



STIRLING CHILD PROTECTION COMMITTEE

ANNUAL REPORT 2008/09

1. Preface from Chief Officers

This Stirling Child Protection Committee Annual Report reflects the commitment of Chief Officers to continuous improvement and to the delivery of our business plan.

During the past year, governance arrangements have been consolidated and the G5 Group of Chief Officers was established, comprising the Chief Executives of Clackmannanshire, Falkirk and Stirling Councils, the Chief Constable of Central Scotland Police and the Chief Executive of NHS Forth Valley. The Chief Constable of Central Scotland Police, Kevin Smith, took up his post on 1st October 2008. A new constitution was developed which sets out clearly our governance arrangements.

The G5 Reporting Group was also set up to provide a strengthened multi-agency monitoring and quality assurance mechanism.

Three Forth Valley Sub-Groups, chaired by the Lead Officers Child Protection, were established to deal with overarching Forth Valley issues, reporting to the G5 Reporting Group, which reports and is accountable to Chief Officers.

Although the three Child Protection Committees within Forth Valley remain autonomous and independent, co-operation at a Forth Valley level ensures best practice across a homogeneous area for some partners on the Committees.

It also ensures the strongest leadership model, at a senior level, reflecting a strong shared vision by Chief Officers. Chief Officers are committed to working together within a complex environment and recognise that only by doing so can we make a significant difference to vulnerable children's lives.

Inspection activity has had a significant impact over the past year. The Stirling report was published in June 2008 and the Action Plan developed in response to this has been one of the main focuses of work during the year under review.

The Chief Officers acknowledge the hard work and effort of the members of each Child Protection Committee and the G5 Reporting Group and endorse this annual report and Business Plan.

Bob Jack, Chief Executive, Stirling Council
Kevin Smith, Chief Constable, Central Scotland Police
Fiona Mackenzie, Chief Executive, NHS Forth Valley

2. Forward to C.P.C. Annual Report 2008/09

As this report reflects, 2008/09 has been another busy and challenging year for Stirling Child Protection Committee with significant work being undertaken to take forward the Multi-Agency Action Plan arising from the H.M.I.E. Inspection which reported in June, 2008, whilst continuing to work in partnership across all agencies to provide the best possible service to our most vulnerable children and young people and their families.

One important area of this work has been the development of more a co-ordinated approach to working with our non-statutory partner agencies through the establishment of the Stirling Child Protection Committee Voluntary and Independent Sector sub-group of the Child Protection Committee.

As the management information within this report indicates, there has been a continued increase in the numbers of both referrals and registrations relating to child protection in the Stirling area in 2008/9.

In this context I want to thank all members of the Child Protection Committee for their continued commitment and support for this most important area of our work together.

Bill Eadie
Chair
Stirling Child Protection Committee

3. Introduction

Stirling Child Protection Committee (C.P.C.) is a multi-agency forum responsible for the development, co-ordination and review of child protection inter-agency policy and practice across Stirling. The C.P.C. is responsible for ensuring that child protection activity complies with national and local standards and aims to promote better outcomes for children and young people.

The C.P.C. arrangements in Stirling have been set up in accordance with the Scottish Executive (S.E.) Guidance (*Protecting Children and Young People: Child Protection Committees*), published in 2005, which aims to ensure the delivery of integrated, high quality, child protection services supported by the commitment and leadership of Chief Officers.

The S.E. Guidance states that the C.P.C.s are the key local bodies for developing and implementing child protection strategy across and between agencies with core functions under public information, continuous improvement in child protection practice and strategic planning.

3.1 *The Role, Remit and Function of Stirling Child Protection Committee*

The role, remit and function of the CPC is as follows:

- to produce and disseminate public information about protecting children and young people
- to play a key role in the continuous improvement of child protection work
- to ensure that clear and robust inter-agency procedures are in place
- to maintain an overview of child protection management information including analysis of trends to ensure that these inform the inter-agency child protection strategy
- to establish mechanisms for quality assurance of inter-agency child protection practice
- to identify and promote good practice, address issues of poor practice and encourage learning from practice
- to have an overview of single agency child protection training and promote, commission and quality assure inter-agency training
- to contribute to strategic planning in conjunction with Children's Services Planning and Community Planning
- to promote effective communication and co-operation within and between professions and agencies
- to clarify where C.P.C.s link into other multi-agency partnerships and structures
- to prepare and submit to the Scottish Government an annual report and business plan.

Stirling C.P.C. meets four times a year. It is chaired by Bill Eadie in his role as Head of Support and Development, Stirling Council Children's Services. The membership of the C.P.C. comprises staff who are of sufficient seniority to commit their agency to the decisions of the C.P.C. which is a requirement in the National Guidance.

Agencies who are currently represented on Stirling C.P.C. include:

- Stirling Council - Children's Services
 - Housing Services
 - Community Services
 - Legal Services
 - Youth Services and Criminal Justice Services
- N.H.S. Forth Valley
- Central Scotland Police
- Stirling Women's Aid
- Aberlour Childcare Trust
- Stirling Children's Panel
- Scottish Children's Reporters Administration
- Procurator Fiscal's Office
- Queen Victoria School

Much of the work of Stirling C.P.C. is now channelled through the four Forth Valley Child Protection sub-groups (see 3.3 below) but Stirling C.P.C. continues to have two subgroups, chaired by the Lead Officer, which consider Quality Assurance and Training within a specific Stirling context and, in addition, there is a Voluntary and Independent Sector sub-group, chaired by a member of the sub-group, which works to Stirling and Clackmannanshire C.P.C.s.

3.2 Lead Officer

The Stirling Lead Officer took up the post in June 2008, following a period of five months when there was no-one in post. Since appointment, the Lead Officer has worked to strengthen links with all partner agencies within Stirling and to contribute to the development of the new Forth Valley Child Protection reporting and sub-group arrangements.

3.3 New Forth Valley Child Protection Reporting and Sub-Group Arrangements

Each Child Protection Committee within Forth Valley – Stirling, Falkirk and Clackmannanshire – is independent and autonomous. In order to improve services to children and families across the area, however, a new reporting structure has been agreed by the three councils, Forth Valley N.H.S. and Central Scotland Police. The G5 Child Protection Reporting Group, which consists of the Chairs of the three Child Protection Committees and senior staff from the three councils, Forth Valley N.H.S. and Central Scotland Police, reports to the G5 which is made up of the four Chief Executives from these agencies and the Chief Constable. There are also four Forth Valley Child Protection sub-groups –

- Promotion of Good Practice (including public information, communication and co-operation, planning and connections and listening to children and young people) chaired by the Lead Officer Child Protection, Stirling
- Policies, Procedures and Protocols chaired by the Lead Officer Child Protection, Clackmannanshire
- Management Information and Quality Assurance chaired by the Lead Officer Child Protection, Falkirk
- Training, chaired by the Forth Valley Inter-Agency Training Facilitator.

4. Evaluation and Inspection

Following the Child Protection Inspection by H.M.I.e in December, 2007/January 2008, a report on the findings of the inspection team was published in June, 2008 and a multi-agency action plan drawn up by partner agencies to take forward recommendations from that report, this forming the business plan for the C.P.C. for 2008/9. A Multi-Agency Continuous Improvement Group has been established to monitor and progress this action plan and significant progress has been made in relation to the areas identified whilst the Business Plan for 2009/10 contains a number of items ongoing from the previous year. (See Appendix 4)

Work in 2009/10 will now focus on self-evaluation based on the Quality Indicators in the new H.M.I.e inspection framework "How Well Do We Protect Children and Meet Their Needs?" with a view to the forthcoming H.M.I.e. inspection in March 2010.

5. Fulfilling the Functions of the Child Protection Committee

5.1 Public Information

A range of information relating to child protection has been made available to the public during the year 2008/9. This has included:

- a regular article in the Stirling in Focus magazine which is delivered free to every household in Stirling Council on a quarterly basis
- posters displayed in a number of public buildings, including council offices, schools, nurseries and libraries, police offices and health centres
- information on the websites of Stirling Council, Central Scotland Police and Forth Valley N.H.S.
- a quarterly newsletter produced by the Child Protection Committee and available in paper copy and via the Council website.

There was a particular focus on public information during the Sixteen Days of Action to End Violence Against Women and Children, Nov. 25th – Dec. 10th 2008, when events included:

- a White Ribbon march from Stirling Castle supported by members of the public, including children and young people
- White Ribbon activities in schools, nurseries and youth groups
- the distribution of bookmarks with child protection information, including contact details for partner agencies, through Stirling Council libraries and public offices
- a conference on Forced Marriages with speakers from the Home Office and Scottish Government attended by members of Stirling Multicultural Partnership and associated minority communities
- themed booklists and reading groups in Stirling Council libraries

In addition specific information leaflets continue to be sent to all parents and a separate leaflet to all children and young people who are involved in the Child Protection Case Conference process.

5.2 Policies, Procedures and Protocols

During 2008/09 work has been progressed on Child Protection Messaging and Initial Referral Discussions.

Child Protection Messaging is an electronic system for alerting professionals to past or present child protection activity in relation to a specific child. Within Forth Valley a Project Board group with representation from the Forth Valley Data Sharing Partnership, Forth Valley N.H.S., Central Scotland Police, Clackmannanshire, Falkirk and Stirling councils has been working to progress this locally with a pilot being run in Stirling from February, 2009.

Work is also ongoing across Forth Valley to develop a robust Initial Referral Discussions process, as highlighted in the H.M.I.e. inspection in Stirling, with representation from Forth Valley N.H.S., Central Scotland Police and the three councils. This pilot is in its second phase and will be rolled out across the Stirling area from mid-September, 2009. It has been considered prudent to review Inter-agency Child Protection Guidelines across Forth Valley. This work has been on hold awaiting the outcomes from the review of national Guidance and review of "Protecting Children – A Shared Responsibility" (1998). Where appropriate changes to current guidance will be carried out.

5.3 Management Information

Introduction

This section provides statistical information about child protection work undertaken in Stirling between 1 April 2008 and 31 March 2009. Whilst Scotland wide figures for this time period are not yet available, a brief comparison of headline figures for Stirling and Scotland as a whole is given for 2007-2008. All of the 2008-2009 data is taken from Swift, the electronic client information system used by Social Care in Stirling.

2007-2008 Stirling to Scotland comparison

Table 1: Comparison of child protection activity in Stirling Council area with Scotland data for 2007-2008

	C.P. Referrals		Subject to an initial case conference		Registrations	
	Number	% change	Number	% change	Number	% change
Stirling	249	0.0	77	+26.2	61	+3.3
Scotland	12382	+4.0	4298	-7.0	2814	-11.0

During 2007-08 there was no change in the number of child protection referrals in Stirling, whilst there was a slight increase nationwide. However, the Stirling experience ran contrary to national trends in relation to both Initial Case Conferences and registrations, particularly the former.

2008-2009 Stirling data

Table 2: Children whose names were entered on the child protection register during 2008-2009 by risk category and gender

Risk Category	Male	Female	Total
Emotional	7	5	12
Neglect	15	16	31
Physical	6	13	19
Sexual	1		1
Total	29	34	63

During the last financial year slightly more females than males were placed on the Child Protection Register, as had been the case in 2007-08. The categories of registration were similar, with the exception of physical abuse where females were more than twice as likely to appear than males. Neglect registrations grew in both absolute (31 compared to 23 in 2007-08) and relative (49% of all registrations compared to 38% in 2007-2008) terms.

Table 3: Children whose names were entered on the child protection register during the year 2008-2009 by risk category and age.

Risk Category	0-4 years	5-10 years	11-15 years	Total
Emotional	4	4	4	12
Neglect	25	6		31
Physical	8	6	5	19
Sexual			1	1
Total	37	16	10	63

2008-09 saw a shift towards a younger age profile in terms of registration, with 59% of registrations being in the 0-4 age range compared to 41% the previous year. This, along with the information in table 2, is indicative of ongoing concerns about the impact of substance misuse on the ability of some parents to care for their children.

Table 4: Children whose names have been removed from the child protection register during 2008-2009 by length of time of the register and gender.

Length of registration	Male	Female	Total
Less than 6 months	19	19	38
6 months to <1 year	5	7	12
1 year to <18 months	3	4	7
18 months to <2 years	1		1
2 years+			0
Total	28	30	58

Table 4 indicates that most children in Stirling tend to spend less than one year on the child protection register (see also figure 3 below). This suggests that the circumstances of most children on the register improved during their period of registration due to effective multi-agency planning and service delivery. Most (85%) of the children whose names were removed from the register experienced improved home circumstances with a minority (9%) becoming accommodated away from home, and some (7%) moving to another local authority.

Table 5: Children whose names were on the child protection register at 31 March 2009 by gender and age band.

Age band	Male	Female	Total
0-4 years	16	14	30
5-10 years	6	7	13
11-15 years	3	4	7
16+ years	0	0	0
Total	25	25	50

The number of children whose names were on the child protection register at the end of the year 2008-09 was up slightly, from 48, on the previous year-end. As Figure 2, below, indicates this sees an upward trend continuing, although not as sharply as in the preceding two years.

Table 6: Children whose names were on the child protection register at 31 March 2009 by risk category and gender.

Risk Category	Male	Female	Total
Emotional	7	5	12
Neglect	11	12	23
Physical	6	7	13
Sexual	1	1	2
Total	25	25	50

Year-end figures mirror the shift, towards parental neglect as the modal risk factor, indicated in the full-year figures included in Table 3. There appears to be little correlation between risk factor and gender in this set of data, although the full year data does paint a slightly different picture.

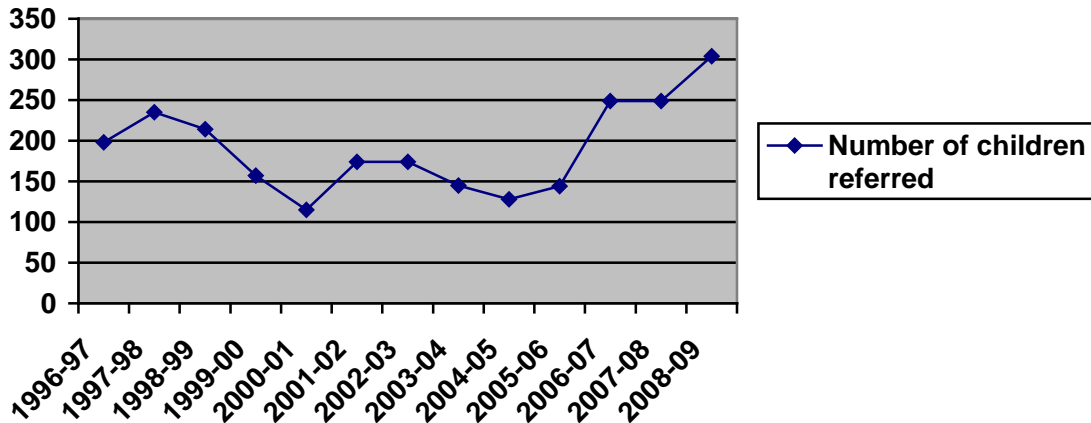
Table 7: Children whose names were on the child protection register at 31 March 2009 by risk category and age band.

Risk category	0-4 years	5-10 years	11-15 years	16+ years	Total
Emotional	4	4	4		12
Neglect	17	6			23
Physical	9	3	1		13
Sexual			2		2
Total	30	13	7	0	50

Table 7 shows that the year-end figures reflect the full year trends highlighted in Table 3. Namely that neglect is the most common category of registration and that it is a particular issue for the youngest children.

Long Term Trends

Figure 1: Number of children referred by year.



The figures for 2008-09 indicate that the number of children referred has increased by some 22% from the previous year. Indeed, the number of children referred has more than doubled in the space of three years.

Figure 2: Number of children of the Child Protection Register at 31 March by Gender and Year.

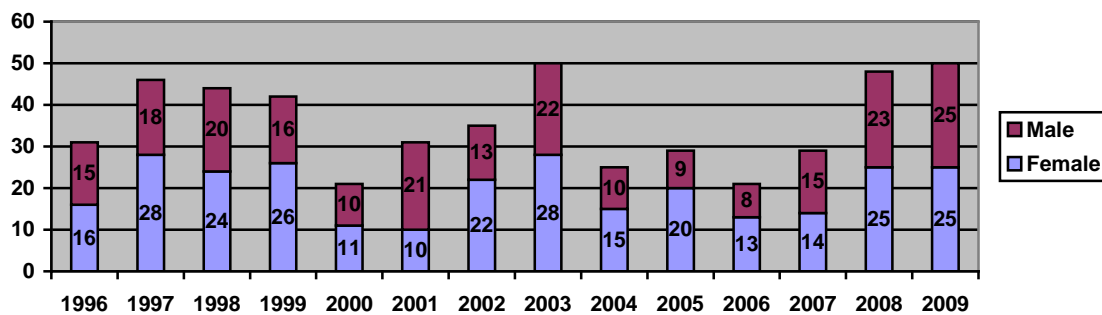
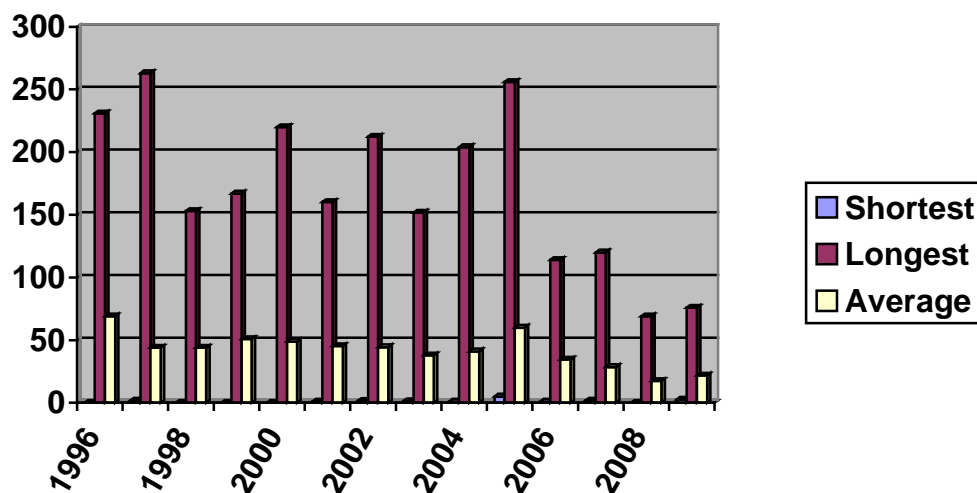


Figure 2 indicates that the relatively high figures for children requiring registration and a child protection plan to keep them safe have been maintained.

Figure 3: For children whose names were on the Child Protection Register at 31 March 2009, the length of time (weeks) those children's names have been on the register.



Of the cohort of children whose names were on the child protection register at 31 March 2009 the average length of time they had been registered was approximately 5 and a half months. This was over a month longer on average than the cohort at 31 March 2008.

Management Information Summary

Last years Child Protection Committee Report recognised that the volume of child protection work in Stirling was high both in terms of referral and registration. 2008-2009 has seen both of these areas increase again. The significant areas are as follows:

- Child Protection referrals increased from 249 to 304 (+22%).
- Initial Child protection case conferences reduced from 77 to 71 (-8%).
- Registrations following Initial Case Conferences increased from 61 to 63 (+3%).
- A greater percentage of those children registered being in the youngest, 0-4, age group (5-10 in 2007-2008).
- The most common category of registration was neglect (physical abuse 2007-2008).
- Girls made up the slight majority of those registered (53%).
- Gender does not appear to be a significant factor in the category of registration, with the exception of Physical Abuse where more than two-thirds of those registered were girls. No girls were registered under the category Sexual Abuse, but as only one boy was registered it is difficult to attribute any significance to this.

5.4 Quality Assurance

The Stirling C.P.C. Quality Assurance sub-group has met regularly since the appointment of the Lead officer in June 2008, with its main focus becoming a quarterly multi-agency audit of four child protection cases to ensure consistency of assessment as detailed in the H.M.I.e Inspection Action Plan. Initially audits were carried out by Social work and Education: due to working constraint and preparation for other HMIE inspections there was a delay in Police and Health taking part in the audit. However all agencies have now audited and reviewed the cases and a robust action plan is being produced.

Findings from the two audits to date have been shared with Stirling Child Protection Committee and appropriate action taken by relevant agencies (including Forth Valley N.H.S.) to improve practice where necessary.

A Significant Case Review is also currently underway in Stirling, the Review Team consisting of senior staff from Stirling Council Children's Services, Forth Valley N.H.S. and Central Scotland Police, chaired by an independent Chair. Practice issues requiring immediate action are being addressed on an ongoing basis and it is anticipated that the conclusions of the Review will be shared with the Child Protection Committee in due course.

The Child Protection Co-ordinator fulfils a quality assurance role in that she is independent of the operational day-to-day child protection processes and practice and provides oversight of all child protection investigations as well as having an objective view of work undertaken through child protection assessments and the implementation of child protection plans as chair of child protection case conferences.

The H.M.I.e Inspection Action Plan has put in place a number of quarterly audits which also quality assure child protection work on an ongoing basis. These include:

- levels of contact between children on the Child Protection Register and social workers
- recommendations for change from investigations of complaints
- use of children's reports and their participation in meetings
- sharing of reports with families in advance of meetings
- use of leaflets for children and families attending case conferences
- effective use of multi-agency chronologies through core groups
- frequency and attendance at case conferences and core groups
- distribution of minutes and plans from case conferences
- staffing levels

5.5 Promotion of Good Practice

Stirling C.P.C. continues to ensure members are updated on national developments in legislation and guidance, recent research findings and learning from national enquiries. In 2008/9 the C.P.C. considered:

- the Scottish Government National Domestic Abuse Delivery Plan
- proposals for transferring children's records between authorities
- the evaluation of the National Child Protection Helpline
- Recommendation 27 from the Western Isles Report
- Scottish Government Guidance on MAPPA and Young People

- Scottish Government Guidance on Safeguarding Children Who May Have Been Trafficked

In addition Stirling C.P.C. responded to national consultations on:

- Protecting Children: A Shared Responsibility
- Classification of Video Games
- Information Packs for Victims of Rape and Sexual Assault
- An Allegations Protocol relating to Children in Foster Care
- An Adult (Child Sexual Abuse) Survivors Forum
- Forced Marriages Guidance

Information from the national Child Protection Committee Chairs and Lead Officers Forum is also regularly shared with members of the C.P.C. and the Chair of Stirling C.P.C. is also Chair of the National Forum.

Stirling Council is currently the host authority for the Forth Valley CEDAR (Children Experiencing Domestic Abuse Recovery) project, one of three areas in Scotland to pilot this as part of the Scottish Government's National Domestic Abuse Delivery Plan for Children and Young People.

5.6 Training and Staff Development

Introduction

Individual agencies are responsible for providing child protection training at Level 1 of the Scottish Government training framework. Levels 2 to 4 inter-agency training is provided and co-ordinated by the Forth Valley Inter-Agency Child Protection training Facilitator.

5.6.1 Training – Level 1

Within Stirling Council the main method of providing Level 1 Child Protection training is through staff accessing an electronic e-learning module which is available on the council intranet and the council website. This module provides child protection information for all staff working within Stirling Council with details of who to contact if they have a concern about a child. As the module is also available on the council website, voluntary organisations and members of the public can also benefit.

The module is now part of the induction programme for all new employees in Stirling Council. The module can be accessed at: <http://www.stirling.gov.uk/childprotection>.

Children's Services in Stirling encompasses Education, Early Years and Social Work Services. A more in depth programme of Level 1 child protection training is provided annually for teachers and nursery staff on the first day of every school year in August. This programme is updated and developed each year.

Practice based workshops were offered to staff on working with children and young people with sexually harmful behaviour. Training on domestic abuse and other aspects of violence against women also make direct reference to child protection issues.

N.H.S. Forth valley has continued to provide Level 1 training for health staff with 658 staff receiving basic awareness training during the year. In addition 69 staff received training on report-writing and 132 staff attended CREATE child protection training.

NHS CP training - Identified priority areas have all been trained and a rolling programme is delivered by the Child Protection Nurse Advisor's. This service is monitored on a database and managers can at any time request a training status for their staff. To-date over 4,400 NHS Forth Valley staff have been trained in line with national guidance. This equates to 49% of all frontline staff having been trained in the last three years. We have prioritised the training in all key areas of work where staff are working directly with children and vulnerable adults groups in these areas training has been achieved in over 90% of staff.

Key Indicators and Measures	2008					2009							Total
	M	A	M	J	J	A	S	O	N	D	J	F	
Basic awareness training in Child Protection	54	93	77	34	29	68	47	56	39	41	67	53	658
Report Writing Training (Quarterly)	0	7	0	0	0	20	0	0	17	0	0	25	69
CREATE	20	0	14	0	0	0	14	11	23	37	0	13	132
Workshops	54	29	65	24	12	41	35	42	0	0	0	0	302
Total	128	129	156	58	41	129	96	105	79	78	67	91	1161

5.6.2 Inter-agency Training, Levels 2-4

Inter-agency training at levels 2-4 is co-ordinated by the Forth Valley Inter-agency Training Facilitator on behalf of the Forth Valley Child Protection Training and Development Sub-group.

The following training courses have been offered across Forth Valley:

Level II – Foundation Course

This 2-day course was attended by 307 participants during the financial year 2008/9 – an increase of 100% on the previous year. 14 courses were delivered, again representing a 100% increase on the previous financial year.

There has been significantly higher uptake from staff in the Early Years sector, as well as from Social Work Services (children and adult services). There has also been considerable demand for and uptake of this training from the voluntary/ independent sector.

Co-operation from all agencies has ensured a good mix of disciplines on all courses. There has also been continued support from key staff of funding agencies as well as voluntary organisations who have contributed to the training with direct inputs and participation in panel discussions.

As a result of a half-day workshop, the pool of co-facilitators was increased to 14, including 4 from N.H.S. Forth Valley, 1 from Central Scotland Police and 3 from Stirling Council.

Giving Evidence in Court Training

Due to lengthy waiting lists for this training, a significant increase in the number of sessions offered was required. 9 courses took place during the financial year – a 350% increase on the previous year. 123 participants completed the course (32 in the previous year).

Direct Work with Children in Child Protection

This new, commissioned 2-day course was piloted in October 2008 and was designed to cover some of the areas previously included in the Level III – Joint Investigation Training.

Sally Wassell and Amelia Wilson facilitated the course, which drew significantly on participants' experiences of working with children and young people involved in the child protection system.

The course was attended by 23 participants and attracted particular interest from children and families social work staff.

Child Protection and Children with Additional Support Needs

This 2-day course was redesigned and re-launched in October 2009, led by staff from Health and Social Work, with 21 participants attending.

Joint Investigative Interview Training (JIIT)

The full, 5-day JIIT course was offered once during the financial year and was attended by 5 police officers and 10 social work staff.

The course was facilitated by JIIT trainers from Stirling Council Children's Services and Central Scotland Police

Joint Investigative Interview Training – Top-Up Course

After negotiation, agreement was reached with Scottish Police College Tulliallan on the format of a 3-day Top-Up course for experienced joint interview staff, who had not been trained in accordance with the National Curriculum for JIIT courses. 4 courses were delivered during the financial year.

In total, 20 police officers and 37 social workers attended this course which covered those elements from the National Curriculum not included in the previous Joint Interview course through a modular approach. This included observed role play and feedback on participants' performance.

Child Protection Conference – “Sexual Abuse – Has it Gone Away?”

This inter-agency conference took place on 9 March and was attended by 87 delegates. Guest speakers from a wide range of agencies contributed to the full-day event.

5.7 Communication and Co-operation

Stirling C.P.C. has continued to maintain good links with Falkirk and Clackmannanshire C.P.C.s and it is anticipated that the new Forth Valley Child Protection Reporting and Sub-group arrangements (3.3) will further assist in this regard.

Within Stirling C.P.C. effective communication is maintained through regular updates from each of the sub-groups, the national Child Protection Committee Chairs and Lead Officers Forum, the Forth Valley Child Protection Action Group, Stirling and Clackmannanshire Voluntary and Independent Sector Sub-group, Stirling Community Safety Partnership, Stirling Action for Change Violence Against Women Multi-Agency Partnership and Stirling Substance Misuse Forum. The Lead Officer Child Protection is also a member of all the named partnerships and fora.

Communication with professionals and with the public is also facilitated through the websites of partner agencies and the Child Protection Committee newsletter as mentioned above (3.1). The views of children and families also influence the work of the C.P.C. and partner agencies through participation in child protection case conferences, regular reviewing of complaints procedures and the work of the Children’s Rights Officer.

5.8 Planning and Connections

Stirling C.P.C. is located within the framework of the Stirling Community Planning Partnership whose logo it uses in all documentation.

In addition, the Children’s Critical Partnership, also located within the framework of the Community Planning Partnership, had a key responsibility in terms of the Integrated Plan for Children’s Services.

The C.P.C. and the Children’s Critical Partnership are therefore both crucial in the development and implementation of plans for services for children and young people and there are close links between these two groups, for example the chair of the C.P.C. is also a member of the Children’s Critical Partnership.

There are representatives from both the C.P.C. and the Children’s Critical Partnership on the Stirling Community Planning Partnership which ensures effective communication within the planning framework for services for children, young people, families and the wider community within the Stirling Council area.

Within the overarching planning framework there are three further key groups - Stirling Community Safety Partnership, Stirling Substance Misuse Forum and Stirling Violence Against Women Multi-agency Partnership. Child Protection is a standing item on the agenda in all these groups.

The CPC has been involved with the Organisational Development review of the Child Protection service within NHS Forth Valley. During this process NHS with support of all partner agencies have developed a new Strategic Framework. This will be rolled out in the Autumn.

5.9 Listening to Children and Young People

Stirling C.P.C. continues to place significant importance on listening to the views of children and young people. All agencies naturally reflect the importance of this through the day to day contact with children and families. We will continue to build on the importance of this work ensuring it impacts on our service delivery.

During the past year Stirling Council's Children's Rights Officer has been involved in a number of pieces of work in this area.

Research took place during 2008 to gather the views of children, young people and their parents about the services they received from Stirling Council Social Work Services and a report – Beyond Listening: A Reflective Report Discussing the Experiences of Children, Young People and Their Families – was presented to managers in February, 2009, with a view to incorporating findings for service improvement into future planning, including updating information currently given to children and families about social work services.

In addition the Children's Rights Officer has regular contact with a number of forums where children and young people can express their views including Stirling Student Forum, the TIK TAK (Young Care Leavers) group and Stirling Young Carers.

6. Conclusion

Stirling Child Protection Committee has experienced another demanding year with a particular emphasis on progressing the work identified in the multi-agency Action Plan drawn up in response to the Report of the H.M.I.E. inspection in 2007/8, published in June, 2008, whilst overseeing a continued expansion in the volume of child protection work as in previous years.

In 2009/10 we shall continue to progress this work whilst also preparing for the next H.M.I.E. Child Protection inspection scheduled for March 2010.

Key Aims for the forthcoming year will include:

- further developing shared self evaluation processes both within single agencies and on a multi-agency basis in Stirling and across Forth Valley
- developing a Forth Valley framework for performance reporting
- improving child protection information available to the public, including children and young people
- continuing to improve services for children whose parents misuse substances
- further developing practice arrangements between health, police and the local authority regarding initial child protection referral discussions
- continuing to develop electronic information sharing systems
- taking forward work from the research project about children's views of social work services to inform continuous service improvement.

Throughout the focus of Stirling Child Protection Committee has been and will continue to be the identification and support of our most vulnerable children.

APPENDIX 1: Stirling Child Protection Committee Members 2008 – 2009

Bill Eadie (Chair)	Head of Support & Development, Children's Services, Stirling Council Forth Valley Child Protection Strategic Support Group Stirling Children's Critical Partnership Forth Valley Youth Justice Strategy Group National Chair CP Committees Forum Stirling Community Health Partnership
Maureen Berry	Nurse Consultant -Child Protection, NHS Forth Valley Forth Valley Joint Planning Group NHS Forth Valley CP Action Group Violence Against Women Action Group Hall 4 Groups – 3 CHPs National Nurse Advisor's Forum NHS Forth Valley CP Link Nurses Forum HOLAC Monitoring Group MCN West of Scotland
Dr Juliet Farquhar	Consultant Paediatrician, NHS Forth Valley NHS Forth Valley Child Protection Action Group
Theresa McLean	Lead Nurse, Stirling, CHP, NHS Forth Valley NHS Forth Valley CP Action Group Stirling Children's Critical Partnership Healthy Stirling Critical Planning Group Stirling GIRFEC Strategy Group
Thom McLoughlin	Chief Inspector, Central Scotland Police Stirling Community Safety Partnership Stirling Action for Change
Jacqui Rennie	Detective Chief Inspector, Central Scotland Police Chair of the Forth Valley Domestic Abuse Strategy Group ACPOS Child Protection Working Group ACPOS Getting it Right for Every Child Working Group Head of Drugs and Specialist Services (Including Child Protection, Domestic Abuse and E-Crime)
Pat Scroggie	Detective Inspector, Central Scotland Police Stirling Action for Change
Peter Farquhar	Principal Solicitor, Legal Services, Stirling Council Legal Advisor to Stirling Adoption Panel

Antisocial Behaviour Strategy Group

Hannah Tait	Stirling Women's Aid There is representation from Women's Aid on: Action for Change Stirling Sexual Health Network Voluntary Sector Involvement with Homeless Child Care Initiative Crime Care
Des Friel	Head of Service, Youth Services and Criminal Justice Services, Stirling Council Stirling Homeless Partnership Youth Housing and Aftercare Strategy Forth Valley Substance Action Team Stirling Substance Forum Antisocial Behaviour Strategy Group Stirling Children's Critical Partnership Youth Justice Steering Group Stirling Action for Change
Trisha Hall	Regional Director East & Central, Aberlour Trust Parenting across Scotland Steering Group GIRFEC Team Group
Colin Hunter	Children's Panel Member
Tony Cain	Head of Housing Services, Stirling Council
Linda Kinney	Head of Learning & Development, Children's Services, Stirling Council Stirling Children's Critical Partnership
Jenni Barr	Acting Principal Psychologist, Children's Services, Stirling Council GIRFEC Strategy Group
Julie Main	Child Protection & Family Support Co-ordinator, Stirling Council Early Years Partnership
Susanne Goetzold	Forth Valley Child Protection Training Facilitator Forth Valley Child Protection Strategic Support Group Falkirk Child Protection Committee Clackmannanshire Child Protection Committee

Pauline Proudfoot	<p>Authority Reporter, Stirling Stirling Children's Critical Partnership Stirling Youth Justice Forum</p>
Andrew Richardson	<p>Principal Procurator Fiscal Depute Statutory discussion meetings with Authority Reporter Court Users' Meetings Police Liaison Meetings</p>
Mary Boyd	<p>Children's Services Manager, Barnardo's Matrix Voluntary and Independent Sector sub-group (Vice Chair)</p>
Andrea Priestley	<p>Children's Rights Officer, Stirling Council</p>
Irene Cavanagh	<p>Chief Social Work Officer & Head of Community Care Services, Stirling Council</p>
Dorothy Morgan	<p>Senior Child Protection Nurse Advisor, NHS Forth Valley</p>
Graham Carroll	<p>Deputy Head Teacher, Queen Victoria School Voluntary and Independent Sector Sub-group (Chair)</p>
Lyn Nelson	<p>Emergency Duty Team Manager (Forth Valley) Scottish Out of Hours Social Work Group (Chair) Forth Valley Out of Hours Child Protection Group (Chair) Falkirk Child Protection Committee Clackmannanshire Child Protection Committee ADSW Organisational Development Standing Committee</p>
Anne Salter	<p>Lead Officer Child Protection (from June, 2008) Stirling Community Safety Partnership Stirling Action for Change Stirling Substance Misuse Forum National Child Protection Committee Chairs and Lead Officers Forum National Lead Officers Network</p>

Appendix 2

Resources Dedicated to the C.P.C. 2008/09

Training (across Forth Valley)

Staff Costs	Amount
Salaries, NI, Superannuation	£55,274.83
Mobile Phone	£53.25
Car Allowance/Subsistence	£946.79
Professional Development	£379.00
Sub-Total	£56,653.87
Miscellaneous Items	
Insurance	£0.00
Advertising	£0.00
IT Equipment	£0.00
Telecom Equipment	£246.00
Photocopying	£232.72
Stationery	£213.08
Hospitality	£67.95
Sub-Total	£759.75

Specific Training Costs

(including venue hire, catering, guest speaker fees, excluding staff costs.)

Joint Investigative Interview Training (full course)	£2,078.80
4 x Joint Investigative Interview Training (Top-Up)	£7,588.84
Materials (DVDs, Stationery, Photocopying)	£548.04
Sub-Total	£10,215.68
14 x Level II Training	£5,359.07
9 x Giving Evidence in Court	£584.80
Direct Work with Children	£2,078.80
Additional Support Needs	£593.26
Inter-Agency Conference	£2,193.32
Sub-Total	£10,809.25
Income	
Course Participants' Fees – Direct Work	£1,000.00
Conference Participants' Fees	£3,000.00
Cancellation/Non-attendance Fees	£230.00
Sub-Total	£4,230.00
TOTAL	£74,208.55

Appendix 3 – Working Groups

Forth Valley Child Protection Sub-groups

Forth Valley Management Information and Quality Assurance Sub-Group

Catriona Laird, Lead Officer Child Protection, Falkirk (Chair)
Sara Lovelock, Lead Officer Child Protection, Clackmannanshire
Anne Salter, Lead Officer Child Protection, Stirling
DI Pat Scroggie, Central Scotland Police
Dorothy Morgan, NHS Forth Valley
Matthew Davies, Service Manager, Falkirk Council
Mary Mitchell, Child Protection Co-ordinator, Falkirk Council
Julie Main, Child Protection Co-ordinator, Stirling Council
Mark Smith, Service Manager, Stirling
Mary Boyd, Barnardos Matrix
Lynn Nelson, Manager, EDT

Forth Valley Promotion of Good Practice Sub-group

Anne Salter, Lead Officer Child Protection, Stirling (Chair)
Sara Lovelock, Lead Officer Child Protection, Clackmannanshire
Catriona Laird, Lead Officer Child Protection, Falkirk
Andrea Priestley, Children's Rights Officer, Stirling Council
Zara Kitson, Youth Services Worker, Stirling Council
Pat Scroggie, Central Scotland Police
Dorothy Morgan, Forth Valley N.H.S.
Evelyn Kennedy, Falkirk Council
Alison Russell, Psychological Services, Clackmannanshire Council
Matthew Davies, Service Manager, Falkirk Council
Graham Carroll, Chair, Stirling and Clackmannan Voluntary and Independent Sector
Child Protection Sub-group
Julie Main, Child Protection Co-ordinator, Stirling Council
Sandy Anderson, Service Manager, Stirling Council

Forth Valley Policies, Procedures & Protocols Sub-group

Sara Lovelock, Lead Officer Child Protection, Clackmannanshire (Chair)
Anne Salter, Lead Officer Child Protection, Stirling
Catriona Laird, Lead Officer Child Protection, Falkirk
Pat Scroggie, Central Scotland Police
Dorothy Morgan, Forth Valley N.H.S.
Matthew Davies, Service Manager, Falkirk Council
Mary Mitchell, Child Protection Co-ordinator, Falkirk Council
Julie Main, Child Protection Co-ordinator, Stirling Council
Joan Lyle, Service Manager, Clackmannanshire Council
Yvonne Wright, Service Manager, Clackmannanshire Council
Trisha Hall, Aberlour Child Care Trust

Forth Valley Inter-agency Child Protection Training and Development Sub-group

Mary Mitchell, Child Protection Co-ordinator, Falkirk Council
Evelyn Kennedy, Social Work Training Manager (Children & Families), Falkirk Council
Catriona Laird, Lead Officer Child Protection, Falkirk
Eileen Marr, Team Manager, Falkirk Council
Julie Main, Child Protection Co-ordinator, Stirling Council
Joanne McMeeking, Professional Development Manager, Stirling Council
Linda Paterson, Training Services Manager, Clackmannanshire Council
Sara Lovelock, Lead Officer Child Protection, Clackmannanshire Council
Dorothy Morgan, Senior Child Protection Nurse Advisor, NHS Forth Valley
Maureen Berry, Nurse Consultant – Child Protection, NHS Forth Valley
Stuart Allan, Detective Sergeant, Central Scotland Police

Stirling C.P.C. Sub-Groups

Quality Assurance

Anne Salter, Lead Officer Child Protection (Chair)
Marion Wallace Gee, Children's Services: Education, Stirling Council
Audrey Ross, Children's Services: Education, Stirling Council
Barbara Dale, Children's Services: Early Years, Stirling Council
Julie Main, Children's Services: Social Work, Stirling Council
Mark Donnelly, Criminal Justice Services, Stirling Council
Iain Mulgrew, Central Scotland Police
Shona Hopkins, NHS Forth Valley

Staff Development and Training

Anne Salter, Lead Officer Child Protection (Chair)
Joanne McMeeking, Children's Services: Social Work, Stirling Council
Janet Gowran, Children's Services, Stirling Council
Fiona McLean, Community Services, Stirling Council
Carol Hamilton, Housing Services, Stirling Council
Julie Main, Children's Services: Social Work, Stirling Council
Graham Carroll, Queen Victoria School/ Voluntary and Independent Sector sub-group

Multi-agency Continuous Improvement

Sandy Anderson, Children's Services: Social Work, Stirling Council (Chair)
Maureen Berry, N.H.S. Forth Valley
Jacqui Rennie, Central Scotland Police
Anne Salter, Lead Officer Child Protection

Voluntary and Independent Sector (this is a joint Stirling/Clackmannanshire C.P.C. sub-group)

Graham Carroll, Deputy Head Teacher, Queen Victoria School (Chair)
Mary Boyd, Children's Services Manager, Barnardo's Matrix (Vice Chair)
Anne Salter, Lead Officer Child Protection, Stirling
Sara Lovelock, Lead Officer Child Protection, Clackmannan
Alison Hill, Children and Young People's Support Worker, Stirling Women's Aid
Wilma Wilkie, Acting Co-ordinator, Home-Start Clackmannanshire
Jean Brodie, Project Manager, Action for Children, Tullibody
Julie Ross, Children's Services Manager, Barnardo's Freagarroch
Brenda Simm, Co-ordinator, Home-Start Stirling
Diane Stewart, Befriending Team Leader, Aberlour
Sharon Johnstone, Support Worker, Clackmannanshire Women's Aid
Paula McNee, Project Worker, Signpost
Jamie McLearn, Project Worker, Signpost
Fiona McGregor, Project Manager, Play Plus
Jeanette Myles, Youth Project Worker, Central Scotland Rape Crisis and Sexual Abuse Centre
Mary Bateman, Who Cares, Scotland
Janice Beaton, Service Manager, Stirling Family Support

Appendix 4 – H.M.I.E. Action Plan

Key Theme 1 : Ensure that children living in longer term placements have their needs met, including the need for permanent placement				
	Recommendations	Actions	Responsible Person(s)	Timescale
1.1	Ensure effective planning and assessment to identify future long-term needs and requirements for permanent placements	Develop and implement options to improve permanency planning timescales	Leo McGrath	December 09
1.2	Ensure no delay in progressing plans for adoption and P.R.O.s	Identify resources required to deliver the completion of permanency plans.	Leo McGrath	December 09
1.3	Ensure children are accommodated locally to prevent travel outwith their community where possible.	Implement proposals to increase the number of local residential placements. Implement recommendations from MARG Scrutiny Group and K.P.M.G.	Leo McGrath	Ongoing
Key Theme 2: Fully involve health staff in Initial Referral Discussions and Joint investigations and continue to improve arrangements for medical examinations				
	Recommendations	Actions	Responsible Person(s)	Timescale
2.1	Ensure staff seek and share all available information when making assessment in regard to level of response	Develop a checklist to ensure all available information is sought and shared to assess risk and that appropriate professionals are consulted.	Sandy Anderson	August 09

	Recommendations	Actions	Responsible Person(s)	Timescale
2.2	Ensure feedback on child protection referral is recorded by the receiving agency.	Remind staff of the requirement accurately to record all decisions made and outcome of investigations Design proforma letter for feedback Monitor and maintain copy of all notifications on file.	Sandy Anderson Maureen Berry Pat Scroggie (D.I. Family Unit)	September 09
2.3	Where concerns raised ensure all relevant staff are notified. Ensure health staff are consulted during the initial phase of any investigation. Ensure consistency of approach when using new family health record. Raise awareness of processes to determine the necessity or otherwise for a medical examination and the type of examination Ensure staff follow guidance to involve Health during initial planning stage and during Initial Referral Discussion	Develop electronic messaging service. Develop a communication strategy to ensure health staff involvement in Triage. Provide guidance and training to staff on the use of documentation within the new family health record Ensure all staff are aware that the decision to have a medical examination or otherwise will only be made following discussion with a health professional. Supervise investigations and ensure Health is consulted. This should be recorded within the case file/database.	Sandy Anderson Maureen Berry Pat Scroggie (D.I. Family Unit)	September 09

Key Theme 3: Improve assessment of risks and needs for unborn children and children living with parental substance misuse

	Recommendations	Actions	Responsible Person(s)	Timescale
3.1	Ensure children who misuse substances are aware of and can access specialist support	Audit current level of specialist support available for children who misuse substances. Identify gaps in resources and take steps to ensure provision in place.	Maureen Berry/S.A.T. Leo McGrath/Mark Smith Pat Scroggie/Mike Moir	September 09
3.2	Ensure adequate support is available to children of substance misusing parents	Establish current processes where children can receive help from the appropriate service.	Maureen Berry/S.A.T. Leo McGrath/Mark Smith Pat Scroggie/Mike Moir	September 09
3.3	Ensure consistent response in pre-birth planning system Ensure early notification to facilitate planning and assessment	<ul style="list-style-type: none"> • Health to Develop robust guidance on the early notification of pregnancy where there are known concerns. • Health to Develop a standard definition and guidance on the meaning of “vulnerability for unborn children” and when comprehensive health assessments should take place. • Health to Review systems and processes. • Health to Deliver inter-agency training on guidance. 	Maureen Berry	November 09

3.4	<p>Ensure common approach to assessing risk with C.A.D.S.</p> <p>Ensure impact of parental substance misuse on the children been assessed</p>	<ul style="list-style-type: none"> • Review guidance for a referral protocol for staff working with parental substance misuse. • Review risk assessment. Update staff on risk assessment. • Improve communication systems between C.A.D.S., Maternity and Social Work. • Presentation to C.P.C. 	<p>Leo McGrath</p> <p>Dorothy Morgan</p>	<p>December 2009</p>
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Key Theme 4: Ensure plans to meet children's needs are carefully monitored and reviewed

	Recommendations	Actions	Responsible Person(s)	Timescale
4.1	Ensure children have the most appropriate level of contact with the social worker.	Audit and review current levels of contact between children and social worker	Sandy Anderson	December 09
4.2	Review of N.H.S. guidelines, adherence to record keeping and report writing to be monitored	<ul style="list-style-type: none"> • Comprehensive review of N.H.S. Forth valley Guidelines. • Develop a robust system to proactively audit and monitor staff compliance with child protection procedures. • Workshops developed and delivered to key frontline staff. • Develop audit system to be used regularly to monitor and review records 	<p>Maureen Berry</p> <p>Maureen Berry</p> <p>Maureen Berry</p> <p>Maureen Berry</p>	<p>Completed 2008</p> <p>Audit ongoing</p>
4.3	Ensure effective planning to identify young people leaving care who require supported housing.	Scope details of young people leaving care and establish suitable supported housing.	Gary Stopford	

	Recommendations	Actions	Responsible Person(s)	Timescale
4.4	Ensure all Looked After and Accommodated children have regular contact with family members (where appropriate).	Six monthly audit of a percentage of L.A.C. Reviews	Pat Preece/Liz Walker	November 09
4.5	Ensure children and families receive advice at the conclusion of formal meetings	Card to be given to Parent/child at conclusion of formal meetings identifying the Lead Professional to provide advice to them	Pat Preece/Liz Walker Julie Main	August 2009
4.6	Ensure where appropriate all agencies share reports with families prior to meetings	Quarterly audit of percentage of reports shared with families prior to Child Protection Case Conferences	Julie Main Maureen Berry Marion Wallace-Gee	Ongoing
4.7	Ensure that Child Protection Core Group take place as agreed	Process in place to monitor percentage of core groups completed. Quarterly report provided to CPC	Sandy Anderson Julie Main	Completed Ongoing

Key Theme 5: Improve the leadership and direction from Chief Officers and Senior Managers better to support the work of the C.P.C.

	Recommendations	Actions	Responsible Person(s)	Timescale
5.1	Ensure all Child Protection actions in Integrated Children's Services Plan and Single Outcome Agreement are implemented.	Strengthen partnership in development of current Integrated Children's Services Plan and Single Outcome Agreement and monitor implementation. Circulate both to C.P.C.	Bill Eadie	Ongoing
5.2	Ensure relevant managers and staff are aware of Integrated Children's Services Plan	Staff to be informed of and involved in development and monitoring of Integrated Children's Services Plan	Bill Eadie	Ongoing
5.3	Ensure there is sufficient management information available to monitor and review performance.	Review current performance measures. Further develop joint performance management information.	Forth Valley Child Protection sub-group G5 Reporting Group	Ongoing
5.4	Ensure joint approach to meeting staffing needs across services.	Develop joint approach to meet staffing needs and workforce planning. Standing item on C.P.C. agenda.	Bill Eadie Maureen Berry Brian Johnstone	Completed
5.5	Ensure agencies assess the longer term impact of training. Review the training strategy of N.H.S. staff in line with national framework	Implement process to assess the effectiveness of training and impact on service delivery. Implement annual training needs analysis. General and service managers review staff training within their areas.	Suzanne Goetzold Bill Eadie Maureen Berry Brian Johnstone	Ongoing

	Recommendations	Actions	Responsible Person(s)	Timescale
5.6	Review lines of accountability and responsibility and reporting process within N.H.S.	Establish clear accountability and responsibility within a strategic framework.	Maureen Berry	Completed
5.7	Ensure Housing Services staff access training	On-line C.P. training to be scheduled. Relevant staff to access Level 2 training.	Tony Cain	Ongoing
5.8	Ensure senior managers are aware of the Chief Officers Group Vision, Values and Aims	<ul style="list-style-type: none"> • Develop communication strategy • Provide Briefing update for all staff 	Forth Valley Child Protection sub-group Bill Eadie Maureen Berry Brian Johnstone	Ongoing
5.9	Ensure staff and managers fully understand new constitution agreed	Include full details of roles and responsibilities within new structures to be included in future CPC newsletter	Bill Eadie Maureen Berry Brian Johnstone	Ongoing

Key Theme 6: Better develop shared self evaluation and improvement of services for children

	Recommendations	Actions	Responsible Person(s)	Timescale
6.1	Ensure all children have the appropriate level of support to help them participate and communicate in formal meetings	<p>Professionals have considered the most appropriate means of communication with children to enable them to participate in decision making</p> <p>That children have been appropriately invited to attend formal meetings</p> <p>Professionals ensure that children's views have been sought and included in reports to formal meetings</p>	<p>Sandy Anderson</p> <p>Anne Salter</p> <p>Andrea Priestley</p> <p>Julie Main</p>	Ongoing
6.2	Ensure access to support services for children and families living in rural areas	Arrange meeting to consider needs of rural community v. availability of service and establish if a review is required.	<p>Sandy Anderson</p> <p>Anne Salter</p>	Ongoing
6.3	Ensure all families and children are involved and kept informed during and immediately after investigations	Develop a checklist to ensure families are updated post investigation.	Sandy Anderson	Completed

6.4	Ensure looked after children living with kinship carers receive a consistent service	<ul style="list-style-type: none"> Review level of support provided to kinship carers and children. Seek approval from Council for Kinship Carer Scheme and funding to implement proposals. 	Leo McGrath	March 2011
6.5	Evaluate effectiveness of promoting public awareness of child protection.	Work with Corporate Services to scope when the views of the Citizens Panel can be sought and identify questions for panel.	Anne Salter	September 09
6.6	Ensure services routinely review recommendations for change from investigation of complaints.	Ensure routine review of recommendations and monitor changes implemented. Standing item for C.P.C.	Sandy Anderson Anne Salter	Ongoing
6.7	Ensure all children and families are routinely provided with relevant information on C.P. processes	Leaflets to be provided to children and families	Sandy Anderson	November 09
6.8	Ensure where C.P. policy is being created or developed children and families are involved	Develop approach which can be shared by staff across services.	Forth Valley C.P. Sub-group	Ongoing
6.9	Improve links with Voluntary Sector partners	Develop links with voluntary sector partners	Anne Salter	Established and ongoing
6.10	Ensure a robust approach to self-evaluation and improvement	Develop a programme for multi-agency self-evaluation and implementation of recommendations from inquiries	Forth Valley C.P. sub-group Maureen Berry Sandy Anderson	Ongoing

			Pat Scroggie	
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