

# Aberdeen City Child Protection Committee

Annual Report 23/24



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## Preface from Chief Officers

The Chief Officer Group are pleased to present the tenth annual report, which highlights the significant achievements of the Child Protection Committee over the past year. Our dedicated workforce have worked tirelessly to ensure the safety and well-being of children in our community. Their resilience and unwavering commitment have been instrumental in navigating the challenges we have faced.

The Child Protection Committee has made remarkable strides in enhancing our child protection systems and processes. Through collaborative efforts, we have implemented innovative strategies and initiatives that have significantly improved our ability to protect vulnerable children, namely our success in becoming a Bairns' Hoose Pathfinder, and children & young peoples experiences of being interviewed by our SCIM interviewers.

Looking ahead, we remain committed to our focus on improvement activity. We will continue to build on our successes, striving to enhance our services and support for children and families. Our ongoing efforts to ensure that children & young people are encouraged to participate in the delivery of services for them, and to ensure that their views are listened to when making decisions about them.

The Chief Officers Group are delighted to endorse this report and look forward to another challenging year ahead.



Angela Scott  
*Chief Executive*  
*Aberdeen City Council*



Adam Coldwells  
*Interim Chief Executive*  
*NHS Grampian*



Graeme Mackie  
*Divisional Commander*  
*Police Scotland*



## Introduction from Independent Chair

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I am pleased to bring you the tenth annual report for the Aberdeen City Child Protection Committee. The CPC is a key local body for developing, implementing, and improving child protection strategy across the City and beyond. The CPC performs several crucial functions to jointly identify and manage the risk to children and young people. It also ensures the functions are carried out to a high standard and are aligned to national strategies. Local delivery however can only be provided through strong partnership working right across our communities.

The past year has seen significant challenges, particularly in relation to the economic crisis and the many associated issues, not least child poverty and displaced persons. Notwithstanding these challenges the CPC has remained steadfast in its determination to ensure that all children and young people remain safe across Aberdeen City. This can be evidenced, in detail throughout this report and in particular the completion of the current Child Protection Programme and the significant progress in relation to the Aberdeen City Bairns' Hoose.

I would wish to take the opportunity to sincerely thank everyone across the partnership, both statutory and voluntary, who amid the challenges faced, strive selflessly to keep children and young people safe. I would also wish to thank Amy Anderson, our CPC Lead Officer for her significant contribution to the work of the CPC over the past year.

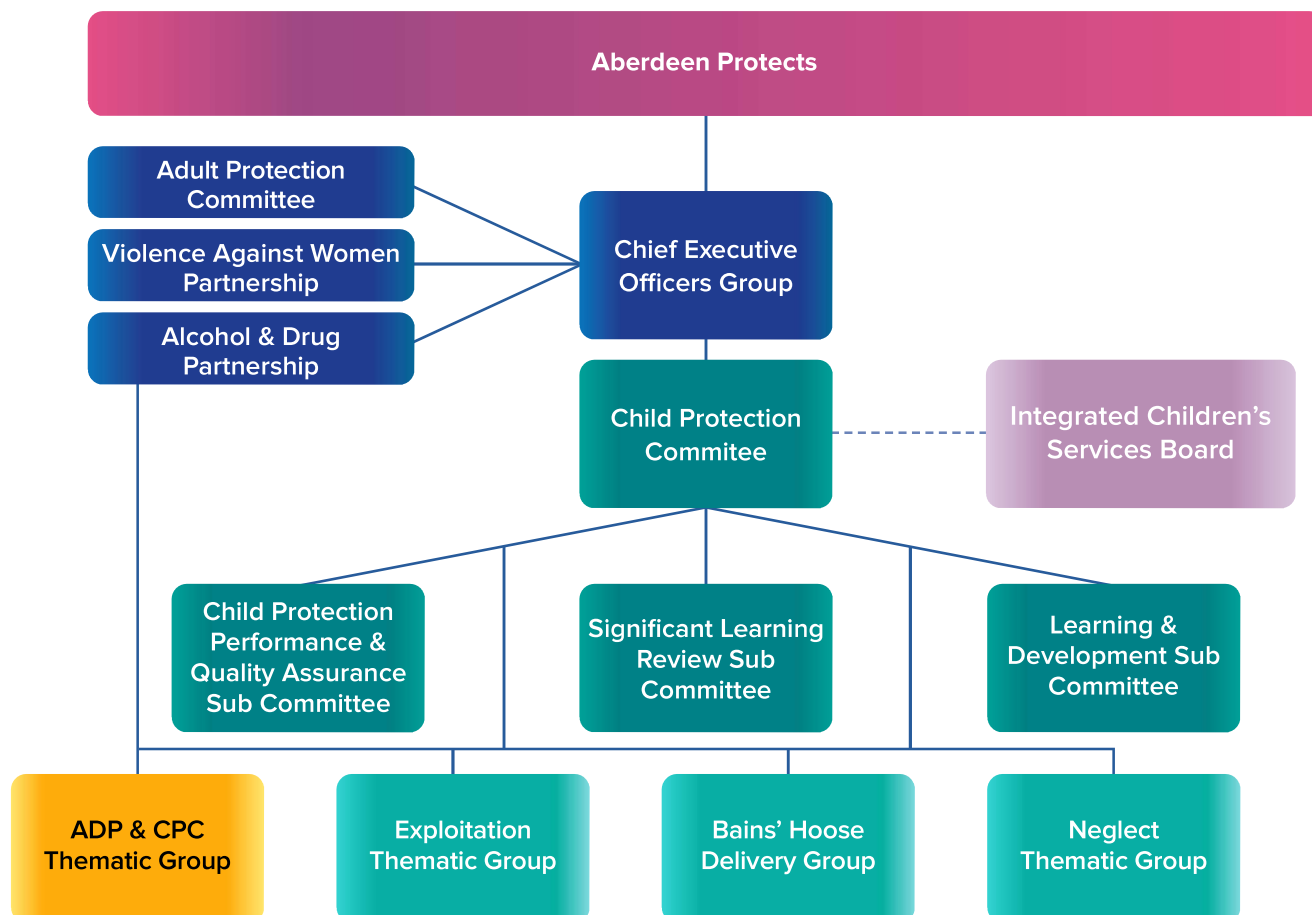
Although the report reflects our performance over the past year it is important, we continue to improve moving forward. It is pleasing to see the development of our Child Protection Programme 24–26; the mature approach to Learning Reviews through the joint Alcohol and Drug/Child Protection thematic group to develop preventative strategies to protect the most vulnerable; and the better alignment of Learning and Development strategies across the public protection arena, contributing to a more effective and efficient workforce.

Finally it is pleasing to see the contribution from children and young people to this report, we must continue to listen to their voices to ensure we continue to deliver better outcomes for all.

Campbell Thomson QPM  
*Independent Chair of Child Protection Committee*

# CPC Leadership & Management

The CPC structure for 2023/2024 can be found below



## Leadership

The Aberdeen City Child Protection Committee (CPC) is the key local body responsible for implementing and improving child protection strategy across and between agencies, bodies and the Aberdeen community. The CPC has a crucial role in identifying and managing risk to children and young people, monitoring and improving performance and promoting the ethos that, **“It’s everyone’s job to make sure I’m alright.”** Its role, local structures and membership, provide leadership and direction for the management of child protection services across Aberdeen City.

As illustrated above, the CPC is governed by the Chief Officers Group (COG) who have clear responsibilities set out in the [Protecting children and young people: Child Protection Committee and Chief Officer responsibilities guidance](#) published by the Scottish Government in February 2019.

The Aberdeen City COG is well established as is the relationship between the COG and CPC. The structure also illustrates the connectedness through the COG of the CPC with the other strategic partnerships in the City, namely APC, VAWGP, and ADP, all working together under the banner of Aberdeen Protects to take forward child protection policy and practice across the local area and across Scotland. Strong links exist between the CPC and Aberdeen City’s Children’s Services Board (CSB) through the [Children’s Services Plan 2023-2026](#).

## CPC Management and Strategic Links

The CPC adheres to the [National Guidance for Child Protection in Scotland 2021-23](#), and our journey to full implementation and self assessment is covered within this report. The CPC fulfils its core functions through this structure and the multi-agency Child Protection Improvement Programme 2021-2024, which is covered in this report.

The CPC benefits from an Independent Chair who also chairs the Adult Protection Committee, bringing alignment to processes to systems and processes, along with senior representatives from partnership agencies across Aberdeen.

The CPC meets four times a year to discuss data, learning, national policy and business of continuous improvement. In addition to CPC business meetings, two CPC development sessions are held each year attended by members of the sub committees and thematic groups. In 2023/2024, our autumn development session focused on our achievements from 2022/23, identifying our areas of improvement, findings from an audit, and how we know we are improving outcomes for children and young people. In spring 2024, the CPC and the Alcohol & Drug Partnership held a joint development session, this focused on how we can work in a more holistic whole family way to support children and families where there is known parental substance use.

Aberdeen City COG, comprising the statutory agencies (ACC, NHS and Police Scotland), determine the budget and resource for the ongoing work of the City CPC. This is required to meet staff costs, anticipated local expenditure to carry out the child protection work which includes learning reviews, priorities identified in this report and the CP Programme 2021-2024. The staffing complement for Aberdeen City CPC is the Independent Chair, Lead Officer, and multi-agency Learning & Development coordinator.

The Child Protection Partnership (CPP) is a North East partnership consisting of the three Lead Officers from Aberdeen City CPC, Moray CPC, and Aberdeenshire CPC. The primary activity for the CPP is the management of the North East Child Protection Register. Activities and staffing costs are funded by Aberdeen City Council, Aberdeenshire Council, Moray Council, NHS Grampian and Police Scotland.

Out with the North East of Scotland, the CPC has broader strategic links with the Care Inspectorate, Central & North Scotland CPC Consortium, Scottish Government, and CPC Scotland to help inform our continuous improvement planning.

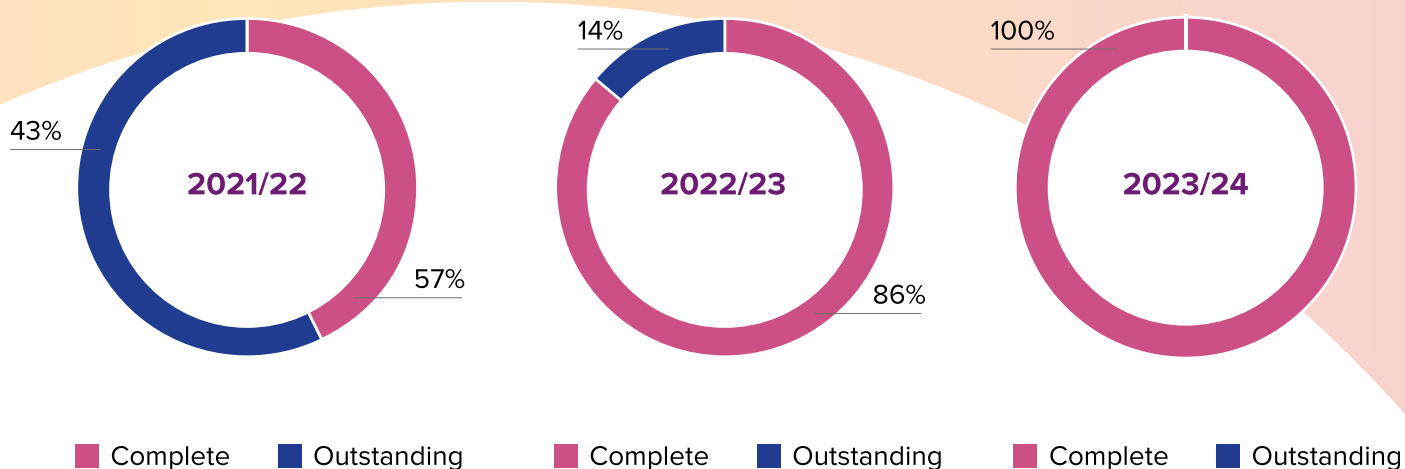


## CPC Activity in 2023/24

Over the course of the year the CPC, and all those working across the partnership, have worked towards delivering on the many initiatives and improvements striving to supporting and improving outcomes for children, young people and families.

- The development our Bairns' Hoose following our successful pathfinder application
- Learning event for practitioners across the North East on parental substance use and safe sleep
- Conversion of some our multi agency child protection training into accessible e-modules
- Stronger interface with other local public protection strategy
- Evaluation of our implementation of the National Guidance for Child Protection in Scotland 2021, and the 2023 refresh
- Our multi agency support in pregnancy pathway
- The evolution of or IRD processes and documentation
- A review of our first year of the Scottish Child Interview Model
- Implementation of the audit findings around children referred to services under physical abuse
- Establishment of our multi agency self evaluation group
- Conclusion of our Child Protection Improvement Programme 2021-2024
- Development of our Child Protection Improvement Programme 2024-2026.

### Child Protection Programme 2021-2024 – Yearly Progress



## Sub Committees & Thematic Groups

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Sub Committees and Thematic Groups are multi agency in representation and have met regularly through 2023/2024, with each delivering on specific improvement priorities.

### Performance & Quality Assurance Sub Committee

#### Why this is important

The P&QA sub committee provide and present quarterly data and scrutiny reports to the CPC. The data reports are structured around the national minimum data set version 2 and additional local indicators, which were adopted by the CPC in November 2022. The data and scrutiny reports help us identify emerging areas of child protection that the CPC need to focus on. The data helps illustrate the child protection landscape in Aberdeen City (Appendix 2).

#### What we've done

The P&QA sub committee receive child protection data from a number of sources, namely children's social work, Police Scotland, and Health and use PowerBI to present the data in a linear format. The use of PowerBI allows us to see an interactive journey of a referral into children's social work service, for example the source of the referral, the presenting issues, and the destination and initial outcome of the referral. Our data collection over the past year has been impacted by D365, a new data recording system for social work. Since its inception in October 2022, many of the challenges that come with a transition of this scale have been overcome and the focus now is how we can draw on the advanced technology of D365 to help us be more data informed.

#### What we've still to do

Looking ahead to 2024/2025, the P&QA sub committee intend to continue the development of data to illustrate the journey through the child protection processes beyond outcome of the referral to child protection registration and de-registration.

In June 2024, the CPC endorsed the topic of our next audit to be undertaken using our multi agency quality assurance framework. The remit was later revised to incorporate and support the work of the multi agency self evaluation group. The purpose of this audit is to review the impact that services have upon the lives of children and young people in need of care and protection and the outcomes achieved. The findings from this audit will be presented to the CPC in December 2024.

The P&QA sub committee will support the activity of the Child Protection Improvement Programme 2024-26, in particular data around children registered on the Child Protection Register under neglect. The sub committee will continue to challenge the data to ensure the accuracy and consistency of record keeping across the partnership.

### Significant Learning Review Sub Committee

#### Why this is important

The SLR Sub Committee are mandated by the CPC to consider and carry out Learning Reviews on its behalf. The SLR Sub Committee adhere to the National Guidance for CPC's undertaking Learning Reviews, recently refreshed in 2023. Learning Reviews are an opportunity for in-depth analysis and critical reflection in order to gain greater understanding of inevitably complex situations and to develop strategies to support practice and improve systems across agencies. Decisions regarding any cases considered for review are reported to the CPC and the COG for final ratification.

#### What we've done

Initial notifications for a Learning Review have been considered over the course of the year where the CPC decided not to proceed to a Learning Review, but instructed the L&D Sub Committee to plan and deliver an Learning Event focusing on Parental Substance Use and Safe Sleep. The event took place in Autumn 2023. Where the criteria is not met for a Learning Review, but learning can still be derived from a case, other Aberdeen City Review Processes can be utilised.

The SLR Sub Committee continue to consider national Learning Reviews where learning from other areas in Scotland are considered through a local lens, and any areas identified are taken forward.

#### What we've still to do

In 2023/2024, the SLR Sub Committee will review our local guidance to support practitioners in initiating our review processes. The Sub Committee will also look to improve communication with practitioners who have been working with the family of the child or young person, ensuring all opportunities for learning are captured and disseminated appropriately.





## Learning & Development Sub Committee

### Why this is important

The role of the L&D Sub Committee is to identify and address areas where multi agency child protection learning will benefit professional's practice across Aberdeen City and help improve outcomes for children and young people.

### What we've done

Over the course of 2023/2024 the L&D Sub Committee has:

- Developed a suite of multi agency child protection e-modules
- Reviewed our multi agency child protection guidance, adopting the National Guidance for Child Protection 2021/23
- Collaborated with the public protection development officer to apply an Equally Safe, gender based lens on our guidance
- Supported and delivered the Safe & Together Core Training
- Supported the planning and delivery of the Learning Event on Parental Substance use & Safe Sleep.



The CPC's Learning & Development Coordinator has delivered 40 live training sessions to over 500 multi agency practitioners.

### What we've still to do

The CPC are acutely aware that learning & development opportunities play a crucial part in building and maintaining the knowledge, skills and confidence of the workforce, and thus continue to explore the workforce's development needs. The CPC will undertake a staff survey, of which the workforce will tell us what is working well for them, and what they would like more of. The L&D Sub Committee will consider the responses over the next few months.

The results from the survey will help inform a L&D Workforce Strategy, which will be developed in collaboration with other areas of Public Protection.

## Exploitation Thematic Group

### Why this is important

The Exploitation Thematic Group supports the co-ordination of the multi agency response to exploitation. The group, and the CPC, recognise that all identifying, preventing, and responding to all forms of child exploitation is a priority for Aberdeen City, and nationally.

### What we've done

The group have continued to gather data to help evidence the extent of child sexual exploitation (CSE) in Aberdeen City, this has been a collective effort with Education, Police & Children's Social Work bring pieces of data to build a bigger picture. Members of the group have elicited positive feedback from practitioners who have been using our [Multi Agency Child Sexual Exploitation Guidance](#), and the guidance has been amended accordingly. This guidance was also very positively received by Police Scotland's National Child Exploitation Forum.

Police Scotland, on behalf of Aberdeen City, Aberdeenshire, and Moray's CPC commissioned Future Voices to deliver a workshop for County Lines to over 200 practitioners across the North East in January 2024.

97%

said that the training would increase confidence in the assessment and intervention with children, families and networks affected by exploitation

### What we've still to do

The Exploitation Thematic Group will be focusing on the development of our multi agency Child Criminal Exploitation Guidance. Improvement activity will also be undertaken over the next two years to develop, review and disseminate guidance and other awareness raising materials in relation to sextortion and other relevant forms of exploitation.

## Neglect Thematic Group

### Why this is important

Our Neglect Thematic Group was re-established in 2022 following the findings and recommendations from a quality assurance framework audit. Neglect is one of our priorities because we know that neglect is the most prevalent concern for children on our Child Protection Register.

### What we've done

The Neglect Thematic Group have supported the Local Outcome Improvement Plan outcomes aligned to stretch outcome 7, *Identifying & Taking Action on Harm (children with additional support needs & children with disabilities)*. A focus group, comprising of practitioners from across the partnership, was established and were asked to complete a survey to understand their confidence levels in talking about neglect with families, and to understand any barriers they faced in doing so. The group then completed the multi agency child protection & neglect training module. The focus group then completed the survey again. Results of this will be shared in the next annual report.

### What we've still to do

The Neglect Thematic Group will be completing their work with the focus group over the next few months. The thematic group will also be developing a video on the importance of naming neglect.

The group will consider adopting a tool and will undertake a critique of the Graded Care Profile and the Home Conditions Tool, which is currently being used in Aberdeenshire.

The group will make connections with the Best Start in Life group to explore and develop a neglect pathway that mitigates the escalation into child protection processes.

## Bairns' Hoose Delivery Group

### Why this is important

In November 2023, Aberdeen City Partnership were notified that we were one of the 6 pathfinder sites in Scotland for a Bairns' Hoose. The aim of a Bairns' Hoose is to deliver integrated support to best meet the needs of children and young people who are victims of abuse or have witnessed violence as well as children under the age of criminal responsibility whose behaviour (currently 12 years of age) has caused significant harm to others. A key aim of the model is to reduce the number of times children have to recount their experiences.

### What we've done

A Bairns' Hoose Delivery Group was established in 2023 and has 5 workstreams, VOICE, SYSTEMS & PROCESSES, CAPITAL, GOVERNANCE & EVALUATION. Some key achievements by the group include

- Successful bid for Scottish Government Funding
- Identifying a location for our Bairns' Hoose
- Inviting children & young people to the site to help inform the design
- With the Council's architects and partners, designing our Bairns' Hoose
- Collaborating with the University of Edinburgh to undertake evaluation activity
- The development of a pathway to recovery services
- Journey mapping with families to better understand their experiences through child protection processes.

### What we've still to do

As a pathfinder site, there is still much to do and learn in our development and construction of a Bairns' Hoose. We want to ensure that children & young people can access the recovery support they need through a Bairns' Hoose, and we want to embed the principles of a Bairns' Hoose throughout our practice.

**Our Bairns' Hoose is expected to open in Spring 2025.**



## Learning Event – Parental Substance Use & Safe Sleep

Aberdeen City, Aberdeenshire, and Moray's Child Protection Committees identified that an overarching theme in tragic deaths of babies over the last 2 years were associated with parental substance use and the risks of unsafe sleeping practices when under the influence of substances. The three CPC's delivered a learning event to practitioners across the North East, its purpose was to learn from the experiences to help prevent significant harm to children and young people, and to adopt a culture of multi-agency working that can be translated into practice.

The learning objectives for the event were:

- For front line staff to consistently consider and involve male carers in the plans put in place for children.
- To ensure frontline staff have increased knowledge of parental substance use, particularly cannabis, and the impact on their capacity to parent a child under the influence.
- For front line staff to understand safe sleep practices, particularly where there is known parental substance use.

### Three keynote speakers presented at the event

**Elie Godsi**, a Consultant Clinical Psychologist specialising in adult and forensic mental health as well as public and child protection. Elie's presentation focused on his paper Child Safeguarding Practice Review Panel Review of Non-Accidental injuries in children under the age of one, and interviews with men – what can we learn?.

**Adam Mellis**, Harm Reduction Officer from Police Scotland, and Carol Muir, Project Manager – Community Justice Alcohol & Drugs. Adam and Carol's presentation focused on the demographics and drug use in Aberdeen City and across the North East.

**Dr Gill Burton**, the Education Manager for the Scottish Cot Death Trust. Gill's presentation focused on the current landscape and risk factors of SUDI in Scotland, substance use and SUDI risk, alcohol, cannabis and SUDI risk, and Safe Sleep messages.

The event was attended by over 200 practitioners, and nearly 100 watching live online. The event was recorded and can be viewed on [Aberdeen Protects](#).

Attendees were provided with an e-resource pack which includes various links to resources for supporting practitioners to work with families where there is parental substance use. Attendees were also asked to complete an evaluation of the event.

They told us:

**86%** said their knowledge of the role of male carers improved

**79%** said their knowledge of drug use across the North East had improved

**69%** said their knowledge on safe sleep had improved

Following the event, Aberdeen City CPC and Aberdeen City's Alcohol & Drug Partnership (ADP) held a joint development session identify how services can work in a more preventative and whole family way where there are drug and alcohol concerns. The CPC & the ADP agreed to establish a joint thematic group to lead on delivering the activities identified in the table discussions. The CPC/ADP thematic group will first meet in September 2024.



## Capacity for Improvement & Looking ahead

Capacity for improvement is a fundamental pillar of our Child Protection Committee, and our improvements are driven by our Child Protection Improvement Programme.

In 2024, the CPC and the workforce concluded the activities set out in our 2021-2024 improvement programme (appendix 1).

### CPC's Child Protection Improvement Programme 2024-2026

The CPC now looks ahead, and in July 2024 introduced our [Child Protection Programme 2024-2026](#). Our priorities over the next 2 years are

- Neglect
- Child Protection & Parental Substance Use
- Exploitation
- Child Protection & Domestic Abuse
- Interdisciplinary multi agency working
- Learning & Development

### Multi agency self evaluation group

Over the past 12 months, the CPC has undertaken several self evaluation activities, namely our self assessment on our implementation of the National Guidance for Child Protection In Scotland 2021, and an evaluation of our current position in respect of the eleven Bairns' Hoose Standards.

In March 2024, the CPC agreed to formulate a working group to take forward further evaluation activity based on the Care Inspectorate's quality indicators for children and young people in need of care and protection.

So far the group have;

- Undertaken a review of, and identified learning from recently published inspection reports
- Published a staff survey to elicit the views of the workforce on our capacity and capability to deliver our services
- Prepared a remit for the CPC to undertake an audit

**The purpose of the audit will review the impact that services have upon the lives of children and young people in need of care and protection and the outcomes achieved**

What the group plan to do;

- Hold a joint development session with the Children's Services Board in Autumn 2024' to consider our data, our achievements, and our areas for improvement
- Undertaken the audit
- Present the findings and recommendations from the audit and the staff survey to CPC
- Develop an implementation plan for identified improvement activity.
- How children & young people have helped us to improve our services for them and how it's helping improve outcomes for them

## How children & young people have helped us to improve our services for them and how it's helping improve outcomes for them

Voice of the Infant:  
Best Practice & Infant  
Pledge (March 2023)

UNCRC

Review of methods for  
communicating and  
getting feedback  
from C&YP

Workshops with children  
& Families to help design  
our Bairn's Hoose

Working with families to  
hear their experiences of  
our protection, justice &  
recovery processes

Young People supported  
the recruitment of our  
Bairns' Hoose Advocacy,  
Rights & Recovery  
Workers

Implementation of the  
Lundy Model

Incredible Quines –  
A rights group for girls

FitLike Wellbeing Tool

A care-experienced  
young person is helping  
make our space for Child  
Protection Planning  
Meetings & Looked After  
Child Reviews more  
welcoming

Children have chaired  
their own Looked After  
Reviews and told us they  
enjoyed it and they felt  
more central to their  
planning process

Mind of My Own App



We have listened to children & young people and considered how they want their meetings, in person or virtual

In development to produce child friendly letters and action plans in collaboration with children & young people

Child Friendly Complaints Process

Annual Care Day Celebration 2024

Bright Spots survey to 345 children to find out how they feel about their lives.

72% responded telling us what was working well and what we could improve on

Feedback from a child interviewed under SCIM  
What they said:

*"The cameras made me feel uncomfortable"*

What we do now:  
We ensure we better explain the process, the equipment, and where appropriate the child can help set up the interview room

Age appropriate feedback forms

*"Thank you again for getting in contact with me, I really appreciate your consideration of (Child) communication difficulties and how you have put their best interests at the centre of this."*

Speech & Language Therapist to SCIM Team

Feedback from a child after a SCIM interview:

*"It was great, I was a little nervous. The room is safe and great"*

Feedback from a Social Worker after the CPC's Domestic Abuse Training - January 2023  
Has this training led to improved outcomes for the children and young people you work with?

*"Yes it has. I introduced one young person to the 'worry jar' and it's worked really well for him. It's empowered him to use his voice and discuss more difficult topics with his foster carer which has also helped him build his relationship with them. Using the worry jar actually led him to disclose something that was happening to him at school and we were able to act on this disclosure because of him using the jar. I think this has helped him feel more listened to and know that things will be acted upon when he tells us things."*

				2022	2023	2024
<p>top and deliver comprehensive agency neglect package to ensure workforce competence and knowledge</p>	<p>Consult and work with specialist teams and national colleagues to develop this comprehensive package to ensure it meets workforce needs</p>	<p>This package will be benchmarked, quality assured, and reviewed through well established procedures already in place through the L&amp;D sub committee</p>	<p>Jul-23</p>	<p>Child Protection and Disability module launched August 2021</p>	<p>Child Protection and Disability module launched August 2021</p>	<p>Child Protection and Disability module launched August 2021</p>
		<p>Effective data recording and analysis of IRD and CPPMs through quarterly data and scrutiny reports</p>		<p>Reported quarterly to CPC</p>	<p>Child Protection and Disability module launched August 2021</p>	<p>Child Protection and Disability module launched August 2021</p>
		<p>QAF audit to investigate how well we engage and support children and families affected by disability</p>		<p>QAF Audit - February 2022</p>	<p>QAF Audit - February 2022</p>	<p>QAF Audit - February 2022</p>
<p>the 2021 joint agency neglect recommendations are embedded into practice</p>	<p>Re-establish the multi agency neglect thematic group to progress the recommendations</p>	<p>Adherence to the multi agency guidance and thorough analysis of the neglect data from quarterly data and scrutiny reports</p>	<p>Jan-23</p>	<p>Reported quarterly to CPC</p>	<p>Reported quarterly to CPC</p>	<p>Reported quarterly to CPC</p>
	<p>Develop and implement the multi agency reflective discussions guidance</p>	<p>Review of the multi agency reflective discussion guidance</p>		<p>Developed and launched in February 2022</p>	<p>Developed and launched in February 2022</p>	
	<p>Consider the need for a specific neglect toolkit for the multi agency workforce</p>			<p>In development</p>	<p>Local toolkit developed and published on Aberdeen Protects. Further evaluation required for Neglect assessment tool</p>	
<p>in partnership with VAWP to ensure the multi agency recognition response to diversity, diversity inclusion from protection perspective. This includes: FGM, Gender Identity, Honour Based Abuse and Forced Marriage</p>	<p>Ascertain the local statistical picture in comparison to national data in relation to the various issues identified by Supporting the VAWP in the creation and development of a Performance Framework.</p>	<p>Subsequent Data and Scrutiny reports will identify reported cases where FGM, Gender Identity, Prevent, Honour Based Abuse, and Forced Marriage are considered and help identify areas for improvement and good practice.</p>	<p>Jul-24</p>	<p>CPC interfacing with VAWP in relation to the development and reporting of relevant dataset.</p>	<p>Through the Public Protection Leads group, data and scrutiny reports from VAWP will be shared with PQA for consideration.</p>	<p>Through the Public Protection Leads group, data and scrutiny reports from VAWP will be shared with PQA for consideration.</p>
	<p>Multi agency training to be developed for staff in relation to these themes and quality assurance measures put in place to measure impact on staff confidence and practice</p>			<p>Digital training modules are available as part of the routine CP L&amp;D programme</p>	<p>Digital training modules are available as part of the routine CP L&amp;D programme</p>	
	<p>Multi agency policy and guidance is developed, where required, and followed equally and consistently for all children and young people regardless of gender, ethnicity, sexuality, religion or background</p>			<p>National Guidance has been adopted by CPC and is available on Aberdeen Protects</p>	<p>National Guidance has been adopted by CPC and is available on Aberdeen Protects</p>	

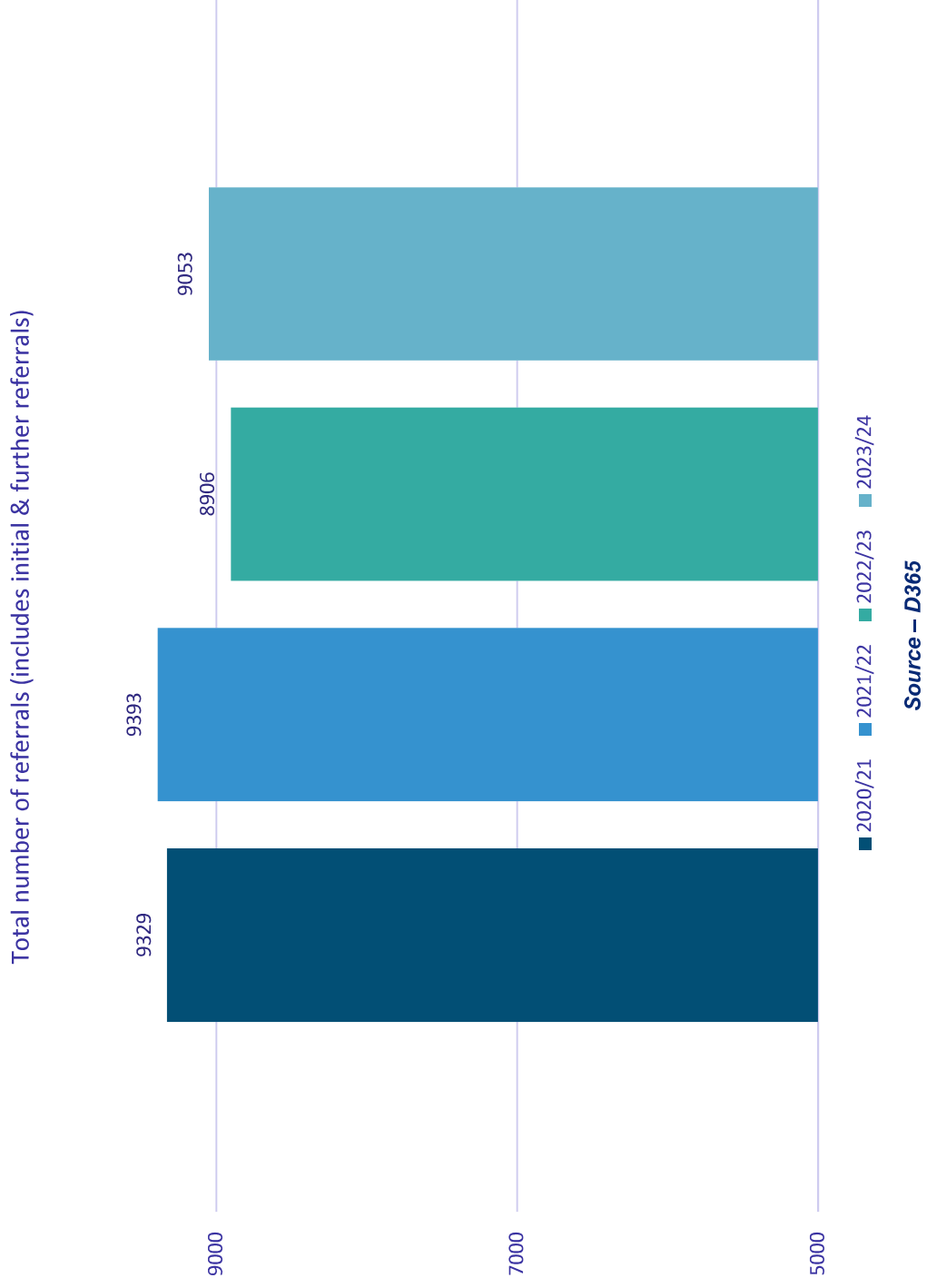


<p>support the delivery of a Safer model alongside the Police Against Abuse partnership</p>	<p>the CPC multi agency L&amp;D coordinators is supported in the 'train the trainers' approach to ensure consistency</p>	<p>calendar</p>					<p>is now expected September 2023, The Multi Agency L&amp;D Coordinator has been accepted on to this course, and once trained will be able to deliver the Safe &amp; Together training to the multi agency workforce.</p>	
	<p>Key strategic posts identified and resourced to ensure; that an Equally Safe lens has been applied to policy and guidance; a Whole Family Approach is taken in relation to domestic abuse and a Whole Systems Approach is taken to address the needs of young people involved in offending; and by commissioning Cybersafe Scotland to carry out a needs-based assessment before providing direct support to protect children, young people and families</p>	<p>Equally safe outcomes become a part of our policy and guidance and quarterly updates from the VAWP and Cybersafe in relation to the engagement with children and their families (including perpetrators and survivors) in a consistent, multi-agency approach which demonstrates the support individuals and families receive to make positive, long term changes. As this progresses, it will also be visible and demonstrated through the CPC data and scrutiny reports</p>			<p>CPC receives progress updates from VAWP and Cybersafe Scotland</p>		<p>In July 2023, a Development Officer for Public Protection was recruited. The Development Officer will scrutinise key strategies across the public protection landscape, with an Equally Safe lens.</p>	
<p>Working on the basis of a Informed strength based practice approaches fully embedded in the CPC will ensure children and families have a say in decisions about them and are engaged with appropriately when they are involved in protection processes</p>	<p>IRDs and CPPMs will make relevant referrals for advocacy and actively engage with the children's rights service to ensure the rights and views of children and their families are kept central and are fundamental to these processes</p>	<p>The referrals for advocacy and to the children's rights service will increase and IRDs and CPPMs will be able to evidence this via their revised documentation</p>	<p>Jul-24</p>		<p>IRD process &amp; documentation revised to prompt appropriate referrals to advocacy and children's rights service. Gathering of data is in development.</p>		<p>IRD process &amp; documentation revised to prompt appropriate referrals to advocacy and children's rights service. Gathering of data is in development.</p>	
	<p>The implementation of the Scottish Child Interview Model (SCIM)</p>	<p>The establishment of a performance framework and quality assurance process of SCIM which will include the experiences of families and children to inform ongoing improvement</p>			<p>Expected November 2022</p>		<p>SCIM implemented November 2022</p>	
	<p>The creation of a children and families consultation group working in partnership with the APC, VAWP, ADP, CSB, Community and Youth Justice</p>	<p>The views and feedback from children and families will help shape and improve the policy and guidance produced for multi agency staff to ensure it is family friendly and meets the needs of our most vulnerable children and families</p>			<p>The expectations of The Promise require the voice of children and families to be at the heart of all processes. CPC and all partners have adopted this approach and will continue to monitor impact.</p>		<p>Bairns' Hoose reference group established in 2023</p>	
	<p>The Mind Of My Own app, already an essential component of the approach to supporting digital inclusion and training, will continue to be shared across the partnership for wider support in championing this opportunity for young people as well as for consideration of wider roll-out.</p>	<p>Direct feedback from children via the Mind of My Own app</p>			<p>MOMO app is utilised well across the City. Data from MOMO is reported to CSB.</p>		<p>MOMO app is utilised well across the City. Data from MOMO is reported to CSB.</p>	
	<p>Support the Write Right about Me Project to: - ask children and their families to provide feedback about how we represent their</p>	<p>Standards for good recording will be developed that will be widely adhered to across the partnership as evidenced in quality assurance audits</p>			<p>This supports the implementation of The Promise and is reported to the CSB. The CPC will</p>		<p>The WRAM working group continue to develop initiatives to encourage practitioners to</p>	

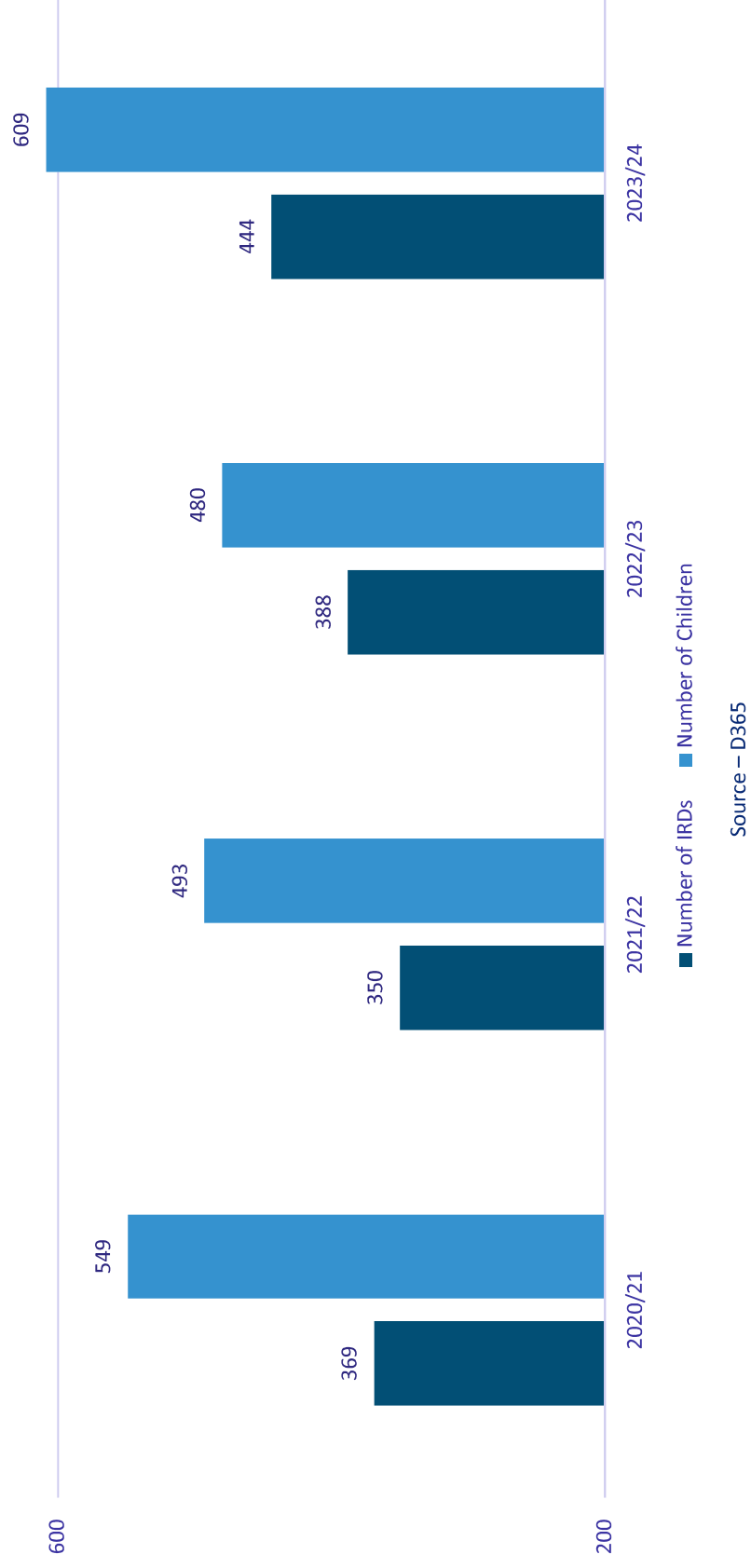
<p>ership with CSB. This will consist of one local CPC only and one annual audit with the most relevant and selected priorities</p>	<p>in these audits. Auditors will be trained accordingly using the established QAF process. This process will result in the CPC being presented with the final report from each audit with recommendations as required</p>	<p>each audit and ensure these recommendations are disseminated and embedded in practice updates as required. This will be carried out through the sub committee and thematic groups structures associated to the CPC</p>		<p>around routine audits is well established. Remits are authored by the CPC &amp; CSB. Findings are reported to CPC &amp; CSB and implementation of recommendations are monitored by CPC &amp; CSB.</p>	<p>around routine audits is well established. Remits are authored by the CPC &amp; CSB. Findings are reported to CPC &amp; CSB and implementation of recommendations are monitored by CPC &amp; CSB.</p>	
<p>nder the revised national guidance for child protection and safeguarding reviews and any changes required are in place to help support and improve practice</p>	<p>The CPC will consider the revised national guidance for child protection at the appropriate local CPC development day(s) and supporting national forums to provide a summary report to COG in relation to the key changes from the 2014 guidance and how this will be applied locally</p>	<p>Any changes or amendments required to local policy, guidance, or practice will be updated and evidenced accordingly in those areas. These updates will be provided to the CPC and monitored through established quality assurance processes</p>	<p>Sep-23</p>	<p>In depth self-evaluation was undertaken. CPC have commenced implementation of identified changes and expect to have completed within timeframe (September 2023).</p>	<p>Full self-evaluation of implementation due for submission to Scottish Government in October 2023</p>	
	<p>The SLR sub committee will ensure that three routes for case reviews are established; multi agency reflective discussions, practice reviews through the CSB, and significant learning reviews. These will be supported by local overarching guidance which explains clearly to multi agency staff when each review process should be used and how to carry out those reviews</p>	<p>The overarching guidance will be provided to the CPC and monitored by the SLR sub committee. Each review and its progress will be reported either through established quality assurance processes, the CSB, or the SLR sub committee. The learning identified from these reviews will continue to support improvements to practice and inform the work of the CPC through the Child Protection Programme, the QAF, the L&amp;D framework and associated sub committee structures</p>		<p>Routes for case reviews is established and outlined on Aberdeen Protects. National Guidance for SLRs has been adopted by the CPC.</p>	<p>Routes for case reviews is established and outlined on Aberdeen Protects. National Guidance for SLRs has been adopted by the CPC.</p>	
				<p>Local guidance in relation to all 3 case review processes in development.</p>	<p>Reflective Discussions implemented in 2022/23. Local quality assurance of Learning Reviews agreed by SLR subcommittee.</p>	
<p>all multi agency staff have access to relevant child protection training in line with the priorities identified in the CP Programme: Child Protection Vulnerability</p>	<p>Develop and deliver an annual CPC multi agency training calendar, in partnership with Aberlour, which comprises of all priority areas contained in the CP Programme and any learning or improvements identified through the QAF, sub committees or thematic groups</p>	<p>The L&amp;D sub committee will provide an annual multi agency L&amp;D report to the CPC together with evidence provided through their established quality assurance processes. This will demonstrate and provide a bank of evidence which measures the impact of the training on practice and subsequently for children and families</p>	<p>Jul-24</p>	<p>2021 – July 2022 annual report is complete and outlines L&amp;D activity throughout this period.</p>	<p>2021 – July 2022 annual report is complete and outlines L&amp;D activity throughout this period.</p>	

<p>ed), to work oratively with strategic ers in to ensure g strategic pment ontinuous vement of ild protection es</p>	<p>national guidance, local improvement plans, and core datasets), CPC Scotland and other national groups</p>	<p>these key areas of business together under the COG</p>					
	<p>Ensuring this programme is annually reviewed by CPC and approved by COG</p>	<p>Annual CPC development days and the annual CPC report</p>			<p>Development sessions were held on 18/11/21 &amp; 15/02/22. CPC annual report published on Aberdeen Protects</p>		<p>Development sessions were held on 18/11/21 &amp; 15/02/22. CPC annual report published on Aberdeen Protects</p>
	<p>Ensuring effective links with other strategic partnerships including the ADP, APC, VAWP, MAPPA, CSB, Community &amp; Youth Justice</p>	<p>Membership across these strategic partnerships represented by the CPC and a Leads group set up to progress, where relevant, areas of cross over that would benefit from a collaborative approach within each of the strategic partnership priorities</p>			<p>Public Protection Leads group established</p>		<p>Public Protection Leads group established and a forum for collaborating and sharing information across the Public Protection landscape.</p>
<p>awareness evelop a gency standing of, esponse to, rms of child tation and en who go ng</p>	<p>Develop, review, and disseminate multi agency guidance in relation to all forms of exploitation including child trafficking, sexual exploitation, and county lines</p>	<p>Developed or updated guidance will be presented to the CPC and disseminated on a multi agency basis. The impact of the guidance will be measured through established quality assurance processes</p>	<p>Jan-24</p>		<p>Child Sexual Exploitation guidance expected early 2023</p>		<p>Child Sexual Exploitation guidance published June 2023</p>
	<p>Improve single agency gathering and reporting of information, to support the multi-agency analysis of data in relation to all forms of child exploitation</p>	<p>The data and analysis provided to the P&amp;QA sub committee from the Exploitation thematic group will be multi agency, succinct, and demonstrate the prevalence of children and young people at risk of exploitation. This information will identify gaps and highlight areas of good practice</p>			<p>Ad-hoc data is received by the P&amp;QA sub committee and reported to the CPC. Routine data reporting is in development.</p>		<p>Challenges around capturing data in early stages prior to meeting thresholds for CP. Looking to Education to support this from schools systems.</p>
	<p>In line with the national missing persons framework, work in partnership with the Missing People charity to; improve the quality of return home discussions and their impact on children and young people, and also map the journey of children through our processes when they go missing to help identify areas that can be improved or highlighted as good practice</p>	<p>Journey mapping workshops for staff with the Missing People charity to help identify areas for improvement and also good practice. Specific training will be provided by the Missing People charity in relation to effective return home discussion for all missing person coordinators and champions. This will see an improvement in our engagement with children and families when children go missing and also improve our return home discussions through a supportive lens. This will be evaluated, monitored and its impact reported directly to the CPC.</p>			<p>Outcome &amp; recommendations from journey mapping workshops reported to CPC in March 2022.</p>		<p>Outcome &amp; recommendations from journey mapping workshops reported to CPC in March 2022.</p>
					<p>E-module (Return Discussions) available on Aberdeen Protects</p>		<p>E-module (Return Discussions) available on Aberdeen Protects</p>
				<p>Routine data reporting in relation to missing children is in development.</p>		<p>Routine data reporting in relation to missing children is now captured and analysed in PQA.</p>	

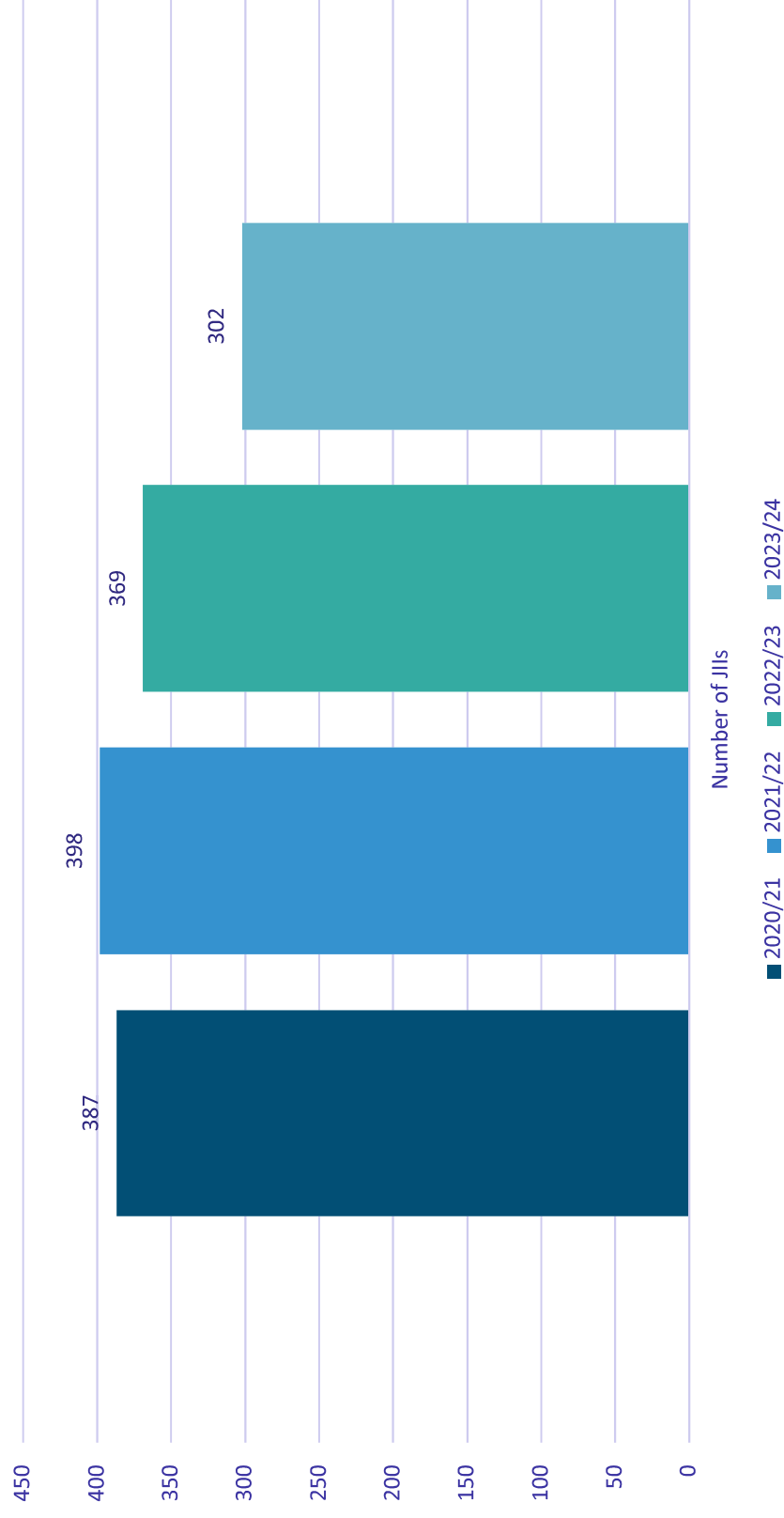
## Total Number of referrals to Children's Social Work



## Number of IRDs & Number of children

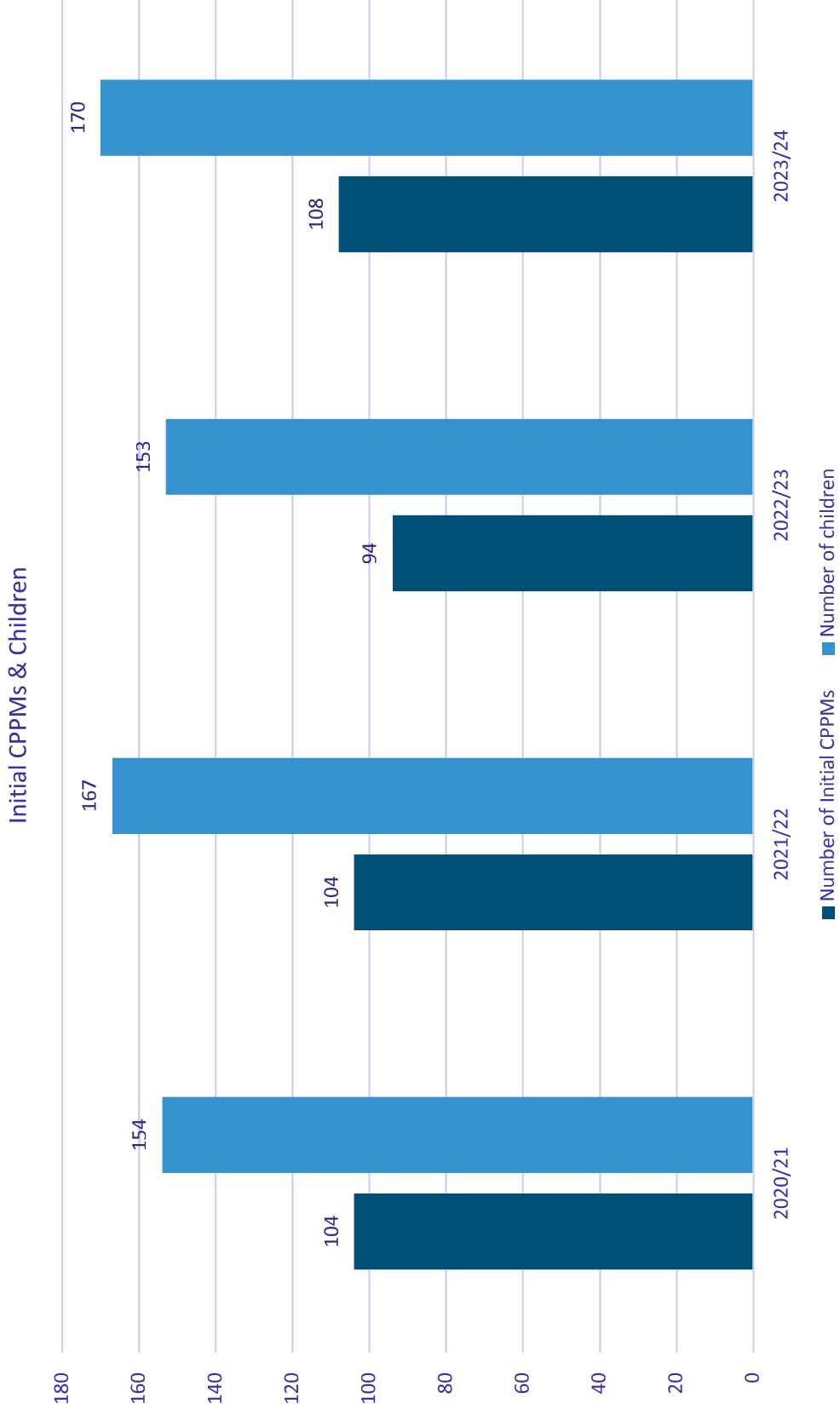


## Number of JIIs



Source: Police Scotland

## Number of initial & pre birth initial CPPMs and number of children



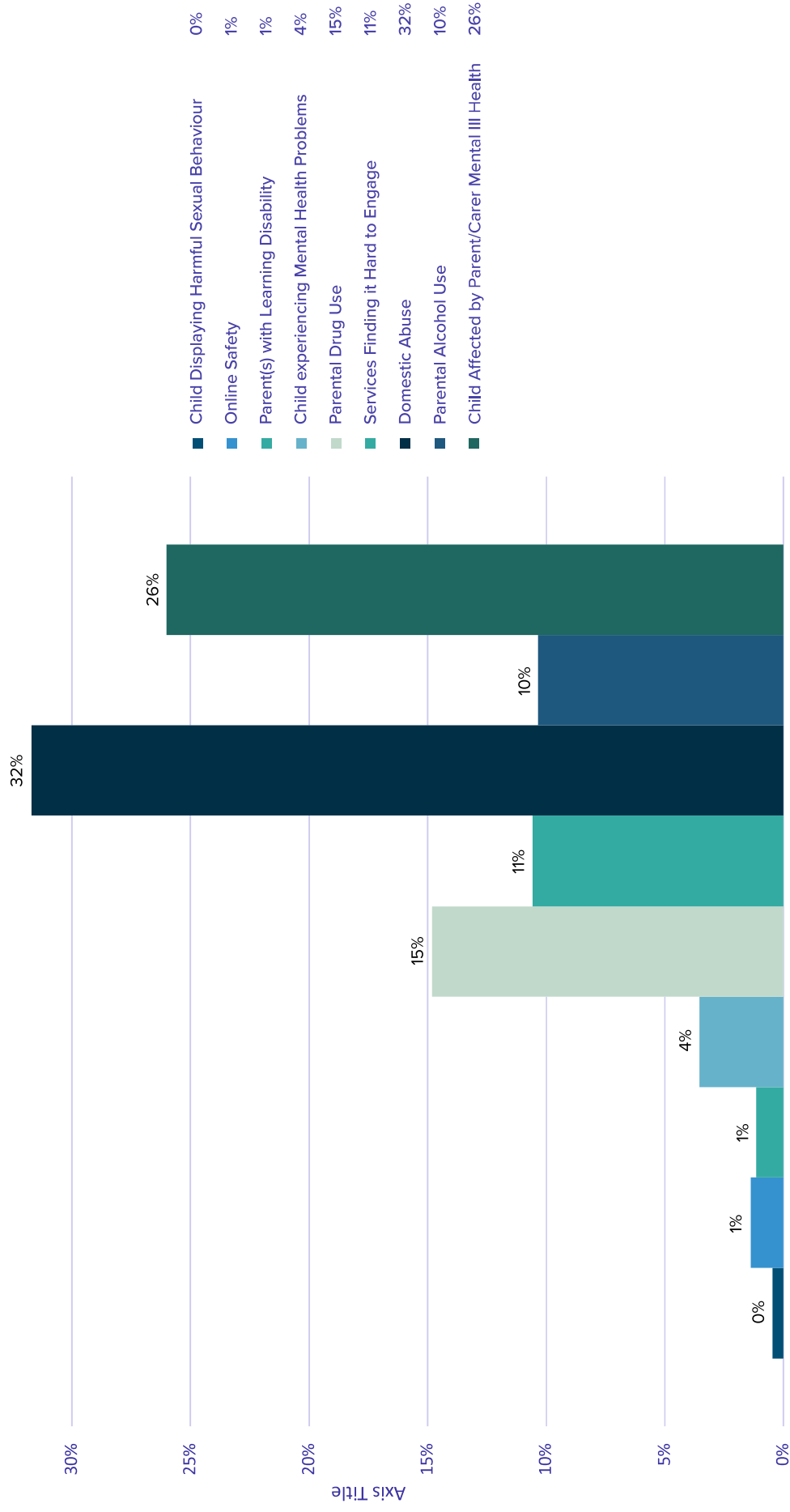
## Children on the CPR – Rate per 1000



Source – CPR Team & published national statistics



## Vulnerability Concerns for children on our CPR



## Impact on the child concerns on our CPR

