

Aberdeen City Child Protection Committee

Annual Report 2021/2022





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Preface from Chief Officers

This is the eighth Annual Report of the Aberdeen City Child Protection Committee (CPC). The Child Protection Committee works across all child protection services locally, regionally, and nationally. With these supports and networks in place it aims to support the multi agency workforce and members of the public to ensure Aberdeen is the best place in Scotland to grow up, to promote the care and welfare of our children and to protect them from abuse and harm.

Ensuring that all children in Aberdeen are safeguarded and protected from harm and abuse is taken very seriously by all involved. Fundamental to the CPC functions and effectiveness is multi agency working, this ensures the protection and safety of Aberdeen City's children and young people. The commitment of all agencies is apparent in the day to day delivery of child protection services in the City. It can also be seen in those agencies' extensive contribution to the strategic improvements and developments carried out in 2021-2022.

We are committed to understanding the child protection concerns which arise in our City and to making improvements together to address these. We are also committed to recognising the strengths within our families in Aberdeen and to including parents, carers and young people in the ongoing development of our child protection processes.

The CPC achievements highlighted in this report include the positive steps we have taken to ensure the safety and wellbeing of our vulnerable children and young people. These highlights include the first Significant Learning Review to be conducted based on positive practice, steps towards the implementation of the new National Guidance for Child Protection in Scotland 2021, and delivering on recommendations identified from our Quality Assurance Framework, to name a few.

These are just a few of the highlights over the past 12 months and this would not have been possible without the commitment, dedication, and support of the CPC. This year has also seen Campbell Thomson take over as Chair of the CPC in November 2021. Campbell took over from Adrian Watson. We extend our thanks to Adrian for his commitment and dedication during his time as Chair and look forward to working alongside Campbell.

We are delighted to approve this report and look forward to another challenging year ahead.



Angela Scott
Chief Executive
Aberdeen City Council



Caroline Hiscox
Chief Executive
NHS Grampian



Kate Stephen
Divisional Commander
Police Scotland

Introduction from Independent Chair of CPC

I am pleased to bring you the eighth annual report from the Aberdeen City Child Protection Committee.

The CPC is a key local body for developing, implementing, and improving child protection strategy across and between agencies, bodies and the local community. The CPC perform a number of crucial functions in order to jointly identify and manage the risk to children and young people across Aberdeen City. Aberdeen City CPC ensures that these functions are carried out to a high standard and are aligned to the local Getting it Right for Every Child (GIRFEC) arrangements.

As we emerge from the challenges of the global pandemic, we are beginning to see a number of other emerging issues such as the impact of the economic crisis and displaced persons. That said, as the CPC did throughout the pandemic, our focus and resolve must remain to ensure that all children and young people remain safe across Aberdeen City. As such I would wish to take the opportunity to sincerely thank not only members of the Child Protection Committee but all those across the partnership, both statutory and voluntary who, amid these challenges, strive selflessly to keep children and young people safe each day.

I would also wish to thank Stuart Lamberton, the previous CPC Lead Officer for his significant contribution to this work from 2019 and welcome Amy Anderson who took up the role in May 2022.

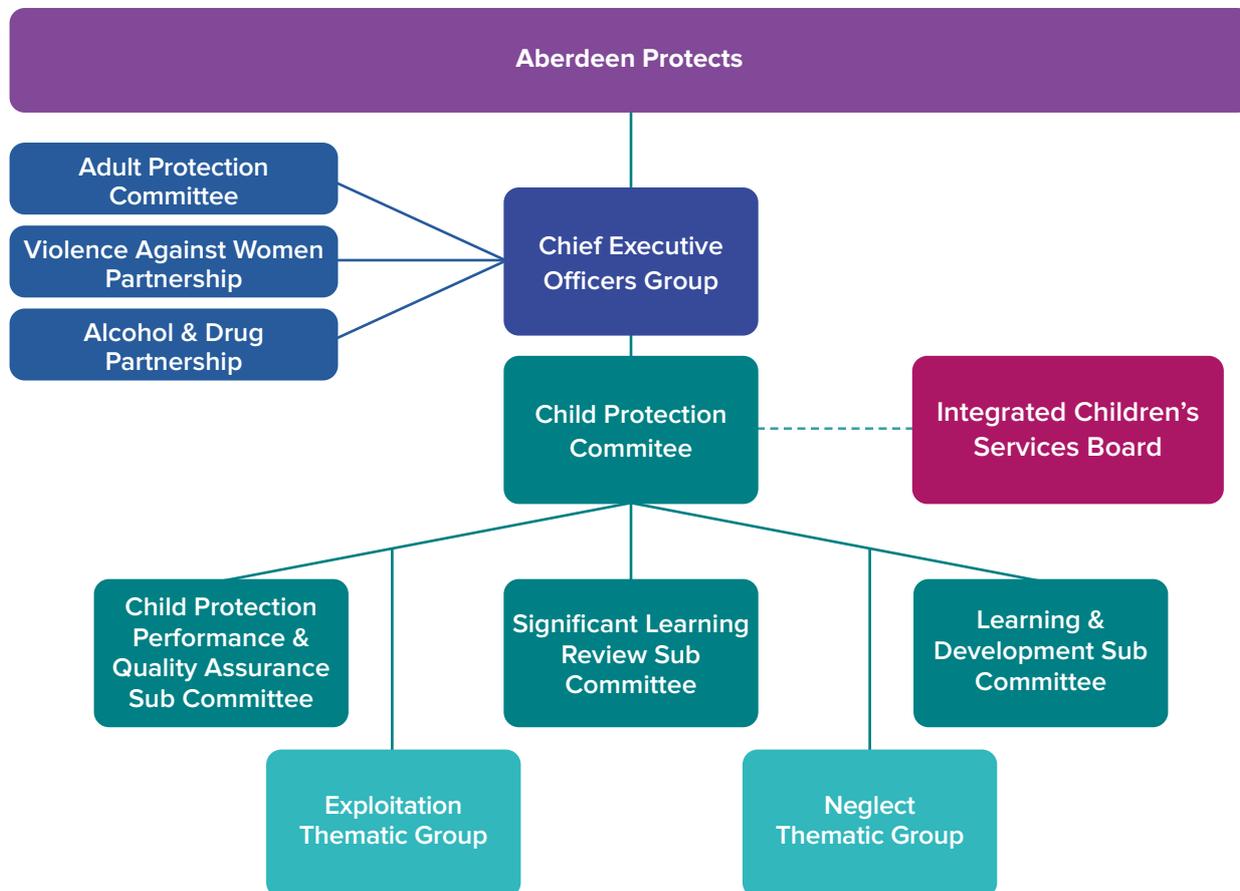
Although this report reflects on performance over the previous year it is of paramount importance that collectively we continue to move forward through delivery of our Child Protection Programme and implementation of the new National Guidance. Furthermore, we must remain focused on continuous improvement and welcome the opportunity to influence and deliver not only local initiatives but on national workstreams such as The Promise and Bairns' Hoose.

Campbell Thomson QPM,
Independent Chair of Aberdeen City CPC



CPC structure and delivery

The CPC structure for 2021/2022 can be found below:



As the structure illustrates, 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 interface through the COG of the CPC with the other strategic partnerships in the City, namely APC, VAWP, and ADP, all working together under the banner of Aberdeen Protects. The CPC adheres to the [National Guidance for Child Protection in Scotland 2014](#) and are in the process of implementing the new [National Guidance for Child Protection in Scotland 2021](#). The CPC fulfils its core functions through this structure and the multi agency Child Protection Programme 2021-2024, which is also covered in this report.



Child Protection Programme 2021–2024

Aberdeen City’s Child Protection (CP) Programme was refreshed in 2021. In our programme we make sure national priorities are addressed, this plan was developed to interface with [The Promise - Plan 21-24](#) and the New National Guidance for Child Protection in Scotland 2021. The CP Programme 2021-2024 includes improvements required by local strategic plans, such as the Children’s Services Plan and The Local Outcome Improvement Plan (LOIP) which recognises that ‘Children Are Our Future’ and need to be safe and responsible as well as protected from harm.

In delivery of this programme the CPC directly supports the LOIP, and in particular stretch outcomes 4, 5, and 8 with the following key drivers:

- 4.1 Ensuring that families receive the parenting and family support they need
- 4.2 Keeping young children safe
- 5.2 Increasing children’s knowledge and understanding of their own physical and mental wellbeing and take an early intervention and prevention approach
- 8.2 Ensuring that children and young people receive accessible information and opportunities to engage and participate in decision making

We also incorporate our local work identified through various self-evaluation strands such as case file auditing, significant case reviews, inspection findings, statistics, data analysis and practitioners’ knowledge. The programme is reviewed at the annual CPC Development Day and routinely at quarterly CPC meetings. The work contained within CP Programme 2021-2024 can be found throughout this report and at Appendix 1.

Performance and Quality Assurance sub committee

The P&QA sub committee present quarterly data and scrutiny reports to the CPC which are multi agency and have the [National Minimum Dataset for Child Protection Committees \(celcis.org\)](#) (NMD) embedded within. This framework is updated annually and approved by CPC, it includes 10 scrutiny questions which include all the information required from the NMD and further information that the CPC specifically want to scrutinise.

The P&QA sub committee continues to work with all partners, the Data & Insights team, and the Child Protection Register (CPR) team to ensure we analyse the data, identify trends, and areas for improvement, before we report to the CPC.

The P&QA sub committee have continued to add qualitative data to the quarterly data and scrutiny report in relation to Inter-Agency Referral Discussions (IRDs), Joint Investigative Interviews (JIIs), and Child Sexual Exploitation (CSE).

Members of the P&QA sub committee, on behalf of the CPC, have been working with CELCIS to explore the development of a national data set for monitoring outcomes. The new National Minimum Dataset was published by CELCIS in June 2022 and will be adopted by Aberdeen City CPC over the coming year.

Quality Assurance Framework

Over the course of 2020/2021 the Quality Assurance Framework (QAF) was successfully implemented and supported by the CPC. The audit programme runs annually and conducts multi agency audits each year under the auspices of the CPC and CSB.

Representatives from health, social work, police, education, and the voluntary sector are identified and meet through the digital platform Microsoft Teams to review the selected cases. The tool used in the process is based on the Care Inspectorate document *“How well are we improving the lives of children and young people? A guide to evaluating services using quality indicators.”* (2018).

The CPC is responsible for ensuring the learning and good practice identified in the multi agency audits is shared across Aberdeen City and embedded into practice. This is measured through a well-established quality assurance process highlighted in this report.

There were two audits carried out on behalf of the CPC and CSB during the period covered by this annual report and a brief overview from the reports is as follows:

Supporting young people who are homeless or have housing issues – September 2021

The findings of the Joint Inspection 2019 indicated that while service provision for homeless young people was good, feedback from stakeholders indicated that there were still a number of young people who had become homeless as a result of not engaging with services. This audit topic and remit was agreed by the CPC and CSB to consider *“How good are we as Corporate Parents at supporting young people who are homeless or have housing issues?”*.

There were key strengths identified in this audit which included evidence of good practice (100%) and effective support (75% adequate or above) in most of the cases audited, and examples of services being ‘persistent’ in supporting young people.

The audit also highlighted some areas for improvement in relation to acting upon the early indicators that predict homelessness from a young age to try and prevent homelessness from happening, and an agreement in thresholds across multi agencies for effective referrals and support to be offered.

Due to the support the young person has received, they managed to maintain their anxiety/mental health, have applied for a college course, have improved their relationship with their mother, are able to go out more without being stressed, are in control of their finances and are able to maintain a tenancy.

Audit Team

The findings from this audit were presented to the CPC in December 2021, the CPC and CSB agreed to progress the recommendations. Work is currently underway to deliver on the recommendations and the progress will be monitored by the CPC and CSB.





Children with Disabilities – February 2022

Children with Disabilities are overrepresented in initial and significant case reviews, yet there are low numbers of children with disabilities on the Child Protection Register or subject to Joint Investigative Interviews. This audit topic and remit was agreed by the CPC and CSB to consider “Do we know why Children with Disabilities have been overrepresented in significant and initial case reviews conducted by Aberdeen City CPC since September 2017?”

There were key strengths highlighted in this audit which included evidence of very good multi agency working, high praise for how the child or young person was supported, and 80% of cases audited were scored as adequate or above when asked if the multi agency child’s plans supported improved outcomes for children with disabilities.

This audit also highlighted some areas for improvement which were centred around how disability is recorded and the impact on the child and family. The findings

from the audit also concluded that communication with children or young people who are recorded as ‘non-verbal’ or have serious speech disabilities must be improved through practice sharing and training.

Orchard Brae went above and beyond their duties in providing support, in several cases.

Audit Team

The findings from this audit were presented to the CPC in June 2022, the CPC agreed to progress the recommended areas for improvement. Work is currently underway to deliver on the agreed recommendations and the progress of this will be monitored by the CPC and CSB.



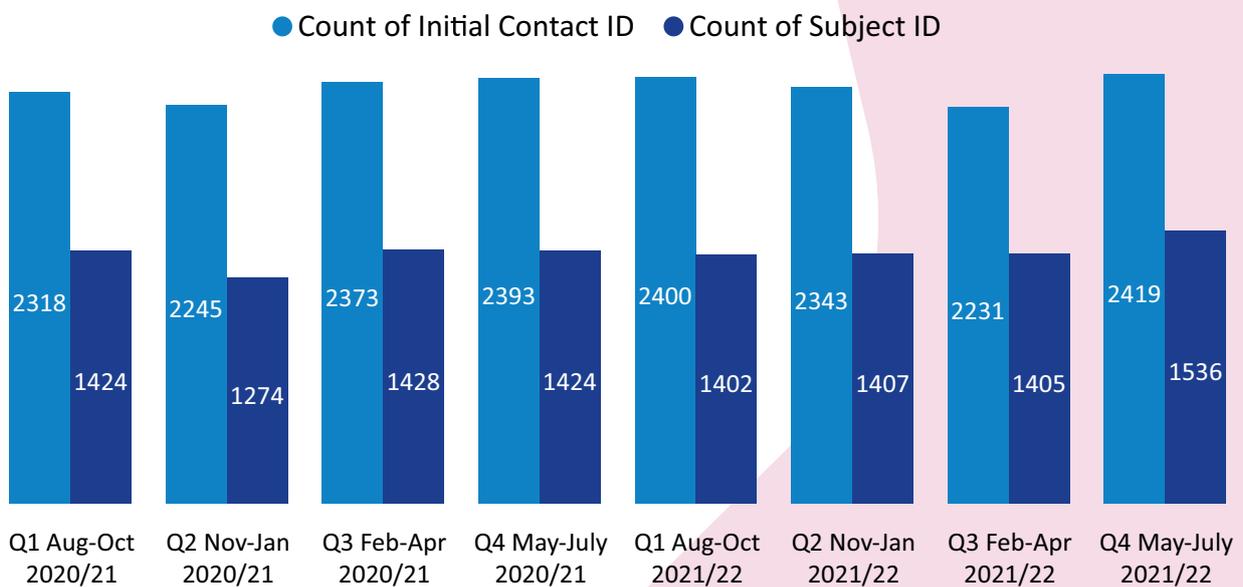
Performance Management

The suite of performance management information considered by the CPC includes the NMD, comprehensive quarterly reports from the Child Protection Register (CPR), SCRA, Child Protection Committee reports, numbers of Child Protection Orders from Legal Services, administrative information from Child Protection Admin (Aberdeen City Council), and

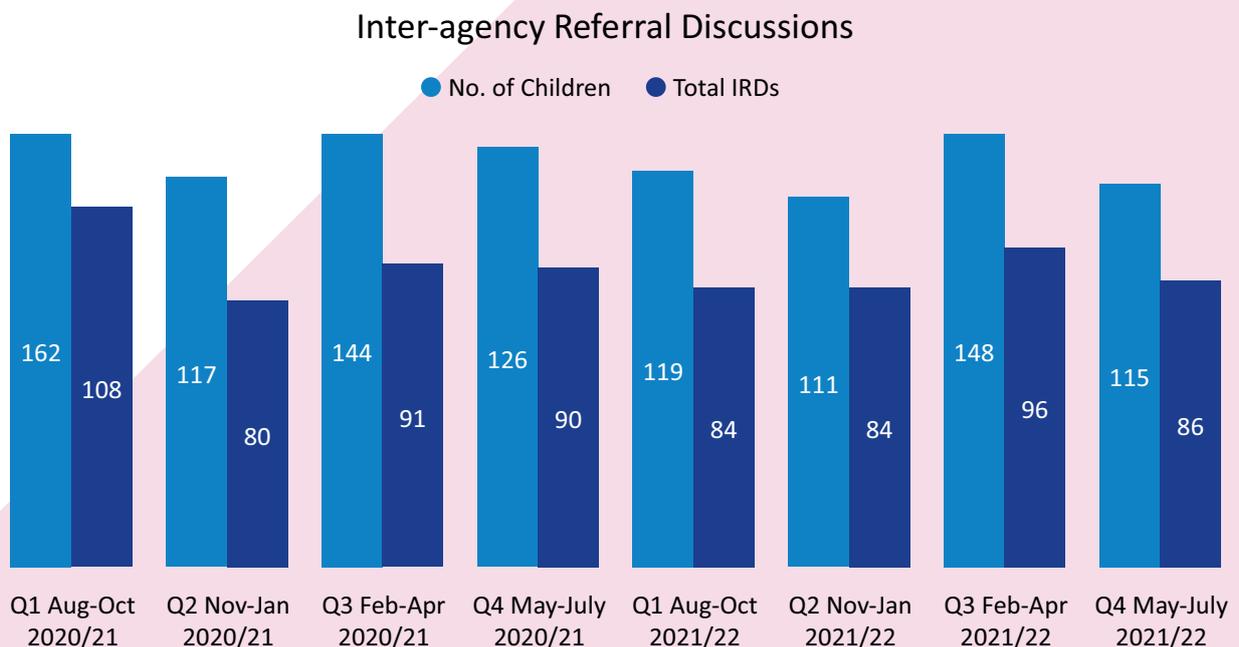
other annual statistical information from others such as the Scottish Government and Social Work Scotland.

These reports are analysed by the P&QA sub committee in accordance with the updated data framework and scrutiny questions before being reported quarterly to the CPC. The following information is taken from these reports:

Number of referrals per quarter

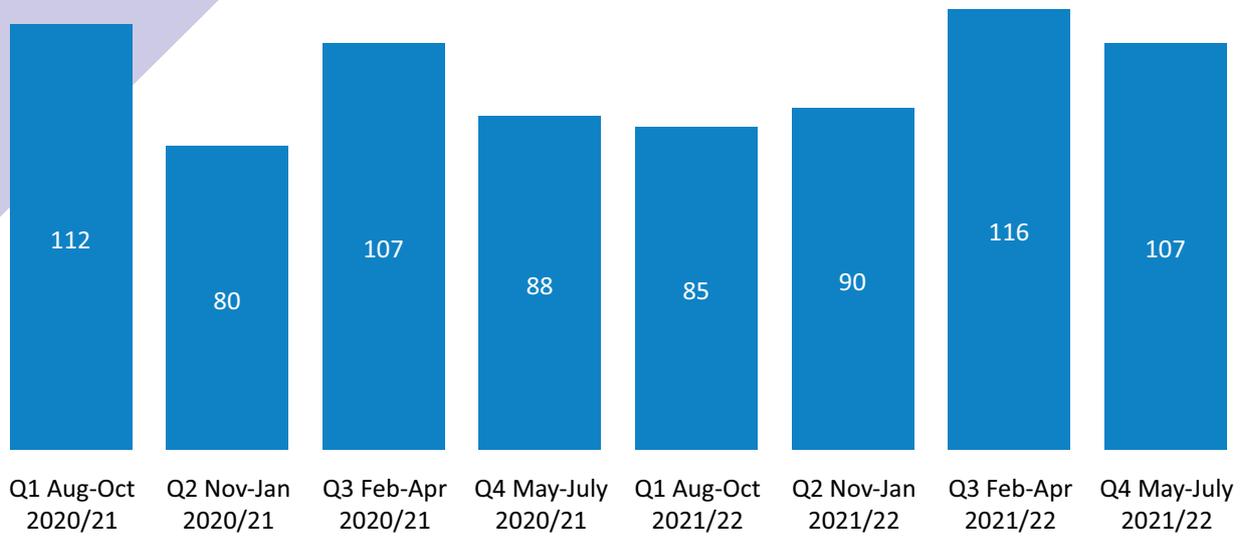


Number of Inter-agency Referral Discussions (IRDs) per quarter



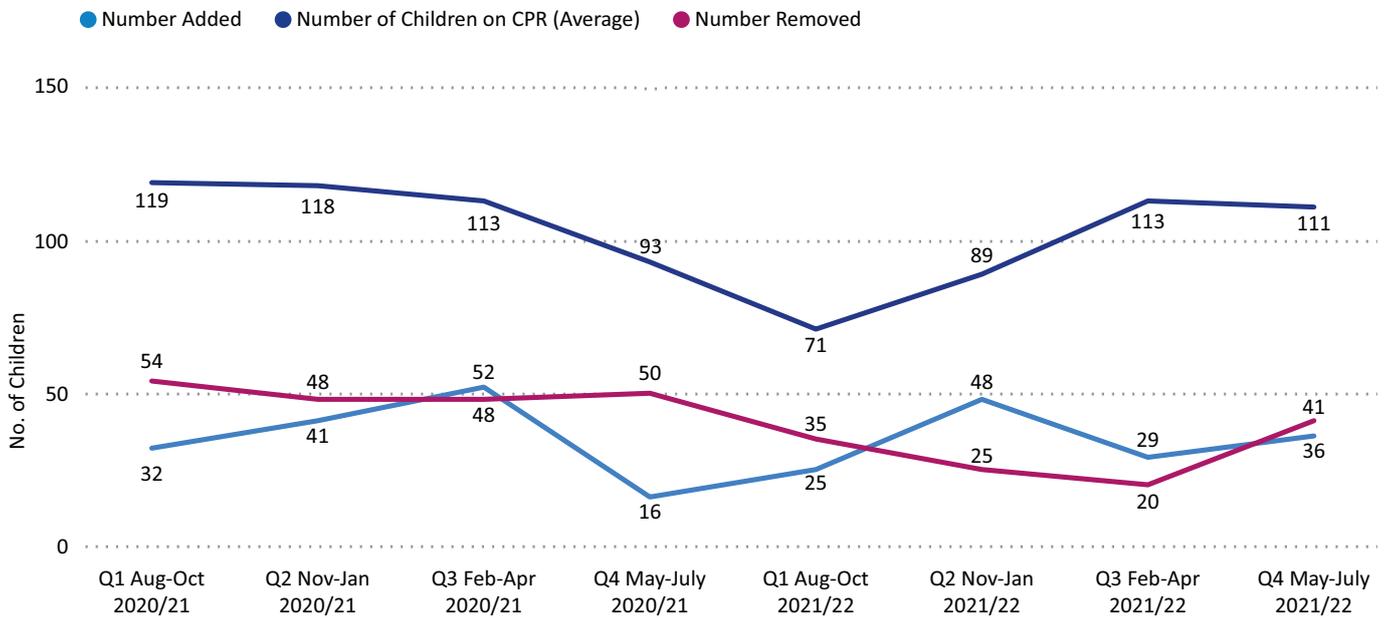
Number of Joint Investigative Interviews (JIIs) per quarter

Joint Investigative Interviews



Child Protection Register (CPR)

Number of children registered and removed from the register per quarter

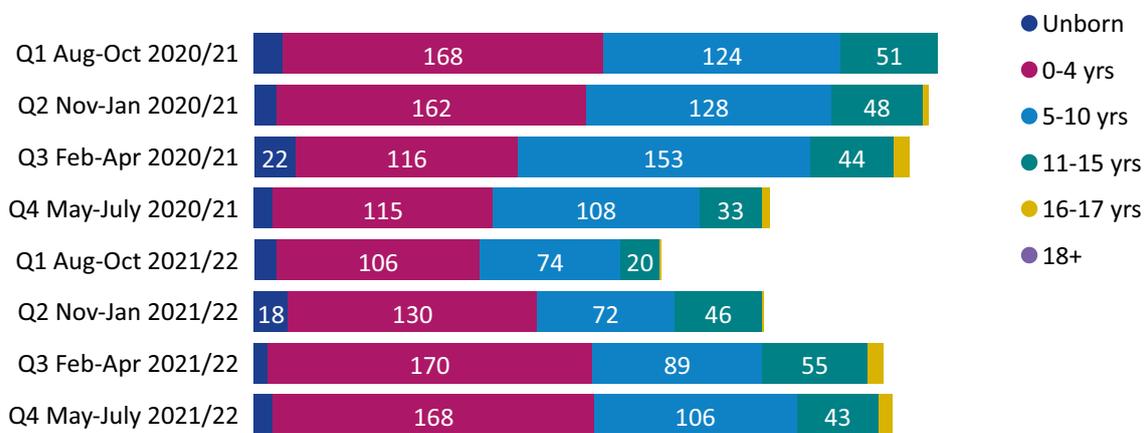


Duration on register at removal per quarter

Duration	Duration on Register at Removal							
	Q1 Aug-Oct 2020/21	Q2 Nov-Jan 2020/21	Q3 Feb-Apr 2020/21	Q4 May-July 2020/21	Q1 Aug-Oct 2021/22	Q2 Nov-Jan 2021/22	Q3 Feb-Apr 2021/22	Q4 May-July 2021/22
Up to 3 months	6	5	4	22	4	2	9	7
4 to 6 months	16	4	16	6	5	2	2	13
7 to 12 months	21	26	17	16	19	14	8	12
13 to 24 months	11	13	10	5	7	7	4	9
25 to 48 months	0	0	1	1	0	0	0	0
More than 48 months	0	0	0	0	0	0	0	0

Age of Children of children on the register

Age Bands of all Children on the Register



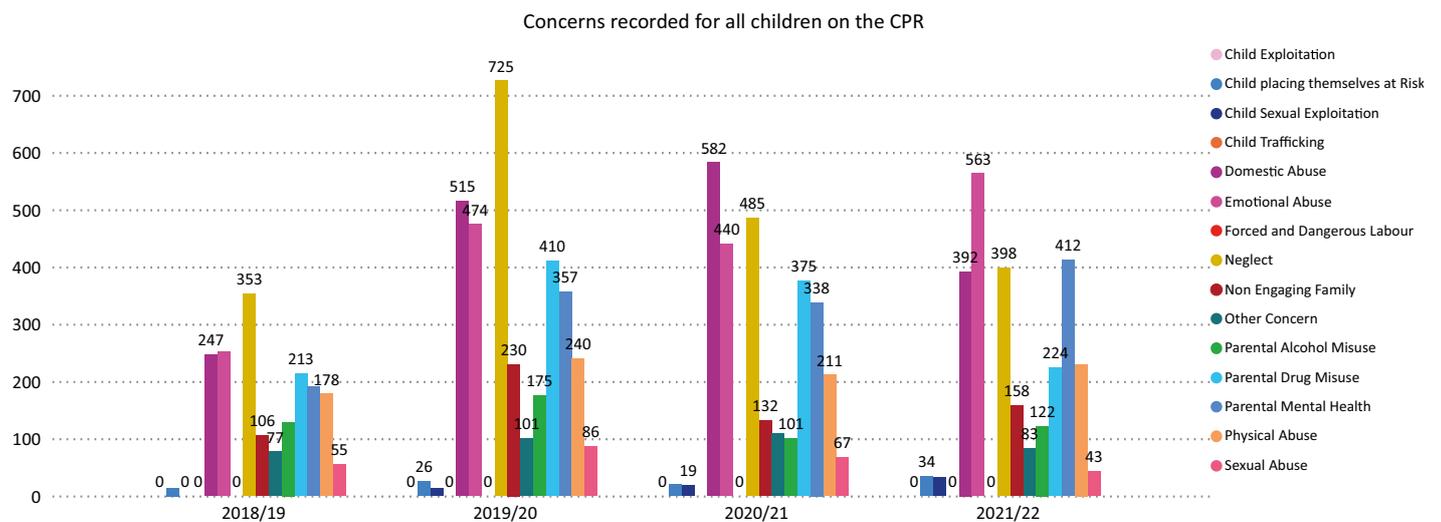
Re-Registrations

Number of Re-Registrations and number of months between re-registration

(A child is counted as being re-registered if it has had any previous registration history and will appear in the monthly totals until de-registration.)

Time Period	Re-Registrations							
	Q1 Aug-Oct 2020/21	Q2 Nov-Jan 2020/21	Q3 Feb-Apr 2020/21	Q4 May-July 2020/21	Q1 Aug-Oct 2021/22	Q2 Nov-Jan 2021/22	Q3 Feb-Apr 2021/22	Q4 May-July 2021/22
Up to 3 months	1	3	3	0	0	0	0	1
4 to 6 months	9	9	9	3	0	2	17	21
7 to 12 months	8	3	4	2	7	17	22	16
13 to 24 months	19	11	11	1	0	15	18	22
25 to 48 months	16	12	14	15	9	0	6	6
More than 48 months	22	18	18	23	20	19	16	14

Concerns recorded for all children on the register



Significant Learning Review sub committee

In September 2021, the revised [National Guidance for Child Protection Committees undertaking Learning Reviews](#) was published. In March 2022, the CPC agreed to adopt this guidance which has replaced the previous version from 2015, and also ensured process in the city was fully aligned to the national guidance.

Formerly known as the Significant Case Review sub-committee, the Significant Learning Review (SLR) sub-committee meets every two month and is mandated by the CPC to assess and carry out Learning Reviews on its behalf. The decisions regarding any cases considered for review are reported to the CPC and COG for final ratification, and, in accordance, with national requirements, the Care Inspectorate are likewise notified.

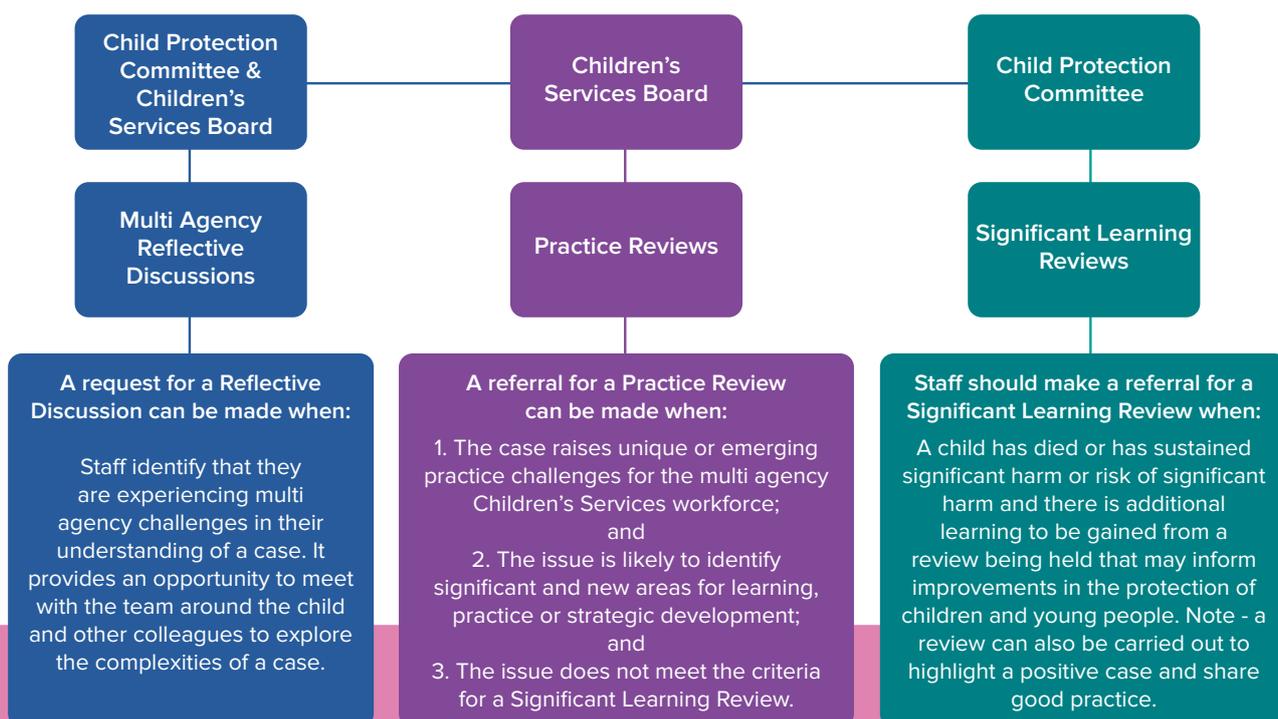
The sub-committee works closely alongside the Learning and Development sub-committee and has a responsibility to ensure that learning identified through the review process is addressed through a variety of means including: multi-agency training; seven part briefings; and learning sessions with those staff directly involved in a particular case. This is crucial to ensuring that our staff have the knowledge and tools to take forward in complex area of child protection and to ensure that any learning is embedded into practice.

From August 2021 to July 2022 the SLR sub committee considered two local reviews. The focus of one Learning Review was on learning from a positive experience. The Significant Learning Review Report for Child E has been published on Aberdeen Protects [Local Learning](#) page. This case had a very positive outcome with multi agency practitioners displaying high levels of collaborative working, effectively using systems to share relevant information with other agencies and displayed clear evidence that staff in Aberdeen City are trauma informed. In relation to the other Learning Review, the SLR sub committee decided this case did not meet the criteria for a Learning Review as there was no new or additional multi agency learning as it reinforced previous learning.

In addition, the SLR sub committee has considered two national reviews where the learning from other areas in Scotland has been considered through a local, Aberdeen lens. The findings from these reviews are also reported through the CPC and COG for final ratification and any local learning identified similarly taken forward

Where the criteria is not met for a Learning Review, but learning can still be derived from a case, the CPC have developed and embedded Practice Reviews and Multi Agency Reflective Discussions.

Aberdeen City Review Processes



Learning and Development sub committee

The Learning and Development (L&D) sub committee is well established and comprises of representatives from multi agency children's services. 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. The multi agency L&D coordinator, in partnership with Aberlour, has designed, developed and is now delivering the third annual multi agency L&D calendar to the multi agency workforce across Aberdeen City. The calendar is delivered in partnership with colleagues in Aberlour and volunteers from Aberdeen City Council (ACC), NHS Grampian, Police Scotland, and Scottish Children's Reporters Association (SCRA). Working together, the L&D sub committee have produced the following courses which are available [here](#).

- Assessing and Planning
- Effective Chronologies
- Introduction to Safeguarding*
- Managing, Recording and Sharing Information*
- Managers Course (covering Mental Health, Neglect and Emotional Abuse)
- Risk, Analysis and Thresholds in Safeguarding
- Child Sexual Exploitation and Child Trafficking
- Child Protection and Disability
- Domestic Abuse and Child Protection
- Emotional Abuse in Children and Young People
- Neglect
- Online Safety and Awareness
- Parental Resistance
- Female Genital Mutilation (FGM)*
- Children Affected by Parental Substance Misuse*
- Return Discussions for Children and Young People*

*These topics are e-modules.

Between August 2021 and July 2022, the Learning and Development Sub Committee delivered 70 training courses to over 800 multi agency staff. In addition, from January 2022 to July 2022, over 150 multi agency staff have accessed the e-modules on offer.

The L&D sub committee continue to explore the best and most appropriate delivery methods to meet the needs of multi agency staff. Despite the challenges faced due to the outbreak of Covid-19, L&D training has continued to be delivered successfully via Microsoft Teams throughout 2021/2022. The L&D sub committee have since gathered the views of professionals for the future delivery of multi agency training whereby the preference was to have a mix of face-to-face training and virtual training. The L&D sub committee will take this forward in 2022/2023.

The L&D sub committee have a well established and thorough quality assurance process for all training in the form of an online, post training, digital survey and a three month follow up dip sample. This dip sample requires trainers to randomly select three professionals per course, and ask them further in depth questions about the training and its impact on practice. Completing these dip samples allows the L&D sub committee to gather evidence on how the training has improved practice and helped contribute towards improved outcomes for children and young people. The L&D sub committee also use the data gathered to help identify areas that may require improvement or highlight areas of good practice. The L&D sub committee is assured and confident that the training is having a real impact on helping improve outcomes for children and young people across Aberdeen City.

By way of a short example this feedback from a Depute Head Teacher who attended the Parental Resistance training said:

"We currently have a student with selective mutism – no one in school has ever heard the pupil speak. Anytime we try to talk to dad about this, he becomes very aggressive and tries to avoid meetings. This training motivated me to escalate our concerns about resistance to social work, who have now also experienced the dad's resistance to involvement. SCRA have recently become involved and there is a multi-agency meeting happening at the school that dad has been told he must attend, which due to the level of professionals now involved, he has finally agreed to come to. This training will have definitely improved outcomes for the pupil at our school."

Thematic groups

In this reporting period, focus has been on 2 areas of the CP programme, Neglect and Exploitation. The thematic groups members are drawn from practice in the specialised areas of focus. Over the past 12 months the thematic groups have each progressed specific areas of business:

Exploitation

In 2020/2021 the Exploitation thematic group was re-named from previous Child Sexual Exploitation (CSE), Online Safety, and Child Trafficking thematic group with refreshed Terms of Reference approved by the CPC.

In line with the new terms of reference, over the course of 2021/2022 the Exploitation thematic group have focused on Child Sexual Exploitation with two main aims:

- The provision and evolution of a meaningful data set to capture levels of Child Sexual Exploitation in Aberdeen City

The development of a specific CSE dataset which reports directly to the P&QA sub committee. A huge achievement and this work continues as we look to refine this dataset and incorporate it into the overall CPC data framework.

- A revised multi agency document providing effective guidance in relation to Child Sexual Exploitation in Aberdeen City

In the period this report covers, a drafting group was established to work on the CSE guidance with representation from Police, Social Work, Health, Education and the third sector as well as visiting attendees bringing a range of experience and expertise. The finalised multi agency CSE guidance will be launched over the coming year.

Neglect

The Neglect thematic group was re-established following the final report to the CPC in relation to the Neglect audit in February 2021. The multi agency audit asked the overarching question '*In the last two years have we got better at identifying and tackling neglect in Aberdeen City?*'. The group met several times over the course of the year to specifically look at the improvement recommendations from the report. Work by the Neglect thematic group involved:

- Reviewing and updating the multi agency tools and guidance on identifying neglect and cumulative neglect with a view to using innovative toolkits.
- Key updates to the existing multi agency learning and development training.
- The development of the multi agency reflective discussion framework. This framework aims to provide the opportunity for to meet with the team around the child to explore the complexities of a case and share knowledge and understanding that the case has posed.

The group continues to meet to inform the CPC on work and continues to implement and monitor work in relation to this area across the partnership.



CPC Development Sessions

The CPC held two development sessions in 2021/2022. The CPC development sessions allow for more time for collaborative multi agency discussion out with the quarterly meetings. These two development sessions focussed on the following:

November 2021

- CPC Annual Data Summary for 2020/2021.
- Findings from a local Learning Review
- A self-evaluation of the new National Guidance for Child Protection in Scotland 2021

At this development session, the Lead Nurse for Child Protection presented the findings from a local Significant Learning Review for Child E. This Learning Review for Child E was also the first time in Scotland that a case had been identified to highlight effective practice. This Learning Review provided practitioners the opportunity to highlight the complexities of the particular case and steps they took as a multi-agency team to effectively assess and mitigate risk to ensure a child was safe from harm. The review highlighted the importance and effectiveness of information sharing at an early stage and the trauma informed practice adopted by all involved.

February 2022

- Practice Review on Harmful Sexual Behaviour
- The multi agency Reflective Discussion Framework
- CPC Risk Register

At this development session the Chief Social Work Officer and Vice Chair of the CPC shared the learning identified from the Practice Review on Harmful Sexual Behaviour conducted on behalf of the CSB. The CPC will support the key actions required to deliver on the learning.

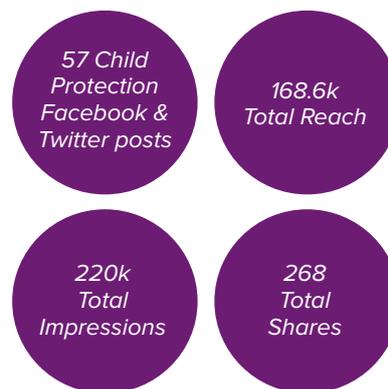
These development sessions involve all members of the CPC, sub committees, thematic groups, and representation from the COG. It provides the opportunity to review progress and feedback on quality assurance. These development sessions offer the opportunity to further enhance strategic planning with other Aberdeen City partnerships including the AVAWP, ADP, and APC. This means that child protection is seen alongside the wider context of supporting

families and meeting children's needs. It ensures that partners are aligned in their aims, priorities and delivery of improvements as set out in the Child Protection Programme and the LOIP.

Communication

Since the beginning of 2020 and as part of the wider CPC communications regular messages are shared with the public using the various social media platforms utilised by Aberdeen City Council (ACC), NHS Grampian, and Police Scotland. These messages relate to national and local priorities contained within the Child Protection Programme 2021 – 2024.

Analytics from Aberdeen City Council's social media accounts alone show the reach these messages have:



In addition to this, and the work of the sub committees and thematic groups in relation to communication across Aberdeen City, we continually update our Child Protection webpages on the multi-agency Aberdeen Protects website. The Child Protection webpages can be found [here](#) and are regularly updated with policies, procedures, general practitioner information for all multi agency staff, and of course public information.



Child Protection Partnership

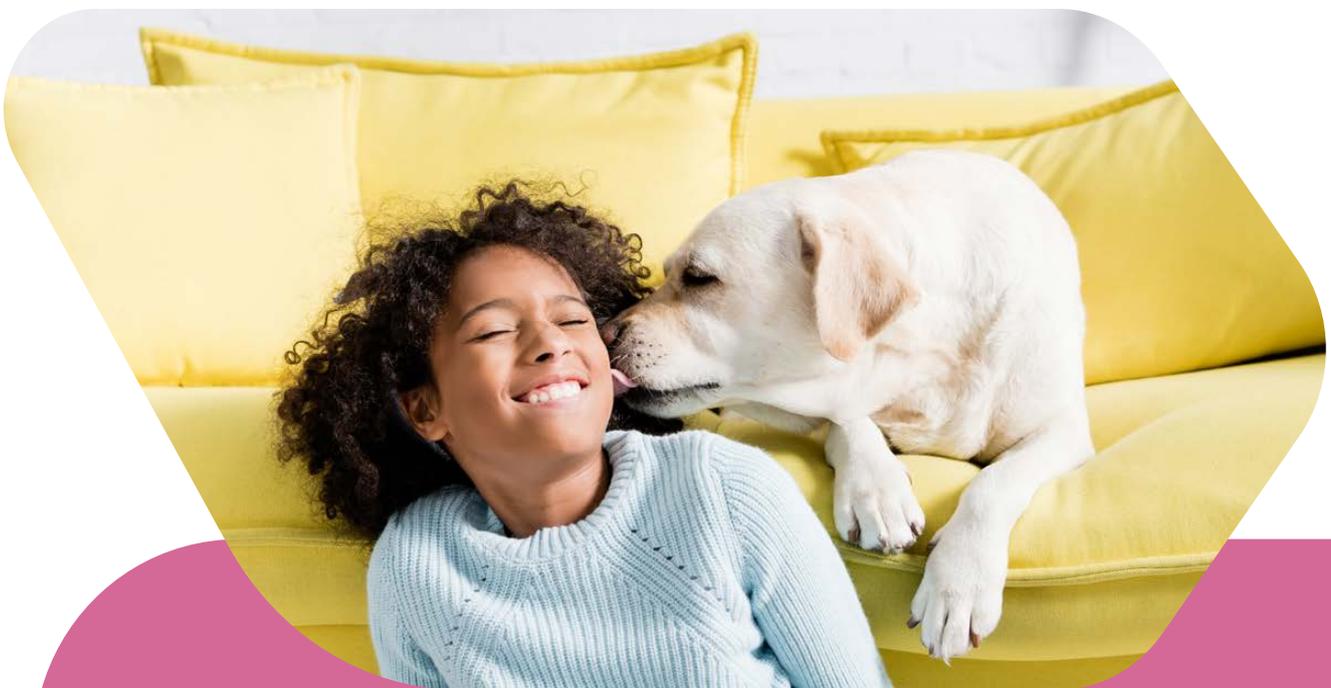
The Child Protection Partnership (CPP) is a North East Partnership hosted by Aberdeen City. The CPP consists of the three Lead Officers from Moray, Aberdeenshire and Aberdeen City CPCs. The Child Protection Register (CPR) team are part of the CPP and consist of a Team Leader and two part time staff.

The Child Protection Partnership have an overview of child protection activity on a North East basis. This is a forum where information can be shared and where appropriate priorities progressed collaboratively on a North East basis. The partnership is underpinned by these principles of equivalence and collaboration; and requires input and connectivity from the three CPC areas, with specific roles being shared such as chairing and arrangement of CPP meetings, and carrying out any necessary actions in relation to the CPR.

The CPR is an administrative process for alerting workers to the fact that there is sufficient professional concern about a child to warrant a multi agency child protection plan. Placing a child's name on the Register does not in itself protect a child; protection comes from the multi agency child protection plan.

The Grampian Joint Investigative Interview Group report to the CPP. The Joint Investigative Interview Training (JIIT) is coordinated by the Grampian Joint Investigative Interview Group which is chaired by Police Scotland. This group ensures that select staff in Police and Social Work are adequately trained to deliver this essential element of child protection in Aberdeen City. Coordination meetings are held quarterly as well as an annual business meeting.

A North East SCIM Implementation Group was established in October 2021, looking at how the JIIT process can be standardised and accredited across Scotland using the new Scottish Child Interview Model (SCIM). The group have met regularly over the course of the year to plan the implementation of SCIM with roll-out expected towards the end of 2022. The CPC are supporting the work taking place across the North East to begin preparations for SCIM.



Implementation of National Guidance

The new National Guidance for Child Protection in Scotland 2021 came into effect on 6 September 2021, with a 1-2 year run-in period for implementation. The CPC agreed at its meeting in September 2021 that changes would be proposed and implemented on a phased basis. A detailed self-evaluation of the implications of the new Guidance on local processes and practice was undertaken and considered at the CPC Development Session in November 2021.

A significant number of changes were identified in the new Guidance, which supersedes the 2014 version of the guidance, however through the self-evaluation, it was identified that many of the changes were already embedded across Aberdeen City.

Actions required to implement the remaining changes were identified and work is in progress to deliver on these required developments. The CPC continue to monitor the implementation of the guidance and evaluate the impact of implementation, and how changes made to strategy and practice improve outcomes for children and young people.



Finance and resource

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, CPP contribution costs and 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, and commissioned Learning and Development training from Aberlour.

The staffing complement for Aberdeen City CPC is the Independent Chair, Lead Officer, and multi agency L&D coordinator.

The CPP activities and staffing costs are funded by Aberdeen City Council, Aberdeenshire Council and NHS Grampian each contributing 26%, and Police Scotland and the Moray Council each contributing 11% of the total annual cost.

Conclusion

This eighth annual report of Aberdeen City CPC celebrates the significant developments and improvements over 2021 and 2022. It highlights the commitment of agencies and services to address current and emerging issues in order to continue to improve services for the protection of children and young people from all forms of abuse, neglect or exploitation.

This report demonstrates the progress and improvement made by all children's services in what continues to be a challenging period for our children, families, and our communities.

The aims and priorities of the CPC for the year ahead are outlined in the CP Programme 2021-2024 which directly aligns to #ThePromise and describes how and when these improvements will be achieved.



Services for Children and Young People in Aberdeen City



Child Protection Programme August 2021 – July 2024

Aberdeen City Child Protection Committee

Aberdeen City Child Protection Committee (CPC) is a multi-agency strategic partnership governed by the Chief Executive Officers of Aberdeen City Council, NHS Grampian and the Police Commander for the area. It is committed to providing individual and collective leadership and direction for the management of child protection services in the Aberdeen City area. Improvements are driven through the Child Protection Programme.

The CPC works alongside Integrated Children's Services in Aberdeen to ensure that improvement areas are aligned. In this way we ensure the best and most effective use of resources. The CPC also aims to work collaboratively with other strategic partnerships in the City such as the Children's Services Board, Aberdeen Violence Against Women Partnership (particularly in relation to child protection and domestic abuse), Adult Protection Committee, Multi Agency Public Protection Arrangements (MAPPA) and the Alcohol and Drugs Partnership.

Improvement activity is reported to and monitored by the CPC through its connected sub committees which are; the Significant Learning Review, the Performance & Quality Assurance, and the Learning & Development sub committees. The CPC produces an Annual Report which is made widely available across agencies and demonstrates the work of the CPC through these connected structures. This programme has been developed taking into account the Promise with the first plan from 2021 – 2024 and the revised national guidance published during 2021.

Child Protection Programme: 2021 – 2024

Our Aims

The Child Protection Programme aims to improve the safety, wellbeing and life chances of vulnerable children and young people. As a partnership we achieve this by

- recognising and responding when children and young people need protection
- helping children and young people stay safe, healthy and, for those who have experienced abuse and neglect, to recover from their experiences and
- providing strong and effective collaborative leadership to deliver the Child Protection Programme
- ensuring the CPC is ready to adapt and adjust as required to both local and national developments

Our Priorities in the Programme 2021 – 2024

- Child Protection and Disability
- Neglect
- Exploitation and Missing Children
- Child Protection and Domestic Abuse
- Revised National Guidance for Child Protection & Learning Reviews 2021
- Listening to Children, Young people, and their families and hearing their voice in our processes and Policy and Guidance
- Equality, Diversity, and Inclusion (including Female Genital Mutilation, Ethnicity, Gender Identity, Prevent, Forced Marriage) in the field of Child Protection

The Child Protection Programme includes the improvement activity identified by:

- Local self-evaluation through data analysis, case file auditing and the collaboration of multi agency professionals in the City,
- National initiatives driven by legislation and other Scottish Government priorities and
- Local priorities identified in the Local Outcomes Improvement Plan

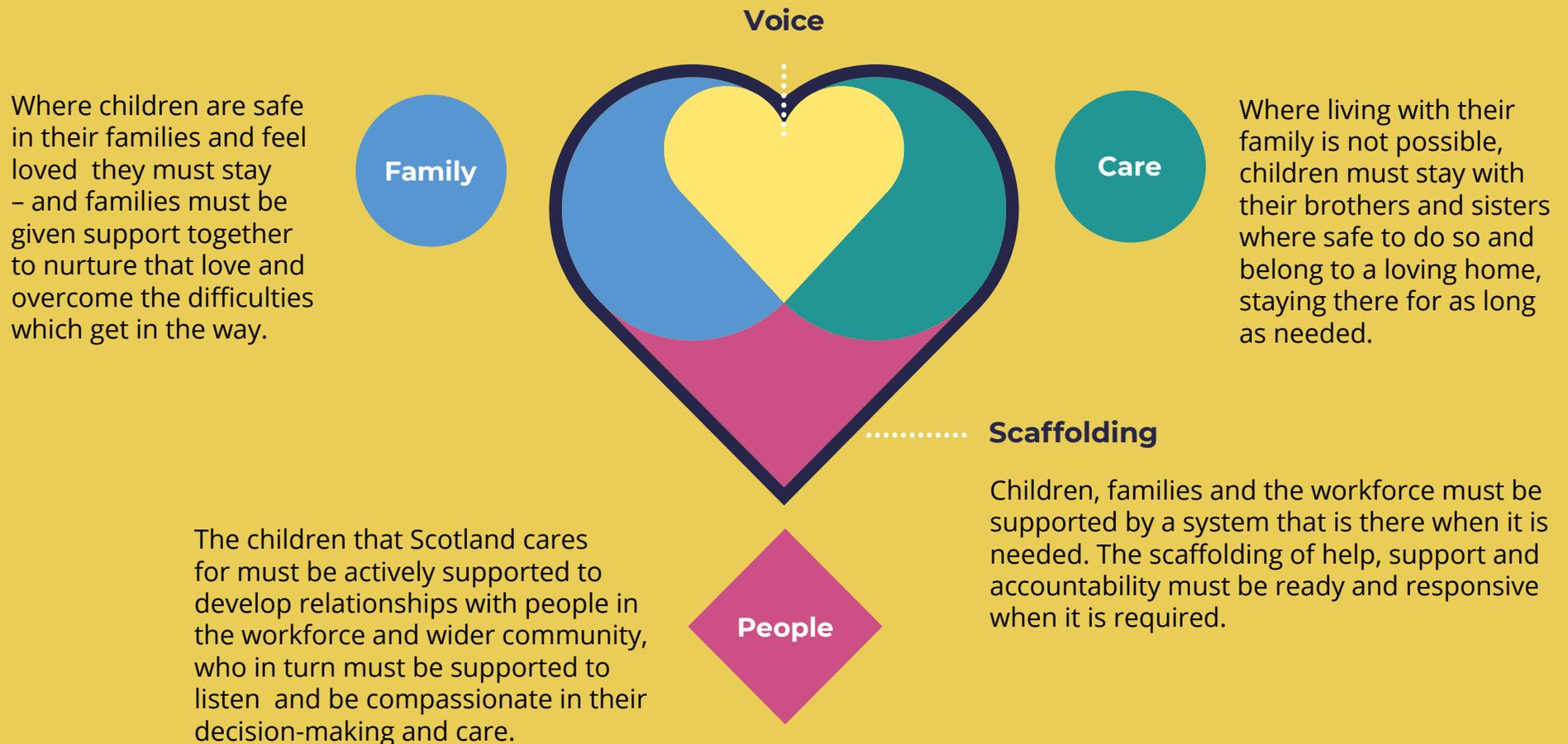
This programme will be delivered on a phased basis, building on the trauma informed and strength based practice approaches used across the City. All improvement priorities are a multi-agency responsibility and sit collectively with the agencies and members of the CPC. This will ensure and support the embedding of improvements in practice as well as realistically enabling the CPC to deliver on the programme with the resources available. It is acknowledged that, whilst this is a comprehensive programme, it requires to be sufficiently flexible to be adjusted as needs arise, such as from the findings of case reviews, audits, joint inspections as well as developing areas identified in the LOIP or by Integrated Children's Services.

In delivery of this programme the CPC directly supports the LOIP, and in particular stretch outcomes 4, 5, and 8 with the following key drivers:

- 4.1 Ensuring that families receive the parenting and family support they need
- 4.2 Keeping young children safe
- 5.2 Increasing children's knowledge and understanding of their own physical and mental wellbeing and take an early intervention and prevention approach
- 8.2 Ensuring that children and young people receive accessible information and opportunities to engage and participate in decision making

The five foundations 'the promise' is built on

Children must be listened to and meaningfully and appropriately involved in decision-making about their care, with all those involved properly listening and responding to what children want and need. There must be a compassionate, caring, decision-making culture focussed on children and those they trust.



FAMILY Child Protection Programme 2021 - 2024

Priority	What will we do?	How will we do it?	How will we know?	Responsibility	Progress update - 31/07/2022
Child Protection and Disability (this is a priority because it has been identified as an area of improvement through data and scrutiny reports and also local case reviews)	Develop and deliver a comprehensive multi agency training package to increase workforce confidence and knowledge	Consult and work with specialist teams and national colleagues to develop this comprehensive package to ensure it meets workforce needs	This package will be benchmarked, quality assured, and reviewed through well established procedures already in place through the L&D sub committee	L&D sub committee	Child Protection and Disability module launched August 2021
			Effective data recording and analysis of IRD and CPPMs through quarterly data and scrutiny reports	P&QA sub committee	Reported quarterly to CPC
			QAF audit to investigate how well we engage and support children and families affected by disability	P&QA sub committee	QAF audit – February 2022
Neglect (this is a priority because it has been identified as an area of improvement across Scotland by the Care Inspectorate Triennial Reports, the CPC joint neglect audit report, and through local case reviews)	Ensure the recommendations from the 2021 joint multi agency neglect audit are embedded in practice	Re-establish the multi agency neglect thematic group to progress the recommendations	Adherence to the multi agency guidance and thorough analysis of the neglect data from quarterly data and scrutiny reports	P&QA sub committee	Reported quarterly to CPC
			Review of the multi agency reflective discussion guidance	SLR sub committee	Developed and launched February 2022
			Consider the need for a specific neglect toolkit for the multi agency workforce	Neglect thematic group	In development

CARE
Child Protection Programme 2021 - 2024

Priority	What will we do?	How will we do it?	How will we know?	Responsibility	Progress update - 31/07/2022
Equality, Diversity, and Inclusion (this is a priority because it has been identified as an area of improvement through local data and scrutiny reports and CPC Development days)	Work in partnership with the VAWP to improve the multi agency recognition and response to equality, diversity and inclusion from a child protection perspective. This includes: FGM, Gender Identity Prevent, Honour Based Abuse and Forced Marriage the field of child Protection	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.	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.	VAWP	CPC interfacing with VAWP in relation to the development and reporting of relevant dataset.
		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		VAWP	Digital training modules are available as part of the routine CP L&D programme
		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		VAWP	National Guidance has been adopted by CPC and is available on Aberdeen Protects

CARE
Child Protection Programme 2021 - 2024

Priority	What will we do?	How will we do it?	How will we know?	Responsibility	Progress update - 31/07/2022
<p>Domestic Abuse (this is a priority because it has been identified through local data and scrutiny reports, CPC development days, the LOIP, and through partnership work with VAWP)</p>	<p>Implement a whole system approach across the City and support the delivery and embedding of the Safe and Together model alongside the Violence Against Women partnership</p>	<p>Delivering the Safe and Together model to multi agency staff and ensuring the CPC multi agency L&D coordinators is supported in the 'train the trainers' approach to ensure consistency</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>Established quality assurance processes through the QAF and multi agency training calendar</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>L&D sub committee</p> <p>VAWP and Cybersafe Scotland</p>	<p>Expected March 2023</p> <p>CPC receives progress updates from VAWP and Cybersafe Scotland.</p>

VOICE
Child Protection Programme 2021 - 2024

Priority	What will we do?	How will we do it?	How will we know?	Responsibility	Progress update - 31/07/2022
Meaningful and purposeful engagement of children, young people, and their families in our child protection processes (this is a priority because it directly aligns with the Promise, UNCRC, and the LOIP)	Building on the trauma Informed and strength based practice approaches already embedded the CPC will ensure that children and their families have their say in decisions about them and are engaged with appropriately when they are involved in child protection processes	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	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	IRD QA group and IRO team	IRD process & documentation revised to prompt appropriate referrals to advocacy and children's rights service. Gathering of data is in development.
		The implementation of the Scottish Child Interview Model (SCIM)	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	SCIM implementation team	Expected November 2022
		The creation of a children and families consultation group working in partnership with the APC, VAWP, ADP, CSB, Community and Youth Justice	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	Children and Families consultation group	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.

VOICE
Child Protection Programme 2021 - 2024

Priority	What will we do?	How will we do it?	How will we know?	Responsibility	Progress update - 31/07/2022
		<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>Support the Write Right about Me Project to:</p> <ul style="list-style-type: none"> - ask children and their families to provide feedback about how we represent their voices, in their records - ask children and their families to provide feedback on how they have found accessing their records - create opportunities for collaboration in decision making when planning to meet children's needs 	<p>Direct feedback from children via the Mind of My Own app</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>Mind of My Own working group</p> <p>Write Right About Me working group</p>	<p>MOMO app is utilised well across the City. Data from MOMO is reported to CSB.</p> <p>This supports the implementation of The Promise and is reported to the CSB. The CPC will expect to see the impact in future QAF audits and case reviews.</p>

SCAFFOLDING

Child Protection Programme 2021 - 2024

Priority	What will we do?	How will we do it?	How will we know?	Responsibility	Progress update - 31/07/2022
Quality Assurance Framework (this is a priority because it is a fundamental part of the Performance & Quality Assurance function of the CPC, as required by national guidance. Also, and importantly, it allows the CPC to monitor its effectiveness on a multi agency basis in relation to priority areas of business)	Develop and implement the updated QAF in partnership with the CSB. This will comprise of one annual CPC only audit and one annual joint audit with the CSB on relevant and connected priorities	The CPC will identify multi agency staff to carry out and take part 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	The CPC will response to, and address, the recommendations from 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&QA sub committee	QAF has become well established and the processes around routine audits is well established. Remits are authored by the CPC & CSB. Findings are reported to CPC & CSB and implementation of recommendations are monitored by CPC & CSB.
National Guidance (this is a priority because this guidance, provided by Scottish Government, sets out how CPCs operate, core functions, and responsibilities in relation to Child Protection and Learning Reviews within Scotland)	Consider the revised national guidance for child protection and learning reviews and ensure any changes that are required are put in place to help support and improve practice	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	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	CPC Lead Officer and agency leads	In depth self-evaluation was undertaken. CPC have commenced implementation of identified changes and expect to have completed within timeframe (September 2023).
		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	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&D framework and associated sub committee structures	CSB and SLR sub committee	Routes for case reviews is established and outlined on Aberdeen Protects. National Guidance for SLRs has been adopted by the CPC.
					Local guidance in relation to all 3 case review processes in development.

SCAFFOLDING

Child Protection Programme 2021 - 2024

Priority	What will we do?	How will we do it?	How will we know?	Responsibility	Progress update - 31/07/2022
Learning and Development (this is a priority because it is a fundamental part of the learning and development function required from the CPC, as required by national guidance. Also, and importantly, it allows the CPC to monitor its effectiveness on a multi agency basis in relation to priority areas of business)	Ensure all multi agency staff have access to relevant child protection training in line with the priorities identified in the CP Programme: - Child Protection and Disability	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	The L&D sub committee will provide an annual multi agency L&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	L&D sub committee	2021 – July 2022 annual report is complete and outlines L&D activity throughout this period.
Multi agency interface with other strategic partnerships across Aberdeen City (this is a priority because it directly contributes to ensuring the safety and wellbeing of our vulnerable children across Aberdeen City, it builds and further strengthens multi agency collaboration on cross cutting public protection themes, and allows the pooling of resources to jointly tackle key priorities)	Throughout this programme, 2021 to 2024 (and beyond), to work collaboratively with other strategic partners in order to ensure ongoing strategic development and continuous improvement of our child protection services	Ensuring proactive engagement with national and local priorities (including national guidance, local improvement plans, and core datasets), CPC Scotland and other national groups	The creation and development of a Public Protection website bringing these key areas of business together under the COG	COG	Aberdeen Protects launched January 2022
		Ensuring this programme is annually reviewed by CPC and approved by COG	Annual CPC development days and the annual CPC report	CPC Lead Officer	Development sessions were held on 18/11/21 & 15/02/22. CPC annual report published on Aberdeen Protects.
		Ensuring effective links with other strategic partnerships including the ADP, APC, VAWP, MAPPA, CSB, Community & Youth Justice	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	CPC	Public Protection Leads group established

PEOPLE
Child Protection Programme 2021 - 2024

Priority	What will we do?	How will we do it?	How will we know?	Responsibility	Progress update - 31/07/2022
Exploitation and Missing Children (this is a priority because it has been identified through the exploitation thematic group, local data and scrutiny reports, local case reviews, and it is a national priority)	Raise awareness and develop a multi-agency understanding of, and response to, all forms of child exploitation and children who go missing	Develop, review, and disseminate multi agency guidance in relation to all forms of exploitation including child trafficking, sexual exploitation, and county lines	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	Exploitation thematic group	Child Sexual Exploitation guidance expected early 2023
		Improve single agency gathering and reporting of information, to support the multi-agency analysis of data in relation to all forms of child exploitation	The data and analysis provided to the P&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	Exploitation thematic group	Ad-hoc data is received by the P&QA sub committee and reported to the CPC. Routine data reporting is in development.
		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	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&QA sub committee and short life thematic group	Outcome & recommendations from journey mapping workshops reported to CPC in March 2022.
					E-module (Return Discussions) available on Aberdeen Protects
					Routine data reporting in relation to missing children is in development.