agenda

The Child Protection Committee does not function in isolation. The collaboration and links with wider planning, strategic and operational groups facilitate effective partnership working and make the best use of resources and skills.

Getting It Right for Every Child in Inverclyde

At the heart of the GIRFEC approach is an emphasis on early, proactive intervention in order to create a supportive environment and identify any additional support that may be required as early as possible. Early intervention and support can prevent a problem from escalating into a crisis and ultimately, ensure positive outcomes for children.

While all Child Protection interventions operate at the 'enhanced collaborative' level of service delivery, Inverclyde Child Protection Committee are committed in the promotion of achieving early help for children, young people and their families. The CPC has close links with the GIRFEC strategy group and the children's planning partnership. This ensures that planning for children is joined up and shares the same values across the council. This approach is encompassed within the 'Nurturing Inverclyde' approach which received a COSLA Gold excellence award in 2013 and is an area that we have continued to build on and develop.





1.6 The environmental context

In order to understand the context in providing Child Protection Services in Inverclyde it is essential to understand the area and the challenges faced by the citizens living here. The Inverclyde area stretches along the south bank of the river Clyde estuary and covers 61 square miles. It is one of the smaller local authority areas in Scotland with a population of approximately 80,000. At the most recent estimate, 20.3% of the population is 0 – 19 years of age. Over the period 2001- 2011, Inverclyde had the second highest drop in population of all council areas in Scotland. This decline has had a greater impact on young people, young families and working age people. The population is projected to be 70,271 by 2039 representing a decrease of 12 per cent.

The under 16 population is projected to decline by 16% over the next 25 years.

The area's main towns are Greenock, which has the largest population, Port Glasgow and Gourock. The Scottish Index of Multiple Deprivation (SIMD) divides Scotland into small areas, called data zones, each containing around 350 households. The Inverclyde area has significant challenges in relation to deprivation and poverty. 51 (44.7%) of Inverclyde's data zones are in the 20% most deprived in Scotland, this is the highest local share in Scotland

Inverclyde has the second highest local share of data zones in the 15% most deprived in Scotland. The council with the highest local share is Glasgow.

22 (19.3%) of Inverclyde's data zones are in the 5% most deprived in Scotland, this is the highest local share in Scotland.

There has been an upward trend in the number of data zones moving into the 5% and 10% most deprived in Scotland category that were previously in the 10-20% most deprived category.

Most of the deprived data zones are within Greenock and Port Glasgow.

Across Inverclyde 13,945 people are income deprived. This is 17.7% of the population and higher than the Scottish average of 12%. Of this number, 10,143 live in the 20% most deprived data zones, which means that 3,802 income deprived people do not reside in the 20% most deprived data zones.

There are 7,126 people in Inverclyde that are employment deprived. This is 14.3% of the population and is higher than the Scottish average of 9%. There has been a small reduction in employment deprivation (1%) between 2016 and 2020. Of this number, 4,994 live in the 20% most deprived data zones, which means that 2,132 employment deprived people do not reside in the 20% most deprived data zones.

The area has further challenges in relation to child poverty. According to poverty figures published by End Child Poverty (2019), Inverclyde has the ninth highest level of child poverty in Scotland, after housing costs. It is estimated that just over 1 in 4 (35%) children and young people in Inverclyde are living in poverty. Poverty levels vary significantly across the authority with Inverclyde East Central and Inverclyde East having the highest levels of child poverty with over 30% with Inverclyde West decreasing the level of child poverty to 9%. In the school year 2015/16, there were 4,296 pupils enrolled in Inverclyde schools with 21% of these registered for free school meals compared to the national average of 14%.

In October 2010 Inverclyde Council and NHS Greater Glasgow and Clyde Health Board took the first steps toward integration by establishing our Community Health and Care Partnership (CHCP). In April 2016 the Inverclyde Health and Social Care Partnership (HSCP) became a legally constituted organisation from our parent bodies of Inverclyde Council and NHS Greater Glasgow and Clyde Health Board.



Following on from the development of a community health and care partnership, Inverclyde council and NHS GG&C had agreed that responsibility for community child health and children and families social work, including youth justice, would be delegated to the Inverclyde joint integration board, which

became operational from April 2015 as part of implementing the Public Bodies (Joint Working) (Scotland) Act 2014. Current research into the relationship between poverty and neglect notes that children living in poverty are over represented on child protection registers and recognises the strong link between poverty and its impact on multiple life opportunities. All services in Greater Glasgow and Clyde are committed to addressing the causes of poverty and improving the life circumstances of their children.

The Community Empowerment (Scotland) Act 2015 placed a legal duty on community planning partners to demonstrate that they are making a significant difference to the lives of their residents through the planning and delivery of local outcomes and the involvement of community bodies at all stages of community planning.

Community planning in Inverclyde is undertaken by Inverclyde Alliance, the community planning partnership for the area, and governed by the Alliance Board, chaired by the leader of the council. The Alliance comprises the Community Councils Forum, Skills Development Scotland, NHS Greater Glasgow and Clyde (NHS GG&C), Strathclyde Fire and Rescue, Greenock Chamber of Commerce, Scottish Enterprise, Greenock and District Trades Council, Strathclyde Partnership for Transport, Inverclyde Council, Police Scotland, James Watt College, CVS Inverclyde, Job Centre Plus and the Scottish Government.

The Inverclyde Local Outcomes Improvement Plan (LOIP) 2017/22 sets out the outcomes that the community planning partners in Inverclyde, known as the Inverclyde Alliance, will seek to improve. This in turn should improve the wellbeing and quality of life of the residents of Inverclyde, with a particular focus on reducing inequality and poverty.

The Local Outcomes Improvement Plan does not cover everything that is being delivered in Inverclyde, but focusses on three key priority areas: Repopulation; Reducing Inequalities; and Environment, Culture and Heritage. The work of the Child Protection Committee aligns with the Reducing Inequalities priority area.

The Inverclyde Community Justice Partnership has been in place from 1st April 2017. This new model for community justice, underpinned by the Community Justice (Scotland) Act 2016,

has placed community justice at a local level where the planning for this landscape and decisions can be made from a local perspective. It includes involvement of all of the statutory partners and representation from Action for Children and Turning Point Scotland who both deliver local services; CVS Inverclyde (who form one part of Inverclyde's Third Sector Interface); the local Community Safety and Wellbeing Manager, Corporate Policy and Partnership Manager and Alcohol and Drugs Partnership Co-ordinator.



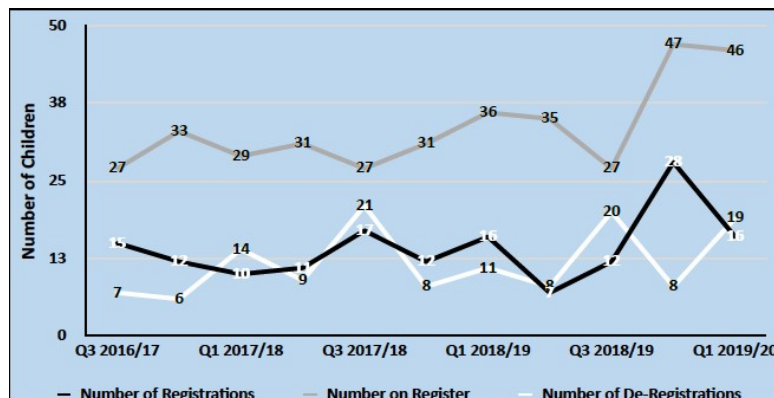


1.7 The Inverclyde profile

The use and analysis of data and evidence is essential in order to measure the impact that Child Protection Services are having in Inverclyde. Inverclyde Child Protection statistics are collated and reported annually from 1st August – 31st July.

The Child Protection Committee produces an Annual Data Management Report to collate all of the partnerships information for analysis and makes comparisons against national statistics from CPC's across Scotland to allow us to 'benchmark' our progress and monitor national trends. As part of the Scottish Government's Child Protection Improvement Plan, from 2020 all CPC's will be encouraged to collate data via the National Minimum Data Set. As this enables data to be collated via the same national criteria, this should render comparisons and benchmarking much easier. The information provided in this report is Inverclyde's first input into the National Minimum Dataset.

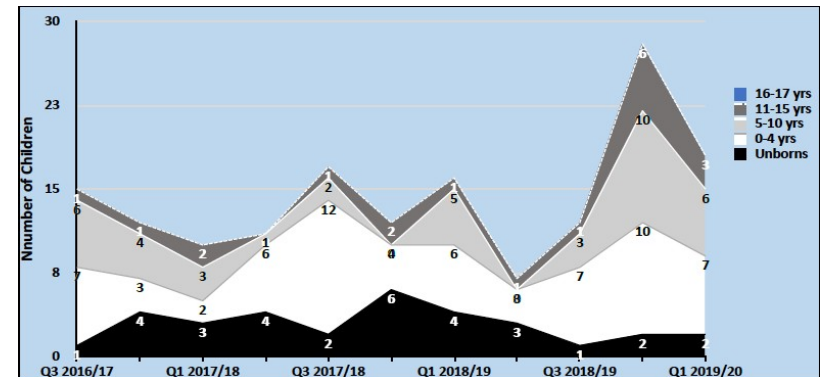
Number of children on the register December 2016 to January 2020



The number of children on the child protection register has seen a rise since May 2019. Factors we believe may have an impact on this rise are the following improvements in practice:

- 1 - A council wide focus on neglect and its impact on children and young people
- 2 - The creation of a dedicated early referral social work team Request for Assistance.
- 3 - Streamlining of the Initial Referral Discussion process which has improved evidence based decision making

Number of children on the register by age



50% of children on the register are 5 or under. This is consistent with national trends and has not changed over the past decade. This trend is also consistent with the practice of early and effective intervention which seeks to identify children at risk early in their childhood so as to mitigate harm as early as possible. The number of unborn babies with child protection plans has fallen however this can be related to two influences. Firstly a decline in birth rates within Inverclyde as a whole. Secondly and more positively, the impact of the Family Nurse Partnership who work on a voluntary basis with young parents who are identified as requiring additional and ongoing support.



Areas of concern

Our data advises us that the most common child protection concerns in the area of Inverclyde are Domestic Abuse, Parental Mental Health, Parental Substance Misuse and Neglect. In most families a combination of these concerns are present when concerns are raised about children. Parental substance misuse continues to contribute to significant harm to children. Child protection concern related to parental alcohol use remains prevalent but has fallen consistently since 2014 while concern over parental drug misuse has risen. This is in keeping with national trends however there is also recognition that alcohol misuse is under reported within society as a whole and remains a hidden harm. Within Inverclyde, as in other areas of Scotland, we see evidence of poly drug use. Use of cannabis has become normalised in some populations. Use of cocaine has risen within Inverclyde as has alcohol taken alongside Valium and other substances making for a very complex picture for those services managing addictions.

Families can be registered in more than one category of concern. The majority of children whose names are registered on Inverclyde's child protection register are recorded under multiple categories of concern. The degree of combined risk is therefore higher and more complex and challenging for services to assess, intervene and mitigate.

The last few years has seen a return to a social justice model within child protection research and practice. This recognises the impact of poverty and multiple sources of deprivation (pre and post-natal health, housing, nutrition, access to the digital economy, aspiration and the socio economic barriers to achieving dreams) on children's wellbeing and progress. The link between poverty and neglect is also well recognised in research and social policy. In Inverclyde we are very aware of the detrimental impact of poverty on our communities and the CPC works closely with initiatives both within the council and in the third sector whose remit is to address poverty, increase wellbeing and opportunities for all of our citizens.

	Aug-Oct Q1 2017/18	Nov-Jan Q2 2017/18	Feb-Apr Q3 2017/18	May-Jul Q4 2017/18	Aug-Oct Q1 2018/19	Nov-Jan Q2 2018/19	Feb-Apr Q3 2018/19	May-Jul Q4 2018/19	Aug-Oct Q1 2019/20	Nov-Jan Q2 2019/20
Child Placing Themselves at Risk	0	0	0	0	0	0	0	0	0	0
Child Sexual Exploitation	0	0	0	1	0	1	0	0	0	0
Domestic Abuse	7	9	4	7	7	1	7	9	7	11
Emotional Abuse	0	0	5	2	1	2	0	0	4	0
Neglect	1	1	10	5	10	1	1	11	4	2
Non-Engaging Family	0	0	4	4	1	2	0	6	5	3
Parental Alcohol Misuse	3	6	3	4	2	2	5	2	7	1
Parental Drug Misuse	0	2	3	6	6	0	6	4	7	15
Parental Mental Health Problems	2	3	5	6	6	2	6	15	11	14
Physical Abuse	0	0	0	1	0	0	4	5	0	2
Sexual Abuse	0	0	0	0	0	0	0	0	0	4
Other Concern	1	4	6	4	5	1	3	1	1	16
Total Number of Registrations	10	11	17	12	16	7	12	28	18	23



Section 2 - ICPC in action

2.1 Post inspection action plan

The 2017 inspection of services resulted in a very positive analysis of performance for Inverclyde with participation being assessed as excellent and 5 other areas of inspection being assessed as very good, and 2 more as good. The inspection did however rate assessing and responding to need and risk, a key indicator for any CPC, as adequate. In response to this finding a post inspection action plan was drawn up to address this deficit. The key improvements in the plan are listed below:

What we set out to do

Initial Referral Discussions (IRD) will be consistently undertaken, with evidence of key partners being actively involved in the decision making process. IRD records are consistent within all agencies files. Systems will support “real time” Initial Referral Discussion. There will be consistent high quality assessment of risk and need.

What has been achieved

Test of change results show improved, effective and consistent application of IRD processes with IRD’s taking place in 100% of cases where concern is raised about children thought to be at risk, including those at risk through accumulating neglect. 100% of IRD records show clear multi-agency discussion, decision making and rationale regarding the provision, non-provision of medicals. 100% of IRD’s include clear record of multi-agency decision making and rationale regarding action or non action.

What we set out to do

Agency responses to domestic abuse are child centred, joined up and streamlined. A review will be undertaken of multiagency response to lower level incidents of domestic abuse involving children. Improved recording of the frequency of domestic abuse incidents involving children to facilitate improved consideration of the cumulative impact of domestic abuse.

What has been achieved

Domestic abuse approaches are child centred, joined up and streamlined – this is being achieved via the Request for Assistance team who process all domestic abuse referrals. Quality assurance and audit evidences that the cumulative impact of low level domestic abuse is recognised as a risk indicator in assessments.

What we set out to do

The cumulative impact of neglect is recognised and addressed. Develop evidenced informed practice through use of up to date knowledge, theory and research (CELCIS partnership with Inverclyde aimed at addressing neglect). Use of implementation science to develop practice in relation.

- Assessment & need, risk at universal and enhanced universal pathways
- Team around the child
- Transition across the GIRFEC pathway.

All Named Persons and Lead Professionals will engage in joint risk assessment regarding child protection concerns, both for new cases and for cases where there are accumulative signs of neglect. All staff will receive appropriate level of support and challenge in order to meet their responsibilities.

What has been achieved

The ambition, which we have begun, is a roll out of training to all sectors, from the general work force to identify the early signs of neglect and the intensive work force to intervene and change. Based on learning from implementation methodology we are aiming to ensure all our training is accompanied by coaching and modelling to ensure meaningful change is sustained over time. Multi agency audit of transition points is helping us to learn about the challenges service users experience as they step up and down our GIRFEC pathway and dedicated focus on consistent approaches to team around the child meetings has been undertaken.



What we set out to do

All multi-agency chronologies are fit for purpose and used meaningfully to inform assessment of risk/ need. Chronologies are subject to review and analysis.

What has been achieved

Staff are being mentored to produce chronologies that are clear and concise in the information they share. Use of chronologies has been embedded into key decision making meetings such as Looked After Reviews and Child Protection Case Conferences in order to identify patterns of change or resistance. This is beginning to lead to more timely and evidence based decision making around children's plans. Regular auditing will ensure that best practice is shared.

What we set out to do

Produce a multi-agency quality calendar to ensure a collective approach to service improvement which includes:

- Single agency case file reading
- IRD screening group

Tri annual peer audit of key processes (wellbeing assessments, risk assessments and child's plans)

What has been achieved

Auditing now takes place on a rolling basis with the team around the child regularly involved in this process. Peer review and including the team around the child in audits has proven to increase understanding and overall engagement in improvement processes. For example, our reviews of children who have been on the child protection register for more than a year always includes a session with the team supporting that child so that they can feed their views into the process. Operational managers in social work attend our IRD screening group and participate in our data set analyses. In future we would like to extend the opportunity to more frontline staff so that they are able to make the link between improvement activity and improved outcomes for our children and young people.

What we set out to do

Develop guidance to set out minimum standards of practice for application and use of assessment tools

What has been achieved

Use of assessment of care tools including resilience matrix, genograms, cycle of change and assessment of parenting capacity is encouraged with bespoke training and follow up coaching available. With new staff recruited we would recognise this as an ongoing feature of our staff induction and training programme.





2.2 Best practice examples

Barnahus/Joint Investigative Interview (JII) Pilot

Inverclyde is involved in a North Strathclyde Pilot to develop and strengthen the quality of the Joint (Police and Social Work) Investigative Interviewing of vulnerable child witnesses with the aim of reducing the need for children to appear in court and thus reduce re-traumatisation following abuse.

The aim of the Joint Investigative Interview Improvement Pilot is to create the conditions for securing best evidence from child victims and witnesses, and for Joint Investigative Interviews to be of a sufficiently high standard to be used as Evidence in Chief or hearsay evidence in Court Proceedings.

Working within the recommendations of the Evidence and Procedure Review and within principles of GIRFEC, the Joint Investigative Interviewing Project has developed a Scottish Child Interview Model to provide an approach for the interviewing of children which is both trauma informed and achieves best evidence through more robust planning and interview techniques.

Each local authority has nominated one Social Worker and Police Scotland have nominated four officers creating a specialist cadre of ten Social Workers / Police Officers and the group have already commenced the 5 module training course. The training represents a significant investment in resource to develop and strengthen the quality of JII, moving from a 5 day course to an accredited 5 module course across a six month period.

The specialist JII Cadre (Police & Social Work) shall work alongside 3rd sector partners Children 1st to ensure that:

Staff within the cadre have advanced knowledge, skills and competencies and the required experience of forensic interviews that produce best quality evidence and ensure the protection of the child.

The partnership develops a best practice model based on shared resources, learning and provides risk sharing arrangements across authorities to ensure that the quality of the interventions are not compromised and are consistent in improving the experiences for children and their families who are subject to child protection processes.

Recovery that is trauma informed is built into the process from the point of disclosure for children.

Children 1st recently succeeded in obtaining National Lottery money to develop the first Barnahus which will be located in the West of Scotland.



Up2U

In March 2019 Inverclyde CPC held a conference, Best Social Practice in Addressing Domestic Abuse. On the back of this conference Inverclyde HSPC decided to embrace the Up to You model of intervention around domestic abuse.

Up2U is a programme for people who use domestically abusive and unhealthy behaviours in their relationships. It seeks to reduce the incidents of domestic violence, prevent the cycle of abuse, and reduce the numbers of children in child protection services, edge of care or children in care.

Up2U recognises that people use domestic abuse for different underlying reasons ranging from childhood trauma and emotional deregulation, learned behaviour, attitudes that support gender differentials, poor conflict resolution to the use of power and control resulting in different typologies of domestic abusers. The service seeks to help people use non-abusive behaviours through a range of skills that target thinking, feeling and behaviour. The service aims to support service users to take responsibility for their own thinking, emotions and behaviours and learn to use healthy and respectful relationship behaviour; promote safety within families and reduce the risk of continuing domestic abuse; address the link between substance misuse and abusive behaviours; increase their ability to recognise and manage

emotions increasing their emotional and mental wellbeing; prevent the cycle of abuse by modelling healthy relationships to their children

Modules and sessions delivered to each individual are matched to their particular needs. To avoid lengthy waiting times for referral and to cut out complicated referral processes which may cause delay when a person is most motivated to change, Up2U operates an informal referral pathway. To be eligible for referral a person must accept that they use abusive or unhealthy behaviours in their relationship and want to change these behaviours. When someone is accepted onto the Up2U programme support is offered to their partner/ex-partner to ensure ongoing safety and risk management. If an Up2U client has children and they are not currently working with children's services Up2U will refer through the Children's referral processes for support to be in place. 20 practitioners have now been trained within Inverclyde and have started to implement Up2U with families.



Addressing Neglect Enhancing Wellbeing

The ANEW in Inverclyde Team is a multi-disciplinary group with members from Social Work, Health and Education. The work of ANEW is set within the context of the Child Protection Improvement Programme, the Children's Services Strategic Plan and the local GIRFEC Strategy. The aim is to improve outcomes for children and their families by developing a strong professional base for identifying, understanding and responding to need at the earliest opportunity, with clear, agreed, high quality multi agency approaches throughout a child's experience. Objectives are to:-

- Communicate with a range of partners to gather and analyse information and data to understand and develop support for transitions and inter-agency collaboration
- Explore multi-agency cooperation through the team around the child approach, noticing whether equality of partnership and participation is achieved by agencies, children and their families and who coordinates the planning and implementation
- Examine processes and supports for the early identification of and support for unmet needs in relation to wellbeing to identify effective practice in order to shape the design process

In the first phase of the ANEW approach, visits to Health, Education and Social Work teams were arranged in order to gather data on what teams felt were relevant issues for them in terms of collaborative working. The work undertaken at this stage led the ANEW team to the view that their focus then needed to be on enhancing understanding of professional roles, communication pathways and collaboration between the different sectors. A joint session was arranged for teams to share their work and build on existing professional relationships. A pathway for escalating concerns was agreed. Multiagency training in relation to neglect was scoped out. ANEW concluded their work at the beginning of 2020 with a recommendation that the GIRFEC pathway be prioritised in a manner similar to the child protection agenda, that is by the appointment of a GIRFEC lead officer to promote interagency working at the child in need level. This is currently under consideration by senior management.



2.3 Inverclyde as a sector leader in participation

In 2017 the care inspectorate identified Inverclyde as a sector leader in terms of their work to improve the Participation of children, young people, families and other stakeholders in policy, planning and service development.

Work has continued in this area since the inspection with participation remaining a key focus. Care experienced young people are regularly involved in the recruitment of HSPC staff including social workers and our very own CP Lead Officer. They have also contributed to strategic planning in relation to Inverclyde's 6 Big Actions.

Work undertaken previously to collate a workbook of approaches that encourage children's voices has continued and 2020-21 will hopefully see some fantastic initiatives come to fruition such as the children and young people communication app Mind of My Own.

A project to map Inverclyde child protection policy and procedures in relation to the United Nations Convention on the Rights of the Child will also recommence (temporarily delayed by the onset of Covid-19).

Birth Ties, the support service for parents who are relinquishing a child to adoption or the permanent care of other family members, is a valued resource and maintains that connection with parents who are experiencing the loss of a child when other services have withdrawn or their focus is elsewhere. Proud2Care, a group run by Inverclyde's care experienced children and young people for Inverclyde's children and young people who have care experience is now in its 4th year.

Recent triumphs include forming Inverclyde Champions Board, developing Champs & Mini Champs groups, hosting a MasCAREaid Ball and being recognised at the Inverclyde Year of Young People Awards. As a forward looking committee, Inverclyde CPC is always looking to ways we can include children and young people in improving services and this will continue to be an important feature of the New Year.





Section 3 - what else was achieved in 2018-20

The planned activities and priorities for the Child Protection Committee were set out in its Business plan in April 2017. This plan was based on the functions and duties of a Child Protection Committee as set out in National Child Protection Guidance 2014.

As a result of the improvement journey undertaken after 2017, the learning from the strategic needs assessment and joint inspection of children's services and the development of a more outcome focused approach to planning the Child Protection Committee revised its business plan in June 2017 into an outcome focused format with key performance indicators.

The outcome focused plan optimised our ability to use SMART planning and measure the impact we were making. The use of task groups to address the priority areas had a significant impact on productivity by ensuring achievable and focused objectives were set, that the partners round the table were appropriately skilled, engaged and productive and included strategic and operational staff, and that the tasks were completed timeously.

This model of working has been evaluated as effective in Inverclyde and shall be continued and developed throughout the upcoming year to ensure the Child Protection Committee is effective and achieves its set outcomes.

3.1 Public information and communication

The National Guidance for Child Protection 2014 sets out the core functions and duties for Child Protection Committees and cites that the CPC must determine the level of public awareness, understanding and knowledge of, and confidence in, child protection systems within their area and address any issues as required within their business and/or improvement plans and will produce and disseminate public information about protecting children and young people. To achieve this function the Inverclyde Child Protection Committee set a priority within its high level plan to:

'Maintain a high level of awareness of Child Protection with children and young people, families and the wider community through the provision of information'

The Communications Sub Group was discontinued in 2018 on the basis that a communication strategy should run through every initiative and sub group. A similar decision was made in relation to the participation sub group as it was recognised that this also needs to run through everything we do.

The Child Protection Committee website will continue to be maintained and updated for the purposes of communicating its work, sharing information and good practice guidance with the wider staff group, general public, children and their parents.

In recognition of the need to provide a more child friendly site the Child Protection committee commissioned a child centred website which was developed and launched by the Pupil Council from St John's Primary School. The aim of the website is to provide relevant information to young people on issues that affect them, encourage them to speak with someone who they trust and provide advice and contact numbers to services that could provide support. The website was launched in 2017 via a public awareness campaign and was thereafter regularly screened on the local schools information screens.



The Citizens panel survey conducted in autumn 2019 advises us that just over half (57%) of all respondents said that nothing would prevent them reporting any concerns they may have about a child or young person. This is up slightly from 2017 when 54% of those surveyed said nothing would prevent them from reporting concerns. The main issues that would prevent people from reporting a concern are as follows:

- Fear of getting it wrong 26%
- Not having enough evidence or information 22%
- Fear of retaliation from parents/families 10%

Fear of confidentiality being breached was the main concern in 2017 and this remains a concern in terms of fear of retaliation. That fear of getting it wrong and not having enough evidence or information is an ongoing concerns lead us to suspect that a new public information campaign focused on early intervention is needed and this is something that we will be addressing autumn 2020 via our Helping Hands campaign.

	Total	Worst 15% of Data-zones	Rest of Inverclyde
Nothing would prevent me reporting concerns	57%	59%	56%
Fear of getting it wrong	26%	26%	27%
Not having enough 'evidence' or information	22%	17%	24%
Fear of retaliation from parents/families	10%	9%	11%
Concerns about confidentiality being maintained	10%	11%	10%
Belief that nothing would be done	3%	5%	3%
Other	1%	0%	1%

3.2 Continuous improvement

Child Protection Committees have a key role to play in the continuous improvement of child protection policy and practice. An important element of this work involves the design, development; publishing, distribution, dissemination, implementation and regular review and evaluation of clear and robust inter-agency child protection policies, procedures, protocols and guidelines.

Self-Evaluation

In order to improve services that protect children Inverclyde Child Protection Committee has taken a collective approach to reviewing the quality of multiagency practice through case reviews and other self-evaluation activity. Within the 2017 plan the Child Protection Committee set a priority to ensure:

'A collective approach is taken to improvement in services to protect children.'

The Performance Management Sub group takes responsibility for all self-evaluation activity and it analyses this information to inform and improve practice. To do this quarterly monitoring and outcome reports are produced with an annual review and recommendations to ensure that our work priorities are based on data and evidence and that the impact of our interventions can be measured.

Our monitoring activity informs us that practice around consistent use of Initial Referral

Discussions has increased significantly reflecting targeted improvement work in this area.

Multiagency case reviews have been undertaken where a child is on the Child Protection Register for over 52 weeks or re- registered within 1 year and the themes and learning is shared both at a planning and practitioner level with training needs or immediate actions attended to.

The ambition for Inverclyde is for case file audits take place on a rolling basis where they can ensure that the lead professional's file



on each child has a chronology and assessment/ plan in place as a minimal standard. Significant auditing work has been undertaken during 2020 and we are confident of meeting this ambition.

A second ambition is to change the culture within Inverclyde around quality assurance so as to see this as a helping aid rather than a critical process. The IRD Screening Group has found that the inclusion of practitioners in the

screening process, making them aware of the screening tools that are used and involving them in the discussions, has been very beneficial in terms of informing the process and improving the learning.

A third ambition is to continue to improve the use production and use of multiagency chronologies. Good collaborative examples of these demonstrate to practitioners how multiagency chronologies can be utilised to recognise patterns of behaviour, evidence of drift or evidence of positive change in family dynamics.

The National Child Protection Improvement Programme (CPIP)

The CPIP was set up in 2016 to make improvements in Scotland's Child Protections systems following the Brock report and the Care Inspectorate's Triennial review. The review identified 9 areas for improvement including neglect, child sexual exploitation, trafficking, data and evidence, systems, children's hearings, leadership and workforce development, inspections and internet safety.

Inverclyde CPC has embraced the opportunities offered by the CPIP. We have begun to address the corrosive effects of neglect on children and young people via improved multiagency working and early and effective intervention encouraged by the ANEW approach. We are in the process of completing our first submission to the Minimum National Data Set and have joined in the first steps towards a National child protection register. Inverclyde are part of a pilot into Barnahus/ JIIT. Inverclyde CPC will also be fully involved in the consultation period for the new National guidance for Child Protection once it is released in late summer 2020.

The Independent Care Review

The Independent Care Review published its findings in February of this year and in Inverclyde we very much welcome its focus on community based intensive family support as this is a model we espouse and try to practice. We look forward to working closely with the implementation plan once this is agreed across Scotland. In the meantime we have developed our own local pledges which reflect the momentum and values of the pledge.

Policies, procedures, protocols and guidance

Inverclyde Child Protection Committee continues to guide and support constituent services and agencies to ensure that they have their own child protection policies, procedures and guidelines in place and promote their continued development around existing and emerging child protection issues.

Evidence based, up to date published procedures and guidance are available via the CPC website and these are reviewed on a regular cycle. As a result staff feel supported to deliver high quality services and children young people and their families receive a consistent service based on good practice. The suite of guidance documents is revised and updated in line with an approved schedule and emerging local and national themes. As we have been without a lead officer for over a year, this has been an urgent task for our current lead officer to focus on.

Learning and development

An essential part of continuous improvement in relation to Child Protection practice involves promoting the continuous professional development of the work force. To ensure that we remain focused on this function Inverclyde Child Protection Committee set a priority within the 2017 plan to ensure that:

'Inverclyde has a workforce that is competent and confident to promote the well-being of children and young people, protect them from harm and improve their outcomes.'



To meet this outcome the Child Protection Committee deliver and evaluate an annual programme of core training and learning opportunities on a multiagency basis based on the needs and skills sets of the recipients. The delivery of training is specifically targeted at General, Specific and Intensive Workforce levels.

The training calendar is continually adapted based on practitioner feedback from course evaluations and identified priority need areas. Over the past two years training has focused on assessment of need and risk.

The Child Protection Practitioner's Forum has been established in Inverclyde since 2015 and the chair of the forum sits on the Child Protection Committee, an appointment which is greatly valued by the committee.

The role and functions of the practitioner's forum shall continue to be developed in line with the committees emerging plans. In the recent period there have been successful presentations in relation to CSE and trafficking. The forum is very well attended and audience participation is excellent.

3.3 Strategic planning

Inverclyde Child Protection Committee is the key local partnership in terms of the planning of child protection policy and practice. Effective communication, collaboration and co-operation, both within and between practitioners and across all our services and agencies, is essential for the protection of children and families in Inverclyde. In 2017 we identified the following priority to ensure we achieved this core function.

'The Child Protection Committee will have in place effective mechanisms for communication, collaboration and co-operation across all services and agencies with clear links to other multiagency planning partnerships and structures'

Protecting children in Inverclyde sits within the wider public protection agenda and in 2017 a Public Protection Network was established.

This partnership aims to support the promotion of wellbeing; equality; diversity; effective collaboration; cooperation; communication; information sharing and joint partnership working across existing public protection fora. The Child Protection Committee have established a risk register to allow the committee to effectively scope, mitigate and manage risks to its ability to deliver effective services which in turn provides the Chief Officers Group a greater ability to scope risks across the Public Protection Network.

To allow clear communication of its role and functions within these networks and to aid collaboration with all services and other planning partnerships the Child Protection Committee Constitution has been updated and revised to reflect new legislation and policy developments.

Inverclyde Child Protection Committee's commitment to focus on improving delivery of early help to vulnerable children and their families also presents opportunities to link with the work stream of the GIRFEC implementation group. The Child Protection Committee is closely connected to the implementation of GIRFEC policy and the Children and Young People (Scotland) Act (2014) in Inverclyde to ensure it supports and enhances existing procedures to protect children.

The CPC business plan has actions within it that link to the children's service plan, the HSPC Big Action Plan and the wider objective of the council of reducing inequalities within the community.

The Committee remains engaged in consulting and influencing national and regional policy and practice in relation to child protection through active membership of Child Protection Committees Scotland, the West of Scotland Child Protection Consortium and other national and regional forums as appropriate.



3.4 Identified priority areas

Following extensive self-evaluation activity and becoming more data and evidence informed in 2017 the Child Protection Committee revised its approach to planning and produced a revised outcome and performance framework with a set of key performance measures and 7 high level outcomes to encompass both its core function and to address the identified priority areas of need.

A high level outcome was set to ensure our activity targets the areas of identified priority need:

'Children and young people affected by parental mental health, substance misuse and domestic abuse experience lower levels of risk.'

To meet this outcome task groups were established to target the identified areas of priority need with clear outcomes as detailed below.

3.4.1 Children affected by parental substance misuse (CAPSM)

In 2017 the ICPC set the following outcomes to meet the needs of children affected by parental substance misuse:

Outcome: 'The level of risk experienced by children affected by parental substance misuse is reduced as a result of the intervention of services.'

Outcome: 'Children affected by parental substance misuse will be offered a service that meets their need for support.'

The CASPM Group brings together professionals with particular skills and experience to work in a targeted way with his vulnerable group. Its aims are to ensure that:

- Children affected by substance misuse experience lower levels of risk as a result of early proactive intervention
- The needs and safety of children affected by substance misuse are prioritised
- The workforce are informed about the needs and risks for children affected by substance misuse
- Children affected by substance misuse have access to targeted well-resourced services

Professionals and the general public know where to go to achieve earlier help for Children affected by parental substance misuse. Work has commenced to identify:

- The number of children known to agencies affected by Parental Substance Misuse across all partner agencies.
- The number of children affected by Parental substance misuse under 5 who are screened using the single shared assessment and the outcomes of the assessment.
- The number of named persons who are aware /made aware of concerns relating to children affected by parental substance misuse.
- The number of children affected by Parental substance misuse accessing targeted CAPSM support.

A programme of core and specialist learning and development has been incorporated into the training calendar. The training is evaluated to ensure it meets the needs of the work force. Attendees note a high link between learning and practice. They also note that the course plays a key part in their questioning of current assumptions around substance misuse, both on a personal and wider social level. Attendees also note the importance of chronologies within the context of CASPM. Others have fed back that 'training will make my practice more alert to the impact of neglect on the child' and that, 'the knowledge gained on the course will make me more vigilant when dealing with children and families where there is substance misuse.



3.4.2 Children affected by domestic abuse

In 2017 ICPC set the following outcomes to meet the needs of children affected by domestic abuse:

Outcome: The level of risk experienced by children affected by domestic abuse is reduced as a result of the intervention of services.

Outcome: Children who have experienced domestic abuse will be offered a service that meets their need for support.

The Children Protection Committee continues to work in close partnership with the Violence Against Women multi-agency partnership on the shared priority to support children and families affected by domestic abuse.

This sub group has facilitated an extended pilot of the use of the Safe Lives 'Dash' Risk Identification Checklist and trained a cohort of Children and Families social work staff in the use of the checklist. Use of the tool is now standard practice following receipt of a referral indicating domestic abuse has or is occurring.

The group has developed and introduced clear outcomes and a performance framework for the working group to monitor progress and contribute to wider CPC performance management agenda. Data set for CADA has been updated and improved to include repeat incidents of domestic abuse and based on care inspectorate shared data set

Multiagency training has devised by the working group focusing on Domestic Abuse and on the use of the Risk Indicator checklist to aid assessment and evidence change.

The CP lead officer worked with Police to develop a leaflet and calling card with offers of support to be left with victims at the scene of a domestic incident.

The Domestic Abuse and Child Protection Practice Guidelines have been reviewed as has the protocol for shared assessment of risk.

Over the past year 20 social work practitioners have been trained to deliver Up2U, a programme for people who use domestically abusive and unhealthy behaviours in their relationships. As detailed previously in this report, we hope this will have a positive impact on our communities in terms of reducing the number of domestic abuse incidents.

3.4.3 Children affected by parental mental health

25% of the children/young people that are currently on the Inverclyde Child Protection Register note parental mental health as a factor that placing them at risk of significant harm. As a priority area for the Inverclyde Child Protection Committee the purpose of the working group is to look at how improvements can be made in:

- Collaborative Multi-Agency Working
- Participation With Families
- Communication to the Wider Public
- Strategic Planning/Processes

The working group recognised the need to develop:

- A protocol/pathway that informs and supports practitioners to feel confident when dealing with families that are affected by parental mental health.
- A single point of contact for service users.
- A means of supporting children/young people's understanding of parental mental illness and its impact.
- Engaging with relevant young people to gain their views on the service that their parent or parents receive in relation to their Mental Health and what more could be done for them as young people to support their understanding.
- Recognising stigma associated with mental health and understanding reluctance of parents to come forward with issues if they feel social work will have involvement.



- Encouraging a culture shift for the Inverclyde population and for Inverclyde staff (similar to that which is taking place within addiction). It is everyone's responsibility to keep children safe. Services need to "Think Family, Think Parents, Think Children". All need to be considered as part of the full holistic approach to recovery/building resilience and keeping children safe.
- Developing trauma informed practice and incorporating this into our Child Protection Processes and building on our relationship based practice.

These themes will now be progressed via the Hard edges initiative.

3.4.4 Child sexual exploitation

In 2017 ICPC set the following outcomes to tackle child sexual exploitation

Outcome - 'Services take effective action to prevent Child Sexual Exploitation, protect and support children and young people who are at risk of abuse or are abused through sexual exploitation, and disrupt and prosecute those who perpetrate this form of abuse.'

Inverclyde Child Protection Committee have established a CSE working group with distinct performance measures to ensure effective action is taken to prevent CSE and protect children and young people who may be at risk.

The group is currently reviewing the effectiveness of the Vulnerable Young Persons Group (VYPG) which was established to primarily focus on the promotion of safety of young people at risk of sexual exploitation and will aim to identify service gaps or any developments which will promote continuous improvement of the VYPG. The working group have engaged with the Inverclyde's community planning partnerships to liaise with people working in the night-time economy and other business sectors and with communities in general in order that they can be informed and can play their part in

protecting children and young people at risk including through sharing information in relation to potential perpetrators.

Comparison against the set performance measures for the CSE group in 2017 evidences that this task group has been effective and driven in meeting its objectives so far and that Inverclyde's services now meet the core components checklist developed by the National Child Sexual Exploitation Group.

3.5. The next twelve months: in summary

The Covid-19 pandemic started just as this report was being written. It has impacted on all the work Inverclyde CPC had scheduled from mid-March onwards and will continue to influence practice and procedure as we build on our recovery plan. Since lockdown commenced the CPC has met as an emergency steering group with a full ICPC being convened in July. Subgroups have been meeting virtually and have used this time to discuss single and multi agency experience of the pandemic, share best practice initiatives and begin to plan for the future. Our next annual report, March 2020 to March 2021 will detail our crisis management and recovery planning including analysis of the data spanning lockdown and the months since.

Performance management group

Work will continue to refine the National Minimum Dataset. Learning from 52 week reviews (reflecting when children have been on the child protection register for a year), including a meta audit of all reviews over the last two years, will report to CPC with recommendations for improving practice. An audit of CP cases will report in the autumn with any recommendations forming the basis of new training and coaching approaches. The impact of Covid-19 on performance with a Covid specific data set being created in order to compare referrals and outcomes pre, mid and post pandemic.



Training sub group

Learning and development practitioners across the HSPC have met to discuss training within the new normal and it was agreed that as a group we require training/coaching in how to get the best out of virtual platforms in relation to delivering training. This in order to obtain a near as possible experience to face to face training with all its flexibility and nuance.

A further meeting of the training sub group is scheduled for 1st September. Its focus will be:

- Development of the assessment of care neglect toolkit into e learning
- Promotion of the National Risk Assessment tool
- Consideration of how to move multiagency child protection training onto a virtual format
- Consideration of training to be delivered to seniors in relation to trauma/psychological first aid, the idea being that they will then deliver to individual teams
- Scope out multiagency training in relation to the impact of parental mental health on children
- Dissemination of the West of Scotland Consortium's Chronology animation.

All training programs will follow an implementation science approach whereby championing of training by senior managers and seniors, ongoing coaching of staff and periodic evaluation of impact will occur systematically.

Children affected by domestic abuse

The committee shall continue to work closely with its partners to get better at identifying and responding to accumulative risk and need for children affected by domestic abuse. The work to develop practice around perpetrator based interventions shall continue to embed the values and changes in practice required. In the light of the ongoing requirement to socially distance, programmes such as Up2U need to be moved into a virtual format. We shall improve the data and evidence we collate to improve our initial responses to children

potentially at risk from accumulating domestic abuse, embed our updated screening procedures and provide training and support to practitioners to develop a model of best practice. We will carefully analyse data prior to, within and post the Covid-19 lockdown, charting our response to the crisis and our emergence via our covid recovery plan.

Children affected by parental substance misuse

The coming year will see the committee contribute to focused working to improve practice and support children affected by substance misuse by collating data and evidence on the levels of need and action required. In the coming year we also want to ally CAPSM more closely with other areas of concern we know our children experience such as domestic abuse and parental mental health. We will achieve this via close links to the Alcohol and Drugs Partnership and our new Hard Edges sub group which seeks to enhance partnership working across adult mental health, substance misuse, domestic abuse and justice services.

Children affected by neglect

The committee shall continue to work closely with its partners to get better at identifying and responding to accumulative risk and need for children who are neglected. The plan through 2020 was to deliver multi agency training in relation to the Assessment of care Toolkit and National Risk Assessment Framework. The purpose of this was to encourage uptake of formal risk assessment tools by staff and improve use of these in the assessment and management of risk and harm. Training initially intended to be face to face will be moved online with follow up coaching to be offered to social work staff. Formal evaluation of uptake will be assessed via regular audit of CP and children in need files.

The committee will continue to build on the work of ANEW as the CPC recognises that success in this area will reduce the number of children entering the child protection process, thereby enhancing their and their family's well being and ensuring early and effective intervention. The committee also looks forward to contributing to the development stage of the Independent Care Review and appreciates its focus on community based early intervention.



Children affected by parental mental health

The committee shall establish partnership links with the adult mental health team, other agencies and third sector support groups to form a motivated and appropriately skilled task group. The initial focus of this newly formed group shall be to scope out the priority areas for development and set outcomes for the group's activity.

Children affected by CSE

The committee will build on the work undertaken by the CSE working group, embedding the vulnerable child pathway leading to earlier assessment of risk. The committee will also work in partnership with colleagues from Police Scotland and Education to build and information and advice website for schools within Inverclyde.

Committee functions and effectiveness

The committee shall continue to strive to improve its effectiveness by using an outcome focused approach based on the priority areas identified by local data and evidence. The committee shall continue to engage with the Child Protection Improvement Program to develop core national standards for CPC's and shall embed the induction and member self-evaluation process to progress the professional development of its members.

Participation and communication

The committee will continue to promote participation of children and their families in terms of the co-production, review and evaluation of child protection procedures. In the coming year this will include a survey of parent and carers views of the switch to virtual meetings and decision making during the Covid-19 crisis. A survey/analysis of 'what is it we want from a child protection home visit?' will also be rolled out in the new year. A new communications strategy, 'Helping Hands' will be released in the autumn of 2020 with a focus on early and effective intervention. West of Scotland Lead Officers and Learning and Development will focus on enhancing the participation of children and young people in child protection procedures.

Data and evidence

The committee shall work to improve its collection, analysis and use of data and evidence to monitor trends, scope needs and measure the impact of its actions. In the coming year the National Minimum Dataset will be embedded in Inverclyde data collection alongside other key data which we collate in order to identify what has been achieved and areas for improvement.

Self evaluation

The committee shall contribute to the development of a multi-agency quality calendar, and an evaluation and implementation cycle that is reviewed and monitored to improve practice around key areas.





Section 4 - forward planning

Outcomes Framework 2020-2021

The main functions of the Child Protection Committee are Continuous Improvement (CI), Strategic Planning (SP) and Public Information and Communication (PI&C).

ICPC outcomes

1. Children and young people are safe and protected from harm.
2. Children and young people affected by parental mental health, substance misuse, neglect and domestic abuse experience lower levels of risk.
3. The workforce that supports children and young people are well trained, motivated and feel valued.
4. Children and young people's lives are improved by effective multi-agency practice.
5. Children and young people are better protected through ICPC's links to other multiagency planning partnerships and structures.
6. Children and young people's voices are evident in policy.
7. Children, young people and families know where to go for help.



R.A.G. Status (copy and paste)



Red: Not commenced



Amber: Underway expected to meet timescale



Green: Completed



Outcome Reference	ICPC Function	Development Area	Actions	Impact	Who is Responsible	Timescale
1	CI	Services take effective action to make children and young people safer. Wellbeing Outcome: Safe	Findings of multiagency QA activity in relation to early and effective intervention to be collated and presented to CPC, including early assessment of need and risk	Children are helped at an early stage, reducing risk of harm to them	Joint GIRFEC QA and Performance management sub group initiative	31st August 2021
			Undertake an audit of CP referrals pre, mid and post covid	Gives us information about how we responded under crisis and allows us to prepare in case of future lockdown	Performance management sub group	31st August 2021
2 & 7	CI/PI&C	Robust and effective working groups target service delivery for children affected by neglect, parental substance misuse, domestic abuse and mental health and can evidence they are making children safer. Wellbeing indicator: Safe, included, achieving, respected	Children Affected by Parental Substance Misuse: Undertake and report on a thematic case review on a sample of cases where a child is known to Children and Families Social Work Services	Children are better protected from harm that results from living with parental substance misuse	CAPSM sub group	31st August 2021
			Establish a joint substance misuse, justice, mental health and homelessness sub group	Children and their families experience a more joined up service	Hard Edges sub group. Now Whole Family Sub Group	31st October 2021
2			Contribute to the implementation and evaluation of Up2U	Children are safer	Child Protection Lead Officer/area teams	31st October 2021



Outcome Reference	ICPC Function	Development Area	Actions	Impact	Who is Responsible	Timescale
4	CI	Develop a workforce that is competent and confident to promote the well-being of children and young people, protect them from harm and improve their outcomes. Wellbeing indicator: Safe	Continued involvement in the Strathclyde Joint Investigative Interview Pilot	Children experience the joint interview process as less frightening	CPC	31st August 2021
			Deliver multiagency training in relation to Neglect and on the use of the Action for Children/GCC Assessment of Care Neglect toolkit. Deliver Sandstories training. All training to be delivered with follow up coaching consistent with the values of implementation methodology	Children living in neglectful situations receive improved support from confident informed practitioners.	CPLO/Training Sub Group	31st March 2021
3		The Child Protection Committee shall develop more effective partnership working. Wellbeing indicator: Safe	Contribute to the production of a Public Protection Network Strategy document.	Children are safer as a result of improved professional collaboration and co-operation.	Child Protection Committee / Public Protection Network	31st December 2021
5	SP		Establish better links with Inverclyde Child Poverty Action Group and Children's Services Planning	Children are safer as a result of the CPC improving and developing its effectiveness based on shared learning	Child Protection Lead Officer / CPC	31st July 2021



Outcome Reference	ICPC Function	Development Area	Actions	Impact	Who is Responsible	Timescale
6	PI&C	To engage parents in child protection processes	Conduct an audit of the move to virtual Child Protection case Conferences and Core Groups with parents	Parents rights are respected and they are assisted to participate fully in decision making	Child Protection Lead Officer	30th November 2021
7	PI&C	To maintain a high level of awareness of Child Protection with children and young people, families and the wider community through the provision of information. Wellbeing Indicator: Safe, Nurtured, Included and Respected	Via publicity targeted around the Children (Equal Protection from Assault) Act Via the `Helping Hands` campaign	Children and adults within Inverclyde have information on how to keep children and young people safe and where they can get help. Helping hands was subsumed into the national `For Kid's Sake` campaign	CPLO Inverclyde Council Communications	30th November 2020 31st May 2021
6	CI PI&C	To offer children and young people a range of different ways to communicate their views and feelings. Wellbeing indicator: Safe, Nurtured, Included and Respected	Improve participation and communication for Inverclyde's children and young people via virtual platforms such as Mind of My Own.	Children have more ways of communicating their views	CPC/Area teams	31st December 2021
			Responding to requests in relation to the Historic Child Abuse Inquiry	People's rights are respected	CPC	Ongoing
+			Seek accreditation of Child Protection procedures as rights respecting	Children's rights are respected	CPLO/Childrens rights officer	31st December 2021



Outcome Reference	ICPC Function	Development Area	Actions	Impact	Who is Responsible	Timescale
7	PI&C	Ensure our work is communicated. Wellbeing indicator: Safe	Update and develop the Inverclyde CPC	Children, parents and professionals have access to up to date information relating to the protection of children.	Child Protection Lead Officer	31st January 2021
4	CI/SP		Assess the viability of developing a Children's Services Website incorporating ICPC and GIRFEC.	Increased public awareness of joint working initiatives across the council	CPC/Council	Ongoing



Appendix 1 - Inverclyde Child Protection Committee

Membership	Agency
Sharon McAlees (Chair)	Inverclyde Health & Social Care Partnership
Gerry Malone (Vice Chair)	Inverclyde Council: Legal & Administration
Clare Fallone (Child Protection Lead Officer)	Inverclyde Child Protection Committee
Kenneth Ritchie	Scottish Children's Reporters Administration
Michael Roach	Inverclyde Council: Education Services
Hazell Mitchell	Inverclyde Council: Education Services
Gerry McBride	Police Scotland
Louse Harvie	Police Scotland
Dr Catherine Addiscott	NHS Greater Glasgow & Clyde
Dr Kerry Milligan	NHS Greater Glasgow & Clyde
Lynda Mutter	NHS Greater Glasgow & Clyde
Martin Mathieson	Barnardos
Lindy Scaife	Procurator Fiscal's Office
Jane Cantley	Inverclyde Health & Social Care Partnership
Kate Christmas	Inverclyde Health & Social Care Partnership
David Robertson	Inverclyde Health & Social Care Partnership



Contact us

Are You Worried about a child or young person?

If you are concerned about a child you should speak to someone. You may wish to approach a teacher, health visitor, social worker or police officer to report your concerns or you can call one of these numbers:

Inverclyde Social Work Services **01475 715365** (office hours)
Glasgow Partners and Emergency Social Work Service **0300 343 1505** (out of Hours)
Police Scotland **101**

Inverclyde Child Protection Committee

For more information about Inverclyde Child Protection Committee contact:
Clare Fallone, Child Protection Lead Officer **clare.fallone@inverclyde.gov.uk**
Karen McLellan, ICPC Administrator **karen.mclellan@inverclyde.gov.uk**
Child Protection Committee **01475 715365**

You can also write to us at:

Inverclyde Child Protection Committee
Inverclyde Health & Social Care Partnership (HSCP)
7-8 Clyde Square
Greenock PA15 1NB
INVERCLYDE

inverclydechildprotection.org