

**NORTH LANARKSHIRE CHILD PROTECTION COMMITTEE ANNUAL  
REPORT AND NORTH & SOUTH LANARKSHIRE JOINT BUSINESS PLAN  
APRIL 2007 – MARCH 2009**

**SHARED VISION**

*All children and young people in Lanarkshire have the right to be cared for and protected from abuse and harm in a safe environment in which their rights are respected.*

*All agencies will work together in a collaborative way to promote the safety and wellbeing of children and young people in Lanarkshire.*

The Chief Officers and Child Protection Committees of North and South Lanarkshire are the driving force for ensuring that agencies individually and collectively work to protect children and young people as effectively as possible.

**Draft**

## Contents

## Page

### **Section One: Introduction**

Preface Gavin Whitefield, Chair, Chief Officers Group –  
Integrated Children’s Services

Foreword Mary Fegan, Chair, North Lanarkshire  
Child Protection Committee

### **Section Two: Evaluation and Inspection**

### **Section Three: Fulfilling Functions**

Functions of the Child Protection Committee  
Public Information  
Inter-Agency Policies, Procedures & Protocols  
Management Information  
Quality Assurance  
Promotion of Good Practice  
Training and Staff Development  
Communication and Co-operation  
Planning and Connections  
Listening to Children and Young people

### **Section Four: Future Proposals**

Business Plan April 2008 – March 2009

### **Section Five: Conclusion**

### **Section Six: Apendicies**

## **PREFACE**

### **Gavin Whitefield, Chair Chief Officers Group - Integrated Children's Services**

Welcome to the third North Lanarkshire Child Protection Committee Annual Report and North & South Lanarkshire Child Protection Committees joint Business Plan.

This has been another busy year in which we continued to strengthen and develop our partnerships to safeguard and protect the children and young people of North Lanarkshire.

The first multi-agency Inspection of Services to Protect Children in North Lanarkshire took place between 25<sup>th</sup> February and 19<sup>th</sup> March 2008. The framework and quality indicators for this were developed as part of the National Child Protection Reform Programme 2003 / 06. The focus is on how well we work together to protect children and young people based on better outcomes for them and their families.

In our initial verbal feedback the inspectors told us that largely they saw a positive and improving picture of child protection in North Lanarkshire. They described our staff as being well briefed, highly professional and able to achieve a balance of strengths and areas for development. Chief Officers believe that this is a positive outcome to the challenging process of multi-agency inspection. It reflects the ongoing commitment in North Lanarkshire to working together to develop and improve practice and services which help safeguard and protect children and young people and support the most vulnerable families. We are not complacent, we know much needs to be done and we have developed single and multi-agency plans to further develop our services.

The Chief Officers and Child Protection Committee are responsible for making sure agencies individually and collectively protect children and young people

as effectively as possible. Links are made with the wider permanency planning agenda to ensure that child protection is not seen in isolation but within the context of public protection.

We endorse this North Lanarkshire Child Protection Committee Annual Report as a record of the activities and achievements of the Child Protection Committee in 2007 / 2008 and the joint Business Plan with South Lanarkshire Child Protection Committee in setting out its priorities for 2008 / 09. As in previous years we hope you find the report informative and that it helps you understand the role of the Committee and the impact it has on child protection in North Lanarkshire.

We would like to take this opportunity to thank all involved in this complex and often challenging area of work. We would particularly like to thank the Chair of North Lanarkshire Child Protection Committee, the Co-ordinator Child Protection, the Administrative Assistant to the Committee and members of the Committee and its sub groups for their ongoing support and commitment.

We recognise that we do not nor should not work in isolation to safeguard and protect children and young people. It is only by working together within the broader context of community planning that we can improve and develop our services and so help to make a difference in our communities to keeping children safe.

**Gavin Whitefield**  
Chief Executive  
North Lanarkshire Council

**Caroline Scott**  
Divisional Commander 'N' Division  
Strathclyde Police

**Tim Davison**  
Chief Executive  
NHS Lanarkshire

**Tom Divers**  
Chief Executive  
NHS Greater Glasgow & Clyde

**Joe Hamilton**  
Authority Reporter  
Scottish Children's Reporter Administration

## FOREWORD

### **Mary Fegan, Chair, North Lanarkshire Child Protection Committee**

Once again it gives me pleasure to provide the introduction to the North Lanarkshire Child Protection Committee's Annual Report 2007 / 08 and joint Business Plan with South Lanarkshire Child Protection Committee 2008 / 09.

The Scottish Government helpfully provided collective and individual feedback on annual reports and business plans produced by Child Protection Committees across Scotland.

Our report was described as excellent and comprehensive. We are delighted with the feedback and we will continue to build on this to make sure that our report and plan continues to reflect the work carried out by the Child Protection Committee.

The Child Protection Committee provides leadership and direction for multi-agency child protection work. This includes multi-agency training and staff development, public information and continuous improvement. The annual report provides an opportunity for reflection on our progress over the past twelve months with the business plan setting out our identified priorities for the year ahead with South Lanarkshire Child Protection Committee.

In this introduction I would like to highlight and comment on several key activities and developments of 2006 / 07, providing you with a 'taster' of what you will find within the report.

Safeguarding children and young people requires a partnership approach. That is partnership between agencies and between agencies and children / young people and their families. The commitment to this is reflected in the work of the Child Protection Committee. The multi-agency inspection of services to protect children carried out in North Lanarkshire by HMle in February / March 2008 gave us the chance to reflect in some detail on how

well we work together to protect children and young people. As well as looking at information from case records, the inspection team spoke to staff from across agencies and to children, young people, parents and carers. We were delighted that the multi-agency inspection team saw a largely positive and improving picture of child protection in North Lanarkshire and that they left feeling confident that children and young people get the help they need when they need it.

The findings of the HMle inspection will be published in a report by the end of September. As part of our improvement and developmental agenda the Child Protection Committee will incorporate the findings of the inspection into its existing work plan, building on progress to make sure that whenever possible we are improving and supporting better outcomes for children and young people.

The Child Protection Committee is always considering innovative ways to raise awareness of child protection within our communities. Our public information has assisted us in doing this in recent years. In 2008 we will be using a new medium, 'bus advertising' to promote the message that children and young people need everyone to help keep them safe. This jointly funded campaign with the South Lanarkshire Child Protection Committee is part of our communication strategy for wider engagement with our communities. This initiative will be evaluated and will inform future developments. Look out for the buses in Lanarkshire!

Child protection has no geographical boundaries. In recognition of this, we work closely with colleagues in South Lanarkshire with whom we have developed a number of joint initiatives. You will learn of these in the body of the report.

In 2007, staff who support and implement the work of the Child Protection Committees in North and South Lanarkshire co-located to share premises at the Office of North and South Lanarkshire Child Protection Committees at Regent House in Hamilton. Reflecting the importance of partnership working

the NHS Lanarkshire Child Protection Team and the Multi-Agency Public Protection Arrangements (MAPPA) Co-ordinator are also based in the office. Co-location supports multi-agency working including shared learning and best practice and using the knowledge and expertise of staff across agencies. The co-located arrangements will be independently evaluated this year with a report submitted to the Child Protection Committees and Chief Officers which will inform the future development of the office.

Within the context of the wider public protection planning agenda we are scoping the feasibility of establishing a Public Protection Chief Officers Group. This would help to strengthen the connection between the wider public safety agendas of the Child Protection Committee, Vulnerable Adults Committee, MAPPA and MARAC. This is a further example of working together across agencies to find ways to help keep our communities safe.

As we again reflect on another busy and challenging year, I would like to take this opportunity to thank Chief Officers and members of our Child Protection Committee and its sub groups for their ongoing support and commitment.

We have seen some changes to our membership and I would like to thank the following members of the Chief Officers group and the Child Protection Committee who have moved on, Divisional Commander Anne McGuire and Deputy Divisional Commander Austen Dorian, both of Strathclyde Police 'N' Division, Archie Ferguson Quality Improvement Officer and Lizanne McMurrich Head of Community Information and Learning both of North Lanarkshire Council Learning and Leisure Services, Nicola McMurray Senior Officer Child Protection, Housing & Social Work Services ; thanks to all for their support and I wish you well in the future.

Working together can help to keep children / young people and in the wider context our communities safer. North Lanarkshire Child Protection Committee will continue to promote partnership working to make sure that children / young people and their families are supported and helped to make a difference in their lives.

**Mary Fegan**

Chair

North Lanarkshire Child Protection Committee

## EVALUATION AND INSPECTION

Evaluating and inspecting what we do, both internally and externally helps inform our development plans and assists us to identify good practice and to share learning. There are several ways in which the Child Protection Committee evaluates and analyses information. These include audits of case records, significant case reviews and the collation of performance management information. The operation of the Committee is subject to direct inspection by HMle and can be part of other inspection processes on a single or multi-agency basis.

This section is based on information from 2006 / 07 unless otherwise indicated.

To help understand some of the information we collate it is useful for us to take account of the local profile and a wider range of statistical and community planning information.

### **Local Profile – the following information is taken from North Lanarkshire Council’s Audit of best value and community planning – audit submission, July 07**

- North Lanarkshire is Scotland’s fourth largest local authority with a population of **323,780**
- **4,209** (1.3%) of our population are from a non-ethnic white background
- **74,469** (23%) of the population are under 18 years old
- Over 25% of our population, **80,000**, live in the 15% most deprived areas of Scotland, (as defined by the Scottish Index of Multiple Deprivation 2004); of this **22,783** are children

- **38,900** residents are dependant on benefits, including Income Support, Job Seekers Allowance and Severe Disablement Allowance
- **15,183** of children under 15 years live in households without employment.
- Of our 132,620 households, **39,260** (30%) have dependent children
- **2,060** domestic abuse child protection referrals were received by Strathclyde Police in North Lanarkshire ('N' Division) from the 1<sup>st</sup> April 2007 - 31<sup>st</sup> March 2008
- The Family Protection Unit, 'N' Division received **1,208** child protection referrals from 1<sup>st</sup> April 2007 - 31<sup>st</sup> March 2008
- In North Lanarkshire **5382** primary pupils and **3342** secondary pupils received free school meals
- **5888** primary pupils and **3795** secondary pupils were awarded clothing grants
- **1683** young people remaining in mainstream education were awarded the "EMAs" (Education Maintenance Allowance) financial support to continue their education

While North Lanarkshire is undergoing rapid transformation and regeneration, this statistical information highlights some key factors including:-

- We currently have a high population of children and young people, some of whom live in the most deprived areas of Scotland.
- The areas of deprivation and disadvantage are in part as a result of the decline in our traditional industries; this impacts on the number of children

and families in receipt of benefits and financial support including Education Maintenance Allowance, free school meals and clothing grants.

### **Child Protection Management Information**

The Child Protection Committee receives reports which are collated from information recorded on the Social Work Information System (MySWIS). This is largely statistical and offers some opportunity for analysis.

North Lanarkshire child protection performance management information is sent to the Scottish Government which produces an annual report on available similar information from across the country. There is no national framework for recording consistent management information which makes detailed comparative analysis across the country difficult.

Local child protection statistics can help identify trends in practice and where for example services need to be targeted. The national child protection statistics gives us the opportunity to make some basic comparisons on a cross-authority basis, for example, the number of children placed on the child protection register, their age and gender.

### **The National Database Information**

The following is taken from “Statistics Publication Notice Child Protection Statistics 2006 / 07” published 25<sup>th</sup> September 2007; this report can be accessed online <http://www.scotland.gov.uk/Resource/Doc/198434/0053038.pdf>

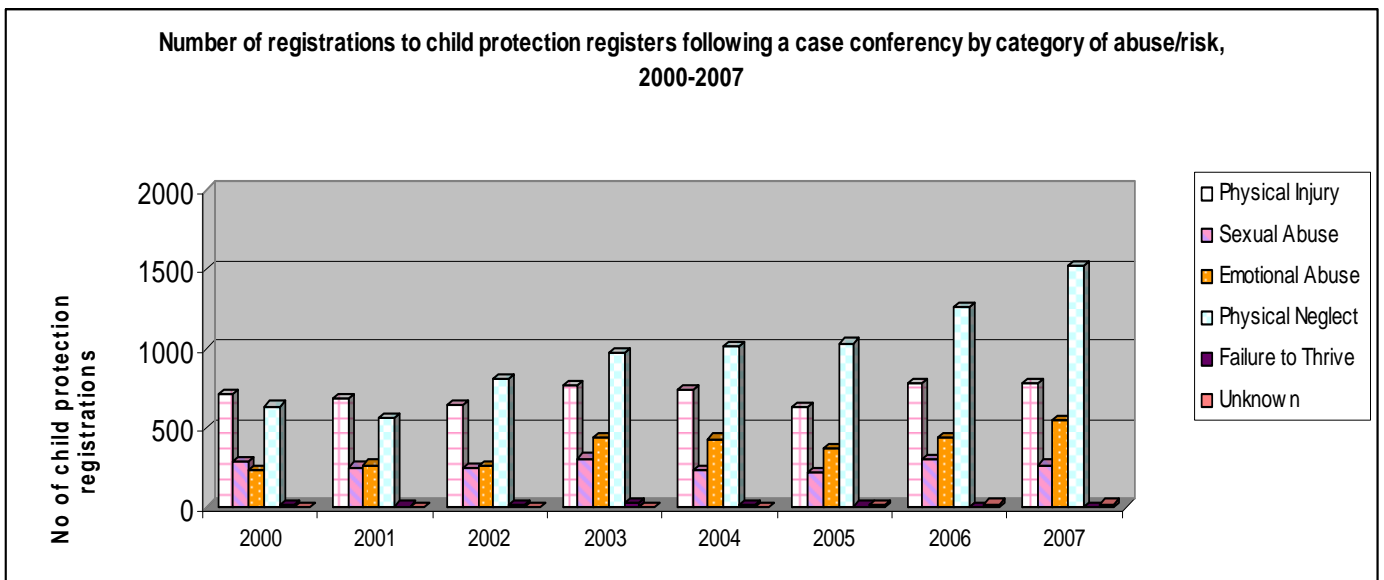
- In 2006 / 07, there were **11,960** child protection referrals of which **47%** were for boys, **50%** were for girls and **2%** were for children whose gender was not known (largely due to being unborn). The total is an increase of **1433** children on the 2005 / 06 figure

- **39%** of child protection referrals resulted in an inter-agency child protection conference. This compares to **38%** in 2005 / 06 and **36%** in 2004 / 05
- For **85%** of children who were subject to a child protection conference, the primary known / suspected abuser was the child's birth parent (where this was known)
- Of the **4,608** child protection conferences, **68%** resulted in the child being placed on the local child protection register compared to **70%** in the previous year
- In 2006 / 07 the number of registrations on to child protection registers for emotional abuse were up by **26%** and by physical neglect were up by **21%**. The number of registrations due to sexual abuse was down by **11%**
- **12%** of registrations on child protection registers were of children who were known to have been previously on a child protection register. This compares to **14%** in 2005 / 06
- The number of de-registrations from child protection registers between 1<sup>st</sup> April 2006 and 31<sup>st</sup> March 2007 was **3,084**. Nearly **80%** of these were children who had been on the register for less than one year
- At 31<sup>st</sup> March 2007 there were **2,593** children on child protection registers an increase of **13%** compared with the previous year. **80%** of children were under 11 years old
- At 31<sup>st</sup> March 2007, **49%** of all children on local child protection registers were registered because of physical neglect, **23%** because of physical injury, **18%** because of emotional abuse and **9%** because of sexual abuse

Local Authorities reported an increase in child protection referrals in 2006 / 07 because of the following:

- Improved information sharing
- Improved record keeping
- Increased single-agency and multi-agency training and working in child protection
- Increased awareness of child protection issues by staff across a range of agencies

**Table 1**

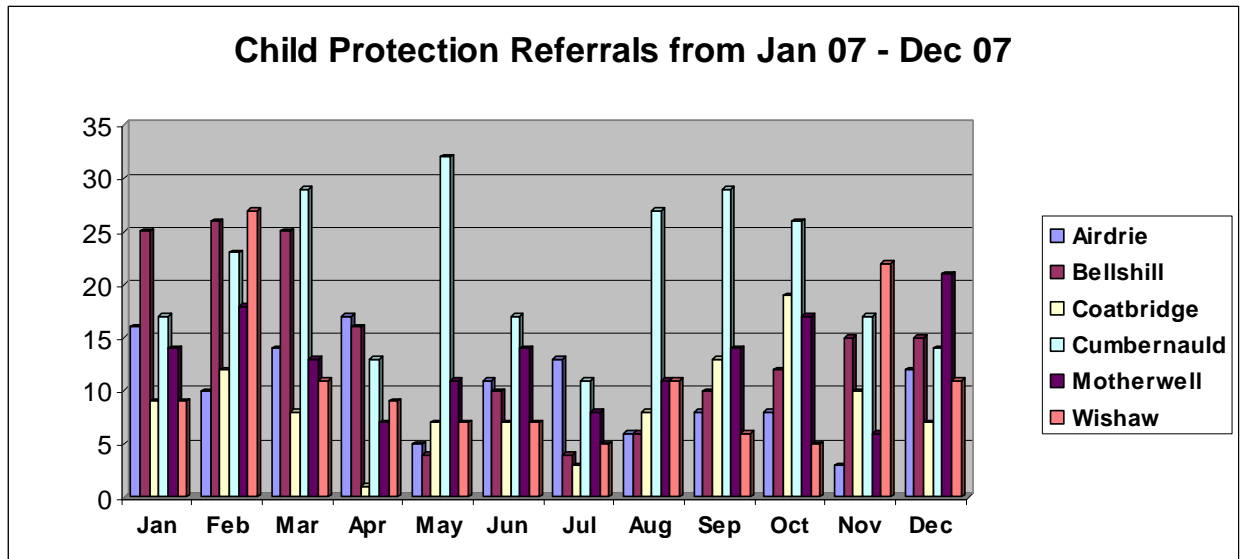


- You can see by the table that there has been a steady increase in child protection registration over the past eight years
- The category of registration which has seen the most significant increase is 'physical neglect'; this could be linked to the increased awareness within agencies across Scotland of the impact of parental / carer substance misuse on the care of children / young people

## North Lanarkshire Database Information

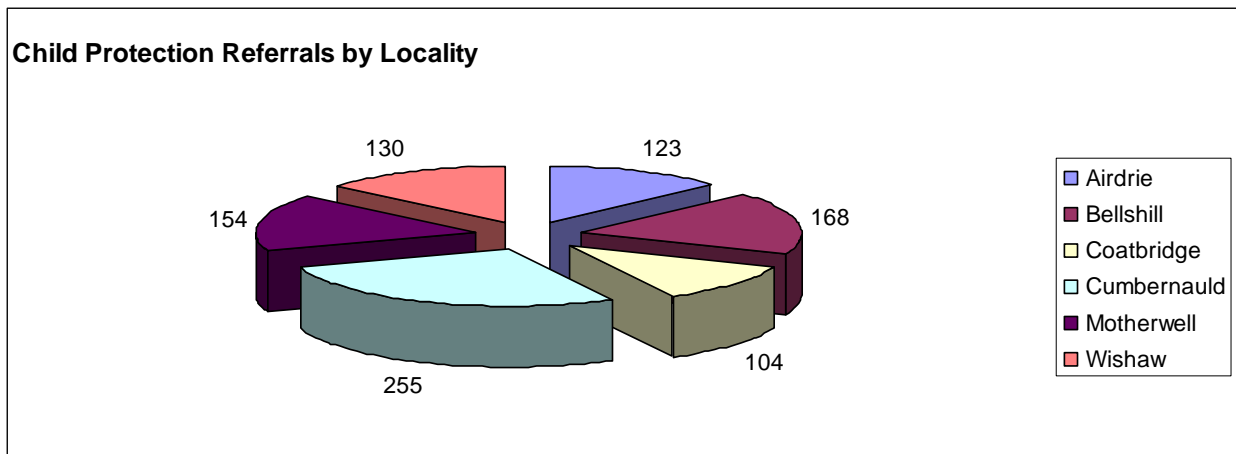
The following information is produced from the annual child protection performance management report for the Child Protection Committee. The information is derived from North Lanarkshire Council Social Work MySWIS.

**Table 2**



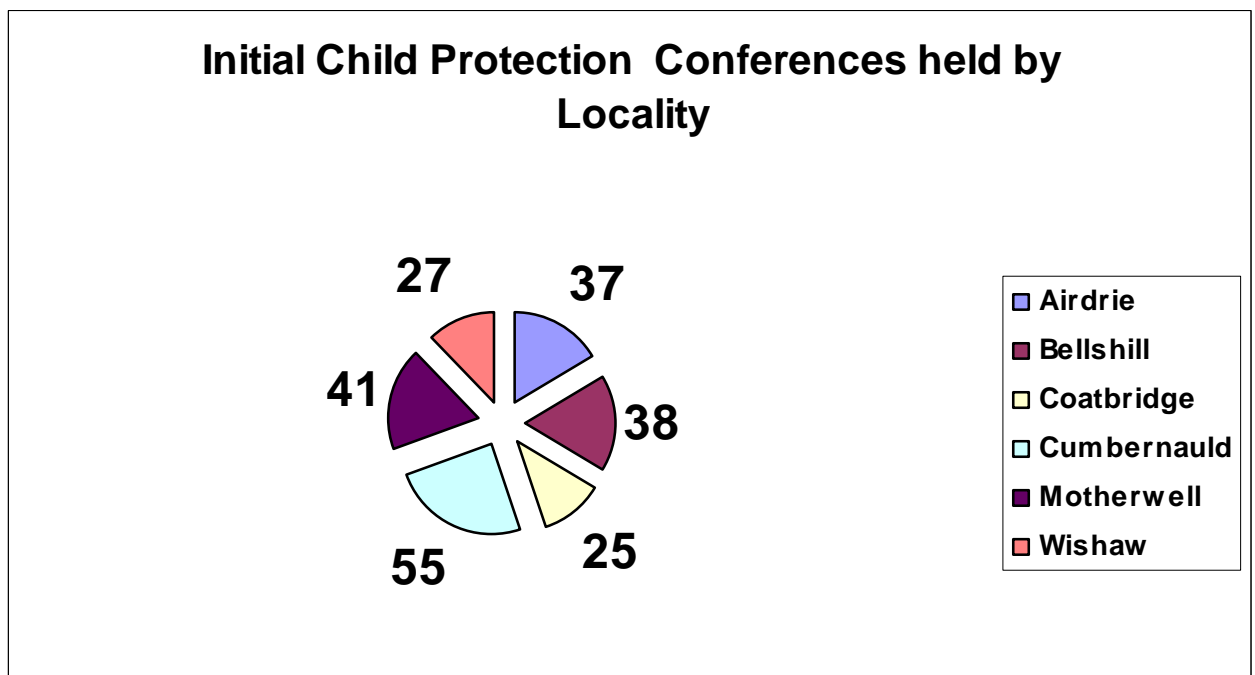
- The total number of children referred to Social Work for January 2007 – December 2007 was **934**
- Of the **934** referrals, **476** progressed to child protection investigation

**Table 3**



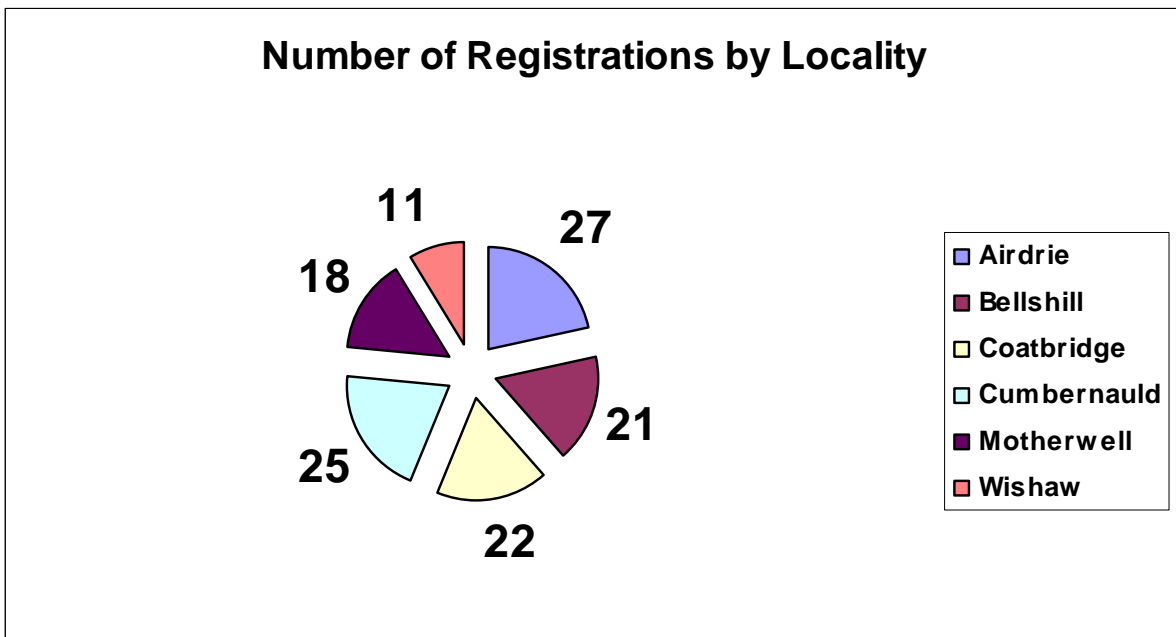
- The sources of referrals are from agencies, including education and health, referrals from members of the public are fewer
- There is consistently a higher rate of referrals than there are child protection investigations. A number of factors contribute to this including issues of thresholds that impact on decision making by agencies making child protection referrals

**Table 4**



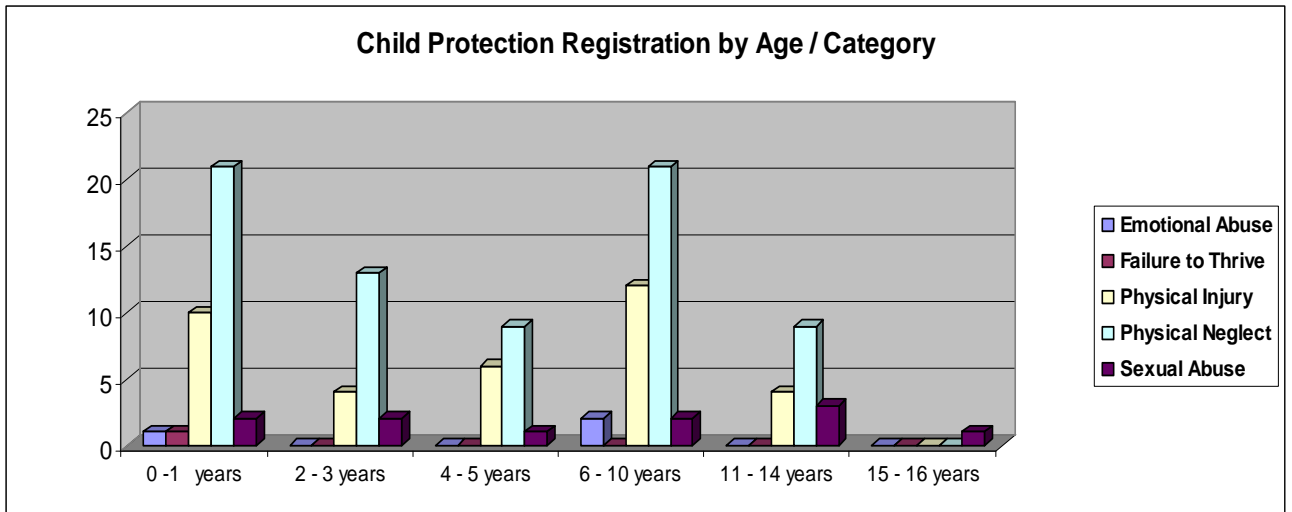
- Of the **476** child protection investigations **223** progressed to an Initial Child Protection Conference
- Table 4 highlights that Cumbernauld area held the highest number of conferences, **55**, this is consistent with this area having the highest number of child protection referrals, **255**
- When the decision is made not to proceed to a child protection conference supports can be provided to a child and their family to address the concerns highlighted by the child protection referral

**Table 5**



- Of the **223** children subject to child protection conferences **124** were registered

**Table 6**



- The ages of the children subject to child protection registration are mainly in the 0 – 10 years age range
- Children are more vulnerable when younger in terms of the impact of child abuse and neglect
- Given the age range it is important for those working with younger children to be able to recognise the indicators of possible child abuse and neglect
- Physical Neglect continues to be the main category of registration; which is reflective of the impact of parental substance misuse on the care of children

- Most children subject to child protection registration remain on the child protection register for approximately 3 months
- When a child becomes subject to child protection registration the inter-agency child protection plan must address the risks in order to minimise the risk to keep the child safer
- At the point of de-registration services continue to provide support in an effort to ensure that the risks do not increase

### **Multi-agency Inspection of Services to Protect Children**

As highlighted in section one introduction, North Lanarkshire was subject to a multi-agency inspection of services to protect children by Her Majesty's Inspectorate of education (HMIe). By 2009 multi-agency inspections will have been carried out in all areas of Scotland.

The multi-agency team of ten inspectors and associate inspectors used the quality indicators "How well are children and young people protected and their needs met?" to determine how well we work together to protect children / young people and support them and their families.

The inspection team was with us for three weeks during which time they audited agencies' case records (approximately **330** case records), spoke to staff including those from education, health, social work, police and the children's reporter administration (SCRA), children / young people and their families. The inspectors also observed children's hearings and relevant meetings. The findings and action plans from single and inter-agency self-evaluations were another source of information for the inspection team.

The focus is on our multi-agency approach to child protection and the impact this has on improving outcomes for children / young people. Verbal feedback to the Chief Officers and the Child Protection Committee by the lead inspector and depute inspector was provided while findings cannot be widely

disseminated at this time a staff briefing was e-mailed to all agencies highlighting that the outcome was largely positive and that the developing and improving agenda for child protection was recognised.

A draft report was sent to the Chief Officers at the end of June. A joint response from North Lanarkshire Chief Officers to the draft report will be taken into account by HMle. The final report will be published by the end of September 2008.

#### **HMle Findings – Key Strengths**

- Relationships – children felt staff knew them well – positive, consistent and trusting relationships.
- Family support – found a wide range of support, for example, the Campus Police Officers (positive male role model)
- Raising public awareness – successful work of the Child Protection Committee had raised awareness through innovative means
- Inter-Agency Training Programme – a wide range of training pitched at different levels through an extensive, ambitious programme. Training is well attended and evaluated.
- Shared Vision – there is a high level of awareness in all agencies about the importance of child protection which is understood at all levels
- Partnership Working – staff working together which confirmed the shared vision. Staff said they always worked with colleagues to keep children safe.

Multi-agency inspection is a significant development in how we evaluate our work and measure our progress. It provides an independent perspective to our continuous improvement and allows us the opportunity to share learning from other areas of Scotland because there is consistency in the use of the quality indicators as a framework for the inspections.

### **HMle – Areas for Improvement**

- Improve the awareness of specialist services
- Involve health in all child protection processes
- Improve assessment of risk and needs
- Progress an inter-agency approach to domestic abuse
- Improve permanency planning for children

The inter-agency action plan based on the findings from the multi-agency inspection is reflected in our priorities in our business plan for 2008 / 09. Progress of the single agency action plans and the inter-agency action plan will be monitored by the Child Protection Committee and the Chief Officers. HMle will return to North Lanarkshire within two years to address the progress of the actions identified as a result of their findings.

If you want to find out more about the multi-agency inspection of services to protection children log on to: <http://www.hmle.gov.uk/NR/exeres/DC93D942-FE27-4957-AA82-E2D9560BD16B.frameless.htm>

### **Self-evaluation**

The quality indicators, “How well are children and young people protected and their needs met?”, used as a framework for the multi-agency inspection of services to protect children, is the basis for our process of single and multi-agency self-evaluation. To continually improve and develop services to protect children we need mechanisms to gauge how well we are doing and what we could do better.

North Lanarkshire Child Protection Committee carried out single and multi-agency self evaluations over 2007 / 2008. Action plans are in place to take forward identified areas of improvement. While self evaluation was at times challenging, it provided an opportunity to reflect in some detail how we

thought we were doing and the evidence we could provide to support our findings.

The self evaluations were part of our overall evidence for the HMle joint inspection of services to protect children. The findings of the joint HMle inspection are consistent with these of the North Lanarkshire multi-agency self evaluation.

Self-evaluation is the responsibility of the Quality Assurance and Good Practice Sub Group, now a Lanarkshire wide group. The North Lanarkshire self-evaluation was carried out by the North Lanarkshire Quality Assurance Group which was established prior to the new co-located child protection arrangements. Members of the North Lanarkshire group are now part of the Lanarkshire Quality Assurance and Good Practice Sub Group.

**Good practice highlighted included:**

- **Early intervention strategies – e.g. Sure Start**
- **Women’s Aid work with children / young people – e.g. drop in facilities**
- **Multi-Agency Risk Assessment Conference for Domestic Abuse (MARAC)**
- **NL Kidz – Keeping Safe even for 11 / 12 year olds**
- **Mellow Babies programme – Coatbridge Locality**

**Achievements**

These included:

- Completion of the inter-agency self-evaluation, using peer review and an independent facilitator to analyse evidence and agree findings.

- The Child Protection Committee and Chief Officers produced an action plan based on the findings of the self-evaluation.
- An inter-agency group of senior officers met to conclude a self-evaluation of section 5 of the quality indicators – How good is collective and individual leadership.
- A working group was established to lead on preparation for the multi-agency inspection of services to protect children.

### **What do we want to do now?**

This will include:

- Building on the HMle inspection findings to progress the areas for improvement.
- Further develop the Lanarkshire Quality Assurance and Good Practice Sub Group including identifying areas of commonality in terms of self-evaluation and inspection
- Further develop management information on a Lanarkshire basis to inform strategic and practice developments.

### **Significant Case Review**

Learning and sharing learning including good practice from cases where there has been a significant incident, for example, when a child is injured or harmed is an important function of the Child Protection Committee. Reflection can again identify areas for improvement as well as good practice which can then be disseminated to inform, for example, training and practice development.

The Child Protection disseminated findings which included a reflective learning session for staff involved from a review in 2007. The findings included the following:

**Key Strengths included:**

- Good intra and inter-agency communication;
- Co-ordination of joint visits to the family; and
- Concerns were recorded

**Areas for development included:**

- Strengthening assessment and care planning in agencies undertaking assessment / risk assessment for children and their families
- Achieving more effective information sharing within and across agencies; and
- More rigorous reflection and analysis

The findings of the review reflect national issues and those identified by significant case reviews in other areas. In North Lanarkshire the findings from the 2007 Review were incorporated into the inter-agency training programme, for example, additional training on risk assessment was sourced and delivered. Single agencies and the Child Protection Committee monitor developments to ensure progress of actions and where possible roll out good practice.

The culture in North Lanarkshire is to promote learning not blame from significant case reviews.

As well as carrying out significant case reviews the Child Protection Committee must consider its process and management of reviews. The following are some of the achievements within this wider context.

## **Achievements**

These included:

- The development of the Lanarkshire Significant Case Review Protocol to support the implementation of the national guidance for carrying out significant case reviews.
- An inter-agency reflective learning session following a significant case review undertaken by the Child Protection Committee.
- Reflective learning on a locality basis was used to promote the findings of an inter-agency case review carried out by agencies within that area which did not meet the criteria of a significant case review by the Child Protection Committee. A presentation on the reflective learning was made to the Child Protection Committee in June 2008.

## **What do we want to do now?**

This will include:

- Further roll out the implementation of the Lanarkshire Significant Case Review Protocol to include awareness raising within and across agencies and the Chief Officers.
- Further develop mechanisms to disseminate shared learning from case reviews on a Lanarkshire basis.
- Develop and deliver a 'table top exercise' for managers and practitioners across Lanarkshire on findings from significant case reviews within a national and local context.

### **Reflective Learning**

Reflective learning on an inter-agency basis is a positive way for agencies to consider the findings of a significant case review. It is a process of bringing together the staff and managers involved in the case and any other relevant person to look at what worked well and what areas we need to develop. A senior manager from one of the agencies involved will lead and co-ordinate the process; each agency shares their findings and actions identified and through a process of reflective discussion and peer review joint areas of good practice and areas for development are identified and action plans on a single and inter-agency basis are agreed.

Mechanisms such as the Child Protection Committee are used to disseminate the information and to inform training and staff development.

### **Multi-agency case file audit**

The Child Protection Committee agreed in 2007 that it would carry out an annual case file analysis on an inter-agency basis.

A template was agreed by a North Lanarkshire Child Protection Committee's Quality Assurance and Good Practice Sub Group. An multi-agency review team was set up and included operational managers from across key agencies. The case file audit was carried out in February 2008.

Approximately 62 cases were audited and these were drawn from the cases selected by HMle primarily to avoid duplication and to assist with the preparation for multi-agency inspection.

### **Summary of Strengths**

- **Good evidence of inter-agency working**
- **Good evidence of information sharing**
- **Strong role of the core groups in inter-agency working**
- **Strong sense of 'the child' across agency records**

### **Summary of Areas for Development**

- **Documentation – improve consistency in the use of standard paperwork and the recording of core information, e.g. dates of birth etc.**
- **Further develop how agencies record the views of children / young people**
- **Further develop recording mechanisms which focus on the needs and outcomes for the child as well as the family**

The findings of the case audit analysis were disseminated by the Child Protection Committee to agencies. Developments on a single and multi-agency basis such as Social Work's implementation of the assessment and care planning and the Lanarkshire Information Sharing Protocol and Good Practice Guidance will address some of the issues raised by the audit. Others will be incorporated into existing action plans and monitored by single agencies and the Child Protection Committee.

## **Achievements**

These include:

- Undertaking a second annual case file audit
- Developing a case file audit tool based on the Quality Indicators – “How well are children and young people protected and their needs met?”

## **What do we want to do now?**

This will include:

- Further strengthen the process of inter-agency case audit to include staff development for those involved in audit
- Strengthen mechanisms for monitoring and evaluating the actions identified by case audit.
- Review and agree the process for annual case file audit analysis on a locality and authority wide basis.

## **Inter-agency Training Workplace Evaluation**

Since 2004 North Lanarkshire Child Protection Committee in collaboration with South Lanarkshire Child Protection Committee has developed and delivered a comprehensive inter-agency training programme. The cost of the training which is provided by external as well as ‘in-house’ trainers is met by the Child Protection Committee and is offered to statutory and non-statutory agencies.

The programme is based on identified training needs from single agency training needs analysis, issues from evaluation and inspection from a national and local context; this included case file audits and findings from significant case reviews.

Each training course was evaluated on the final day of delivery and this information was collated by the Child Protection Committee. In 2006 / 07 North Lanarkshire Training and Staff Development Sub Group developed and implemented a workplace evaluation having identified this as a gap in the process of evaluation to inform future training programmes. The workplace evaluation is sent out to participants three months following their attendance at a course; an evaluation is also sent to the participants' line managers.

**What have we learned from this process of evaluation?**

- That the training offered is well received at the time of delivery and that the participants have put the skills and knowledge into their everyday working practice.
- That agencies have promoted the inter-agency child protection programme
- Staff from across agencies benefit from training on an inter-agency basis, e.g networking, understanding of agencies' roles and responsibilities
- A high number of participants and their managers identified that the training impacted on the participant's knowledge, skills and confidence.

*“Well delivered training”*

*“My confidence has increased which I feel has benefited my work”*

*“ Has given me confidence to question and to work with other agencies on my cases”*

*“Interesting to hear other agencies understanding of emotional abuse and neglect and their practice guidelines.”*

*“Opportunity to network”*

*“Increased knowledge has led to improved confidence”.*

### **Achievements**

These included:

- Workplace evaluation rolling programme now in place.
- Information collated and analysed to inform future training and staff development.

### **What do we want to do now?**

This will include:

- Develop a Lanarkshire model for workplace / impact evaluation of inter-agency child protection training.

- Develop a standard reporting format to the Child Protection Committees and the Chief Officers on workplace / impact evaluation information.

## FULFILLING FUNCTIONS

This section provides an update on the business plan for 2007 / 08 under the nine key headings from the national guidance for Child Protection Committees, "Protecting Children and Young People: Child Protection Committees", 2005. It provides an overview under each of the headings of what we said we would do, of our achievements and identifies some of the priorities to be targeted by the business plan for 2008 / 09.

### **Functions of the Child Protection Committee**

"Protecting Children and Young People: Child Protection Committees" groups the key functions for the Committee as follows:

- Public Information
- Continuous Improvement
- Strategic Planning

Underpinning the three main functions are nine key headings which either individually or collectively are streams of work carried out by the four sub groups on behalf of the Child Protection Committee.

For the first time, the business plan for 2007 / 08 was developed in partnership with South Lanarkshire Child Protection Committee; this was as a result of the co-located arrangements between the two Committees and also reflected the common issues and developments across the two authority areas. There are pieces of work that are individual to North or South and this is reflected in our individual annual reports.

## **Public Information**

In 2007 / 08 the Child Protection Committee continued to raise awareness of child protection using several mediums to do this. As well as the now established child protection printed materials including leaflets, newsletters and information packs, **we developed DVD's in partnership with children and young people** and used **'bus advertising space'** to promote the message that if a member of the public has concerns about a child they should discuss this with someone, the 'childprotectionline' number was provided.

## **What did we say we would do?**

This included:

- Within North and South Lanarkshire continue to develop and distribute child protection information within agencies and communities.
- Within North and South Lanarkshire use a range of mediums to promote child protection and the Child Protection Committee with children and young people

## **Achievements**

These include:

- We agreed a single shared vision for child protection in Lanarkshire
- The Child Protection Committees agreed a joint 'badging' of public information.
- South Lanarkshire Child Protection Committee agreed to adopt our quarterly child protection newsletter which is now produced on a Lanarkshire basis.

- In partnership with two primary schools and two secondary schools, two from each education authority, two DVD's were produced by children and young people; these will now be used in schools and with children and young people across Lanarkshire. There will be a launch of the DVD's in VUE Cinema, Hamilton on the 24<sup>th</sup> June 2008.
- The DVD on the initial child protection conference is now in use; produced by North Lanarkshire it has been shared with South and we both use it as part of the joint inter-agency basic awareness training.
- A DVD of a core group has been produced; as with the DVD for the initial child protection conference this will be used for training and for awareness raising for those attending a core group, including children / young people and their families.
- We held a Lanarkshire conference for young people in September 2007.
- The first Lanarkshire public information leaflets were produced to address issues of internet safety, thanks again to Fife Child Protection Committee for the use of their material.
- We have started to develop a North Lanarkshire website on keeping safe for children and young people; this is in partnership with Dialogue Youth / Young Scot, the North Lanarkshire Children's Advocacy Network and children / young people. A series of workshops and training events are organised over July / August 2008 to progress this.
- The North Lanarkshire Big C Debate was held in February 2008, attended by over **200 young people**. Electronic voting was used to gauge their opinion on a range of issues including child protection.
- We contributed to the NL Kidz 'keeping safe' event for P7 pupils in North Lanarkshire, approximately **4,100 children** from primary schools across

our authority attended, **eight workshops covering a range of topics including safety in the home, substance misuse / drugs awareness and child protection including internet safety.**

- We did an input to a community event organised by Strathclyde Police 'N' Division on wellbeing / being healthy being safe.
- 'Bus space advertising campaign' – 80 buses travelling across Lanarkshire and carrying a basic message about child protection

**Consultation with children and young people – what children / young people had to say.**

***“This is a valuable experience (young peoples’ conference) and I will take the information I learned with me”***

***“Today was very interesting and informative. It raised awareness about how not only we can keep safe but how we can help and show others to be safe”***

***“It is important to make children aware what options are out there for them, I feel it’s an issue (child abuse) that isn’t dealt with”***

***“ There should be more projects like this (DVD development) involving young people”***

***“ Involving children and young people, getting our views, makes us feel you are taking us seriously”***

***“Was very good. Would love to come back”***

Comments like these indicate that we are moving in the right direction. The Child Protection Committee will continue to develop ways to work in partnership with communities including children and young people.

### **What do we want to do now?**

This will include:

- Evaluating the impact of public information – develop a strategy for evaluation to include consultation with the citizens' panels in North and South Lanarkshire.
- Agreeing Child Protection Committee standards for all publications.
- Maintaining and further developing the profile of child protection and the Child Protection Committees in our communities, this will include regular news releases in local media.
- Reviewing existing public information based on the impact evaluation.

**Evaluation of our public information will be an important aspect of our work for 2008 / 09 and will inform the Child Protection Committee's strategy for future developments.**

**Our work with children and young people has confirmed that their social networks - parents, grandparents, family, friends – are their main source of support. In 2008 / 09 the Child Protection Committee will look at ways to further engage with adults in the community to raise awareness of their significant role in protecting children and keeping them safe and of what to do if they are worried about a child / young person.**

## **Inter-Agency Policies, Procedures & Protocols**

Those working in child protection need to have frameworks both inter-agency and single agency which promote good practice and support them in carrying out the often complex work of protecting children and young people. Inter-agency policies, procedures and protocols are a component of the multi-agency framework.

In 2007 / 08 the North Lanarkshire Child Protection Committee in partnership with the South Lanarkshire Child Protection Committee developed new protocols for carrying out significant case reviews and good practice guidance for working with vulnerable children and young people who runaway or go missing. They also contributed to the updating of the existing protocols for working with families affected by parental substance misuse and the new risk management protocols for children and young people with sexually problematic behaviour.

### **What did we say we would do?**

This included:

- Reviewing single agency procedures.
- Developing protocols around key issues.

### **Achievements**

These include:

- The review of single agency procedures; this is an ongoing process. In 2008 we developed a template for recording existing single and inter-agency child protection policies, procedures and protocols and this information is being collated to produce an electronic register of existing documents which will be shared across agencies. It provides basic information on when a document was implemented and the review date.

- There were several developments around key issues, including:
  - **The Lanarkshire Significant Incident Case Review Protocol**
  - **The Lanarkshire Vulnerable Children and Young People Good Practice Guidance**
  - **The Lanarkshire Protocols for the Risk Management of Young People with Problematic Sexual Behaviour** – this was developed in partnership with the Multi-agency Public Protection Arrangements (MAPPA) Steering Group.
  - **Lanarkshire Protocols for Working with Families Affected by Substance Misuse** – these are the updated protocols to implement “Getting Our Priorities Right” which were launched in 2004.
- There is progress with the update of the West of Scotland Inter-agency Child Protection Procedures. The West of Scotland Consortium of Child Protection Committee Chairs and Strathclyde Police, of which North Lanarkshire is a partner, commissioned Reconstruct, a company with some experience North and South of the border in developing web-based inter-agency child protection procedures and guidance, to update the existing West of Scotland Inter-agency Child Protection Procedures.

This work has now started and it is expected that an initial draft will be completed by autumn 2008.

In North Lanarkshire the Child Protection Committee was part of the consultation for the newly developed “**keeper of the register guidance: housing and social work services**”. This North Lanarkshire guidance addresses key issues including missing children subject to registration or investigation and transfers (child protection registrations).

## **What do we want to do now?**

This will include:

- Ongoing monitoring and reviewing of single agency child protection procedures.
- Contributing to the development of the update of the West of Scotland Inter-agency Child Protection Procedures.
- Developing inter-agency standards for policies, procedures and protocols.
- Continuing to develop procedures and protocols around key issues.

## **Management Information**

As detailed in Section 1 evaluation and inspection is an important part of the work of the Child Protection Committee and management information contributes to this.

In 2007 / 08 in North Lanarkshire we improved the format for reporting our management information to the Child Protection Committee and the Chief Officers; it was agreed that quarterly reporting of the current management information would accumulate to an annual management information report, to be produced in March of each year for the Child Protection Committee and Chief Officers group. This allows comparison throughout the year and will form the basis of discussion about any emerging trends and practice issues.

Management information continues to be dependant on the social work information system (MySWIS) which includes, the number of children registered at any given time, the number of registrations per category and age, registration by locality and source of referral i.e. agency or member of the public.

### **What did we say we would do?**

This included:

- Audit current management information systems.
- Develop a reporting format to the Child Protection Committee and the Chief Officers group.
- Develop a format for the collation of management information.

### **Achievements**

These include:

- An audit of single agency management information databases; this highlighted that social work continues to have the most comprehensive database for child protection referral and register information. In North Lanarkshire other agencies have in recent years developed the recording of, for example, child protection referrals made by the agency; this now includes for health, housing and learning and leisure central collation and tracking of referrals. This allowed us to establish what current information was available and could be collated and cross-matched on an inter-agency basis.
- A format for the quarterly and annual reporting of management information to the Child Protection Committee and the Chief Officers group was agreed in North Lanarkshire.

### **What do we want to do now?**

This will include:

- Ensuring that management information continues to impact on practice, for example, identifying on a Lanarkshire basis what information can be

shared to help identify trends and practice issues which then might impact on training and staff development.

- On the basis of management information collated on learning from significant case reviews at a local and national level a Lanarkshire seminar will be developed. Participants will be managers and practitioners working in agencies across Lanarkshire. A DVD on shared learning will be developed to roll out the learning from the seminar.
- Based on evaluations from specific training, for example, training for chairs of child protection conferences and management information on child protection referrals and registrations, the Quality Assurance and Good Practice sub group in partnership with the Training and Staff Development sub group are developing a 'table top exercise' to look at issues including thresholds and how this impacts on decision making.

**We continue to look at ways of improving this information, particularly on a single agency basis. The monitoring of management information and any recommended action as a result of identified trends is addressed by the sub groups of the Child Protection Committees; this structure is now on a Lanarkshire wide basis and work is ongoing to identify common areas where information and learning can be shared. The Quality Assurance and Good Practice sub group will continue to have the lead for management information on behalf of the North and South Lanarkshire Child Protection Committees.**

### **Quality Assurance**

To quality assure what we do is part of the continuous improvement agenda for the Child Protection Committee.

The developments in self-evaluation which contributed to North Lanarkshire's preparation for its multi-agency inspection of services to protect children impacted on the processes for inter-agency quality assurance.

To evaluate where we think we are, how we think we are doing collectively to protect children and young people, is the foundation on which to build quality assurance mechanisms and processes to inform and develop practice and services on a single and inter-agency basis.

### **What did we say we would do?**

This included:

- Agreeing a framework for self-evaluation.
- Developing mechanisms to share best practice.
- Agreeing a framework including time scales for the preparation for multi-agency inspection by HMIE of services to protect children.

### **Achievements**

These include:

- A framework for single agency and inter-agency self-evaluation based on the quality indicators, "How well are children and young people protected and their needs met?" was agreed and implemented.
- A peer review with an independent facilitator agreed the inter-agency self-evaluation which was then endorsed by the Chief Officers – Integrated Children's Services Group.

- The inter-agency self-evaluation summary was disseminated by the Child Protection Committee to partner agencies.
- Best practice was identified by the self-evaluation and disseminated in focus groups which met as part of the preparation for multi-agency inspection of services to protect children.
- A working group which included members of the North Lanarkshire Quality Assurance Group was established to help co-ordinate the preparation for multi-agency inspection of services to protect children.
- A development session was held for the Quality Assurance and Best Practice sub group to identify areas of common priority across Lanarkshire.

### **What do we want to do now?**

This will include:

- Continuing to embed quality assurance in practice to include identifying joint areas for improvement across Lanarkshire.
- To share learning and good practice using mechanisms which include the 'significant case review seminar' and findings from HMle multi-agency inspection of services to protect children.
- To ensure public information has the maximum impact using the findings from the evaluation of public information by the Public Information and Communication Strategy Sub Group.
- To improve engagement with communities - children and young people and their families.

**Self-evaluation is a significant part of the quality assurance process. In North Lanarkshire we will review the framework including the process for self-evaluation and identify what worked and what we want to develop.**

**Our action plan based on the findings of the self-evaluation and informed by the findings of the HMle will be monitored by the Child Protection Committee. Following the publication of our report by HMle we will identify the areas for cross-authority development and work in partnership with South Lanarkshire to address these.**

### **Promotion of Good Practice**

The identification of good practice is another mechanism for sharing learning which impacts on services to improve outcomes for children / young people and their families. As already highlighted there are existing mechanisms which help us identify good practice, including training, reflective learning sessions, case file audit and analysis and the review of significant cases.

The Child Protection Committee has co-ordinated this activity. **The Office of North and South Lanarkshire Child Protection Committees** promotes single and multi-agency good practice.

### **What did we say we would do?**

This included:

- Promoting examples of good practice and identify areas for improvement.
- Carrying out significant case reviews as required.
- Identifying good practice from the findings of HMle reports.

## **Achievements**

These include:

- In North Lanarkshire the workplace evaluation, specifically for child protection inter-agency training was developed.
- Work is in progress to produce a CD ROM on inter-agency basic awareness raising including roles and responsibilities.
- Development of the co-located arrangements; the Multi-Agency Public Protection Arrangements (MAPPA) Co-ordinator joined the office.
- In North Lanarkshire we promoted inter-agency reflective learning for specific cases to promote good practice as well as areas for development.
- In North Lanarkshire we strengthened and further developed inter-agency locality arrangements which included the development of inter-agency structures to address operational management and practice; this included the continued development of the child protection practitioners' networks.
- In North Lanarkshire support to parents such as the Mellow Babies Programme was developed in one of the localities, now evaluated it will be rolled out in other areas.

## **What do we want to do now?**

This will include:

- Developing a Lanarkshire model for workplace / impact evaluation of inter-agency child protection training.
- Further develop mechanisms to collate and share good practice identified by HMle inspections for services to protect children and Child Protection Committees' annual reports and business plans.

- Disseminate good practice using mechanisms including staff briefings, focus groups, seminars and workshops.
- Establish a programme of development sessions.
- Commission an independent evaluation of the Office of North and South Lanarkshire Child Protection Committees.
- In North Lanarkshire we are currently looking at the feasibility of establishing a Chief Officers Group – Public Protection to strengthen the connections for the protection of vulnerable groups and the management of high risk offenders.

**The Office of North and South Lanarkshire Child Protection Committees is based on the principles of good practice including reducing duplication of effort, sharing learning, improving information sharing, communication and inter-agency networking.**

**This innovative approach to cross-authority, inter-agency child protection work has potential to further develop within the wider context of a public protection agenda. An independent evaluation by Glasgow University is being explored. The evaluation will help identify what is currently working in terms of the co-located arrangements and good practice and will inform the future development of the co-located office.**

## Training and Staff Development

### **Standard 8.5**

Agencies actively promote joint working through joint planning, training and monitoring arrangements. Agencies are responsible for ensuring that their staff work with other professionals to achieve better outcomes for each child.

### **Standard 8.6**

Agencies seek to ensure that their staff are effectively and relevantly trained and that they are:

- Supported;
- Supervised; and
- Accountable in their work.

### **Protecting Children and Young People: Framework for Standards, Scottish Executive, 2004.**

Staff need to be confident and competent if they are to work effectively and make a difference to the lives of children and their families. Inter-agency child protection training, developing 'in-house' training or commissioning external training, is a key function of the Child Protection Committee.

The Child Protection Committee has co-ordinated an inter-agency training programme since 2004. The training programme has been developed in partnership with South Lanarkshire but in the main delivered on a single authority basis.

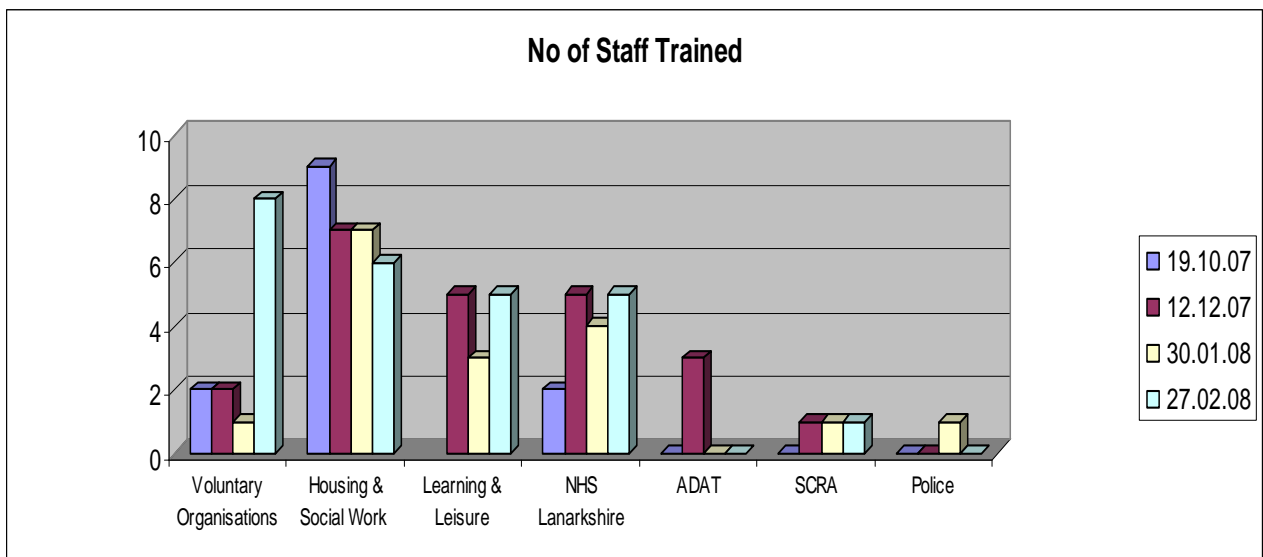
In 2007 / 08, two key areas were identified for staff training and development, communicating with children and emotional abuse and neglect. These areas were identified based on some analysis of the workplace evaluations and single agency training needs analysis. A focus of HMIE inspections are

children being listened to and their views taken into account and to do this effectively workers need to develop their skills in communicating with children. The communicating with children three day programme was updated and delivered by North Lanarkshire Council Housing and Social Work (Social Work) Training; two courses were piloted; the evaluations for the training were positive as were the follow-up workplace evaluations, so the programme will be delivered on a wider scale in 2008 / 09.

We also updated an inter-agency basic awareness one day programme which includes input on criteria for child protection referrals and roles and responsibilities. This is delivered ‘in-house’ and requires tutors to be identified from partners such as social work, police, education and the children’s reporter administration.

The following is a more detailed breakdown of the **Emotional Abuse and Neglect** programme which was delivered by Children’s 1<sup>st</sup>.

**Table 8**



**About this Course:**

This course is open to staff engaged with children. Participants should already have a basic awareness of child abuse and child protection.

### **Aims and Objectives:**

The course aims to explore definitions and indicators of emotional abuse, raise awareness of the dynamics of child dynamics of child sexual abuse and the impact of this on children and their families. By the end of the course participants should be able to define emotional abuse and neglect, describe factors in relation to the child and parents which might indicate a child is being emotionally abused and neglected, describe the short and long term impacts of emotional abuse and neglect on a child's development, describe the process of assessing emotional abuse and neglect, demonstrate awareness of models of intervention and develop strategies for working with children and families affected by emotional abuse and neglect and demonstrate increased confidence in supporting children and families affected by emotional abuse and neglect.

***“Trainers were clear and made group relaxed. I feel that all agencies involved will now be able to recognise neglect and abuse when working with families”.***

***“Very informative and what I've learned will undoubtedly be beneficial in my day to day work”.***

***“Having this knowledge would make me consider earlier intervention”.***

### **What did we say we would do?**

This included:

- Producing an inter-agency training programme for 2007 / 08.
- Updating the inter-agency child protection basic awareness programme.
- Developing and delivering risk assessment training.

- Developing a training DVD for a child protection core group.

### **Achievements**

These include:

- The 2007 / 08 training programme was developed and delivered.
- The training in relation to the Lanarkshire Protocols for Working with Children Affected by Substance Misuse was maintained.
- A DVD was developed on a Child Protection Core Group; this followed the successful North Lanarkshire DVD on the Initial Child Protection Conference.
- An inter-agency risk assessment two day programme was developed in partnership with an independent consultant; this programme was piloted and based on the positive evaluations, and taking into account some of the comments from our HMle multi-agency inspection verbal feedback it will continue to be delivered in the 2008 / 09 child protection inter-agency training programme.

### **What do we want to do now?**

This will include:

- To develop the child protection inter-agency training programme for 2008 / 09.
- To ensure training continues to be evaluated, updated and delivered based on a range of management information including training needs analysis, workplace / impact evaluations and the findings of the HMle inspections of services to protect children.
- To review our current tiered training model.

## **Communication and Co-operation**

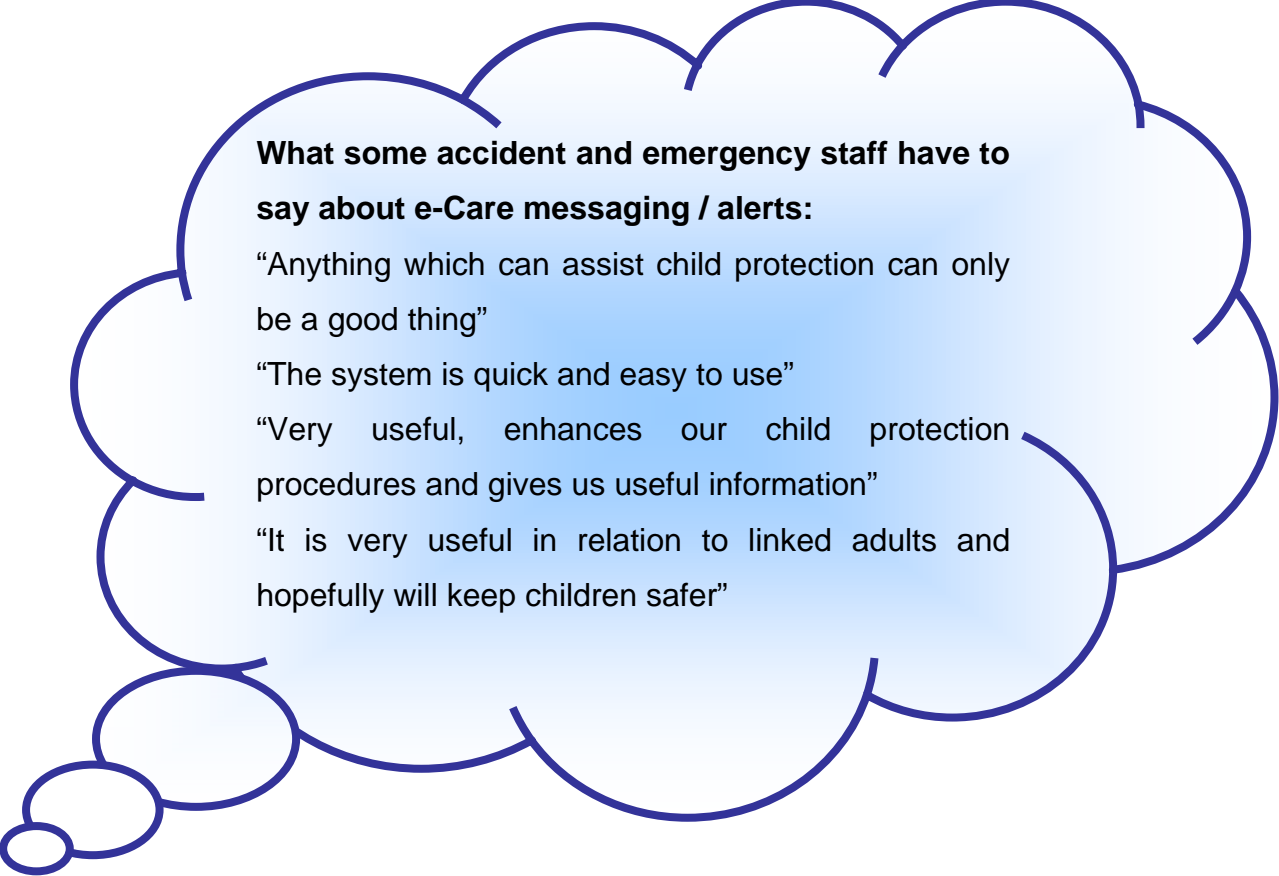
Communication and co-operation within and between agencies at all levels needs to be effective to safeguard and protect our children and young people. This includes communication at a strategic level between the Child Protection Committee and Chief Officers and at an operational level between managers and practitioners who are working with children / young people and their families.

In 2008 the ongoing work of the Lanarkshire Data Sharing Partnership Board positively impacted on communication and co-operation within and between agencies. This includes:

- the sharing of electronic information in the implementation of Getting it Right For Every Child, including core record data and an integrated assessment framework;
- the implementation of the Lanarkshire Information Sharing Protocols and Good Practice Guidance which includes related training
- further roll out of e-Care child protection messaging alerts

The Lanarkshire Information Sharing Protocols provides the framework to help staff understand what information they can and should share.

The e-Care messaging alert is an electronic tool to minimise delays in sharing child protection information within and across agencies. One of the main developments in this area in 2008 was the inclusion of the three accident and emergency sites – Wishaw General, Monklands and Hairmyers Hospitals. For those involved with a child and their family it gives immediate electronic information about child protection activity, past and present for professionals with whom the child / family has contact.



**What some accident and emergency staff have to say about e-Care messaging / alerts:**

“Anything which can assist child protection can only be a good thing”

“The system is quick and easy to use”

“Very useful, enhances our child protection procedures and gives us useful information”

“It is very useful in relation to linked adults and hopefully will keep children safer”

At a strategic level, the Child Protection Committee implemented its Communication Strategy developed by the Office of North and South Lanarkshire Child Protection Committee. The Committee also:

- updated its network for the distribution of Child Protection Committee minutes;
- supported by North Lanarkshire Council Social Work services the Committee’s website was reviewed and updated throughout 2008
- continued to produce and publish its quarterly newsletter
- in relation to HMle inspection of services to protect children developed and distributed information packs to inform and update staff across agencies from strategic to operational level

- continued its active participation in the West of Scotland Child Protection Committee Chairs and Strathclyde Police Consortium and the National Child Protection Committee Chairs Forum.

### **What did we say we would do?**

This included:

- Continuing to support and promote e-Care developments.
- The dissemination of the Lanarkshire Information Sharing Protocol.

### **Achievements:**

These include:

- The development and implementation of the Child Protection Committee Communication Strategy.
- Agreed a proposal for the development of a children / young people's website.
- The ongoing development of the Office of North and South Lanarkshire Child Protection Committees.
- Work in progress for the feasibility of a North Lanarkshire Chief Officers Group – Public Protection.

### **What do we want to do now?**

This will include:

- To explore the feasibility of a Lanarkshire Independent / Voluntary Sector Forum.
- To continue to update the Child Protection Committee website.

- To evaluate the work of the Office of North and South Lanarkshire Child Protection Committees.

**Fact File – The Office of North and South Lanarkshire Child Protection Committees.**

- **Developed in partnership with the North and South Lanarkshire Child Protection Committees and NHS Lanarkshire.**
- **Opened ‘for business’ on the 14<sup>th</sup> of May 2007.**
- **Objectives include the co-location of key strategic staff to help minimise duplication of effort, maximise resources and further develop and promote cross-authority, inter-agency work in child protection.**
- **To strengthen the links between child protection and the management of high risk offenders the Multi-Agency Public Protection Arrangements (MAPPA) Co-ordinator is based in the co-located office.**
- **Next Steps – Glasgow University have agreed to draft a proposal to evaluate the work of the co-located office; this will inform what happens next.**

**Planning and Connections**

Child protection does not stand alone. It is part of a continuum of services to children and their families and it also has links with the community planning agenda in particular community safety.

In 2007 / 08 the Child Protection Committee strengthened its links with its planning partners and the following gives some indication as to how this was achieved.

### **What did we say we would do?**

This included:

- Reviewing reporting mechanisms as a result of the co-located arrangements.
- Continuing to develop the co-located unit.
- Agreeing funding arrangements for the co-located office.

### **Achievements**

These include:

- In the development of the co-located office the operational arrangements for the sub-group structure were agreed, the communication strategy was implemented and the Management Steering Group met on a regular basis.
- Reporting arrangements were reviewed and meetings of the Child Protection Committees and Chief Officers groups were synchronised for North and South Lanarkshire areas.
- Agreement that the MAPPA Co-ordinator should be based in the co-located office.

### **What do we want to do now?**

This will include:

- To make sure that minutes, newsletters, procedures and protocols continue to be distributed within the wider planning structure.

- Ongoing participation in the West of Scotland Child Protection Committee Chairs and Strathclyde Police Consortium and the National Child Protection Committee Chairs Forum.
- Continue to build and develop existing co-located arrangements.

### **Planning and Connections - the bigger picture –**

#### **Multi-Agency Public Protection Arrangements (MAPPA) in Lanarkshire**

MAPPA is a set of arrangements established by police, local authorities, health boards and the prison service (in Lanarkshire these are the responsible authorities) to assess and manage risk posed by sexual and violent offenders.

#### **Key Functions:**

- To identify offenders to be supervised under MAPPA
- To share information about offenders
- To assess the risks posed by offenders
- To manage the risk posed by offenders

To carry out its functions an inter-agency meeting will be arranged, those attending will be dependent on the assessed risk of the offender. Reviews take place to make sure monitoring and evaluation arrangements are in place.

- Gordon Pattinson our MAPPA Co-ordinator arrived in the co-located office on the 18<sup>th</sup> of June 2008.

- In recognition that to keep our communities and children safe we need to make connections between child protection and the management of high risk offenders both at planning and operational levels Gordon is a key member of the co-located staff.
- The Lanarkshire MAPPA Steering Group meets regularly and monitors and reviews how the public protection arrangements are working.
- An information leaflet and booklet is available giving detailed information about MAPPA.

**Planning and Connections - some North Lanarkshire developments in 2008.**

**Multi-agency Risk Assessment Conference (MARAC)**

- MARAC relates to the assessment and management of risk in relation to domestic abuse.
- The Domestic Abuse Services Co-ordinator for North Lanarkshire is a member of the Child Protection Committee, making the connection between child abuse and domestic abuse.
- MARAC is an innovative inter-agency approach to addressing the issues of domestic abuse from an early intervention stage – police officers attending an incident of domestic abuse will complete a risk assessment.
- The conference will share information and consider the risk including that to children when they are a member of the household.
- In 2008 following an evaluation of the pilot project, MARAC started to roll out across localities in North Lanarkshire.

## **Partnership Working – North Lanarkshire Child Protection Committee**

- The partnership working with South Lanarkshire Child Protection Committee continued.
- The North Lanarkshire Child Protection Committee Chair is the Chair of the National Child Protection Committee Chairs Forum and takes a lead for driving this agenda. The network which allows opportunity to share good practice and learning across Scotland also links with the Scottish Government enabling national issues to be addressed.
- The Chair and the Co-ordinator Child Protection are also active participants in the West of Scotland Child Protection Committee Chairs and Strathclyde Police Consortium. This gives the opportunity for consistency in areas such as inter-agency procedures and protocols and public information.
- In 2007 / 2008 the Chair of the Child Protection Committee and the Co-ordinator Child Protection provided inputs to a range of fora including Local Area Committees / Partnerships, the North Lanarkshire Community Safety Partnership and the North Lanarkshire Partnership Board.
- Some shared learning was developed with Fife Child Protection Committee and this included work around self-evaluation and public information.

## **Partnership / Liaison Working between North Lanarkshire and Fife Child Protection Committees**

During this year North Lanarkshire and Fife Child Protection Committees have worked together to share experiences and to learn from each other. Of particular interest to Fife Child Protection Committee was the work around our Development Day, our Public Information materials, our Newsletters and our approach to self evaluation, quality assurance and continuous improvement. North Lanarkshire Child Protection Committee hosted a visit from Fife's Child Protection Committee Quality Assurance and Development Officers during which a range of information on policy developments was mutually shared and exchanged.

Following on from this, Fife Child Protection Committee went on to hold a Development Day, published their first Newsletter and have published their own Quality Assurance Strategy. Ross Drummond, Fife Child Protection Committee Lead Officer has advised that this liaison has been much appreciated, welcomed and demonstrates our shared and common approach to vulnerable children and families and was good evidence of Child Protection Committees nationally working in collaboration with each other.

### **Getting it right for every child**

“Getting it Right for Every Child” is a reform of children’s services. It is an ambitious programme and a significant challenge for all those working with children / young people. It requires a fundamental shift in how children are helped and supported.

The principles are based on children getting help when they need it, a single assessment based on the needs of the child and agencies working together and in partnership with children and families to provide the necessary support and resources.

The implementation will be underpinned by new legislation which will place duties on agencies to co-operate with each other and share information. It is intended that the new legislation will be in place by 2010.

#### **How is it working in Lanarkshire?**

- In partnership agencies across Lanarkshire have agreed to work together in developing a local approach to the implementation of 'Getting it Right for Every Child'.
- Lanarkshire managers and practitioners are committed to removing obstacles that can block children from getting the best start in life and moving successfully through their journey from birth to adulthood.
- Staff are being encouraged in integrated working practices and a culture of communication and working together to improve outcomes for children and young people.
- The development of an Integrated Assessment Planning and Review Framework (IAPRF) across Lanarkshire should result in better outcomes for children and young people.

## **Progress in North Lanarkshire 2007/08 – Getting it Right for Every Child Implementation**

- **Awareness raising with front line managers and staff.**
- **The Lanarkshire Partnership secured learning partner status with the Scottish Government in January 2008.**
- **A Project Manager and two Development Officers are now appointed to support the implementation of ‘Getting it Right for Every Child’.**
- **Taking into account the requirements for Additional Support for Learning, Hall 4 and ‘Getting it Right for Every Child’ a set of paperwork to support processes has been agreed.**
- **We are progressing a Parenting Strategy.**
- **We are exploring mechanisms for progressing ‘non offence referrals’ to the children’s hearing system.**

## Listening to Children and Young People



### **Protecting Children and Young People: The Charter, 2004**

Developed by the Scottish Executive in partnership with children and young people and Save the Children.

Listening to and communicating with children and young people is not one dimensional. At a strategic level it impacts on staff training and development, public information and finding ways to take into account the views of children and young people and adults in policy developments.

In 2006 / 07 the Child Protection Committee identified that an area for development was engagement with children / young people and the wider community; to raise awareness of the issues of child protection and letting our communities, including children and young people, know what to do if they have a concern. This was one of our key priorities for 2007 / 08.

The strategy we are developing is in part based on some of the consultations we have had with children and young people in recent years. The main consultation events for us in 2007 / 08 were:

- The Lanarkshire Conference for Young People, September 2007
- The Big C Debate in North Lanarkshire in February 2008
- The North Lanarkshire Child Protection Committee worked in partnership with the North Lanarkshire Children's Advocacy Network to establish a consultation group of young people who had experience of the child protection system.

**Key Messages from our consultations with children and young people:**

- Talk to us
- It is important to make children aware
- Use assemblies, schools councils, PSE to come and talk to us, send people who know what they are talking about
- Involve us – not just 'one offs'.

**What did we say we would do?**

This included:

- Developing mechanisms for recording the views of children and young people in the child protection system.
- Consulting with children and young people in the development of a children and young people's website.

## **Achievements**

These include:

- Our communication strategy includes engagement with the community including children and young people.
- In North Lanarkshire, North Lanarkshire Council Housing and Social Work Services, Social Work in partnership with Children 1<sup>st</sup> developed on behalf of the Child Protection Committee the 'Having my say form' for recording children's views. Children and young people were consulted as part of this development.
- The Children's Rights Officer in North Lanarkshire asked children and young people what they thought of our child protection information leaflet for children and young people; on the basis of their comments, we shortened the content and changed the format to a 'z' card.
- In North Lanarkshire the Child Protection Committee is working in partnership with the advocacy network and dialogue youth / young scot to develop a children and young people's website on 'keeping safe'. The website will be accessed through the Young Scot website and it will be hyperlinked from the North Lanarkshire Child Protection Committee website.
- In partnership with North and South Lanarkshire Schools we have developed two DVD's for use with children and young people across Lanarkshire.
- We developed Lanarkshire information leaflets for children / young people and their parents / carers / teachers on internet and mobile phone safety.

- We raised awareness of child protection, including internet safety with approximately 4,100 P7 pupils from schools from across North Lanarkshire in our input to the NL Kldz event; this also provided the opportunity for some verbal consultation on “who would you talk to if you were worried or concerned for you or a friend” – overwhelming response was social networks – parents, grandparents, family and friends.

### **What do we want to do now?**

This will include:

- To agree a strategy for the continued engagement with children and young people.
- Further developments in public information and consultation with children and young people.
- To audit and analyse the work already undertaken with children and young people.

FUTURE PROPOSALS



*Working Together to Keep Children Safe*



# Business Plan

## 2008 - 2009

- The protection of children and young people in Lanarkshire is a priority for all agencies and this is reflected in our 'Shared Vision'.
- The Business Plan outlines the measures we will take in the current year to help keep children safe. The plan has been endorsed by the North & South Lanarkshire Child Protection Committees and Chief Officers.
- The joint Business Plan demonstrates the commitment of both Committees to continuous improvement and best practice in working together to safeguard and protect the children and young people of Lanarkshire and to improve outcomes for children and their families.
- The Business Plan will be implemented by the four joint themed sub groups :-
  - **Public Information and Communication Strategy**
  - **Training & Staff Development**
  - **Quality Assurance & Good Practice**
  - **Policies, Procedures & Protocols**

## PUBLIC INFORMATION

AIM::				
<ul style="list-style-type: none"> <li>To raise awareness of child protection issues within communities, including children and young people</li> <li>To promote the work of agencies in protecting children to the public at large; and</li> <li>To provide information about where members of the public will go if they have concerns about a child and what could happen</li> </ul>				
OUTCOME:				
<ul style="list-style-type: none"> <li>Increase public awareness of child protection and confidence in services to protect and support children / young people and their families</li> </ul>				
OBJECTIVE	WHAT ARE WE GOING TO DO?	WHEN WILL WE DO IT BY	WHAT RESOURCES DO WE NEED TO DO THIS?	HOW WILL WE KNOW WHEN WE HAVE DONE IT?
Agree Child Protection Committees' standards for all publications.	<ul style="list-style-type: none"> <li>Collate existing standards across both authorities and partners</li> <li>Develop CPC standards</li> </ul>	<p>July 2008</p> <p>October 2008</p>	Public Information & Communication Strategy Sub Group	CPC standards developed and implemented.
Inclusive access to public information for all Lanarkshire citizens	<ul style="list-style-type: none"> <li>Ensure there are no communication barriers to accessing and understanding CPC publications</li> </ul>	March 2009	Public Information & Communication Strategy Sub Group – Task Group established	Barriers removed and pathway identified to ensure information accessible and understood
To maintain profile of CPCs in community	<ul style="list-style-type: none"> <li>Produce regular news releases on work of CPCs</li> </ul>	Ongoing	<p>News Release Communication Protocol</p> <p>Public Information &amp; Communication Strategy</p>	Regular local news releases

## PUBLIC INFORMATION

AIM::				
<ul style="list-style-type: none"> <li>To raise awareness of child protection issues within communities, including children and young people</li> <li>To promote the work of agencies in protecting children to the public at large; and</li> <li>To provide information about where members of the public will go if they have concerns about a child and what could happen</li> </ul>				
OUTCOME:				
<ul style="list-style-type: none"> <li>Increase public awareness of child protection and confidence in services to protect and support children / young people and their families</li> </ul>				
OBJECTIVE	WHAT ARE WE GOING TO DO?	WHEN WILL WE DO IT BY	WHAT RESOURCES DO WE NEED TO DO THIS?	HOW WILL WE KNOW WHEN WE HAVE DONE IT?
Evaluate the impact of public information	<ul style="list-style-type: none"> <li>Develop a strategy and agree mechanisms for evaluation, e.g. Citizen's Panels</li> </ul>	August 2008	Public Information & Communication Strategy Sub Group  Citizens Panel – Focus Group (adults)  Education / Youth Services Focus Group (children & young people)  <b>£1,200</b>	
Review existing public information informed by the views of adults, children / young people.	<ul style="list-style-type: none"> <li>Explore the feasibility of marketing material on a Lanarkshire basis.</li> </ul>	March 2009	Public Information & Communication Strategy Sub Group  Chief Officers Group & CPCs	Feasibility study carried out and strategy agreed

## PUBLIC INFORMATION

<b>AIM::</b> <ul style="list-style-type: none"> <li>• To raise awareness of child protection issues within communities, including children and young people</li> <li>• To promote the work of agencies in protecting children to the public at large; and</li> <li>• To provide information about where members of the public will go if they have concerns about a child and what could happen</li> </ul>				
<b>OUTCOME:</b> <ul style="list-style-type: none"> <li>• Increase public awareness of child protection and confidence in services to protect and support children / young people and their families</li> </ul>				
OBJECTIVE	WHAT ARE WE GOING TO DO?	WHEN WILL WE DO IT BY	WHAT RESOURCES DO WE NEED TO DO THIS?	HOW WILL WE KNOW WHEN WE HAVE DONE IT?
Continue to raise awareness of child protection with the wider public and staff across Lanarkshire	<ul style="list-style-type: none"> <li>• Continue to produce and distribute public information using various mediums</li> <li>• Produce quarterly newsletter</li> <li>• Use range of mediums to promote CPCs and keeping children safe.</li> </ul>	Ongoing	<b>£35,000</b>	Continued production and distribution of a range of public and staff information.  Evidence of a range of mediums in use.

## POLICIES, PROCEDURES & PROTOCOLS

AIM:				
<ul style="list-style-type: none"> <li>To ensure agencies have in place their own up to date policies and procedures</li> <li>To regularly develop, disseminate and review inter-agency procedures</li> <li>To ensure that protocols are developed around key issues</li> </ul>				
OUTCOME:				
<ul style="list-style-type: none"> <li>Children and young people are protected and their families supported by the implementation of clear and robust single and inter-agency policies, procedures and protocols.</li> </ul>				
OBJECTIVE	WHAT ARE WE GOING TO DO?	WHEN WILL WE DO IT BY	WHAT RESOURCES DO WE NEED TO DO THIS?	HOW WILL WE KNOW WHEN WE HAVE DONE IT?
To ensure agencies have child protection policies, procedures and protocols in place which support partnership working between agencies and children / young people and their families.	<ul style="list-style-type: none"> <li>Monitor and review single agency procedures</li> </ul>	Ongoing	Policies, Procedures & Protocols Sub Group - Task Group  Strategy for monitoring and reviewing child protection procedures	Arrangements in place for monitoring & reviewing
	<ul style="list-style-type: none"> <li>Progress modernised West of Scotland Inter-Agency Child Protection Guidance</li> </ul>	Ongoing	West of Scotland CPC Chairs Consortium in partnership with Reconstruct  <b>£6,000</b>	Inter-agency Child Protection Guidance modernised and implemented
To develop inter-agency standards for policies, procedures & protocols	<ul style="list-style-type: none"> <li>Agree standards</li> </ul>	December 2008	Policies, Procedures & Protocols Sub Group – Task Group  Chief Officers Group & CPCs	Standards agreed and circulated
To develop protocols around key issues	<ul style="list-style-type: none"> <li>Developments as required to include:               <ul style="list-style-type: none"> <li>Inter-Agency approach to Domestic Abuse across Lanarkshire</li> </ul> </li> </ul>	Ongoing	Policies, Procedures & Protocols Sub Group  <b>£6,000</b>	Protocols developed and implemented

## MANAGEMENT INFORMATION

<b>AIM:</b> <ul style="list-style-type: none"> <li>• To have an overview of information relating to children and young people on the Child Protection Register</li> <li>• To receive regular management information reports, which include analysis of trends;</li> <li>• To identify and address the implications of these reports for services; and</li> <li>• To ensure that these reports inform the inter-agency child protection strategy</li> </ul>				
<b>OUTCOME:</b> <ul style="list-style-type: none"> <li>• Children / young people and their families are supported appropriately by effective practice informed by the analysis of accurate management information.</li> </ul>				
OBJECTIVE	WHAT ARE WE GOING TO DO?	WHEN WILL WE DO IT BY	WHAT RESOURCES DO WE NEED TO DO THIS?	HOW WILL WE KNOW WHEN WE HAVE DONE IT?
To have a Lanarkshire overview of child protection information and statistics	<ul style="list-style-type: none"> <li>• To analyse and report on child protection statistics across Lanarkshire</li> </ul>	Annually	Quality Assurance & Good Practice Sub Group in partnership with co-located office	Production of annual Lanarkshire Report
To ensure that management information impacts on practice	Disseminate management information, e.g. <ul style="list-style-type: none"> <li>• Training</li> <li>• Briefing / Newsletter</li> <li>• Monitor dissemination of information</li> </ul>	Ongoing	All CPC Sub Groups	Child protection management information available across Lanarkshire
Ensure practice is informed by HMle Inspection information	<ul style="list-style-type: none"> <li>• Regularly distribute Reports and analysis of HMle findings.</li> <li>• Develop impact evaluation</li> </ul>	Ongoing	<ul style="list-style-type: none"> <li>• Quality Assurance &amp; Good Practice Sub Group / Co-located Team</li> <li>• Strategy developed and agreed by CPCs</li> </ul>	Information disseminated and impact evaluation monitored and recorded.

## QUALITY ASSURANCE

<b>AIM:</b>				
<ul style="list-style-type: none"> <li>To ensure the development and implementation of Quality Assurance mechanisms</li> <li>To contribute to the integrated system of Inspection of Child Protection Services</li> <li>To consider the findings and lessons from the inspection process nationally and in relation to local inspections</li> <li>To report on the outcomes of Quality Assurance activities to the Child Protection Committee and Chief Officers</li> </ul>				
<b>OUTCOME:</b>				
<ul style="list-style-type: none"> <li>Children and families benefit from quality support provided by confident, competent staff who learn from continuous self evaluation and improvement.</li> </ul>				
OBJECTIVE	WHAT ARE WE GOING TO DO?	WHEN WILL WE DO IT BY	WHAT RESOURCES DO WE NEED TO DO THIS?	HOW WILL WE KNOW WHEN WE HAVE DONE IT?
To continue to embed quality assurance in practice	<ul style="list-style-type: none"> <li>Further disseminate inter-agency self evaluation findings informed by HMIe Inspections</li> <li>Update Action Plans</li> <li>Share best practice</li> <li>Consider joint areas for improvement across Lanarkshire</li> </ul>	Ongoing	Quality Assurance & Good Practice Sub Group (Lead)  Training & Staff Development Sub Group  Public Information & Communication Strategy Sub Group	Action Plans updated and actions from self evaluation progressed  Reporting to CPCs on a six monthly basis.
To ensure public information has maximum impact	<ul style="list-style-type: none"> <li>Evaluate impact of public information</li> </ul>	August 2008	Quality Assurance & Good Practice Sub Group in collaboration with the Public Information & Communication Strategy Sub Group	Evaluation carried out and report to CPCs  Strategy agreed for ongoing evaluation.
To improve engagement with children and young people and their families	<ul style="list-style-type: none"> <li>To continue to Identify ways of improving engagement and proposals developed</li> </ul>	December 2008	Quality Assurance & Good Practice Sub Group	Improved engagement and better involvement with children and young people and their families

## QUALITY ASSURANCE

<b>AIM:</b> <ul style="list-style-type: none"> <li>• To ensure the development and implementation of Quality Assurance mechanisms</li> <li>• To contribute to the integrated system of Inspection of Child Protection Services</li> <li>• To consider the findings and lessons from the inspection process nationally and in relation to local inspections</li> <li>• To report on the outcomes of Quality Assurance activities to the Child Protection Committee and Chief Officers</li> </ul>				
<b>OUTCOME:</b> <ul style="list-style-type: none"> <li>• Children and families benefit from quality support provided by confident, competent staff who learn from continuous self evaluation and improvement.</li> </ul>				
OBJECTIVE	WHAT ARE WE GOING TO DO?	WHEN WILL WE DO IT BY	WHAT RESOURCES DO WE NEED TO DO THIS?	HOW WILL WE KNOW WHEN WE HAVE DONE IT?
To learn lessons from Significant Case Reviews	<ul style="list-style-type: none"> <li>• Develop DVD for shared learning</li> <li>• Proposal developed in partnership with fps media</li> <li>• Seminar arranged</li> </ul>	November 2008	£7,000	Seminar evaluated, shared learning and DVD disseminated.
To develop practice	<ul style="list-style-type: none"> <li>• Table top exercise – share practice experience, decision making, thresholds</li> </ul>	February 2009	Quality Assurance & Good Practice Sub Group - Task Group  £1,000	Evaluation of Table Top Exercise

## PROMOTION OF GOOD PRACTICE

AIM:				
<ul style="list-style-type: none"> <li>• To identify and promote good practice</li> <li>• To identify and address areas for improvement</li> <li>• To encourage learning from practice</li> <li>• To review significant cases as required</li> </ul>				
OUTCOME:				
<ul style="list-style-type: none"> <li>• Children / young people and their families benefit from the commitment to shared learning and the promotion of best practice across Lanarkshire.</li> </ul>				
OBJECTIVE	WHAT ARE WE GOING TO DO?	WHEN WILL WE DO IT BY	WHAT RESOURCES DO WE NEED TO DO THIS?	HOW WILL WE KNOW WHEN WE HAVE DONE IT?
To promote good practice and identify areas for improvement	<ul style="list-style-type: none"> <li>• Review existing impact / workplace evaluations for child protection inter-agency training</li> <li>• Develop a Lanarkshire model for impact evaluation – child protection inter-agency training</li> <li>• Implement Lanarkshire Impact Evaluation model</li> </ul>	<p>September 2008</p> <p>December 2008</p> <p>January – March 2009</p>	<p>Training &amp; Staff Development Sub Group – Task Group</p> <p>Task Group</p> <p>Co-located staff and Quality Assurance &amp; Good Practice Sub Group</p>	<p>Lanarkshire Impact Evaluation implementation</p> <p>Information collated and analysed, six monthly reporting to CPCs and Chief Officers Group</p>
To share learning	<ul style="list-style-type: none"> <li>• Collate good practice information, e.g. HMIE Inspections, self evaluation findings, research.</li> <li>• Disseminate information, e.g. staff briefings, seminars, workshops, focus groups</li> </ul>	Ongoing	<p>Co-located office, CPCs, Sub Groups, relevant single agency staff</p> <p><b>£1,000</b></p>	<p>Analysis of good practice.</p> <p>Roll out of good practice</p>

## PROMOTION OF GOOD PRACTICE

<b>AIM:</b> <ul style="list-style-type: none"> <li>• To identify and promote good practice</li> <li>• To identify and address areas for improvement</li> <li>• To encourage learning from practice</li> <li>• To review significant cases as required</li> </ul>				
<b>OUTCOME:</b> <ul style="list-style-type: none"> <li>• Children / young people and their families benefit from the commitment to shared learning and the promotion of best practice within agencies across Lanarkshire.</li> </ul>				
OBJECTIVE	WHAT ARE WE GOING TO DO?	WHEN WILL WE DO IT BY	WHAT RESOURCES DO WE NEED TO DO THIS?	HOW WILL WE KNOW WHEN WE HAVE DONE IT?
	<ul style="list-style-type: none"> <li>• Address findings of HMle Inspection Reports</li> <li>• Develop a Resource Library</li> <li>• Establish a programme of Development Sessions</li> </ul>	<p>September 2008 onwards</p> <p>March 2009</p> <p>October 2008</p>	<p>Quality Assurance &amp; Good Practice Sub Group and Child Protection Committees</p> <p>Co-located Team Office &amp; Administration Support</p> <p>Co-located Team in partnership with Training &amp; Staff Development Sub Group – Task Group</p> <p><b>£1,200</b></p>	<p>Areas for development progressed and continue to promote best practice across Lanarkshire.</p> <p>Resource Library established.</p> <p>Development Sessions and evaluations in place</p>

## PROMOTION OF GOOD PRACTICE

<b>AIM:</b>				
<ul style="list-style-type: none"> <li>• To identify and promote good practice</li> <li>• To identify and address areas for improvement</li> <li>• To encourage learning from practice</li> <li>• To review significant cases as required</li> </ul>				
<b>OUTCOME:</b>				
<ul style="list-style-type: none"> <li>• Children / young people and their families benefit from the commitment to shared learning and the promotion of best practice within agencies across Lanarkshire.</li> </ul>				
OBJECTIVE	WHAT ARE WE GOING TO DO?	WHEN WILL WE DO IT BY	WHAT RESOURCES DO WE NEED TO DO THIS?	HOW WILL WE KNOW WHEN WE HAVE DONE IT?
Review cases where significant incidents occur to inform practice	<ul style="list-style-type: none"> <li>• Review cases</li> <li>• Review arrangements for sharing and disseminating findings across Lanarkshire</li> <li>• Ensure lessons inform Training &amp; Staff Development Sub Group</li> </ul>	Ongoing	<p>Quality Assurance &amp; Good Practice Sub Group</p> <p>Quality Assurance &amp; Good Practice Sub Group in partnership with the Training &amp; Staff Development Sub Group</p>	<p>Mechanisms in place for sharing &amp; dissemination of findings</p> <p>Evidence that findings inform staff training and development.</p>

## TRAINING AND STAFF DEVELOPMENT

AIM:				
<ul style="list-style-type: none"> <li>To promote, commission and assure the quality and delivery of inter-agency training</li> </ul>				
OUTCOME:				
<ul style="list-style-type: none"> <li>Children / young people and their families benefit from services provided by a competent, confident workforce working in partnership to address their short and long term needs.</li> </ul>				
OBJECTIVE	WHAT ARE WE GOING TO DO?	WHEN WILL WE DO IT BY	WHAT RESOURCES DO WE NEED TO DO THIS?	HOW WILL WE KNOW WHEN WE HAVE DONE IT?
To develop, commission and deliver inter-agency training	<ul style="list-style-type: none"> <li>Produce a Lanarkshire Inter-Agency Training Programme based on training needs analysis informed by impact / workplace evaluations and PDR/PDP</li> <li>Review current inter-agency tiered training model.</li> <li>Agree programme of Practice Development Sessions.</li> </ul>	August 2008	Training & Staff Development Sub Group Inter-Agency Training Programme agreed.  <b>£40,000</b>	Training Programme delivered and evaluated
		October 2008	Training & Staff Development Sub Group – Task Group	Model revised and agreed by CPCs
		October 2008	Training & Staff Development Sub Group – Task Group in partnership with Co-located Team	Programme agreed, delivered and evaluated
To ensure training is evaluated, updated and delivered consistent with existing arrangements in North and South Lanarkshire	<ul style="list-style-type: none"> <li>To use current and further develop management information including:               <ul style="list-style-type: none"> <li>Training needs analysis</li> <li>Impact evaluation</li> <li>HMIe findings</li> </ul> </li> </ul>	Ongoing	Training & Staff Development Sub Group and single agency staff as required  IT Resources, e.g. database, analysis	Updated management information available  Monitoring and evaluation reports annually submitted to CPCs

## TRAINING AND STAFF DEVELOPMENT

AIM:				
<ul style="list-style-type: none"> <li>To promote, commission and assure the quality and delivery of inter-agency training</li> </ul>				
OUTCOME:				
<ul style="list-style-type: none"> <li>Children / young people and their families benefit from services provided by a competent, confident workforce working in partnership to address their short and long term needs.</li> </ul>				
OBJECTIVE	WHAT ARE WE GOING TO DO?	WHEN WILL WE DO IT BY	WHAT RESOURCES DO WE NEED TO DO THIS?	HOW WILL WE KNOW WHEN WE HAVE DONE IT?
To review tiered training model	<ul style="list-style-type: none"> <li>Take into account national developments</li> <li>Agree core competencies for inter-agency child protection training</li> <li>Agree tiered training model</li> </ul>	January 2009	Inter-/Agency Task Group	<p>Inter-Agency Child Protection / competencies identified.</p> <p>Tiered model agreed and all training linked</p>
To deliver training using a variety of methods and techniques	<ul style="list-style-type: none"> <li>Identify various training methods and techniques e.g. e-learning, direct delivery</li> </ul>	January 2009	Inter-Agency Task Group	Training Programme using agreed new technology and traditional methods linked to staff and organisational needs.

## COMMUNICATION AND CO-OPERATION

AIM:				
<ul style="list-style-type: none"> <li>To improve effective communication and co-operation both within and between professionals and agencies to help safeguard children</li> </ul>				
OUTCOME:				
<ul style="list-style-type: none"> <li>The Child Protection Committees demonstrate effective communication, co-operation and actively promote effective communication and collaboration between agencies to keep children / young people safe.</li> </ul>				
OBJECTIVE	WHAT ARE WE GOING TO DO?	WHEN WILL WE DO IT BY	WHAT RESOURCES DO WE NEED TO DO THIS?	HOW WILL WE KNOW WHEN WE HAVE DONE IT?
To strengthen and develop the links between other planning mechanisms	<ul style="list-style-type: none"> <li>Exploring the feasibility of a Lanarkshire Voluntary Sector Forum</li> </ul>	March 2009	Voluntary Sector Fora in North & South Lanarkshire, Co-ordinator Child Protection & Lead Officer	A report for consideration by the Child Protection Committees and agreement.
Identify opportunities to share knowledge, skills and learning with other Child Protection Committees.	<ul style="list-style-type: none"> <li>Continue to actively participate in National, Government and West of Scotland Child Protection Committee Fora.</li> </ul>	Ongoing	Child Protection Committee Chairs, Co-ordinator, Lead Officer and CPC Administrative Support	Regular updates to Child Protection Committees, Sub Groups. Information disseminated within agencies.
To promote effective communication within and across agencies.	<ul style="list-style-type: none"> <li>Regular update of Child Protection Committee websites.</li> </ul>	Ongoing – reviewed monthly	Public Information & Communication Strategy Sub Group	Websites updated to include current information.
	<ul style="list-style-type: none"> <li>Evaluate the work of the co-located office.</li> </ul>	March 2009	Commission Glasgow University to undertake evaluation: <b>£20,000</b>	Evaluation report available.
	<ul style="list-style-type: none"> <li>Findings of an independent evaluation</li> </ul>	March 2009	Child Protection Committees	Action Plan agreed and implemented.

## PLANNING & CONNECTIONS

AIM:				
<ul style="list-style-type: none"> <li>To link with other planning mechanisms to promote joint planning / training and monitoring mechanisms</li> </ul>				
OUTCOME:				
<ul style="list-style-type: none"> <li>The Child Protection Committees will demonstrate the effectiveness of joint working through joint planning, training and monitoring to protect children and young people.</li> </ul>				
OBJECTIVE	WHAT ARE WE GOING TO DO?	WHEN WILL WE DO IT BY	WHAT RESOURCES DO WE NEED TO DO THIS?	HOW WILL WE KNOW WHEN WE HAVE DONE IT?
To ensure there are clear links between Child Protection Committees and other strategic planning arrangements.	<ul style="list-style-type: none"> <li>Make sure, e.g. minutes, newsletters, briefings, policies, procedures and protocols are distributed within the wider planning structure including the voluntary sectors and fora for children and young people.</li> </ul>	Ongoing	Child Protection Committee and Co-located Office	Links established and information disseminated
	<ul style="list-style-type: none"> <li>Agree annual budgets for Co-located Office.</li> </ul>	June 2008	Child Protection Committees and Chief Officers groups <b>£14,000</b>	Budgets agreed.
	<ul style="list-style-type: none"> <li>Ongoing participation in West of Scotland Consortium and National Child Protection Committee Chair Forum</li> </ul>	Ongoing	Child Protection Committee Chairs and Co-ordinator / Lead Officer	Regular updates to Child Protection Committee and Chief Officers

## PLANNING & CONNECTIONS

<b>AIM:</b> <ul style="list-style-type: none"> <li>To link with other planning mechanisms to promote joint planning / training and monitoring mechanisms</li> </ul>				
<b>OUTCOME:</b> <ul style="list-style-type: none"> <li>The Child Protection Committees will demonstrate the effectiveness of joint working through joint planning, training and monitoring to protect children and young people.</li> </ul>				
OBJECTIVE	WHAT ARE WE GOING TO DO?	WHEN WILL WE DO IT BY	WHAT RESOURCES DO WE NEED TO DO THIS?	HOW WILL WE KNOW WHEN WE HAVE DONE IT?
To continue to identify areas of joint working across Lanarkshire.	<ul style="list-style-type: none"> <li>Continue to build and develop existing co-located arrangements.</li> </ul>	Ongoing	Child Protection Committees, Chief Officers Groups, Sub Groups, Steering Groups and Co-ordinator / Lead Officer	Joint working actively promoted and monitored.

## LISTENING TO CHILDREN AND YOUNG PEOPLE

AIM:				
<ul style="list-style-type: none"> <li>To evidence that the Child Protection Committee takes into account the views of children and young people</li> </ul>				
OUTCOME:				
<ul style="list-style-type: none"> <li>The work of the Child Protection Committees will be better informed by the views of children / young people and their families.</li> </ul>				
OBJECTIVE	WHAT ARE WE GOING TO DO?	WHEN WILL WE DO IT BY	WHAT RESOURCES DO WE NEED TO DO THIS?	HOW WILL WE KNOW WHEN WE HAVE DONE IT?
To ensure the Child Protection Committees and their partners listen to the voices of children and young people and that the work of the Child Protection Committees is informed by them.	<ul style="list-style-type: none"> <li>Launch the DVDs developed in partnership with local schools</li> </ul>	June 2008	Co-ordinator Child Protection / Lead Officer / Administrative Support / fps Media	DVDs launch and distributed across Lanarkshire.
	<ul style="list-style-type: none"> <li>Audit and analysis of the work undertaken with children and young people.</li> </ul>	September 2008	Task Group – Action Plan agreed by Child Protection Committee	Action Plan implemented.
	<ul style="list-style-type: none"> <li>Develop an action plan in consultation with children and young people.</li> <li>Agree a strategy for continued engagement with children and young people.</li> </ul>	December 2008	Public Information & Communication Strategy Sub Group	Strategy agreed by Child Protection Committees and implemented across Lanarkshire

## LISTENING TO CHILDREN AND YOUNG PEOPLE

<b>AIM:</b>				
<ul style="list-style-type: none"> <li>To evidence that the Child Protection Committee takes into account the views of children and young people</li> </ul>				
<b>OUTCOME:</b>				
<ul style="list-style-type: none"> <li>The work of the Child Protection Committees will be better informed by the views of children / young people and their families.</li> </ul>				
OBJECTIVE	WHAT ARE WE GOING TO DO?	WHEN WILL WE DO IT BY	WHAT RESOURCES DO WE NEED TO DO THIS?	HOW WILL WE KNOW WHEN WE HAVE DONE IT?
	<ul style="list-style-type: none"> <li>Further developments in public information in consultation with children and young people</li> <li>Promote drama workshops on internet safety and keeping safe</li> </ul>	Ongoing	<b>£14,000</b>	Continue to produce information in partnership with children and young people
<b>TOTAL</b>			<b>£146,400</b>	

## CONCLUSION

This has been another demanding and at times hectic year for the North Lanarkshire Child Protection Committee and its partner agencies. Not least because of our preparation for the HMLe multi-agency inspection of services to protect children and the process of inspection. This was a largely positive experience which provided the opportunity to reflect collectively on single and multi-agency work surrounding child protection.

Being accountable both at a local and national level means that we have to be transparent about our areas for development, where we think we can do better, as well as identifying and sharing our areas of good practice. By doing this we will continually develop in order to impact on improved outcomes for children/young people and their families.

This annual report has given another opportunity for some reflection and analysis of our work over the past twelve months. The developments in public information including the use of DVD's and our 'bus advertising campaign, engagement with children and young people including our partnership working with them in the developments of their DVD'S and website, we think are innovative. Such developments combined with our inter-agency training programme support multi-agency child protection activity and support operational staff in their efforts to improve outcomes for children/young people and their families.

Building on the principals of collaborative working the child protection committee will continue to strengthen links across the spectrum of services and agencies. We will continue to look at ways in which we can develop partnership with our communities to promote the message that child protection is everyone's responsibility.

The connections between the Child Protection Committee and other planning fora including the North Lanarkshire Partnership Board which has overarching responsibility for community planning, ensures that child protection is seen

within the context of community safety. The co-located arrangements with South Lanarkshire Child Protection Committee help achieve consistency in child protection activity across Lanarkshire both at a strategic and operational level. The inclusion of the Multi-agency Public Protection Arrangements (MAPPA) Co-ordinator in the co-located office is the foundation for us to consider how we can develop the current arrangements to include the wider public protection agenda, for example, vulnerable adults / groups.

The developments in North Lanarkshire for the implementation of 'Getting it Right for Every Child' will provide the framework for multi-agency work in the early identification and intervention for children and their families who may need additional supports. The principles of good practice, including effective communication, information sharing, assessment, planning and monitoring, underpinning 'Getting it Right' are replicated in child protection work. The Child Protection Committee will continue to promote these principles within and across agencies.

We look forward to the year ahead in meeting the challenges and taking forward the actions of our business plan in working together to safeguard and protect children and young people in North Lanarkshire.

## APPENDICIES

### Appendix One

#### Membership of the Child Protection Committee

NAME	TITLE	ORGANISATION
<b>Mary Fegan</b>	<b>Chair</b> , Head of Social Work Services, Chief Social Work Officer	North Lanarkshire Council, Housing & Social Work Services
<b>Anne Armstrong</b>	<b>Vice Chair</b> , Divisional Nurse Director	NHS Lanarkshire
<b>Juliet Norman</b>	Nurse Consultant, Child Protection & Vulnerable Children	NHS Lanarkshire
<b>Dr Linda Hunter</b>	Lead Clinician Child Protection	NHS Lanarkshire
<b>Fiona Swift</b>	Co-ordinator Child Protection	North Lanarkshire Child Protection Committee
<b>Greig Robertson</b>	Deputy Divisional Commander	Strathclyde Police, 'N' Division
<b>Fiona Brown</b>	Detective Inspector	Strathclyde Police, 'N' Division
<b>Susan Taylor</b>	Manager, Children & Families	North Lanarkshire Council, Housing & Social Work Services
<b>Fiona Cameron</b>	Children's Rights Officer	North Lanarkshire Council, Housing & Social Work Services
<b>Joe Hamilton</b>	Authority Reporter	Scottish Children's Reporter Administration
<b>Iain Gault</b>	Authority Reporter	Scottish Children's Reporter Administration
<b>Maureen Sinclair</b>	Principle Procurator Fiscal	Procurator Fiscal Service
<b>Anne Donaldson</b>	Education Officer	North Lanarkshire Council, Learning & Leisure Services
<b>Linda Henderson</b>	Development Officer	North Lanarkshire Council, Learning & Leisure Services
<b>Helen Sneddon</b>	Service Co-ordinator Domestic Abuse	North Lanarkshire Council, Learning & Leisure Services
<b>John Gormley</b>	Tenancy Operations Manager	North Lanarkshire Council, Housing & Social Work Services
<b>Trish Tougher</b>	Development Officer (North)	Lanarkshire Alcohol & Drug Action Team (ADAT)
<b>Aileen Howson</b>	Chief Solicitor	North Lanarkshire Council, Corporate Services
<b>Irene Allison</b>	Authority Chair	North Lanarkshire Children's Panel
<b>Jean Douglas</b>	Business Service Manager (People & Performance Solutions)	North Lanarkshire Council, Environmental Services
<b>Fiona McCaskill</b>	Administrative Assistant (Temp)	North Lanarkshire Child Protection Committee

## Appendix Two

### Membership of Policies, Procedures & Protocols Sub Group

NAME	TITLE	ORGANISATION
<b>Frances Leckie</b>	Chair, Associate Director of Nursing	NHS Lanarkshire
<b>Bill Davidson</b>	Vice Chair, Development Officer: Facilities	North Lanarkshire Council, Learning & Leisure Services
<b>Amanda Kennedy</b>	Child Protection Liaison Officer	Strathclyde Police, 'Q' Division
<b>Angela Lavery</b>	Voluntary Sector Development Co-ordinator	Voluntary Sector
<b>Margaret Campbell</b>	Child Protection Co-ordinator	South Lanarkshire Council, Social Work Resources
<b>Irene Hall</b>	Child Protection & Inclusion Officer	South Lanarkshire Council, Education Resources
<b>James Miller</b>	Detective Inspector	Strathclyde Police, 'Q' Division
<b>Rena McCarry</b>	Lead Officer	South Lanarkshire Child Protection Committee
<b>Aileen Muir</b>	Policy & Planning Officer	South Lanarkshire Council, Housing & Technical Resources
<b>Fiona Swift</b>	Co-ordinator Child Protection	North Lanarkshire Child Protection Committee
<b>Margaret French</b>	Community Social Work Manager	North Lanarkshire Council, Housing & Social Work Services
<b>Clare Mullan</b>	Service Manager Younger Adults (Addictions)	North Lanarkshire Council, Housing & Social Work Services
<b>Linda Hunter</b>	Lead Clinician, Child Protection	NHS Lanarkshire
<b>Fiona McCaskill</b>	Administrative Assistant (Temp)	North Lanarkshire Child Protection Committee

#### Remit:

- Ensure that constituent agencies have in place their own up to date policies, procedures and protocols;
- Regularly develop, disseminate and review inter-agency policies, procedures and protocols
- Ensure that protocols are developed around key issues where there is agreement that this is required

## Appendix Three

### Membership of the Public Information & Communication Strategy Sub Group

NAME	TITLE	ORGANISATION
Lynn Clifford	Chair, Senior Officer Quality Assurance	North Lanarkshire Council, Housing & Social Work Services
Cathie Russell	Vice Chair, Corporate Communications Manager	South Lanarkshire Council, Corporate Resources
Amanda Kennedy	Child Protection Liaison Officer	Strathclyde Police, 'Q' Division
Angela Lavery	Voluntary Sector Development Co-ordinator	Voluntary Sector
Des Dickson	Operations Manager	South Lanarkshire Council, Education Resources
Fiona Shaw	Senior PR Officer	North Lanarkshire Council, Chief Executive's Department
Martin Kane	Planning & Information Officer	South Lanarkshire Council, Social Work Resources
Lynn Kerr	Public Information Officer	South Lanarkshire Council, Social Work Resources
Louise Kane	Development Officer	Lanarkshire Alcohol & Drug Action Team (ADAT)
Rena McCarry	Lead Officer	South Lanarkshire Child Protection Committee
Lyn McGilp	Children's Rights Officer	South Lanarkshire Council, Social Work Resources
Frank Thomson	Acting Corporate Connections Co-ordinator	South Lanarkshire Council, Education Resources
Fiona Swift	Co-ordinator Child Protection	North Lanarkshire Child Protection Committee
Amanda Barr	Child Protection Support Officer	South Lanarkshire Child Protection Committee

#### Remit:

- To raise awareness of child protection issues within communities
- To promote the work of agencies in protecting children to the public at large
- To provide information about where members of the public will go if they have concerns about a child and what could happen
- Actively promote effective communication and collaborate between agencies

## Appendix Four

### Membership of the Quality Assurance & Good Practice Sub Group

NAME	TITLE	ORGANISATION
<b>Martin Kettle</b>	Chair, Child & Family Services Manger	South Lanarkshire Council, Social Work Resources
<b>Juliet Norman</b>	Vice Chair, Nurse Consultant Child Protection & Vulnerable Children	NHS Lanarkshire
<b>John Gormley</b>	Tenancy Operations Manager	North Lanarkshire Council, Housing & Social Work Services
<b>Anne Marie Byrne</b>	Tenancy Service Officer	North Lanarkshire Council, Housing & Social Work Services
<b>Susan Taylor</b>	Manager, Children & Families	North Lanarkshire Council, Housing & Social Work Services
<b>John Jack</b>	Detective Inspector	Strathclyde Police, 'N' Division
<b>Linda Henderson</b>	Development Officer	North Lanarkshire Council, Learning & Leisure Services
<b>Joe Hamilton</b>	Authority Reporter	Scottish Children's Reporter Administration
<b>Iain Gault</b>	Authority Reporter	Scottish Children's Reporter Administration
<b>Amanda Kennedy</b>	Child Protection Liaison Officer	Strathclyde Police, 'Q' Division
<b>Mairi Brackenridge</b>	Head of Audit & Justice Services	South Lanarkshire Council, Social Work Resources
<b>Margaret Campbell</b>	Child Protection Co-ordinator	South Lanarkshire Council, Social Work Resources
<b>David Jones</b>	Authority Reporter	Scottish Children's Reporter Administration
<b>Ed Finlayson</b>	Team Manager	The State Hospital
<b>Liz Swan</b>	Senior Nurse for Cambuslang / Rutherglen	NHS Greater Glasgow & Clyde
<b>Margaret Brown</b>	Service Development Manager	NHS Lanarkshire
<b>Rena McCarry</b>	Lead Officer	South Lanarkshire Child Protection Committee
<b>Fiona Swift</b>	Co-ordinator Child Protection	North Lanarkshire Child Protection Committee
<b>Alan Milliken</b>	Quality Manager	South Lanarkshire Council, Education Resources
<b>Aileen Muir</b>	Policy & Planning Officer	South Lanarkshire Council, Housing & Technical Resources
<b>James Miller</b>	Detective Inspector	Strathclyde Police, 'Q' Division
<b>Amanda Barr</b>	Child Protection Support Officer	South Lanarkshire Child Protection Committee

#### Remit:

- Agree, implement and review multi-agency quality assurance mechanisms for inter-agency work including auditing against the Framework for Standards

- Ensure that quality assurance mechanisms directly contribute to the continuing improvement of services to protect children and young people
- Contribute to the preparation for the integrated system of inspection of child protection services
- Consider the findings and lessons from the inspection process nationally and in relation to the inspection of child protection services in North Lanarkshire
- Report on the outcome of these activities and make recommendations to the Chief Officers Group

## Appendix Five

### Membership of the Training & Staff Development Sub Group

<b>NAME</b>	<b>TITLE</b>	<b>ORGANISATION</b>
<b>Linda Henderson</b>	Chair, Development Officer	North Lanarkshire Council, Learning & Leisure Services
<b>David Bruce</b>	Vice Chair, Integrated Children's Services Manager	South Lanarkshire Council, Education Resources
<b>Amanda Kennedy</b>	Child Protection Liaison Officer	Strathclyde Police, 'Q' Division
<b>Angela Lavery</b>	Voluntary Sector Development Co-ordinator	Voluntary Sector
<b>Margaret Campbell</b>	Child Protection Co-ordinator	South Lanarkshire Council, Social Work Resources
<b>Irene Hall</b>	Child Protection & Inclusion Officer	South Lanarkshire Council, Education Resources
<b>Debra Lindsay Robinson</b>	Area Co-ordinator	South Lanarkshire Council, Education Resources
<b>Susan Mair</b>	Personnel Adviser	South Lanarkshire Council, Corporate Resources
<b>Rena McCarry</b>	Lead Officer	South Lanarkshire Child Protection Committee
<b>Allison Scott</b>	Personnel Officer	South Lanarkshire Council, Housing & Technical Resources
<b>Shirley Clark</b>	Child Protection Facilitator	NHS Lanarkshire
<b>Chris McAteer</b>	Supported Accommodation Manager	North Lanarkshire Council, Housing & Social Work Services
<b>Frances Banerjee</b>	Senior Training Officer	North Lanarkshire Council, Housing & Social Work Services
<b>Fiona Swift</b>	Co-ordinator Child Protection	North Lanarkshire Child Protection Committee
<b>Fiona McCaskill</b>	Admin Assistant (Temp)	North Lanarkshire Child Protection Committee

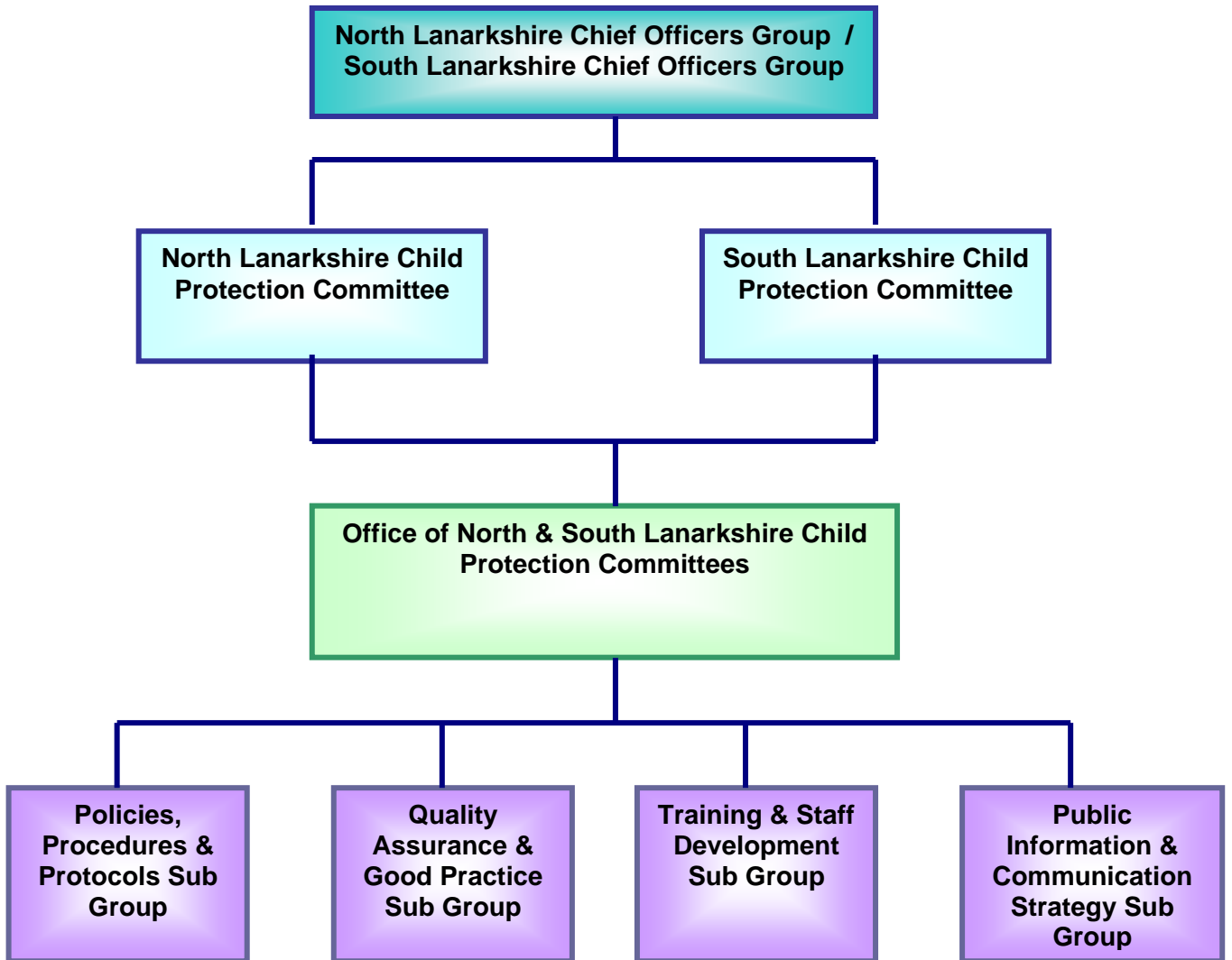
#### Remit:

- Have an overview of single agency child protection training and consider the implications of inter-agency training
- Plan, review and quality assure inter-agency training and development activities
- Have in place and review at least annually, a programme for inter-agency child protection training

- Ensure relevant, effective and consistent inter-agency training is provided for practitioners, managers and non statutory agencies and Child Protection Committee members

## Appendix Six

### Structure of the Office of North and South Lanarkshire Child Protection Committees



## Appendix Seven

### North Lanarkshire Child Protection Committee Reporting Structure

