**Highland Child Protection Committee Improvement Plan - 2016-2018**

**Overarching Aim of Child Protection Committee**

*‘All children and young people in Highland are protected from abuse, neglect or harm, at home, in school and in the community and are equipped with the knowledge and skills to keep themselves safe’*

**Child Protection Committee Improvement Outcomes 2016-18**

1. Child Sexual Exploitation Action Plan is implemented and evaluated
2. Ensure the learning from case reviews is considered and shared effectively
3. Develop a competent and confident workforce to identify and respond to concerns about children at risk of harm
4. Ensure practitioners are able to identify and respond to child neglect
5. Children, young people and communities understand what is meant by ‘harm’ in the context of child protection
6. Children and families affected by domestic abuse, substance misuse and/or mental ill-health receive the right help and support at the right time
7. Review of Procedures and Guidelines relating to Child Protection
8. Quality Assurance in child protection

**Ongoing Priorities**

* Delivery of CPC Interagency Training Strategy
* Quality Assurance of Child Protection practice in Highland
* Child Sexual Exploitation Working Group
* Children Affected by Parental Substance Misuse Sub-group
* Mandated Sub-Group – Case Reviews

**Future Priorities**

* Supporting Young People to be Champions
* Review of programmes to help children and young people keep themselves safe
* Discuss findings of the review of CP participation to identify and fill gaps

**Cross-cutting issues:**

The CPC will support, as appropriate, any additional, cross-cutting issues identified and led by other ‘Safer Highland’ partnerships or ‘For Highland’s Children 4’ Improvement groups.

**For Highlands Children 4 outcomes:**

1. Children are protected from abuse, neglect or harm at home, at school and in the community.
2. Children are well-equipped with the knowledge and skills they need to keep themselves safe.
3. Young people and families live in increasingly safer communities where anti-social and harmful behaviour is reducing.
4. Children and young people experience healthy growth and development.
5. Children and young people make well-informed choices about healthy and safe lifestyles.
6. Children and young people are equipped with the skills, confidence and self-esteem to progress successfully in their learning and development.
7. Children and young people are supported to achieve their potential in all areas of development.ringen outcomesen 4
8. Children and young people thrive as a result of nurturing relationships and stable environments.
9. Families receive support, advice and guidance which is well-matched to their needs and available in ways which helps them to prepare for the various developmental stages.
10. Children and young people are physically active.
11. Children and young people know their rights and are confident in exercising these. They are able to express their views and be involved meaningfully in decisions which affect them.
12. Families are valued as important contributors and work as equal partners to ensure positive outcomes for their children and young people.
13. Children, young people and their families are supported well to develop the strengths and resilience needed to overcome any inequalities they experience.
14. Children, young people and families are enabled to tell us what they think about services and the community in which they live, and improvement is determined with their involvement and by understanding their views, wishes, and expectations

**BRAG Rating - Definition**

**RED** Significant Delay

**AMBER** Action Progressing/Ongoing with some delay

**GREEN** Action Progressing within Timescales

**BLUE** Action Complete – no further action required

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| **Action** | **Measures/evaluation** | **Timescale/**  **RAG** | **Lead** | | **Est.**  **Cost** | **Links to FHC and Key groups/**  **documents** | **Progress** |
| **Improvement Priority (a): Implementation of Highland CSE Action Plan** | | | | | | |  |
| Incorporation of CSE training into existing training programmes | CSE covered within Developing Competence in Child Protection Course | Oct 2016 | | Donna Munro | n/a | FHC 1. 2.  CSE Action Plan | CSE incorporated into Developing Competence Mandatory CP Training |
| Roll out of CSE awareness to community groups | Statistics – no. of attendees  No. of concerns about CSE reported/recorded | Dec 2016 | | DI Nicola Mackenzie | £3000 | FHC 2.  CSE Action Plan | 2 Night-time economy sessions delivered. |
| Further Delivery of Community CSE sessions and development of night time economy CSE scheme | Statistics – no. of sessions delivered  No. of concerns about CSE reported/recorded  Scheme Sign Up numbers | August 2017 | | DI Nicola Mackenzie | £3000 | FHC 2.  CSE Action Plan |  |
| Ensure young people are involved in policy development for CSE | Explore feasibility of Viewpoint for establishing views of children and young people | Feb 2017 | | DI Nicola Mackenzie | £9000 | FHC 12. 14.  CSE Action Plan | Viewpoint licence |
| **Improvement Priority (b): Ensure the learning from significant and initial case reviews is considered and shared effectively** | | | | | | |  |
| Commissioning of SCR using SCIE Accredited Reviewers | SCR produced and reported to CPC | March 2017 | | DCI Vince McLaughlin | £14000 | FHC 1. | 2 SCRs underway to report in May and June 2017 |
| Monitor progress of ICR/SCR Action Plans | Reporting from ICR/SCR group | Ongoing | | DCI Vince McLaughlin | n/a | FHC 1. |  |
| Disseminate learning from case reviews as appropriate | Hindsight bulletin produced | Feb 2017 | | DCI Vince McLaughlin | n/a | FHC 1. | New timescale following publication of SCRs – September 2017 |
| Roll out of SCIE Learning Together Foundation Course to develop cohort of practitioners to lead and contribute to case reviews | 20 participants trained to lead and contribute to case reviews in Highland | Oct 2016 | | Linda MacLennan-Shareef | £8000 | FHC 1. | Training rolled out Oct 2016 to 18 practitioners |
| **Improvement Priority (c): Develop a competent and confident workforce to identify and respond to concerns about children at risk of harm** | | | | | | |  |
| Review and update Child Protection L&D Strategy | Updated Strategy presented to CPC | May 2017 | | Donna Munro | £30000 | FHC 1. | Review underway and Trainers Forum established  Awaiting National guidance/ CPIP |
| Support delivery of VRi Training | VRi courses delivered in Highland and no. of Police/Social Workers trained to carry out VRi | March 2017 | | Jennifer Baughan/  Amelia Wilson | £8000 | FHC 1. 3. 11. | Ongoing |
| **Improvement Priority (d): Ensure practitioners are able to identify and respond to child neglect** | | | | | | |  |
| Explore use of Graded Care Profile as tool to assist practitioners working within the Highland Practice Model | Findings from pilot areas presented to CPC  Training rolled out as appropriate | Dec 2016 | | Amelia Wilson | £3000 | FHC 1. 13. | Negotiations underway with NSPCC to visit Highland and deliver T4T on GCP2 |
| Roll out Graded Care Profile Training | Number of Practitioners Trained | September 2017 | | Amelia Wilson | £3000 |  | Initial launch took place on 30/3/17 |
| Delivery of one day CPC Conference on Neglect | 120 practitioners attend event  Evaluations and impact on practice | Feb 2017 | | Donna Munro | £2800 | FHC 1. 4. 13. | Conference and Launch Events completed – 326 attendees over two days |
| Incorporate key messages from local and national findings into single and multiagency training | Programmes reflect key messages and tools proportionately | Sept 2017 | | CPC Training Group | n/a | FHC 1. 4. 13. | Ongoing Task |
| **Improvement Priority (e): Children, young people and communities understand what is meant by ‘harm’ in the context of child protection** | | | | | | |  |
| Review public awareness strategy | Sub-group established with Terms of Reference  Map current provision  Strategy updated and presented to CPC | October 2016  Jan 2017  March 2017 | | Donna Munro | n/a | FHC 3. 5. 11. 13. 14. | Group established and initial plan developed  Wider mapping and strategy still to be considered |
| **Improvement Priority (f): Children and families affected by domestic abuse, substance misuse and/or mental ill-health receive the right help and support at the right time** | | | | | | |  |
| Development of e-learning CAPSM package for practitioners working with parental substance misuse | E-learning package developed  No. of practitioners trained | Sept 2017  March 2017 | | Donna Munro | n/a | FHC 1.  Alcohol and Drug Partnership | E-learning developed |
| Involvement of Children and Families in addressing Parental Substance Misuse | Implement findings of CATALYST Project for families affected by parental substance misuse | March 2017 | | Debbie Milton | TBC | FHC 1. 2. 3. 5. 12. 14.  Alcohol and Drug Partnership |  |
| Develop tools for supporting non-abusing parents and families | Explore use of CEDAR | March 2017 | | Gillian Gunn | TBC | Violence Against Women Partnership |  |
| Explore approaches for working with perpetrators in domestic abuse cases | Assessment and planning tools to be developed and added to HPM | March 2017 | | Gillian Gunn | TBC | Violence Against Women Partnership |  |
| **Improvement Priority (g): Ensure Child Protection procedures and guidelines are consistent with Highland Practice Guidance and legislation** | | | | | | |  |
| Review of CPC Guidelines in line with Children and Young People (Scotland) Act 2014 | Procedures reviewed and updated | Dec 2016 | | Stephanie Govenden | n/a | FHC 1. | Delayed in line with judicial ruling |
| Review of Highland Underage Sex Protocol | Protocol reviewed and updated in line with national and local procedures  Changes communicated to practitioners | Oct 2016 | | Jennifer Baughan/  Dan Jenkins  CPC Training Group | n/a | FHC 1. 2. 3. 4. 5. | HUSP on CSE Sub-group action table |
| **Improvement Priority (h): Develop Robust Quality Assurance Processes for Child Protection** | | | | | | |  |
| Establish Quality Assurance Group for Child Protection | Multi-disciplinary group established and terms of reference agreed | Sept 2016 | | Stephanie Govenden | n/a | FHC 1. 14. | Multi-disciplinary group established and terms of reference agreed |
| Develop Quality Assurance Plan for Committee | Quality Assurance Action Plan agreed by CPC | Dec 2016 | | Stephanie Govenden | n/a | FHC 1.14. |  |