

# Child Protection Committee



South Lanarkshire

*Working together to keep children safe*

## South Lanarkshire Child Protection Committee

### Annual Report 2007 – 2008

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## **Working together to keep children safe**

### **Shared Vision for Lanarkshire**

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.

## **Section One**

### **Introduction**

## **Archibald Strang**

### **Preface**

As Chief Executive, I would like to welcome and commend to you this year's annual report and business plan.

As you will see the Chief Officers' Group and Child Protection Committee continue to promote as a priority the welfare, safety and protection of children and young people within South Lanarkshire. Working together the Chief Officers and Child Protection Committee provide leadership to ensure the continued improvement of services to protect children and young people through our commitment to partnership working. I am pleased to be able to report that feedback from the Scottish Government on last year's annual report and our work in safeguarding children in South Lanarkshire has been both positive and encouraging, identifying key areas of strength with some areas for improvement.

I would also like to take this opportunity of thanking everyone for all the hard work during the HMle inspection of services to protect children and young people.

HMle undertook a multi-agency inspection of services to protect children in South Lanarkshire in February and March 2008. Feedback from inspectors to Chief Officers, elected members and child protection committee members was that the overall picture of services to protect children in South Lanarkshire was positive. This verbal feedback will be followed by the publication of the final report in September, and we will develop an action plan to address the areas for improvement identified in the report. There will be some challenges for us as we continue to strive to improve our services for children, young people and their families. I hope everyone involved found the experience of the HMle inspection positive providing the opportunity to reflect on how effectively we work together to protect children and young people.

The Chief Officers recognise that strong partnership working is key to the protection of children. Our commitment to this has enabled us to achieve many of the objectives aimed at improving outcomes for children. Through the inspection process we have been able to reflect, review and continue to strengthen our practice.

Our Business Plan, which has been agreed jointly with North Lanarkshire, sets out our agenda for the coming year. This is once again ambitious and challenging, reflecting our commitment to partnership working, including sharing resources, strengthening planning mechanisms to promote joint planning, training and monitoring arrangements across North and South Lanarkshire.

On behalf of the Chief Officers' Group I extend thanks to the Chair of the Child Protection Committee, members of the Committee and sub groups for their continuing hard work and commitment to protecting children and young people in South Lanarkshire.

**Archibald Strang**  
**Chief Executive**

**Brenda Doyle, Chair  
South Lanarkshire CPC**

**Introduction**

I am very pleased to welcome you to the Annual Report for 2007 – 2008 and the Business Plan for 2008 – 2009. The annual report provides the Child Protection Committee (CPC) with the opportunity to reflect on the work we have done and learn from shared experiences across the agencies. It also provides you with information on the work of the CPC during the past year. Our business plan is our vision of what we still want to do and how we will achieve it. This year our report focuses on partnership working and achievements, also providing some examples of the single agency activity in relation to child protection.

This has been a very busy year for the CPC and in this report, as with previous reports you will find information on the work of the committee, our achievements, and priorities for the coming year. This year for the first time the Scottish Government provided feedback on the quality and content of CPC Annual reports. A general feedback report was circulated to Committees identifying areas of national strength and areas of improvement. Individual letters were issued to CPC Chairs; our individual feedback noted “the commitment to creative approaches for engaging with staff, children, young people, their families”. This is encouraging as listening to children and young people has been one of the key objectives and challenges in ensuring their views and experiences and those of their families influence, inform and shape our services.

The HMle joint inspection of services to protect children in South Lanarkshire was undertaken during February/March and provided us with the opportunity to showcase the joint working and partnership arrangements we have in place in South Lanarkshire. Preliminary verbal feedback is positive which is encouraging in terms of our commitment to continuous improvement and our strategy for improving services to protect children and young people.

This year we have a new political administration and the CPC were invited to deliver a presentation in December 2007 to the new administration and elected members which included the role and remit of the CPC and the HMle Joint Inspection of Services to Protect Children.

The issue of substance misuse continues to be a priority. The Getting Our Priorities (GOPR) Protocol “Working with Children and Families Affected by Substance Misuse” was launched in 2004 and since then over 2000 staff in South Lanarkshire have attended GOPR training. To support the implementation of the Protocol we created a GOPR Implementation Officer post for a fixed term of two years. Feedback from the evaluation of the training has been positive both in terms of the training and the impact of the protocol on practice and the need to keep these vulnerable children visible at all times. The GOPR training programme concluded in March 2008 as did the GOPR Implementation Officer post. The training will be embedded in mainstream programmes and will merge with local developments around the Getting It Right for Every Child (GIRFEC) agenda including the creation of a project manager post and two practice development posts. The partnership with North and South Lanarkshire CPCs, Lanarkshire Alcohol and Drug Action Team (ADAT) and Scottish Training on Drugs and Alcohol (STRADA) established the blueprint for work in this area and has been highly successful. It is recognised nationally as an exemplar initiative for early identification, assessment and intervention for children and families affected by substance misuse. Focus on this crucial area of work will be maintained

through two important Lanarkshire conferences on the issue of children, young people and substance misuse being organised by Lanarkshire ADAT in October 2008 and February 2009.

Progress continues to be made in taking forward Getting It Right for Every Child which sets out a policy framework for improving responses to all children. The aim of Getting It Right for Every Child is to promote effort and investment in early support for children and timely help for families under stress. North and South Lanarkshire have recently started work with the GIRFEC team as a learning partner to see what can be transferred from pathfinder areas to local circumstances and so continue to change the way adults think and act to help children grow, develop and reach their full potential. A Practice Development Manager and two Practice Development posts have been created to roll out the Getting it Right approach across Lanarkshire agencies, and appointments have been made.

The involvement of children and young people continues to be a priority of the CPC and a challenge to ensure the engagement is meaningful. In our updated inter agency self evaluation we identified this as an area in which we wished to focus significant investment and attention. I am very pleased to say this has been one of the success stories of the past year for the CPC. In addition to the range of leaflets and promotional material which has been highly successful we have developed in partnership with children and young people a number of projects which have been both exciting and innovative. During the Child Sexual Abuse September Month of Action we held a Lanarkshire conference/consultation event for 5<sup>th</sup> and 6<sup>th</sup> year school pupils focusing on child protection. The participants were provided with information on a range of issues including keeping safe and the use of the internet and were asked how they could influence and shape our work. During the past year we invested significant resources in engaging with children and young people demonstrating the commitment of the CPC to protecting children and young people from harm through partnership working. Open and effective communication with children and young people is vital in ensuring they are involved in raising awareness of keeping safe. This will continue to be a significant priority for the committee.

Through the Chair and Lead Officer the CPC continues to maintain links with the National Child Protection Chairs Forum and the quarterly meeting of the Child Protection Chairs and Scottish Government. These meetings enable South Lanarkshire CPC to link with the national agenda and the Government's agenda for child protection. Additionally I chair the West of Scotland CPC Chairs and Strathclyde Police Consortium. The group comprises 13 local authorities including Dumfries and Galloway and provides the opportunity for joint working covering a large geographical area of Scotland. The group has jointly commissioned the revision and update of the Inter-Agency Child Protection Procedures which are due to be published later this year.

We have been involved in a range of activities to safeguard and protect children and young people and to ensure they get the help they need when they need it. We have achieved a significant amount of the work we set out in our Business Plan and are very keen to develop good practice further, including taking forward recommendations from the HMle Inspection. We look forward to the year ahead and building on our achievements and are committed to working in partnership to keep our children safe and ensure they are protected from abuse, neglect and harm. I would like to thank the Committee, Chief Officers and staff for all their support and hard work.

**Section Two**  
**Evaluation and Inspection**

This section of the report will outline evaluation work undertaken or commissioned by the Committee.

### **Statistical information/ Local Profile**

The statistical information is based on the General Registrar's figures for 2001 and are the projected figures for South Lanarkshire for 2006, the Integrated Children's Services Plan 2005-07 and the Scottish Index of Multiple Deprivation (SIMD) for 2006 which covers employment, income, education, health, housing and access to services and is based on 37 indicators.

### **Local Profile**

South Lanarkshire is the fifth largest local authority in Scotland

- The population of South Lanarkshire is 307,670 (2006 mid year estimate)
- The population of 0 – 16 year olds is 61,616
- Between 2005 and 2008 the population is expected to fall by 2,949 (an overall decrease of 4.1%)
- 2.8% of the population is unemployed, which is slightly lower than that for Scotland
- The number of children in out of work households receiving tax credits was 11,800 at April 2008
- The number of children attending primary school during 2007/08 was 23,917
- The number of children who started primary school during 2007/08 was 3,297
- The number of children attending secondary school during 2007/08 was 19,760
- The number of children who started secondary school during 2007/08 was 3,550
- The number of children attending Special Education during 2007/08 was 469

The number of children under 16 years referred to the Reporter to the Children's Hearing system on care and protection grounds in 2007 was 2,395. This is an increase of 15.4% on the previous year, compared to an increase of 9% in Scotland as a whole.

South Lanarkshire has seen a relatively large decrease in its share of data zones in the 15% most deprived areas in Scotland between the SIMD 2004 and SIMD 2006 from 16.6% to 14.1%

South Lanarkshire shows an increase in its share of the 5% most deprived areas in Scotland between 2004 and 2006.

### **Child Protection Statistics**

This information is taken from the Scottish child protection statistical return

- 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). This compares to 10,527 referrals for 2005/06.

- 39% of child protection referrals resulted in an inter-agency case conference in 2006/07. This compares to 38% in 2005/06 and 36% in 2004/05; (South Lanarkshire position is 44%).
- Over 80% of children who were subject to a child protection conference were living at home prior to being referred.
- In 85% of cases where the child's primary known/suspected abuser was known this was the child's birth parent;
- Of the 4,608 case conferences, 68% resulted in the child being placed on the local child protection register compared to 70% in the previous year; (South Lanarkshire position is 52.9%).
- In 2006/07 the number of registrations on to child protection registers as a result of emotional abuse were up by 26%, and by physical neglect were up by 21%. The number of registrations due to sexual abuse were down by 11%.
- 12% of registrations on to child protection registers in 2006/07 were of children who were known to have been previously on a child protection register. This compares with 14% in 2005/06.
- The number of de-registrations from child protection registers between 1 April 2006 and 3 March 2007 was 3,084. Nearly 80% of these de-registrations were for children who had been on the register for less than one year.
- As at 31 March 2007, there were 2,593 children on Child Protection Registers, an increase of 13% compared with the previous year. A similar number of boys and girls were on child protection registers, and just over 80% of children were under the age of 11 years old.
- At 31 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.
- Across Scotland at 31 March 2007 there were 2,593 children on the Child Protection Register; a rate of 2.8/1000. The rate in South Lanarkshire is 2.2/1000.

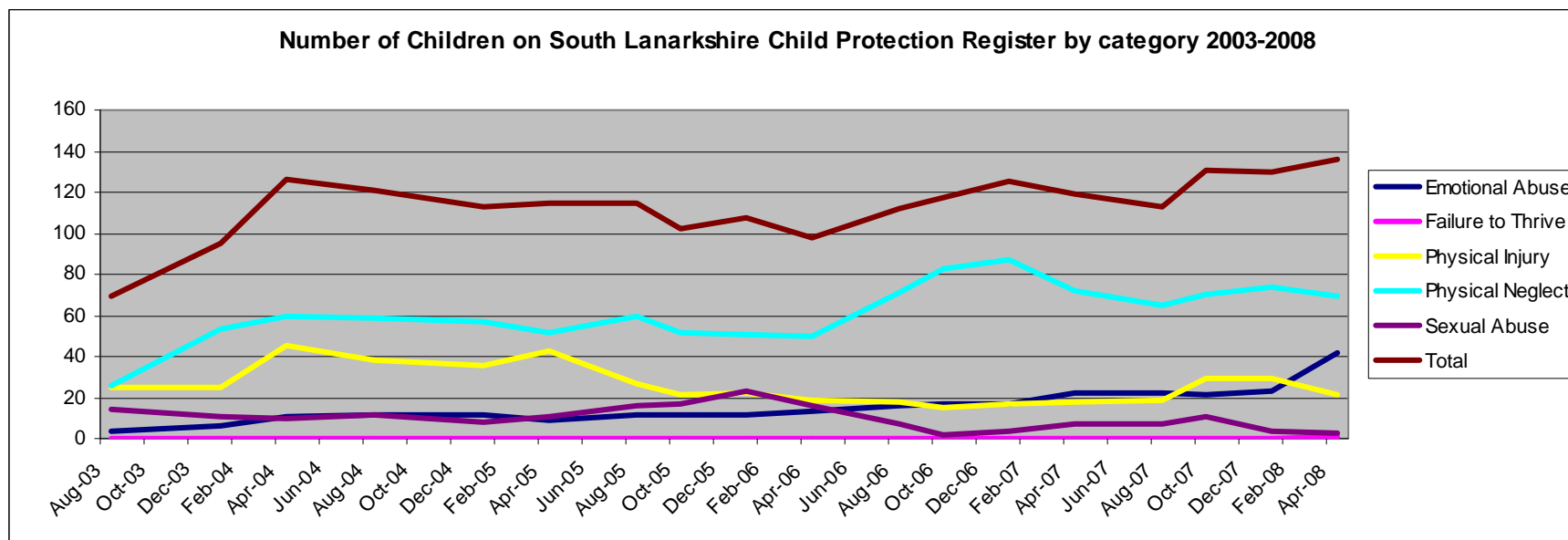
## Summary

There has been a significant increase in the number of children on the Child Protection Register since 2003. The number of children on the Register at April 2008 was 136 in 69 families. This is the highest it has been. There has been an overall increase in registrations where the primary category is physical neglect. The category of emotional abuse has also risen steadily from a low base and now represents 30% of children on the register. We have seen an almost 50% increase during the period January 2008 to April 2008.

Work will be undertaken over the next year to further develop the use of statistical and management information.

Number of children on South Lanarkshire Child Protection Register by category 2003-2008

<b>Emotional Abuse</b>	4	6	11	12	12	9	12	12	12	13	16	17	17	22	22	21	23	42
<b>Failure to Thrive</b>	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	1
<b>Physical Injury</b>	25	25	45	38	36	43	27	21	22	19	18	15	17	18	19	29	29	21
<b>Physical Neglect</b>	26	53	60	59	57	52	60	52	51	50	71	83	87	72	65	70	74	69
<b>Sexual Abuse</b>	14	11	10	12	8	11	16	17	23	16	7	2	4	7	7	11	4	3
<b>Total</b>	<b>69</b>	<b>95</b>	<b>126</b>	<b>121</b>	<b>113</b>	<b>115</b>	<b>115</b>	<b>102</b>	<b>108</b>	<b>98</b>	<b>112</b>	<b>117</b>	<b>125</b>	<b>119</b>	<b>113</b>	<b>131</b>	<b>130</b>	<b>136</b>
	Aug-03	Jan-04	Apr-04	Aug-04	Jan-05	Apr-05	Aug-05	Oct-05	Jan-06	Apr-06	Aug-06	Oct-06	Jan-07	Apr-07	Aug-07	Oct-07	Jan-08	Apr-08



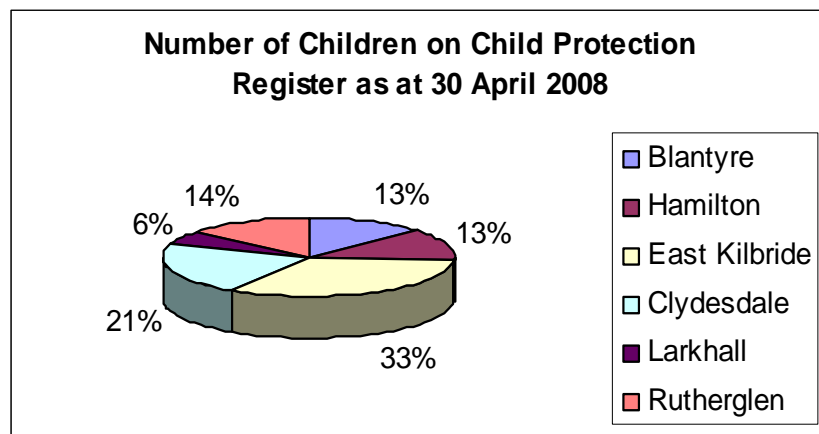
**Length of time on the Child Protection Register as at 30 April 2008**

	Blantyre	Hamilton	East Kilbride	Lanark	Larkhall	Rutherglen	
0-3 Months	10	8	16	9	2	3	<b>48</b>
							35%
3-6 Months	1	3	9	7	2	6	<b>28</b>
							21%
6 Mo – 1 Yr	4	4	10	9	3	6	<b>36</b>
							26%
1 Yr – 18 Mo	0	2	4	0	1	4	<b>11</b>
							8%
18 Mo-2 Yrs	0	1	5	3	0	0	<b>9</b>
							7%
2 yrs+	3	0	0	1	0	0	<b>4</b>
							3%
	<b>18</b>	<b>18</b>	<b>44</b>	<b>29</b>	<b>8</b>	<b>19</b>	<b>136</b>
	13%	13%	32%	21%	6%	14%	

### Geographical Variation within South Lanarkshire as at 30 April 2008

	Blantyre	Hamilton	East Kilbride	Lanark	Larkhall	Rutherglen	
<b>Emotional Abuse</b>	15	10	2	8	2	5	<b>42</b>
							31%
<b>Failure to Thrive</b>	1	0	0	0	0	0	<b>1</b>
							1%
<b>Physical Injury</b>	0	1	14	2	1	3	<b>21</b>
							15%
<b>Physical Neglect</b>	1	7	26	19	5	11	<b>69</b>
							51%
<b>Sexual Abuse</b>	1	0	2	0	0	0	<b>3</b>
							2%
Children	<b>18</b>	<b>18</b>	<b>44</b>	<b>29</b>	<b>8</b>	<b>19</b>	<b>136</b>
Families	8	13	23	15	5	10	<b>74</b>
0-17 Population	5,751	11,076	19,252	12,497	5,016	11,518	<b>65,110</b>
Rate per1,000 population	3.1	1.6	2.2	2.3	2.0	1.6	<b>2.3</b>

This chart shows the variation across South Lanarkshire. The biggest increases in the number of children on the Child Protection Register are in Lanark and East Kilbride.



## Comparator Authorities

The Children's National Statistics are published at the end of October each year, these figures are drawn from the 2007 report.

	South Lanarkshire		Fife		North Lanarkshire		Renfrewshire	
	2005/06	2006/07	2005/06	2006/07	2005/06	2006/07	2005/06	2006/07
<b>Number of Children referred for investigation</b>	452	473	303	496	452	416	300	318
<b>Number subject to child protection conference</b>	162	208	228	329	224	230	205	239
<b>Number of registrations</b>	96	121	207	286	124	127	132	122
<b>Number of De-registrations</b>	166	122	187	285	145	95	116	137
<b>Number of children on CPR as 31<sup>st</sup> March</b>	100	127	170	202	60	100	80	87
<b>Rate per 1,000 children</b>	1.7	2.2	2.6	3.1	1.0	1.6	2.5	2.8

The number of child protection referrals in South Lanarkshire has risen from 452 in 2005-06 to 473 in 2006-07; a rise of 4.6%.

The rise in referrals of children under the age of 5 from 144 to 178 represents a rise of 23.6%

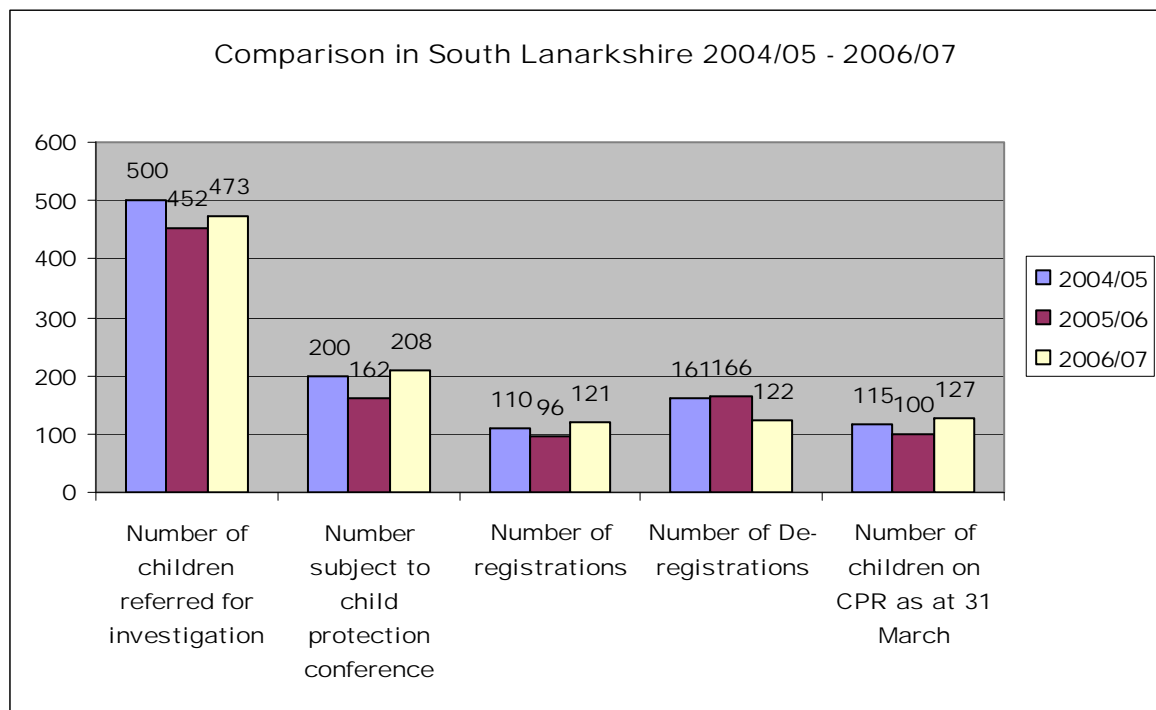
There has been a significant rise in the number of children who are referred and become subject to a child protection conference, 162 in 2005-06 to 208 in 2006-07, a rise of 28.9%

There has been a rise in the number of children who are placed on the Child Protection Register from 96 in 2005-06 to 121 in 2006-07, a rise of 24.7%

The biggest rise in the number of registrations is in East Kilbride, this continued increase is similar to last year where there was an upward trend in registrations. This may be attributable to East Kilbride being a new town and a transitory population with a high number of houses to let.

The categories of emotional abuse and physical neglect have seen the most significant rise in numbers of registrations which may be the result of a number of factors including: improved recognition and response, the impact of the awareness raising around the Getting Our Priorities Right Agenda, the impact of parental substance misuse and domestic abuse.

Of the total registrations at 30 April 2008 112 children (82%) have been on the register for less than one year.



## **The Chief Officers' Group**

Under the leadership of the Chief Executive of South Lanarkshire Council, Archibald Strang, the Chief Officers' Group continues to provide clear, consistent and effective leadership. There is excellent liaison through the Chief Officers' Group at a strategic level with partner agencies which is continuing to develop and this is facilitated by the regular meetings and development sessions. Through joint planning the Chief Officers' Group continues to promote the welfare, safety and protection of children and young people within South Lanarkshire as a key priority of the work of the Local Authority Area. Self evaluation is key to the delivery of partnership working and services to protect children and young people. Through inter-agency self evaluation the Chief Officers and CPC are able to quality assure and continually improve services to ensure better outcomes for children. Since undertaking the first inter agency self evaluation in 2004 South Lanarkshire CPC have supported and encouraged a culture of audit and review. At a development session in November 2007 the Chief Officers looked at -

- A Significant Case review
- Inter Agency Self evaluation
- Work of CPC – the journey so far including self evaluation and inter agency child protection audit

The commitment to partnership working supported, with North Lanarkshire Chief Officers and CPC, the development of the co-located office to reduce duplication and maximise resources across Lanarkshire. This innovative integrated cross authority development connects with the public protection agenda including links with vulnerable adults and the Multi Agency Public Protection Arrangements (MAPPA) agenda.

Funding has been allocated to support the following appointments across the Council and within partner agencies of dedicated high level officers to support the Child Protection agenda – Lead Officer CPC, Child Protection Support Officers, Voluntary Sector Development Officer, Getting Our Priorities Right Implementation Officer, Police Liaison Officer, NHS Nurse Consultant, Maternity Services Development Officer, Child Protection Facilitators and Child Protection Link Nurses.

## **Child Protection Committee and keeping children safe**

The CPC is the key inter agency forum for overseeing all child protection activity. The Committee, through the Quality Assurance and Good Practice Sub Group has continued to develop inter- agency self evaluation and update our action plan. The most recent self evaluation used the HMIE quality indicators "How well are our children protected and their needs met" to evaluate partnership working in services to protect children. The inter agency self evaluation and action plan were updated in January 2008 and demonstrate a commitment to working together to protect children.

The CPC continues to hold annual development sessions. At the development day held in October 2007 using Quality Indicator 5 "How good is individual and collective strategic leadership" the members self evaluated the work of the CPC and revisited the Business Plan.

Through the Office of the North and South Lanarkshire CPCs, joint sub groups have been developed including:

Policies, Procedures and Protocols  
Quality Assurance and Good Practice  
Training and Staff Development  
Public Information and Communication Strategy

Where the group is chaired by a representative from one authority, the vice chair is a representative from the other authority. South Lanarkshire has one additional sub group, the Keeping Children Safe: Planning and Service Development Sub Group, which was established as a direct link between the CPC and the broader children's service planning process.

### **Inter Agency Case File Audit**

As part of the continuous improvement agenda, the CPC Quality Assurance and Good Practice Sub Committee conducted a sample audit of children whose names were on the child protection register and children who were just below the child protection threshold. The Committee agreed a further audit of children whose names had been removed from the children protection register. This was conducted by a team of multi agency staff which included, NHS Greater Glasgow and Clyde, NHS Lanarkshire, Strathclyde Police "Q" Division, Social Work Resources, Housing and Technical Resources, Education Resources and Lead Officer CPC during September 2007.

### **Process**

- Files from social work, education, police and health were audited
- The team used the Flint Tool (designed by HMle for the multi agency inspection) for the audit which focused on Quality Indicator 1 "How effective is the help children and young people get when they need it?" and 3 "How good is the delivery of the key processes?" to identify strengths and areas for improvement.
- A report highlighting strengths and areas for improvement was submitted to the CPC and Chief Officers' Group.

An annual audit of children on the Child Protection Register is an established part of child protection quality assurance in South Lanarkshire. Social Work Resources undertook an internal self-evaluation of case files of children on the child protection register as of October 2007. A random sample of 40 cases was audited. The aim of the audit was to evaluate the impact of child protection interventions and processes to improve outcomes for children and their families. An action plan was agreed with responsibility for implementation and monitoring and timescales identified.

### **Inter-Agency Child Protection Training**

Our inter agency child protection training programme agreed in partnership with North Lanarkshire is well established. As part of the development of the co-located office we now have a joint Training and Staff Development Sub Group with members from both North and South Lanarkshire. This group has a planning, delivery and evaluation function for training. A comprehensive training programme is in place.

Child Protection training is offered on a single agency, inter agency and Lanarkshire basis. Evaluation of all training is carried out as standard practice.

Since 2006 South Lanarkshire CPC Training and Staff Development Sub Group has been linked to South Lanarkshire Council's Oracle learning management system which enables analysis of all training. This includes a tiered model of evaluation: Level 1 - forms are completed post course event and Level 2 addresses the impact of training on practice and takes place 3 to 6 months after the training event when a 33% sample of participants and their line managers are contacted and asked to complete a questionnaire. The joint sub group are planning to look at the effectiveness of this and existing models in North Lanarkshire to agree a standard format for evaluating child protection training for Lanarkshire.

South Lanarkshire CPC also promotes and markets all training through the integrating children's services interagency training calendar which is produced 6 monthly.

Substance misuse and the impact on children and their families continues to be a priority for us. Since the launch of the Getting Our Priorities (GOPR) Protocol "Working with Children and Families Affected by Substance Misuse" in 2004 over 2000 staff in South Lanarkshire have attended GOPR Training. The aim of advancing the GOPR agenda is to ensure professional inter-agency working, enhance the support given to families, and help safeguard the welfare and protection of children by providing support and intervention at an early stage, thus preventing children becoming in need of protection.

All GOPR training is evaluated using the tiered model of evaluation. An additional impact evaluation questionnaire was introduced in November 2007 by the GOPR Implementation Officer. The findings of this evaluation concluded that the Lanarkshire protocol has progressed the importance of early, sustained intervention and support for children and families and ensured:

- Greater familiarity with the Getting Our Priorities Right protocol
- More knowledge and skill on the impact of substance misuse on parenting capacity
- Increased awareness of the needs of children and their families
- Increased awareness of other agencies' roles and how they can work together
- Increased inter-agency communication and collaboration

Focus groups were also held with staff feedback indicating that the training was well received. The majority of participants agreed that the transfer of knowledge and skills gained from the training will have an impact on their work practice. The GOPR Training programme concluded in March 2008 as did the GOPR Implementation Officer post. The training will be embedded in mainstream programmes and will merge with local developments around the Getting It Right for Every Child (GIRFEC) agenda.

Additionally a specialist Maternity Service Development Officer (MSDO) post was created in 2007 to make links between professionals for better inter-agency working and the further development of local protocols to support vulnerable women experiencing problematic drug and alcohol use during pregnancy. The MSDO is based in Wishaw General Hospital Maternity Unit.

## **The Multi Agency Public Protection Arrangements (MAPPA)**

MAPPA arrangements have now been in place for over a year. The MAPPA co-ordinator and support staff are based in the co-located office.

All agencies have demonstrated commitment to implementing the arrangements which has allowed progress to be made in information sharing and streamlining working practices to further protect the public across Lanarkshire.

MAPPA arrangements are still focussed on the risk posed by Category 1 (Registered Sex Offenders), with Category 2 (Violent Offenders) being brought into the arrangements in late 2009. From 30<sup>th</sup> April 2009, the Scottish Government brought into force the provisions of The Management of Offenders etc (Scotland) Act 2005 relating to all Mentally Disordered Offenders (restricted patients) who are now also subject to MAPPA.

In December 2007 Lanarkshire MAPPA undertook a six month review of the progress made so far. This review was targeted at those who had been affected by the MAPPA and involved in the process to date, to ensure that the MAPPA works in as robust and consistent a manner as possible.

The findings included:

- There was widespread consensus that MAPPA in Lanarkshire has been a positive experience for all those involved in the managing of risk posed by offenders
- There has been widespread sharing of information to date, on both a day to day and case by case basis,
- There have been significant extra benefits of MAPPA, including increased contacts, awareness of other agencies' issues, and confidence that all partners are working towards the same goal.

Leaflets have been printed and disseminated to increase the awareness of MAPPA amongst operational and front line staff.

## **The Office of North and South Lanarkshire Child Protection Committees**

The strategic co-located office has now been in existence for one year. This cross authority development reflects 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. The co-located arrangements primarily support the work of the two CPCs. To reflect that child protection is everyone's responsibility staff based in the office include the Multi-Agency Public Protection Arrangements (MAPPA) Co-ordinator and the NHS Lanarkshire Child Protection Team.

The development of co-located arrangements is work in progress but to date achievements include:

- An agreed Shared Vision for child protection
- An agreed joint business plan
- The development of joint sub-groups to progress the work of the CPCs
- An agreed operational framework for the sub-groups

- The implementation of a communication strategy to support the work of the CPCs
- Joint public information – parenting handbooks, the child protection newsletter and leaflets on mobile phone and internet safety
- Two DVDs developed in partnership with children and young people and voluntary sector organisation
- Lanarkshire protocols and guidance including
  - Significant Case Review Protocol
  - Inter-agency guidance for working with hostile, dangerous and non compliant families
  - Inter-agency guidance for when parents/carers are arrested
  - Guidance on working with young people with problematic sexual behaviour
  - Good practice guidance for working with vulnerable children and young people who go missing or run away
- The joint funded awareness raising campaign on buses travelling across Lanarkshire
- Agreed administrative procedures for the co-located office
- Agreed confidentiality statement for the co- located office

An external evaluation of the impact of the co-located office will be carried out and will inform future development. This will take place by the end of 2008.

### **Involving Children and Young People**

A priority for the CPC is engaging with children and young people to raise awareness of child protection and to consult with them in the development of public information material and policies. Our inter agency self evaluation highlighted there was work still to be done in relation to engaging with children and young people and we identified a course of action through our action plan. During this past year we have dedicated a significant number of resources to this task and you will see from the annual report some of the projects and activities we have been involved in with children and young people including:

The Artsnet Outreach Project “Safe and Sound” which involved 6,000 primary school children in raising awareness of keeping safe including internet safety. In partnership with the CPC, Artsnet using drama, movement and music involved children in a series of workshops with Primary 5 -7 pupils over a five week period. The content of the workshops was linked to protective behaviours training which addressed issues of “feeling unsafe”, “feelings”, and “early warning signs when feeling scared or unsafe”. From these workshops 200 children participated in the Artsnet Festival Project which was a staged musical production. A recording of the festival was made and copies of the DVD will be distributed in schools and within the community. The event was highly successful and plans are being progressed to repeat the event with a different group of young people.

The CPC in partnership with North Lanarkshire, FPS media, two primary schools and two secondary schools in North and South Lanarkshire produced two DVDs to be used with children and young people to raise awareness of child protection issues. The children and young people were supported through the process of producing, directing and recording the DVD’s by the staff of FPS media.

Consultation with children and young people involved in the child protection process was undertaken by Social Work Resources in 2007. The focus of the consultation was to obtain the views of children and young people about their understanding of and involvement in the child protection process in recognition that they are a competent source of evidence about their abuse or neglect. A report was submitted to the CPC and Chief Officers.

### **HMIe Joint Inspection of Services to protect children and young people**

Every local authority area throughout Scotland will be inspected by an HMIe Inspection Team on a multi agency basis on how it delivers services to protect children and young people between 2006 and 2008. To date 14 inspections have taken place. The reports of these inspections are published regularly and are available on the HMIe website [www.hmie.gov.uk](http://www.hmie.gov.uk).

South Lanarkshire area was inspected during February and March 2008. The multi agency inspection was conducted by HMIe inspectors using Quality Indicators and scores graded 1 – 6 to evaluate how well agencies are working together to protect children. The Inspection Team was led by Helen Happer and the team of eleven inspectors was with us from 25<sup>th</sup> February to 20<sup>th</sup> March. During this time the team conducted a case audit and met with staff and service users through individual interviews, focus groups and observation visits.

Reporting by the inspection team on their findings is underway. The lead and depute inspectors provided verbal feedback to the Chief Officers, CPC and Elected members. The overall picture is positive with a number of key strengths identified reflecting the good work being undertaken.

**Section 3**  
**Fulfilling Functions**

A CPC is expected to perform a number of crucial functions. The key functions of the CPC are identified in the national guidance for Child Protection Committees “Protecting Children and Young People: Child Protection Committees” and are grouped under three main headings –

- Public information
- Continuous improvement
- Strategic planning

The three headings are subdivided under nine key headings which set out the functions and actions to be taken by the CPC. The following section outlines the achievements of the CPC based on the Business Plan 2007-08.

### **Public information**

The CPC is required to raise awareness of child protection within the community, ensuring the public know where to go if they have concerns about a child. The CPC has continued to raise awareness by producing a range of material for the public and children and young people

#### **Business Plan – What did we say we would do?**

- Continue to develop and distribute child protection information within agencies and the community aimed at adults, children and young people
- Develop and distribute a range of promotional materials
- Use a range of mediums to promote the CPC agenda with children and young people including drama, DVDs, artwork, conference for young people, consider the feasibility of children/young people’s website

### **Achievements**

Public information material has been updated and reissued. All agencies have redistributed public information.

New leaflets on internet safety have been developed for parents and children and have been disseminated.

Two Parenting Handbooks, one for parents of children from birth to 11 year olds and one for parents of 12 to 18 year olds were developed and distributed. This was a joint initiative with North Lanarkshire.

A range of promotional material has been produced aimed at adults and children and young people including mugs, pens, pencils, mobile phone fobs, trolley fobs, rubbers, rulers, highlighters etc.

Produced a quarterly newsletter in partnership with North Lanarkshire.

Regular update of the CPC website.

Joint initiative with Artsnet (Education Resources strategic Arts Initiative) to raise awareness of the important issue of keeping safe with Primary 6/7 children in a unique, fun and informative way through drama, movement and music. Around 1400 pupils participated in the Artsnet Outreach 'Safe & Sound' workshops and 200 of them from across South Lanarkshire performed a specially commissioned musical theatre and multi media production. In total 6,000 children took part in this event.

In partnership with FPS media primary and secondary school children across Lanarkshire produced DVD's about child protection and keeping safe.

Child Sexual Abuse September Month of Action included workshops, seminars and drama to raise awareness of the issue of child sexual abuse. Participants included statutory, voluntary and the independent sector. The events were extended to include colleagues from North Lanarkshire. During the month of activities, one day was devoted to a conference for young people.

The vision statement was laminated and displayed in agencies, resources and services

The co-located office of North and South Lanarkshire CPCs has initiated a bus campaign to raise awareness of child protection and provide the community with information if they have a worry or concern about a child

NHS Lanarkshire has updated and reissued pocket guidance leaflets for child protection for staff including GPs, dentists and community health professionals.

Education Resources have revised their child protection guidance leaflet for all staff in Education Resources and issued a copy to all members of staff

The Lanarkshire Multi Agency Public Protection Arrangements (MAPPA) have produced and disseminated information leaflets amongst operational and front line staff

## **Policies, procedures and protocols**

Agencies must ensure they have in place up to date policies and procedures. Clear procedures are vital to the protection of children and young people. The CPC must develop, disseminate and regularly review inter-agency policies and procedures.

### **Business Plan - What did we say we would do?**

Update Getting Our Priorities Right Protocols to take account of Getting it Right for Every Child

Develop protocols around key issues

Modernise inter-agency child protection procedures in partnership with West of Scotland Chairs Consortium.

Review single agency procedures

Develop a pack for the voluntary and independent sectors to assist in the development of child protection policies and procedures.

## **Achievements**

Getting Our Priorities Right Protocols reviewed, updated, reprinted and disseminated

Lanarkshire protocols for significant case reviews designed, implemented and disseminated

CPC contributed to the modernisation of the West of Scotland Inter-Agency Child Protection Procedures. The procedures are currently being updated

Audit and review of existing single agency procedures is underway.

Draft pack for the voluntary and independent sectors has been prepared

Draft Lanarkshire protocol for working with young people who are sexually active prepared and circulated. The protocol is in draft as new legislation is currently being progressed through the Scottish Parliament.

Lanarkshire guidance for the management of Young People with Problematic Sexual Behaviour has been developed.

Lanarkshire vulnerable children and young people good practice guidance has been developed

NHS Scotland, The State Hospital following consultation have reviewed and re-circulated their Child Contact Policy and Procedure

NHS Scotland, The State Hospital have reviewed, updated and re-circulated their procedure for "Reporting Concerns"

NHS Lanarkshire has developed and implemented various policies including "Guidance for the Unseen Child" and "Attendance at Case Conferences/Case Discussions".

NHS Greater Glasgow and Clyde developed and implemented various policies including "Early sharing and collation of information"

Strathclyde Police produced new Child Protection Standard Operating Procedures which provide guidance to all staff regarding all aspects of child protection.

Strathclyde Police South Lanarkshire Division has introduced new procedures through the South Lanarkshire Divisional bail strategy in relation to the proactive management of Domestic Abuse offenders released on bail.

Housing and Technical Resources in partnership with Education Resources as part of the "safe and well guidelines" have produced a protocol for children missing from Education. This protocol is to ensure appropriate checks are made and information exchanged for those children.

Housing and Technical Resources piloted a protocol for working with homeless families in February 2007 for three months. This was carried out in partnership with Attendance Officers based across nine Learning Communities and Child Support workers from Housing and Technical Resources Homelessness support team. The protocol was developed to share information relating to homeless families and

captures information on the number of homeless children who transfer school and attendance figures. The protocol is being revised and will be rolled out.

### **Management Information**

The CPC must have accurate management information about the work all key agencies are undertaking to protect children and young people. The CPC must receive regular management information reports relating to children and young people on the Child Protection Register.

### **Business Plan - What did we say we would do?**

Audit current systems

Develop a format for reporting to the CPC and Chief Officers' Group

Review agency mechanisms for dissemination of information

Update information on websites, use of newsletters and briefings

### **Achievements**

Single agencies reviewed systems for recording information relating to children and young people

Statistical information is routinely reported to the Chief Officers' Group and CPC

A Lanarkshire reporting format for CPC sub groups reporting to CPCs in North and South Lanarkshire has been developed

Social Work Resources provide regular reports relating to children on the Child Protection Register

Statistical information relating to children on the child protection register is included in inter-agency training

Website, newsletters and briefings are used to disseminate management information

The CPC's vision for children and young people has been widely distributed and displayed across all agencies

### **Quality assurance**

To ensure the continuous improvement of services to protect children and young people the CPC must develop and implement inter-agency quality assurance mechanisms.

### **Business Plan - What did we say we would do?**

Agree a framework for self evaluation and undertake a programme for self evaluation

Embed quality assurance in practice - share best practice with regular reporting to the CPC

Identify staff to develop an action plan to progress preparation for HMle inspection of services to protect children

### **Achievements**

Inter-agency self evaluation completed and action plan produced

Regular updates of inter agency self evaluation using the HMle quality indicators completed and reported to the CPC and Chief Officers' Group

Single agency self evaluations completed

Inter-agency sample audit (using HMle flint tool) of cause for concern cases completed and findings reported to CPC and Chief Officers' Group

Social Work Resources completed a further child protection audit (using HMle flint tool) of children on the Child Protection Register

Development sessions took place for Chief Officers' Group and CPC

Inter agency preparation for HMle inspection group set up

Regular reporting of work of preparation for inspection group to CPC and Chief Officers' Group

Briefings and material completed to regularly update staff on preparation for inspection

Regular reporting of work of quality assurance group to the CPC and Chief Officers' Group

Strathclyde Police, South Lanarkshire Division has introduced a system for all child protection referrals to ensure they are retained and indexed within the Family Protection Unit office.

Strathclyde Police South Lanarkshire Division has robust and effective systems to ensure the daily review and monitoring of domestic abuse incidents to provide a high quality response to victims and their children. Social Work Resources are informed at the earliest stage of any child protection referrals relating to domestic abuse incidents and where pre school age children are involved, health visitors are routinely notified.

### **Promotion of good practice**

The CPC must identify and promote good practice and encourage learning from practice. These lessons must inform training and staff development.

### **Business Plan - What did we say we would do?**

Promote examples of good practice

Evaluate the impact of inter-agency training

Develop a CD Rom on Child Protection basic awareness Training for use on an individual or group basis

Identify good practice from reports of multi-agency inspections and disseminate information

Development of co-located Office of the North and South Lanarkshire CPCs

### **Achievements**

Ongoing development of the office of the North and South Lanarkshire CPCs:

- hot desk facility for staff,
- creation of joint themed sub groups of two Child Protection Committees,
- MAPPA staff based in co-located office,
- Steering group set up,
- Joint training agenda continues to be developed,
- Joint publicity campaigns including bus campaign to raise awareness of keeping children safe,
- Joint publications,
- Joint projects involving children and young people across Lanarkshire

Chief Officers held a development session which focussed on the inter agency self evaluation report.

CPC held a development session to look at inter agency self evaluation report and preparation for HMle inspection of services to protect children

Briefing session held with the new Council and elected members.

All Head of educational establishments attended a half day training event in January 2008 which focussed on HMle inspection, key messages from self evaluation, updated Child Protection Education Procedures, developing a chronology and draft operating procedures

Introduction of model for evaluating the impact of training three months after the event. The impact evaluation is sent to both participant and manager and is often followed up with a phone call.

Getting Our Priorities Right (GOPR) training evaluated using above model and included focus groups to ascertain impact of GOPR training

Questionnaire sent to agencies relating to impact of GOPR Protocol and report compiled.

In partnership with FPS Media plans being progressed to develop Lanarkshire child protection basic awareness CD Rom

Briefing notes have been circulated to Chief Officers and CPC on lessons from HMle inspection reports highlighting strengths, areas for concern from each report linked with current work in South Lanarkshire

Strathclyde Police South Lanarkshire Division has highlighted child protection as being one of the highest policing priorities for the division. The Divisional Commander has nominated a specific Divisional Superintendent to oversee all child

protection matters within South Lanarkshire to ensure the highest standards of service.

The Voluntary Sector Forum is well established with a good rate of membership and participation from a range of organisations.

North and South Lanarkshire Getting it Right for Every Child (GIRFEC) group began work with the National GIRFEC team as a Learning Partner.

### **Training and staff development**

The CPC commissions, develops and delivers training on a multi agency basis. The CPC Training and Staff Development Sub Group has an overview of training which is delivered on a locality basis and Lanarkshire wide as appropriate. Through our training strategy we have demonstrated our continued commitment to building staff confidence and competence in child protection to ensure better outcomes for children.

### **Business Plan - What did we say we would do?**

Develop and produce an inter-agency training programme

Update inter-agency child protection basic awareness training

Develop risk assessment training

Develop a programme of workshops and seminars to raise awareness of child sexual abuse

Continue to deliver GOPR briefings and training

Commission and develop targeted training which is evaluated and reviewed

### **Achievements**

Inter-agency training programme produced, training delivered and all training evaluated

CPC training programme is included in the Integrating Children's Services multi agency events calendar which is promoted as a multi agency events calendar of training

All training is evaluated using South Lanarkshire Council's evaluation and consultation strategy. Level 1 post course evaluation form used and Level 2 is impact evaluation three to six months after the event, and involves a 33% sample of participants and managers.

A Lanarkshire Assessment and Risk Assessment training programme has been developed and piloted in South Lanarkshire. The training will be delivered on a locality basis.

Inter-agency child protection basic awareness programme updated and delivered on a locality basis. Training materials such as DVDs incorporated into training. Training has been well evaluated.

Child Sexual Abuse September Month of Action annual programme of workshops and seminars delivered. Event included a Lanarkshire conference/workshop for young people. All events were well evaluated.

Getting Our Priorities Right protocols and training updated to incorporate Getting It Right For Every Child.

Doorway continues to deliver multi agency training on domestic abuse. The training includes sessions on the impact of domestic abuse on children and young people and the links between domestic abuse and child protection issues. Doorway training is also included in the Integrating Children's Services Multi Agency Events calendar.

The Voluntary Sector Development Co-ordinator continues to deliver child protection training events on a multi agency basis. Six sessions for staff were delivered between November and March 2007-2008. Funding for this is supported by the CPC. This training continues to be popular and is well evaluated; feedback indicates a 60% shift in confidence levels in making a child protection referral.

NHS Scotland, The State Hospital has delivered a multi disciplinary child protection training programme to 221 staff including nursing staff and clinical teams.

NHS Lanarkshire has updated the 4 tier Child Protection Training Policy in line with national requirements.

Strathclyde Police South Lanarkshire Division has delivered Domestic Abuse training to all South Lanarkshire Divisional sergeants, inspectors and area control room and contact centre supervisors. Domestic Abuse awareness training is being rolled out to all Customer Service representatives within the Strathclyde Police Contact Centres.

Social Work Resources Children's Rights Officers continue to use the bully proofing training pack with children and staff within residential child care homes. This pack was rolled out across Scotland and used for other agencies.

The Lanarkshire MAPPA organised training delivered by The Risk Management Authority and De Montfort University on Assessing and Managing Risk. The event also launched a new CD Rom resource and the training was well evaluated.

Doorway participated in the Child Sexual Abuse month of action, a session on Human Trafficking was organised and delivered by Doorway staff.

### **Communication and co-operation**

Effective communication and co-operation both within and across agencies is key to the protection of children. The CPC must promote collaboration between agencies as well as identify opportunities to share knowledge, skills and learning with other CPCs.

### **Business Plan - What did we say we would do?**

Continue to promote eCare developments

Input to dissemination of Information Sharing Protocol

Regular update of CPC website

Develop Inter-agency Communication Strategy

Development and promotion of the North and South Lanarkshire co-located office

### **Achievements**

Further development and roll out of eCare includes the three Accident and Emergency departments at Wishaw, Hairmyres and Monklands Hospitals and the Paediatric Unit in Wishaw General Hospital. This means that these establishments now have access to the child care messaging and alert system.

The CPC website was reorganised and information is regularly updated

Information sharing protocol launched, rolling programme of briefings in place and are being delivered

Lanarkshire communication strategy developed and implemented

Chief Officers and CPC held development sessions

Continue to contribute to the Scottish Government, National Chairs and West of Scotland Chairs events

The co-located office continues to develop and progress work on a Lanarkshire wide basis as appropriate

NHS Lanarkshire Nurse Consultant Child Protection, Child Protection facilitators and admin staff are based in the North and South Lanarkshire CPCs co-located office.

NHS Lanarkshire is piloting a central point of contact for agencies wishing health information and/or advice in relation to potential child protection cases. This will ensure that robust health information is provided to partner agencies in a timely manner

Strathclyde Police South Lanarkshire Division supported South Lanarkshire schools with the appointment of four dedicated School Campus Officers.

### **Planning and connections**

Given the multiplicity of organisations and structures involved with the CPC it is essential to ensure links between multi agency partnerships and structures to promote joint planning arrangements.

### **Business Plan - What did we say we would do?**

Development of the co-located office, including budgetary and funding arrangements for developments within the office

Review reporting mechanisms as a result of co-located developments

## **Achievements**

Reporting format has been developed to ensure consistent reporting to North and South Lanarkshire CPCs and Chief Officers' Groups

The Chief Officers' Group and CPC meetings are synchronized across North and South Lanarkshire to ensure the business of CPCs is not delayed

Communication Strategy and Operational arrangements for co-located office agreed and implemented

Budgetary arrangements agreed for co-located office

Joint themed CPC Sub Groups established

Membership of CPC and Sub groups reviewed

Chairs and vice chairs of sub groups meet quarterly

Steering Group for co located office established and meets quarterly

Joint arrangements agreed across two CPCs as appropriate e.g. joint consultation, joint procedures and policies, public information material produced jointly

Voluntary Sector Forum meets quarterly and links to CPC, Voluntary Sector Co-ordinator is a member of the CPC

Elected Member is a member of the CPC

Strathclyde Police South Lanarkshire Division ensures child protection is a standing item on their regular structured talking and co-ordinating meetings.

Doorway is a formal part of the Community Planning Partnership structure and links have been established to the Community Safety Partnership.

## **Listening to children and young people**

The CPC must ensure that the work of the CPC is informed by the views of children and young people and their families. We must evidence how this is done and through our strategy demonstrate how we will review and develop this work. This has been a priority for the CPC during the past year which has seen a significant amount of activity.

## **Business Plan - What did we say we would do?**

Review existing mechanisms in North and South Lanarkshire and develop a Lanarkshire communication strategy for engaging children and young people in the child protection agenda

Develop mechanisms for recording the views of children and young people involved in the child protection process

Consult with children and young people to consider the feasibility of the development of a Lanarkshire website for children and young people

Consult with children and young people in the further development of public information and promotional material

### **Achievements**

Through the office of North and South Lanarkshire CPCs a communication strategy has been developed and implemented

The Quality Assurance and Good Practice Sub Group have set up a task group to examine existing mechanisms and identify ways of improving engagement across Lanarkshire

Through the Training and Staff Development Sub Group we have consulted with young people who have suggested making links with existing websites. The Public Information and Communication Strategy Sub Group are exploring ways of doing this. They continue to explore the possibility of a Lanarkshire website.

In partnership with Artsnet Outreach Project 1400 primary school children participated in the "Safe and Sound" workshops to raise awareness of keeping safe. In total 6000 children were involved. A DVD has been produced which will be disseminated throughout the schools in South Lanarkshire. Next year another Artsnet Outreach Project will target a further group of 1400 primary school children to participate in this event.

North and South Lanarkshire CPC's, in partnership with FPS media, worked with secondary school young people across Lanarkshire who wrote, produced and directed a DVD on the issue of child protection. This will be disseminated across Lanarkshire.

North and South Lanarkshire CPC's, in partnership with FPS media, worked with primary school children who produced a DVD on "The Big Bag of Worries". This will be disseminated across Lanarkshire

A conference was held for young people as part of the Child Sexual Abuse September Month of Action to raise awareness of the issue of child protection. The conference was an opportunity to listen to young people, to find out what the issues and priorities are for them in relation to child protection and to discuss how we can progress these with them.

A range of promotional material was developed and distributed to young people to raise awareness of child protection

A bookmark aimed at children and young people was distributed to children within schools. Copies of the bookmark were also distributed with the programme for the Artsnet Outreach Musical Event "Safe and Sound"

Pens, pencils, rubbers, and rulers were disseminated in schools and in South Lanarkshire Children's houses

An accordion style leaflet about keeping safe was disseminated in schools

A leaflet for young people involved in a child protection investigation was developed to provide them with information about the child protection process. Where appropriate children are provided with copies of the leaflet.

Social Work Resources continue to provide regular contact, support and advocacy services of Children's Rights Officers and the Who Cares? Scotland representatives to children and young people who are accommodated within South Lanarkshire. This service is also extended to those children and young people in external placements and in secure accommodation.

Doorway Resource workers participated in a development day for 5<sup>th</sup> and 6<sup>th</sup> year pupils who had watched the Baldy Bane video "To Have and To Hold" which addresses the issue of domestic abuse.

**Section Four**  
**Future Planning**

## **Budget allocations**

The following joint business plan outlines the priorities for the coming year for North and South Lanarkshire CPCs and the costs as well as resources required to do this. The following information is a breakdown of the costs for South Lanarkshire CPC.

Lead Officer CPC	
Child Protection Support Officer	
Clerical Assistant	£131,030
Training	30,100
Public Information (leaflets/DVDs)	31,100
Policies, Procedures and Protocols	6,000
Co-located Office	17,000
Stationery and related admin costs	9,000

## **Business Plan**

The 2008/09 Business Plan, like last year, is a joint plan with North Lanarkshire and reflects the commitment of both Committees to working together to safeguard and protect the children and young people of Lanarkshire.



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 South Lanarkshire Child Protection Committee 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, and the Keeping Children Safe: Planning and Service Development Sub Group in South Lanarkshire:-
  - **Public Information and Communication Strategy**
  - **Training and Staff Development**
  - **Quality Assurance and Good Practice**
  - **Policies, Procedures and Protocols**

## 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?
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 and 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 and 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 and Communication Strategy Sub Group</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 and Communication Strategy Sub Group  Citizens Panel – Focus Group (adults)  Education / Youth Services Focus Group (children and 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 and Communication Strategy Sub Group  Chief Officers Group and 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>	<p>Continued production and distribution of a range of public and staff information.</p> <p>Evidence of a range of mediums in use.</p>

## POLICIES, PROCEDURES AND PROTOCOLS

<b>AIM:</b> <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>				
<b>OUTCOME:</b> <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 and Protocols Sub Group - Task Group  Strategy for monitoring and reviewing child protection procedures	Arrangements in place for monitoring and reviewing  Inter-agency Child Protection Guidance modernised and implemented
	<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>	
To develop inter-agency standards for policies, procedures and protocols	<ul style="list-style-type: none"> <li>• Agree standards</li> </ul>	December 2008	Policies, Procedures and Protocols Sub Group – Task Group  Chief Officers Group and CPCs	Standards agreed and circulated
To develop protocols around key issues	<ul style="list-style-type: none"> <li>• Developments as required to include: - Inter-agency approach</li> </ul>	Ongoing	Policies, Procedures and Protocols Sub Group	Protocols developed and implemented

	to domestic abuse across Lanarkshire		£6,000	
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### 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>
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<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>
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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 and 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 and 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.
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## 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 HMle 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 and Good Practice Sub Group (Lead)  Training and Staff Development Sub Group  Public Information and 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 and Good Practice Sub Group in collaboration with the Public Information and 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 and 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	<b>£7,000</b>	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 and Good Practice Sub Group - Task Group <b>£1,000</b>	Evaluation of Table Top Exercise
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## 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 across Lanarkshire.</li> </ul>				
<b>OBJECTIVE</b>	<b>WHAT ARE WE GOING TO DO?</b>	<b>WHEN WILL WE DO IT BY?</b>	<b>WHAT RESOURCES DO WE NEED TO DO THIS?</b>	<b>HOW WILL WE KNOW WHEN WE HAVE DONE IT?</b>

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 and Staff Development Sub Group – Task Group</p> <p>Task Group</p> <p>Co-located staff and Quality Assurance and 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

<p><b>AIM:</b></p> <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>				
<p><b>OUTCOME:</b></p> <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>				
<b>OBJECTIVE</b>	<b>WHAT ARE WE GOING TO DO?</b>	<b>WHEN WILL WE DO IT BY?</b>	<b>WHAT RESOURCES DO WE NEED TO DO THIS?</b>	<b>HOW WILL WE KNOW WHEN WE HAVE DONE IT?</b>

	<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 and Good Practice Sub Group and CPCs</p> <p>Co-located Team and administration support</p> <p>Co-located Team in partnership with Training and 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>
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## 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>				
<b>OBJECTIVE</b>	<b>WHAT ARE WE GOING TO DO?</b>	<b>WHEN WILL WE DO IT BY?</b>	<b>WHAT RESOURCES DO WE NEED TO DO THIS?</b>	<b>HOW WILL WE KNOW WHEN WE HAVE DONE IT?</b>

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 and Staff Development Sub Group</li> </ul>	Ongoing	<p>Quality Assurance and Good Practice Sub Group</p> <p>Quality Assurance and Good Practice Sub Group in partnership with the Training and Staff Development Sub Group</p>	<p>Mechanisms in place for sharing and dissemination of findings</p> <p>Evidence that findings inform staff training and development.</p>
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## TRAINING AND STAFF DEVELOPMENT

<b>AIM:</b>				
<ul style="list-style-type: none"> <li>To promote, commission and assure the quality and delivery of inter-agency training</li> </ul>				
<b>OUTCOME:</b>				
<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</li> </ul>	August 2008	Training and Staff Development Sub Group Inter-Agency Training	Training Programme delivered and evaluated

	<p>training needs analysis informed by impact / workplace evaluations and PDR/PDP</p> <ul style="list-style-type: none"> <li>Review current inter-agency tiered training model.</li> <li>Agree programme of Practice Development Sessions.</li> </ul>	<p>October 2008</p> <p>October 2008</p>	<p>Programme agreed.</p> <p><b>£40,000</b></p> <p>Training and Staff Development Sub Group – Task Group</p> <p>Training and Staff Development Sub Group – Task Group in partnership with Co-located Team</p>	<p>Model revised and agreed by CPCs</p> <p>Programme agreed, delivered and evaluated</p>
<p>To ensure training is evaluated, updated and delivered consistent with existing arrangements in North and South Lanarkshire</p>	<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>	<p>Ongoing</p>	<p>Training and Staff Development Sub Group and single agency staff as required</p> <p>IT Resources, e.g. database, analysis</p>	<p>Updated management information available</p> <p>Monitoring and evaluation reports annually submitted to CPCs</p>

### TRAINING AND STAFF DEVELOPMENT

<p><b>AIM:</b></p> <ul style="list-style-type: none"> <li>To promote, commission and assure the quality and delivery of inter-agency training</li> </ul>				
<p><b>OUTCOME:</b></p> <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>				
<b>OBJECTIVE</b>	<b>WHAT ARE WE GOING TO DO?</b>	<b>WHEN WILL WE DO IT BY?</b>	<b>WHAT RESOURCES DO WE NEED TO DO THIS?</b>	<b>HOW WILL WE KNOW WHEN WE HAVE DONE IT?</b>
<p>To review tiered training model</p>	<ul style="list-style-type: none"> <li>Take into account national developments</li> </ul>	<p>January 2009</p>	<p>Inter-Agency Task Group</p>	<p>Inter-agency child protection / competencies identified.</p>

	<ul style="list-style-type: none"> <li>• Agree core competencies for inter-agency child protection training</li> <li>• Agree tiered training model</li> </ul>			Tiered model agreed and all training linked
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

<b>AIM:</b>				
<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>				
<b>OUTCOME:</b>				
<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</li> </ul>	March 2009	Voluntary Sector Fora in North and South Lanarkshire, Co-ordinator Child Protection and	A report for consideration by the CPCs and agreement.

	Forum		Lead Officer	
Identify opportunities to share knowledge, skills and learning with other CPCs.	<ul style="list-style-type: none"> <li>Continue to actively participate in National, Government and West of Scotland CPC Fora.</li> </ul>	Ongoing	CPC Chairs, Co-ordinator, Lead Officer and CPC administrative support	Regular updates to CPCs and Sub Groups. Information disseminated within agencies.
To promote effective communication within and across agencies.	<ul style="list-style-type: none"> <li>Regular update of CPC websites.</li> <li>Evaluate the work of the co-located office.</li> <li>Findings of an independent evaluation</li> </ul>	<p>Ongoing – reviewed monthly</p> <p>March 2009</p> <p>March 2009</p>	<p>Public Information and Communication Strategy Sub Group</p> <p>Commission Glasgow University to undertake evaluation: <b>£20,000</b></p> <p>CPCs</p>	<p>Websites updated to include current information.</p> <p>Evaluation report available.</p> <p>Action plan agreed and implemented.</p>

## PLANNING AND 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>				
<b>OBJECTIVE</b>	<b>WHAT ARE WE GOING TO DO?</b>	<b>WHEN WILL WE DO IT BY?</b>	<b>WHAT RESOURCES DO WE NEED TO DO THIS?</b>	<b>HOW WILL WE KNOW WHEN WE HAVE DONE IT?</b>
To ensure there are clear links between CPCs and other strategic planning	<ul style="list-style-type: none"> <li>Make sure, e.g. minutes, newsletters,</li> </ul>	Ongoing	CPC and Co-located Office	Links established and information disseminated

arrangements.	briefings, policies, procedures and protocols are distributed within the wider planning structure including the voluntary sectors and fora for children and young people. <ul style="list-style-type: none"> <li>• Agree annual budgets for Co-located Office.</li> <li>• Ongoing participation in West of Scotland Consortium and National CPC Chair Forum</li> </ul>	June 2008	CPCs and Chief Officers Groups	Budgets agreed.
		Ongoing	£14,000 CPC Chairs and Co-ordinator / Lead Officer	Regular updates to CPC and Chief Officers

## PLANNING AND 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	<ul style="list-style-type: none"> <li>• Continue to build and develop existing co-</li> </ul>	Ongoing	CPCs, Chief Officers Groups, Sub Groups, Steering Groups and Co-	Joint working actively promoted and monitored.

across Lanarkshire.	located arrangements.		ordinator / Lead Officer	
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## 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?
To ensure the CPCs and their partners listen to the voices of children and young people and that the work of the CPCs 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 launched 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 CPC	Action plan implemented.
	<ul style="list-style-type: none"> <li>Develop an action plan in consultation with children and young people.</li> </ul>	December 2008	Public Information and Communication Strategy Sub Group	Strategy agreed by CPCs and implemented across Lanarkshire
	<ul style="list-style-type: none"> <li>Agree a strategy for continued engagement with children and young people.</li> </ul>			

## 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	£14,000	Continue to produce information in partnership with children and young people
<b>TOTAL</b>			<b>£146,400</b>	

## **Section Five**

### **Conclusion**

In this Annual Report, we have demonstrated the work undertaken in relation to safeguarding the safety and well being of children and young people in South Lanarkshire including our achievements in relation to our objectives. The report highlights the progress made in meeting our objectives outlined in our Business Plan 2007-08, most of which through partnership working has been delivered.

Much of the focus of the work this year has been the preparation for and the HMle multi agency inspection of services to protect children, providing the opportunity to showcase how well we work together to protect children and young people. This has meant significant increased activity and focus on the work of the CPC. The early indications from our verbal feedback are positive. The CPC and the HMle Inspection Follow Through Group will put in place an action plan to build on this and take forward the recommendations from this inspection.

A key area of work has been listening to and engaging with children and young people to inform the work of the Committee. We have been involved in a number of projects about child protection with primary and secondary school age children who embraced this issue with enthusiasm, producing material which is engaging, thoughtful and imaginative.

The protection of children and young people will continue to be a priority for the CPC. Working together is key to delivering on this and this report has demonstrated how with strong leadership the work of the CPC, single agencies and the commitment of our front line staff in partnership with parents and children and young people we will continue to make progress in keeping the children of South Lanarkshire safe and ensure they get the help they need when they need it. In doing this the CPC and sub groups will review and evaluate what we do and share learning, focussing on achieving better outcomes for vulnerable children and families. We look forward to the coming year which will no doubt present further challenges for the Committee in dealing with the complex issue of child protection.

**Section 6**  
**Appendices**



**South Lanarkshire Child Protection Committee**

**Membership List**

<b>Name</b>	<b>Title</b>	<b>Agency</b>
Brenda Doyle	<b>Chair</b> Head of Child and Family Services	South Lanarkshire Council, Social Work Resources
Frances Leckie	<b>Vice-Chair</b> Associate Director of Nursing	NHS Lanarkshire
Lena Collins	General Manager	NHS Greater Glasgow and Clyde
Juliet Norman	Nurse Consultant Child Protection and Vulnerable Children	NHS Lanarkshire
Linda Hunter	Lead Paediatrician for Child Protection	NHS Lanarkshire
Stephen Milloy	Nursing Director	NHS Scotland, The State Hospital
Maureen Sinclair	Principal Procurator Fiscal Depute	Procurator Fiscals Office
David Jones	Authority Reporter	Scottish Children's Reporter Administration
Rena McCarry	Lead Officer	South Lanarkshire Child Protection Committee
Sharon Crichton	Assistant Venue Manager	South Lanarkshire Council, Community Resources
Jim Watters	Legal Services Manager	South Lanarkshire Council, Corporate Resources
Susan Mair	Personnel Adviser	South Lanarkshire Council, Corporate Resources
Trevor Baxter	Inclusive Education Manager	South Lanarkshire Council, Education Resources
David Bruce	Integrated Children's Services Manager	South Lanarkshire Council, Education Resources
Mark Wilson	Depute Principal Psychologist	South Lanarkshire Council, Education Resources
Cameron Mitchell	Policy and Planning Manager	South Lanarkshire Council, Housing and Technical Resources
Eileen Baxendale (Councillor)	Depute Chair of Social Work Resources	South Lanarkshire Council, Members Services
Mairi Brackenridge	Head of Adult and Justice Services	South Lanarkshire Council, Social Work Resources
Martin Kettle	Child and Family Services Manager	South Lanarkshire Council, Social Work Resources
Margaret Campbell	Child Protection Co-ordinator	South Lanarkshire Council, Social Work Resources
Anne Marie Stewart	Fieldwork Manager	South Lanarkshire Council, Social Work Resources
Gerry Campbell	Head of Contract Operations	South Lanarkshire Leisure
Jill McLeod	Deputy Divisional Commander	Strathclyde Police 'Q' Division
James Miller	Detective Inspector	Strathclyde Police 'Q' Division
Angela Lavery	Voluntary Sector Development Co-ordinator	Voluntary Sector

**Keeping Children Safe: Planning and Service  
Development Sub Group**

**Membership List**

<b>Name</b>	<b>Title</b>	<b>Agency</b>
Anne Marie Stewart	<b>Chair</b> Fieldwork Manager	South Lanarkshire Council, Social Work Resources
Alison Wraith	Children and Young People's Support Worker	East Kilbride Women's Aid
Helen Finnie	Children and Young People's Resource Worker	Hamilton Women's Aid
Louise Graham	Health Visitor/School Nurse Team Leader	NHS Greater Glasgow and Clyde
Frances Leckie	Associate Director of Nursing	NHS Lanarkshire
Una Ronayne	Public Health Nurse Team Leader	NHS Lanarkshire
David Jones	Authority Reporter	Scottish Children's Reporter Administration
Rena McCarry	Lead Officer	South Lanarkshire Child Protection Committee
Iain English	Policy and Planning Officer	South Lanarkshire Council, Housing and Technical Resources
Margaret Brunton	Home Safety Officer	South Lanarkshire Council, Community Resources
Debra Lindsay Robinson	Area Co-ordinator, Integrated Children's Services	South Lanarkshire Council, Education Resources
Alan Milliken	Quality Manager	South Lanarkshire Council, Education Resources
Aileen Muir	Policy and Planning Officer	South Lanarkshire Council, Housing and Technical Resources
Margaret Campbell	Child Protection Co-ordinator	South Lanarkshire Council, Social Work Resources
Zoe Walker	Planning and Development Officer	South Lanarkshire Council, Social Work Resources
Amanda Kennedy	Child Protection Liaison Officer	Strathclyde Police 'Q' Division



Membership List



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



## Membership List

<b>Name</b>	<b>Title</b>	<b>Agency</b>
Lynne Clifford	<b>Chair</b> Senior Officer Quality Assurance	North Lanarkshire Council, Housing and Social Work Services
Cathie Russell	<b>Vice-Chair</b> Corporate Communications Manager	South Lanarkshire Council, Corporate Resources
Louise Kane	Development Officer	Lanarkshire Alcohol and Drug Action Team
Fiona Swift	Co-ordinator Child Protection	North Lanarkshire Child Protection Committee
Angela Climie	Senior PR Officer	North Lanarkshire Council, Chief Executive's Department
Rena McCarry	Lead Officer	South Lanarkshire Child Protection Committee
Frank Thomson	Acting Corporate Connections Coordinator	South Lanarkshire Council, Education Resources
Martin Kane	Planning Manager	South Lanarkshire Council, Social Work Resources
Lynn Kerr	Public Information Officer	South Lanarkshire Council, Social Work Resources
Lyn McGilp	Children's Rights Officer	South Lanarkshire Council, Social Work Resources
Lisa Smith	Divisional Communications Manager	Strathclyde Police 'Q' Division
Amanda Kennedy	Child Protection Liaison Officer	Strathclyde Police 'Q' Division
Angela Lavery	Voluntary Sector Development Co-ordinator	Voluntary Sector
Calvin Brown	Communications Manager	NHS Lanarkshire



### Quality Assurance and Good Practice Sub Group Membership List



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

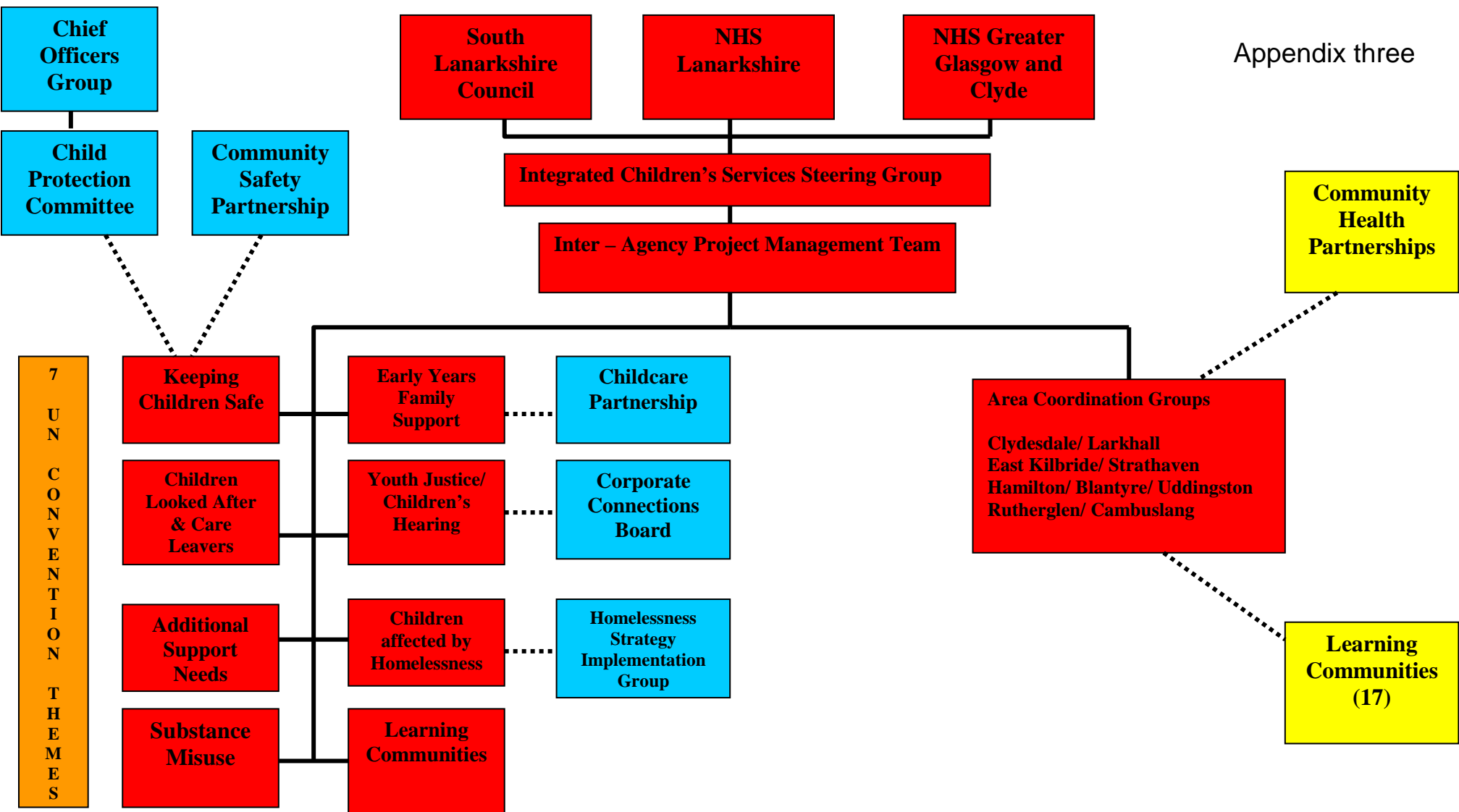


## Training and Staff Development Sub Group

### Membership List



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



Strategic Themes for Integration					
Integrated Assessment	Joint Training	Quality & Performance Management	Joint Budgeting	Workforce Planning	Joint Information Sharing



# THE OFFICE OF THE NORTH AND SOUTH LANARKSHIRE CHILD PROTECTION COMMITTEES COMMUNICATIONS STRUCTURE

