

**FALKIRK CHILD PROTECTION COMMITTEEE**

**IMPROVEMENT PLAN 2018 – 20**

**September 2018**

**Introduction**

Welcome to the Falkirk Child Protection Committee (CPC) Improvement Plan 2018-2020.

Children in need of protection are at the heart of our work and over the next 2 years we will be striving ambitiously to improve outcomes for children, young people and families using our services. We are committed to enhancing professional practice to improve the lives and experiences of vulnerable children and young people in our community.

**National Context**

The Scottish Government is responsible for child protection in Scotland. It sets out policy, legislation and guidance for an effective child protection system. Getting it right for every child (GIRFEC) forms the over aching approach to making a positive difference for all children and young people in Scotland. It aims to make sure agencies work together to take action when a child is at risk or needs support. GIRFEC intends children should be safe, healthy, achieving, nurtured, active, respected, responsible and included. In 2017, the Scottish Government’s child protection improvement programme (CPIP) included work to develop a revised model of inspection to take a more focused look at vulnerable children and young people. As a result the Care Inspectorate will seek to answer questions:

* How good is the partnership at recognising and responding when children and young people need protection?
* How good is the partnership at helping children and young people who have experienced abuse and neglect stay safe, healthy and well and recover from their experiences?
* How good is the partnership at maximising the wellbeing of children and young people who are looked after?
* How good is the partnership at enabling care experienced young people to succeed in their transition to adulthood?
* How good is collaborative leadership?

**Local Context**

Child Protection Committee’s (CPC’s) are responsible for child protection at the local authority level. Part 2 of the National Guidance for child Protection in Scotland 2014 describes the functions of Child Protection Committees as continuous improvement, strategic planning and public information and communication.

Within Falkirk, the Strategic Outcomes and Local Delivery Plan 2016-2020 clearly articulates efforts to make Falkirk **‘The place to be’.** Local outcome six describes how **‘Our area will be a safer place to live’** and outcome three, **‘Our Children will develop into resilient, confident and successful adults’.**

Falkirk’s Children’s Commission Integrated Children’s Services plan 2017-2020 drives the multi agency work of everyone working with children and families in Falkirk and is a statutory requirement of Part 3 of the Children and Young People (Scotland) Act 2014.

**What are we doing?**

Our shared vision and purpose is **‘To ensure children in Falkirk are protected from abuse and neglect and that all agencies work together and with our communities to keep children safe.’**

The following tables outline the improvement activity that will be undertaken under the leadership of Falkirk CPC over the coming 2 years.

In developing this plan, we have taken cognisance of our previous plan and have retained 3 outcomes:

1. **Our communities and partner agencies have a clear understanding of child protection and wellbeing which improves outcomes for children**
2. **Our delivery of services is improved and guided by data, information and self evaluation which improves outcomes for children**
3. **Our workforce has the skills, confidence and competence to produce effective assessments, analysis and planning which improves outcomes for children**

The following tables will be used to provide a framework for monitoring improvement over the period 2018-20. The plan is a dynamic resource and further areas for improvement or development will be added as and when required. The CPC has made informed decisions about priority actions which will be collectively owned and supported to the benefit of children and young people who need protection. The actions are presented in a way which is intended to be SMART: specific, measurable, achievable, realistic and time- limited. The Improvement plan will be monitored, evaluated and reviewed regularly by the CPC, which will in turn provide reports to the Public Protection Chief Officer Group (PPCOG) and the Community Planning Strategic Board.

**RAG Legend – Red Amber Green**

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| **R** | **RED**: *There are* ***significant*** *issues and / or risks that are impacting on the action / task right now = we are not delivering the action / task on time / scope*  |
| **A** | **AMBER**: *There are* ***some*** *issues and / or risks that are impacting on the action / task if not fixed = we are at risk of not delivering the action / task on time / scope*  |
| **G** | **GREEN**: *There are* ***no*** *issues and / or risks impacting on the action / task which is progressing according to plan = we are delivering the action / task on time / scope*  |

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| **Outcome 1****Our communities and partner agencies have a clear understanding of child protection and wellbeing which improves outcomes for children** |
| **Key Action****We will:** | **Sub Actions****We will:** | **Strategic Lead** | **Timescale** | **Suggested success measures****We find:** | **R A G** |
| 1.1 Develop an approach which promotes child protection and wellbeing messages throughout Falkirk and its agencies | 1.11 Establish a communication subgroup with an agreed chair, terms of reference and membership to:* Identify priorities for 2018-20 including cross cutting themes and produce an implementation plan
* Review and update child protection and wellbeing public information
* Update the Practitioner Pages website
* Deliver a programme of local engagement with key groups
* Develop a communications strategy
* Agree an evaluation framework
* Consider ways to promote national child protection campaigns in line with our identified needs

1.12 Arrange and deliver a Forth Valley Public Protection event | Chair of communication groupCPC Lead OfficerCPC Leads -Education, Housing, NHS, Police Scotland, Social Work, 3rd SectorPublic Protection Lead Officers | Outcome- Sept 20201.11 Progress reported to CPC 6 monthlyApril 2019 | Number of awareness raising messages communicated using range of media.Members of the public report being alert to signs of risk and are confident sharing their concerns.Citizens surveys, focus meetings are developed and their impact assessed% staff report high level awareness |  |
| 1.2 Develop self evaluation systems to identify child protection and child wellbeing concerns raised by the public and by partner agencies and evaluate the response | 1.21 Strengthen communication lines to ensure it is easy and quick to raise a concern1.22 Audit and evaluate our responses to child protection concerns raised by partner agencies and the public1.23 Develop the Liquid Logic system to easily identify and monitor where concerns come from and consider whether this can be captured in the interim by SWIS1.24 Ensure agencies are aware of the need to share information effectively where a child protection or wellbeing concern is identified and provide staff training through events involving the Practitioner Forum to reinforce the importance of information sharing | CPC Leads- Education, Housing, NHS , Police Scotland, Social Work, 3rd Sector | Outcome- Sept 20201.21 March 20191.22 Reported to CPC 6 monthly1.23 Dec 20191.24 March 2019 | Falkirk Council ‘Report it’ includes child protectionPositive experience evidenced when testing concern raising pathways Raising Concern auditInformation system identifies ‘source’ of concern% staff received briefing% staff report positive impact on practice ( 6 months post from evaluation)Number of audited cases identifying good practice |  |
| 1.3 Listen and take into account the views and expectations of children and families | 1.31 Develop systems of feedback through Viewpoint 1.32 Review the format and guidance for assessments to ensure a clear focus is given to direct engagement with children and their families and the meaning of their views1.32 Review and refresh ‘Outcome Measures’ to include all looked after children aged 5+ to ensure good conversations about children’s lived experience and how services impact on children’s lives | CPC Lead Officer, Social work service manager, CP co-ordinatorSocial work service manager and CPC LeadsCPC Social Work service manager, Social work training manager | Outcome- Sept 20201.31 Sept 20191.32 March 2019 | Impact of feedback evaluatedNumber (%) of cases assessed as very good or excellentFocus meetings are developed and the impact evaluated |  |
| **Outcome 2****Our delivery of services is improved and guided by data, information and self evaluation which improves outcomes for children** |
| 2.1 Use local and national data to deliver improved child protection services | 2.11 Review and improve the CPC sub group structure which supports child protection self evaluation 2.12 Develop and implement in collaboration with CELCIS, Scottish Government and Care Inspectorate ,a minimum shared dataset to include key processes to provide improved performance monitoring and decision making.The effectiveness will be reviewed. 2.13 Continue to monitor and improve the timescales for all child protection case conferences and core groups being held | CPC Leads for Education and Social WorkCPC Leads for, Education, NHS, Police Scotland, Social WorkLead OfficerCPC Lead Social Work | Outcome-Sept 20202.11 March 20192.12 April 20192.13 Reported to CPC 6 monthly | Agreed structure in place6 monthly performance reporting using the most critical, relevant measuresPositive, sustained trends increasing being safeBenchmarking against comparators% case conferences , core groups held in timescale |  |
| 2.2 Provide a comprehensive programme of self evaluation | 2.21 Develop a joint programme of quality assurance with a framework of standards based on the Care Inspectorate approach to focus on the following;* child protection investigations
* IRD decisions
* child protection case conference decisions
* SMART child protection plans
* core groups
* Pre-birth meetings and assessments
* Sampling of children de-registered within a three month period
* Sampling of children re-registered within a twelve month period
* Audit the use of tools including the national risk framework to support assessment
* Sample the quality of decision making team around the child (TAC) meetings for vulnerable children
* Implementing learning from ICRs and SCRs

2.22 Develop arrangements for quarterly and annual reports2.23 Implement recommendations from the Public Protection (Children and Adults) Governance Internal Audit for the CPC and its members to act as a high performing effective partnership  | CPC Leads for Education, Housing, NHS, Police Scotland,3rd sector and Social Work- currently through CCIGLead Officer | Outcome- June 20202.21 Reported to CPC quarterly and annually2.22 April 20192.23 October 2018 | Number (%) of case files assessed as very good or excellentMulti agency and single agency case audits evidence good or improving practice% staff received briefings and report high level awareness of agreed standardsPractice briefing prepared and learning/ actions points understoodEvaluated action plan indicates improvement |  |
| 2.3 Effectively help protect children and young people living in neglectful situations | 2.31 Deliver a tiered programme of training on the neglect toolkit for 2018/192.32 Ensure all relevant practitioners and managers are identified and attend training2.33 Obtain feedback from those who have been trained to secure views on the effectiveness of the toolkit2.34 Review and improve the standards supporting application of the toolkit2.35 Sample records of case conferences to ensure the neglect toolkit’s effective use in assessments and the impact on children | CCL&D groupCPC Leads- NHS, Social Work, SCRA-currently through CCIG | 2.31& 2.32 &2.33 By December 2019 2.34 December 20192.35 Progress reported to CPC 6 monthly | Neglect toolkit standards of use are adhered to as evidenced in case file samplingFocus group feedback on parenting assessmentsNumber (%) of case files assessed as very good or excellentOutcome measures evaluated for children experiencing neglect |  |
| **Outcome 3****Our workforce has the skills, confidence and competence to produce effective assessments, analysis and planning which improves outcomes for children** |
| 3.1 Bring increased focus on pregnant women and their families ensuring earlier intervention enhances the wellbeing of infants in their first year of life | 3.11 Develop a joint programme of work to improve pre-birth planning assessments to focus on the following:* The pathway to support pregnant women who are vulnerable enables the identification, assessment and management of concerns and risks for their unborn babies
* The refresh of Forth Valley Getting Our Priorities Right Guidance and Practice is produced and accompanied by staff training to support understanding and early identification of risk and need
* Establishing oversight of practice and monitoring effectiveness of new arrangements
* Establishing the role for an independent review officer
 | CPC Leads- Housing, NHS, Police Scotland, Social Work, 3rd sectorAlcohol & Drug Partnership | Outcome- Sept 20103.11 March 2019 | Multi agency and single agency case audits evidence good or improving practice |  |
| 3.2 Improve the early identification and response to risk | 3.21 Review and improve the quality of supervision to ensure structures that promote reflection, and constructive challenge evidenced across all agencies3.22 Develop and implement a process for escalation of concerns/ disagreement and produce guidance3.23 Review the quality of TAC meetings including the understanding and effectiveness of the role of Lead Professional to ensure that all agencies and services are able to timeously address risks and needs3.24 Develop focused shadowing activity between housing and Children & Families Social Work3.25 Continue to implement children’s services ‘ closer to home strategy’ to drive high quality multi agency assessments, relationship based practice and strengthen key systems and processes for child protection  | CPC Leads- Education, Housing, Police Scotland, Social work, 3rd SectorPolicy Procedures Protocol groupCPC Leads- CPC Leads-Education, NHS, Police Scotland, Social Work , 3rd SectorService managers- Housing, Social WorkCPC Lead- social work  | Outcome- Sept 20203.21 Sept 20193.22 June 20193.23 Sep 20193.24 January 20193.25 Sep 2020 | % staff report positive supervision practiceNumber of escalations and staff reporting good awareness of guidanceMulti agency and single agency case audits evidence good or improving practice% staff report good practiceAudits evidence good or improving practice% children looked after in residential careIncreased number of foster carers recruited  |  |
| 3.3 Ensure assessments are evidence based and provide a clear analysis of risk and need | 3.31 Review and improve the quality and timing of single/multi-agency chronologies ensuring that they promote engagement for families to be central to decision making and planning for their children3.32 Continue to implement ‘ Safe and Together’ and evaluate the impact on children and their families3.33 Continue development of raising awareness of the risks of CSE3.34 Use an approach to multi agency training and development that is responsive to Committee’s identified needs which addresses themes of Child Protection, Corporate Parenting and Core Components. Produce and disseminate multi agency practice briefings based on the lessons learned from self evaluation including case reviews3.35 Produce suitable training for staff involved in chairing child protection case conferences and core groups and training specifically arising from learning reviews | CPC Leads- Education, Housing, Police Scotland, Social work, 3rd SectorCPC Lead- Social Work Workforce Development Manager, FV CSE Project BoardCCL&D groupCCL&D group | Outcome- Sept 20203.31 October 20193.32 December 20193.33 Report to CPC 6 monthly3.34 Report to CPC annually3.35 April 2019 | Number (%) of cases assessed as very good or excellent ( risk assessment)% staff report high level awareness Safe & Together Institute evaluation completedMulti agency and single agency case audits evidence good or improving practice% staff report high level awareness % staff received training and report high level awareness |  |