



## **Orkney Child Protection Committee**

### **Annual Report 2016 - 2017**

## **Preface: Welcome to Our Annual Report**

I am again delighted to present the Child Protection Committee's annual report. This is my third, and final, year as the independent chair of the Committee. It has been a great privilege to have been part of the continuing development of protecting children and young people in these Isles.

The theme of continuous improvement is central to our report. Self evaluation is a key component to that improvement, and the Committee and the Chief Officers Group have shown commitment to that approach, and see it as an ongoing process. As part of that we will develop our plan and timetable for evaluation.

No child protection committee can achieve its aims in isolation. The partners to the protection of children play a key role in policy and procedure development, and their staff deserve our utmost respect for the diligence they bring to ensuring children are protected to the best of our ability. We also need the public at large to support us in that task, and we will continue to develop our public awareness strategy.

Throughout the year we will provide training for staff, we will continue to ensure planning takes account of local and national outcomes, and I am particularly pleased that we have included children and young people more closely in our future thinking.

I commend this report to you.

A handwritten signature in black ink, appearing to read 'Duncan MacAulay', with a stylized, flowing script.

Duncan MacAulay.

Independent Chair of Orkney Child Protection Committee.

## **Guide to the Annual Report**

The Annual Report is written in accordance with the National Guidance for Child Protection in Scotland (2014). The National Guidance sets out the main functions of a Child Protection Committee (CPC) as being continuous improvement, strategic planning, public information and communication. This report aims to highlight the progress of the CPC Work Plan (Appendix 2) in terms of key achievements/strengths and areas for further development.

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## Accountability for the Report

The Chief Officers endorse this Annual Report and commend the commitment and dedication of all those who have contributed to the work of Orkney Child Protection Committee.



Alistair Buchan,  
Chief Executive,  
Orkney Islands Council.



Cathie Cowan,  
Chief Executive,  
NHS Orkney.



Gordon Deans,  
Area Commander Orkney Islands, Police  
Scotland.



Gail Anderson,  
Executive Director,  
Voluntary Action Orkney.



Sue Foard,  
Procurator Fiscal,  
COPFS.



Moyra Gordon,  
Locality Reporter Manager,  
SCRA.



Caroline Sinclair,  
Chief Officer, IJB and Executive  
Director, Orkney Health and Care.



Duncan MacAulay,  
Chair, Orkney CPC.



Jon Humphreys,  
Chief Social Work Officer.

## **Introduction**

“Child Protection Committees are locally based, inter-agency strategic partnerships responsible for the design, development, publication, distribution, dissemination, implementation and evaluation of child protection policy and practice across the public, private and wider third sectors in their locality and in partnership across Scotland. Their role, through their respective local structures and memberships, is to provide individual and collective leadership and direction for the management of child protection services across Scotland. They work in partnership with their respective Chief Officers’ Groups and the Scottish Government to take forward child protection policy and practice across Scotland.” (National Guidance for Child Protection in Scotland 2014).

Orkney Child Protection Committee (CPC) is made up of senior representatives from the principal agencies in Orkney concerned with the care and protection of children. The CPC meets quarterly and is the main joint operational management and planning forum for inter-agency child protection work in the islands.

The CPC reports quarterly to the Chief Officers Group (COG). Membership of COG includes the Chief Executives of Orkney Islands Council and NHS Orkney, and the local Area Commander for Police Scotland. Chief officers are responsible for overseeing the commissioning of Child Protection services in Orkney, providing leadership and scrutiny for the effective delivery of these services.

The lead agencies for child protection jointly fund administrative support for the CPC and a range of inter-agency development and learning activities. CPC priorities are outlined in the CPC work plan. Self-Evaluation is central to understanding our effectiveness as a Committee, what we are doing well and clearly identifying areas we need develop and improve.

### **1. Continuous Improvement**

#### **Key Strengths/Achievements**

CPC is committed to improving children’s safety and wellbeing through continuous learning from local Child Protection practice, processes, statistics and outcomes. CPC has engaged with the Care Inspectorate to develop a meaningful programme of self evaluation. CPC meetings have a more rigorous focus on self-evaluation and in particular how outcomes can be used to determine future direction in making child protection practice more effective and children safer. The recently renamed Continuous Improvement Sub Group of CPC reviewed and evaluated a number of Child Protection cases and produced Practice Notes to be shared across all agencies to support practitioners in improving services to vulnerable children. CPC has recently developed more robust measures to record and make sense of statistical information. Records of meetings and Child Protection plans show that children’s safety and

wellbeing needs are enhanced from agency interventions and highlights that children are not spending as long on formal Child Protection plans. At the request of the Orkney Integration Joint Board's Chief Officer and Executive Director of Orkney Health and Care, the prevalence of self-harm amongst young people in Orkney was reviewed. CPC investigated and analysed the findings, reporting back that the prevalence of self-harm was no more prevalent in Orkney than in other areas.

### **Areas for Development.**

- CPC needs to establish a plan and timetable of self-evaluation activity.
- The outcomes of this activity need to demonstrate learning and lead to more effective practice that improves children and young peoples' safety and wellbeing.
- COG needs to ensure that CPC is accountable for continuous improvement and that agencies have the necessary support and resources to progress self-evaluation activity.

## **2. Public Information**

### **Key Strengths/Achievements**

Local community awareness of child protection and our collective responsibility to ensure children and young people in Orkney are protected from abuse and harm requires accessible, good quality public information to be available. The CPC web pages on the Council's Website (<http://www.orkney.gov.uk/Service-Directory/S/child-protection.htm>) provide clear, accessible information to the public about how to report a concern for a child. There are a range of easily downloadable documents providing information about the child protection process for the public, service users, children and young people and local agencies. CPC highlights the needs of vulnerable children and young people through the physical distribution of posters, leaflets in community settings and an annual window display at Voluntary Action Orkney on one of Kirkwall's main streets.

As part of the national Child Sexual Exploitation (CSE) awareness campaign national CSE campaign materials had been ordered and were distributed to all secondary pupils and their families in Orkney; CPC also provided CSE self-evaluation information and analysis for WithScotland and were provided with assurances that Carers and Social Workers for Looked After Children were undertaking CSE specific learning sets. This activity has helped maintain a focus on this for the local community and practitioners.

The CPC work plan highlights a commitment to involving and consulting children, young people and their families to ensure the child protection message is reaching them. CPC aims to take full account of stakeholder views with the goal of improving service delivery. The views of parents and young people involved with Child Protection services have indicated they feel respected and listened to.

CPC has commissioned Advocacy Orkney to progress group advocacy for young people and parents to contribute more meaningfully to CPC's work and future direction. The views of parents and young people involved with Child Protection services have indicated through post-meeting questionnaire that they felt respected and listened to.

### **Areas for Development**

- CPC needs to more actively consider with Chief Officers' Group (COG) how to further raise public awareness of child protection and the needs of children and young people affected by abuse and neglect.
- Progress and evidence that constituent agencies of CPC and their staff feedback comments from children, young people and their families to CPC by developing effective means of facilitating this.
- Further the use of local communication networks to raise awareness of child protection issues e.g. newsletters, intranets, CPC web presence, training, publicising updated child protection guidance and local protocols.
- Continue to locally promote national publicity and strategies in relation to emerging key issues such as child sexual exploitation, female genital mutilation and safeguarding children and young people at risk of radicalisation (PREVENT).
- Evidence the number of child concern reports from the community to agencies as recorded on Social Work and Police databases and compare to national data as an indicator of community awareness and responsibility.

## **3. Communication and Co-operation**

### **Key Strengths/Achievements**

The work plan highlights that local agency and practitioner awareness of CPC's role and function requires development. CPC's Step 2 multi-agency training events provide good staff engagement opportunities and have been used to raise awareness of CPC. Feedback from staff attending these events confirm that awareness of CPC and its activity is low. Practice notes (produced following self-evaluation activity undertaken by CPC Audit Group) have been e-mailed to a 'core group' of around one hundred staff. However, critical review of practice notes in terms of 'what difference are they making to improvement in practice?' undertaken by CPC colleagues has recognised that e-mail communication alone with busy practitioners is not effective. CPC has committed to adopting the National Guidance for Child Protection (2014) appended with local protocols. In so doing, CPC recognises the need for practitioners and leaders to have a comprehensive national resource with clear local protocols. The development of the Signs of Safety approach in Child Protection assessment, planning and in Case Conferences has been outlined and is also included in Orkney's Child's Plan formats. Self-evaluation activity in relation to cases referred to Initial Child Protection Case Conferences, where the decision was taken not to place children on Child Protection plans, highlighted the positive contribution using Signs of Safety on

this outcome. This evidence along with feedback from parents and young people who attend Case Conferences builds on the findings from the last Care Inspectorate Children's Services Inspection in 2013: "key strengths, including services making a very positive impact on children and young people at risk, the way in which staff build trusting, empowering and respectful relationships with children and families and work together to improve the lives of children, particularly vulnerable children." Whilst there have been no Significant Case Reviews in the Orkney CPC area during this reporting period, a detailed briefing and analysis of the **Care Inspectorate review of significant case reviews 2012- 2015** was undertaken by CPC. This highlighted key strengths in terms of the development of regular, high quality, and reflective supervision for staff working in child protection. A statement of intent was made by COG accepting the learning outcomes and responsibility for progressing these locally. CPC continues to provide multi-agency Step 2 level Child Protection training for up to 80 locally based practitioners per year. Course evaluations are consistently rated very highly and a multi-agency team of presenters include this evaluation feedback when reviewing and revising the training

### **Areas for Development**

- CPC needs to ensure that its activity is better communicated with practitioners across all agencies.
- Progress of plans to increase staff engagement events, where the purpose and work of CPC is highlighted and related to practice.
- Consultation and involvement from staff focus groups, establishing all important 'feedback loops' and ensuring that guidance provided through practice notes is implemented and making a difference to local Child Protection work. In this way, CPC is more likely to evidence the goal in the current work plan "that staff have access to up to date, consistent child protection guidance and protocols and; ensure they provide a helpful guide to staff in respect of child protection and in the Getting It Right for Every Child process."

## **4. Appendices**

Appendix 1 – Child Protection Statistical Information 2016.

<http://www.gov.scot/Topics/Statistics/Browse/Children/PubChildrenSocialWork>

Appendix 2 – Orkney CPC Work Plan.

**How well are we improving the lives of children, young people and families?**



## **Orkney Child Protection Committee Workplan**

**1 April 2016 – 31 March 2017**

I am delighted to present the workplan for the coming year. This is my second year as independent chair of Orkney Child Protection Committee (CPC). Our workplan is a key strategic document showing how we will undertake our responsibilities, and is closely aligned to the integrated children's service plan.

Our priorities for the year include continuing to encourage confidence and competence for those working to protect children, and our training opportunities are an essential component in achieving that outcome.

Through incorporating GIRFEC (Getting it Right for Every Child) principles within our plan, we seek to continually develop and improve our procedures, policies and practice. When national or local developments occur, for example outcomes from significant case reviews, our workplan will be reviewed by the committee and adjusted appropriately.

Our workplan also shows how we will work to tackle child sexual exploitation, and provide a focus on those young people who experience neglect.

CPC is commissioning an external service to gather the views and experiences of young people and their families and carers in the child protection arena, and will ensure these views influence and guide improvements in our protection work.

A key factor in seeking to protect children from harm and abuse is ensuring that good communication takes place at all levels, be it through the workforce or the wider community. Involving children and their families by asking about their experiences and views of child protection services; and, including children and young people to ensure that the information CPC produces is accessible and makes sense to them, are areas we will further develop.

Good communication, sitting alongside strong leadership throughout the agencies involved in protecting children, ownership of our commitment that it is everyone's responsibility to ensure children's safety and wellbeing, and a clear direction on how that will be delivered are the keys to providing excellent and effective partnership working.

Throughout the coming year we will evaluate how our plan is progressing and we will focus on answering the important questions arising from our plan - are we making a difference to the safety and wellbeing of vulnerable children and how can we show that we are?



Duncan MacAulay, Independent Chair of Orkney Child Protection Committee.

Functions of CPCs	What needs to be achieved and why?	How is it going to be achieved?	Who is going to do it?	When by?	Outcome	Measure
<p>A. Continuous Improvement of the safety of young people</p>	<p>What? CPC considers all feedback from stakeholders from Audit group. Why? Improvement will be appropriately led by self evaluation/audit activity.</p>	<p>1. Review the statistics discussed at Child Protection Committee (CPC) to ensure they are relevant and useful and benchmark against comparator Areas where possible. 2. CPC receives and considers self-evaluation/Audit reports from joint CPC lead / Audit group and single agency audit and reports. 3. CPC agree and ensure any required improvements are implemented. 4. CPC moves towards proactive and preventative approach. CPC Chair and full Committee.</p>	<p>CPC Chair and full Committee.</p>	<p>Ongoing.</p>	<p>Children's safety is improved as a result of self evaluation and audit. These outcomes need to be evidenced and be used to determine future direction.</p>	<p>1. Self Evaluation/Audit activity regularly discussed at CPC. 2. Self Evaluation/Audit activity shows improvement. 3. Children and families' views indicate that intervention has helped, as recorded in child protection meeting minutes, show what has worked and what hasn't.</p>

Functions of CPCs	What needs to be achieved and why?	How is it going to be achieved?	Who is going to do it?	When by?	Outcome	Measure
<p>B. Public Information. 1. Service Users.</p>	<p>What? Involve and consult children, young people and their families to ensure the child protection message is reaching them. Why? Taking full account of stakeholder views will improve service delivery.</p>	<p>1. Explore creative and meaningful ways of consulting with children and families. 2. Commission advocacy resource to help. 3. Invite and encourage constituent agencies of CPC and their staff to feedback any comments from children, young people and their families to CPC.</p>	<p>Lead Officer and CPC.</p>	<p>March 2017.</p>	<p>Children and their parents are being consulted to review and improve the quality of public information.</p>	<p>CPC makes use of the available information to progress priorities.</p>

Functions of CPCs	What needs to be achieved and why?	How is it going to be achieved?	Who is going to do it?	When by?	Outcome	Measure
<p>B. Public Information. 2. Wider Public.</p>	<p>What? Consider with Chief Officers' Group (COG) how to raise public awareness of child protection and what to do should people have concerns. Why? To keep children safe from abuse and harm.</p>	<p>1. Use local communication networks to raise awareness of child protection issues e.g. newsletters, intranets, CPC web presence, training, child protection guidance. 2. Locally promote national publicity and strategies in relation to emerging key issues such as child sexual exploitation and safeguarding children and young people at risk of radicalisation (PREVENT).</p>	<p>Chief Executive Voluntary Action Orkney (VAO) and CPC.</p>	<p>Ongoing.</p>	<p>Children and young people are safer because members of the public are aware of services to protect children and know who to contact if they have concerns about a child.</p>	<p>Number of child concern referrals to agencies as recorded on Social Work and Police databases.</p>

Functions of CPCs	What needs to be achieved and why?	How is it going to be achieved?	Who is going to do it?	When by?	Outcome	Measure
C. Communication and Co-operation.	<p>What? Promote awareness and functions of CPC to professionals.</p> <p>Why? To raise awareness and increase engagement with staff to support a focus on the importance of protecting children from all forms of abuse.</p>	<ol style="list-style-type: none"> <li>1. Training sessions to introduce the role of the CPC, where appropriate.</li> <li>2. Where appropriate, CPC members to introduce themselves as members of the CPC whenever they speak to groups of staff.</li> <li>3. Clearly identify the role of CPC in generating practice notes.</li> </ol>	All members of CPC.	Ongoing.	Staff have a good understanding of the role and function of CPC and how it makes a difference.	Questionnaire findings confirm staff across agencies are aware of CPC and its role.

<b>Functions of CPCs</b>	<b>What needs to be achieved and why?</b>	<b>How is it going to be achieved?</b>	<b>Who is going to do it?</b>	<b>When by?</b>	<b>Outcome</b>	<b>Measure</b>
D. Training and Staff Development.	<p>What? Maintain, evaluate and update inter-agency child protection training.</p> <p>Why? To raise awareness and improve child protection training.</p>	<ol style="list-style-type: none"> <li>Analyse training evaluation reports and adapt or introduce courses as required.</li> <li>Ensure training reflects new national practice and emerging key issues including focus on Child Sexual Abuse/Exploitation, online safety.</li> <li>Ensure an appropriate level of training continues (Steps 1, 2, 3 and special events).</li> </ol>	Training Sub-Group and Training and Development Worker VAO.	Ongoing.	Improved staff practice, performance and awareness as result of child protection training activity.	Review evaluation forms and update training as required.
E. Training and Staff Development (Child Sexual Exploitation).	<p>What? Raise awareness of child sexual exploitation.</p> <p>Why? Children are safer as they are aware of the risks of child sexual exploitation.</p>	<ol style="list-style-type: none"> <li>Continue to monitor the roll out of suitable resources to all secondary schools.</li> <li>Continue to deliver and evaluate child sexual exploitation training for staff.</li> </ol>	<p>Chief Executive VAO and Training Sub Group.</p> <p>Monitored by CPC.</p>		Improved staff awareness of child sexual exploitation and minimize risk of child sexual exploitation to children and young people.	<ol style="list-style-type: none"> <li>Schools have and share appropriate information on child sexual exploitation to share with children and young people.</li> <li>Training is offered and CPC informed accordingly.</li> </ol>

Functions of CPCs	What needs to be achieved and why?	How is it going to be achieved?	Who is going to do it?	When by?	Outcome	Measure
F. Strategic Planning.	<p>What? CPC is aware and responsive to changes in individual agencies regarding legislation and organisational process change.</p> <p>Why? 1. To fulfil CPC's role to contribute and challenge the interagency child protection and corporate parenting responsibilities. 2. To promote improvement in safe outcomes for children through developments which may be out with the full control of CPC.</p>	<p>1. Members will bring information about changes to CPC Meetings. 2. CPC will respond to consultations. 3. CPC will challenge developments which compromise the quality of child protection service.</p>	Chair and CPC.		CPC ensures that all constituent agencies uphold and promote the importance of child protection.	<p>1. All appropriate reports in respect of Children/Family services demonstrate that child protection has been fully considered. 2. COG are fully aware of developments underway and are satisfied that child protection has been fully considered.</p>

Functions of CPCs	What needs to be achieved and why?	How is it going to be achieved?	Who is going to do it?	When by?	Outcome	Measure
<p>G. Policies, Procedures and Protocols.</p>	<p>What? Review Child Protection Protocols in line with National Child Protection Guidance. Why? 1. To ensure they provide a helpful guide to staff in respect of child protection and in the Getting It Right for Every Child process. 2. Staff have access to up to date, consistent child protection guidance and protocols.</p>	<p>1. Protocols and Guidance reviewed and updated as required. 2. Single and multi-agency audits are undertaken as appropriate. 3. Protocols and Guidance need to take account of the Role of the Named Person and Lead Professional.</p>	<p>Chair CPC.</p>		<p>1. Protocols and Guidance updated in order to support staff to keep children safe. 2. Reports reviewed by Audit Group. Feedback on audits. 3. Child Protection Protocols and Guidance are available to staff.</p>	<p>1. Protocols and Guidance are updated and changes communicated to staff. 2. Audits are being conducted and showing improvement.</p>

Functions of CPCs	What needs to be achieved and why?	How is it going to be achieved?	Who is going to do it?	When by?	Outcome	Measure
H. Promotion of good practice.	<p>What? Respond to the findings of the key self-evaluation activities, Significant Case Reviews and local comprehensive case reviews around the child protection process.</p> <p>Why? To improve child protection services.</p>	<ol style="list-style-type: none"> <li>1. Implement self-evaluation processes around child protection, as part of wider children's services self-evaluation.</li> <li>2. Update CPC meeting on progress.</li> <li>3. Respond to actions from reviews and report on progress.</li> </ol>	Lead Officer and CPC.		Children are safer as a result of the child protection process.	Action plans are in place and CPC are reviewing the progress.