

# BIENNIAL REPORT 2022-2024



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## Introduction

We are delighted to deliver our biennial report which covers the period August 1<sup>st</sup> 2022 to July 31<sup>st</sup> 2024 in line with the national minimum dataset for child protection. As the Independent Chair of the Child Protection Committee (CPC) I would like to take this opportunity to thank you for all your efforts during the last two years.

In response to the Care Inspectorate Inspection of Children's Services for children at risk of harm in 2022, the CPC and partners have begun a journey of significant improvement work which I know is challenging alongside workforce pressures and a busy landscape.

I am particularly pleased to see the progress made in relation to our responses to older young people – those at risk of community harm through criminal or sexual exploitation. During our CPC audit of child's files in May 2024, file readers highlighted significant improvement in assessment and planning processes for this age group.

In 2024/25 the CPC will continue to work with organisations and services delivering support to children, young people and their families. We will be focussing on delivering our Improvement Plan in line with the priorities outlined in the Integrated Children's Service Plan 2023-2026.

Over the last two years, there have been many updates and additions made to our policies and procedures, as well as a number of new learning and development opportunities, so please keep updated with all the news by visiting [www.hcpc.scot](http://www.hcpc.scot) regularly.



Mhairi Grant,  
Independent Chair,  
Highland Child Protection Committee

## Partnership Working

In 2022/23 the CPC worked as part of the Integrated Children's Service Planning Board to develop the new [Integrated Children's Service Plan](#) and make sure our priorities were in line with other Partnerships. The new plan sets out priorities in six key areas – Rights and Participation, Poverty, Drugs and Alcohol, Health and Wellbeing, The Promise and Child Protection. In August 2023, the CPC were involved in the organisation of Vision 26 to launch the Integrated Children's Service Plan for Highland. Featuring over 40 stalls highlighting support available for children, young people and families, the event received positive feedback and is set to become an Annual event.



As part of the Public Protection Chief Officer Group, we continue to work with our Public Protection partners in relation to the links between Child Protection and Adult Support and Protection. We also work closely with the Alcohol and Drugs Partnership and the Violence Against Women Partnership.

The CPC are members of the Highland Alliance, bringing together statutory and third sector partners to improve outcomes for children, young people and families.

By working in partnership, we know we can identify gaps in service provision, avoid duplication of efforts and work together to improve outcomes for our children and young people.

## The Promise

Throughout 2022-2024, we have worked alongside our Promise Programme Manager supporting Promise Conversation Cafes and our Promise Ambassador programme.



In May 2024 we launched our new [language guide](#), developed in partnership with young people and practitioners across Highland.

The CPC are members of The Promise Board (formerly the Corporate Parenting Board) and in 2022-24 we have been involved with events such as 'Tending the Light' and the Highland CHAMPS Celebration, giving us opportunities to meet our care experienced young people and hear their views.



In 2024/25 we will be working with the new Children's Rights and Participation Officers to ensure we are delivering on The Promise Plan for Highland, and that the rights of our children and young people are upheld in line with the UNCRC legislation.

## Views of Children and Young People

The views of children and young people are key to developing effective services and as a member of the Integrated Children's Service Board, we have been working on the development of the new Children and Young People's Participation Strategy which is due to be launched on 30<sup>th</sup> August 2024. In 2024/25 Highland Council will also be introducing 'Mind of My Own' in order to capture the views of children and young people involved in child protection planning processes.

## Quality Assurance

The Quality Assurance Sub-Committee has continued to monitor improvement work following the Care Inspectorate's Inspection of Children's Services for children at risk of harm in 2022. The Inspection Improvement Plan set out key areas for improvement and the CPC has been working with the Integrated Children's Service Board to deliver these actions.

This includes:

- Development of Highland GIRFEC and Child Protection Guidance

- Development of Children and Young People’s [Participation Strategy](#) and [Children’s Rights website](#)
- GIRFEC Refresh and Reset sessions (with new GIRFEC e-module) to develop a shared language across the Partnership
- Improving practice in relation to older young people
- Review of the Vulnerable Pregnancy Pathway
- Updated Child Protection Learning and Development Strategy and Framework
- Increased focus on Quality Assurance

## Audit Work

In May 2024, a multi-agency audit was carried out with 21 file readers looking at 28 cases over 2 days. The audit followed the Care Inspectorate framework for file reading. The audit highlighted good practice in relation to initial responses to child protection, particularly the recording of Interagency Referral Discussions (IRDs) and multi-agency inputs to child protection planning meetings. Areas for improvement include the quality of assessment and planning processes, ensuring the views of children and parents/ carers are reflected within child’s plans and evidencing outcomes for children. We have seen significant improvement in the effectiveness of work undertaken with children at risk of harm to themselves or others, and those at risk of community harm.

The Quality Assurance Sub-Group has continued to undertake IRD audits and carried out a number of smaller pieces of work to look at data in more detail. This includes work with SCRA to look at an increase in referrals to the Children’s Reporter, particularly relating to the child’s conduct and lack of parental care.

The Quality Assurance Sub-Group has updated the audit cycle for 2024-2026 with audit and self-evaluation work based on data and areas highlighted in the CPC audit.

## Child Protection Data

The Child Protection Committee collects data on a quarterly basis in line with a national minimum dataset. The data shows us any trends appearing and helps us set our audit cycle for the next year. In 2023/24 the CPC introduced the National Minimum Dataset Version 2 with key changes to the risk and vulnerability factors recorded in child protection registrations.

Key headlines from the child protection data 2022-2024 include:

- Highest number of concerns recorded in child protection registrations relate to domestic abuse, parental drug and alcohol use, parental mental health and neglect
- There is a decreasing trend in the overall number of children on the child protection register

- Majority of children on the child protection register remain under 5 years old

**Child Protection Register – Numbers & Rates**

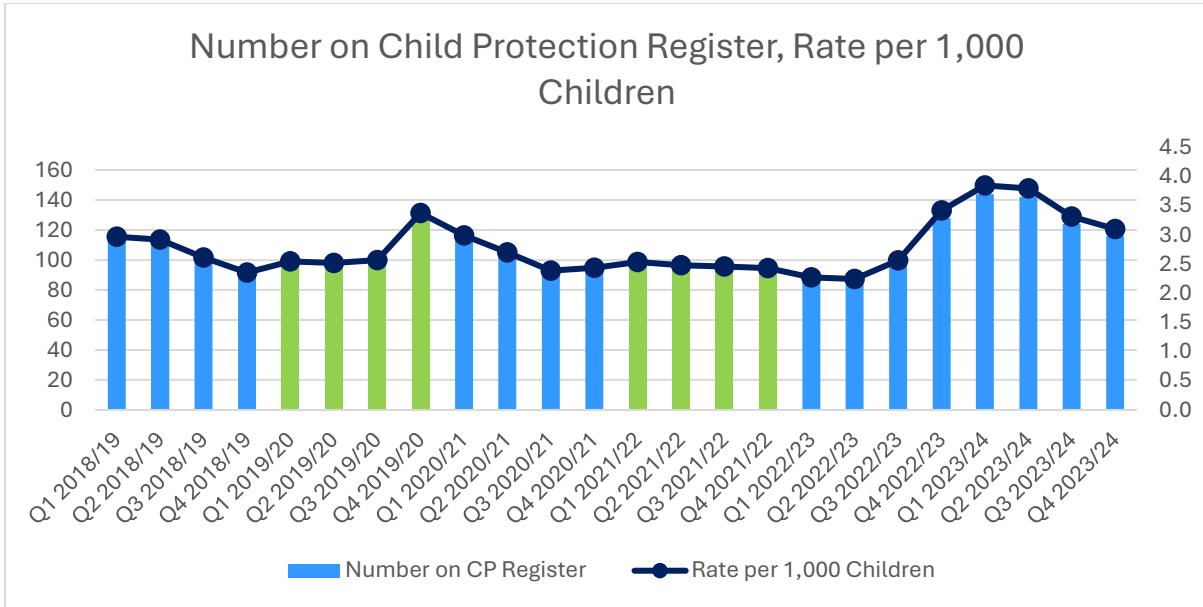


Chart 1: Number of Children on the Child Protection Register and Rate per 1,000 Children Registered

Chart 1 shows the number of children registered on the Child Protection Register. The overall trend since Q2 2023/24 has been of a downward trajectory; following a steady rise from Q3 2022/23 to Q1 2023/24.

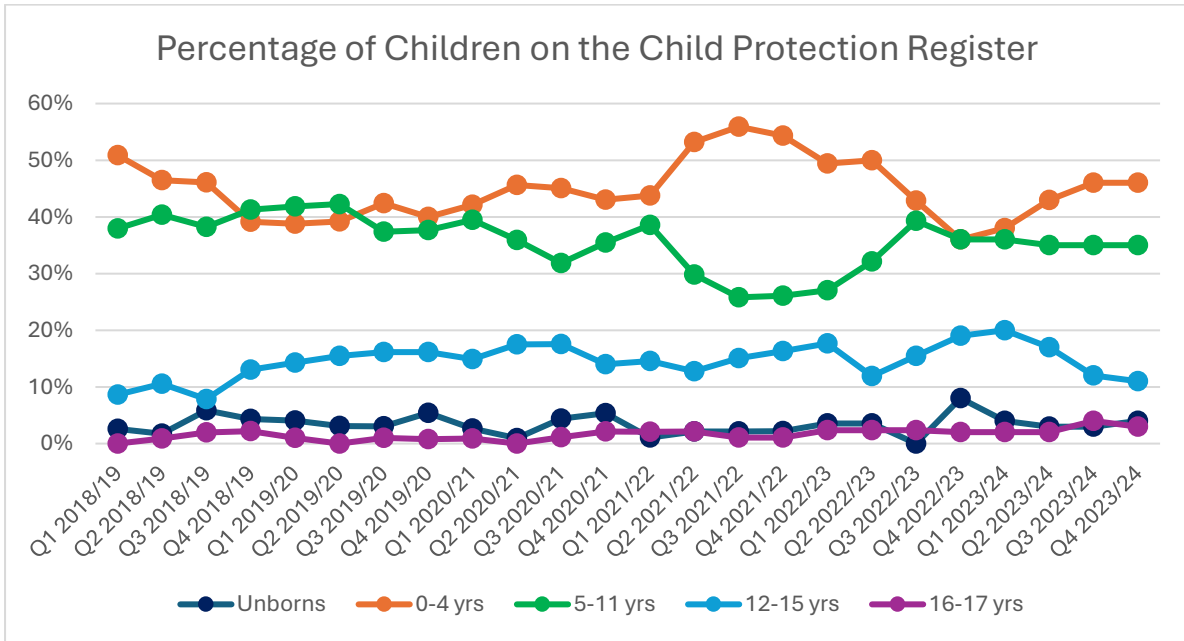


Chart 2: Percentage of Children in Age Bracket on the Child Protection Register

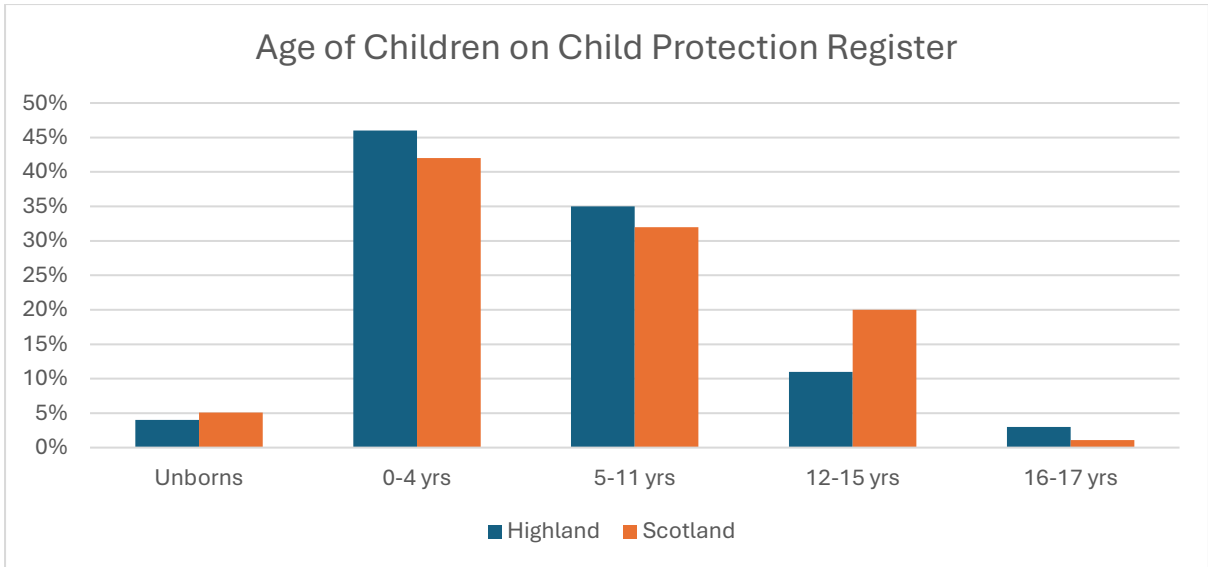


Chart 3: Percentage of Children in Age Bracket on the Child Protection Register

Chart 2 shows the proportion of children registered on the Child Protection Register at the end of each quarter by age. As can be seen, 0–4- & 5–11-year-olds make up the highest proportion of those registered since Q3 2019/20. We have also seen an increase in the 0-4 bracket in the last 4 quarters, although this more a return to expected levels and a result of the movement in the 12-15 bracket which showed a change from Q3 2022-23 with slightly more children aged 12-15 on the Child Protection Register.

Chart 3 shows the age of the children currently on the Child Protection Register compared to the national figures (as released in the 2022-23 Social Work Statistics publication).

**Child Protection Register – Registrations & De-Registrations**

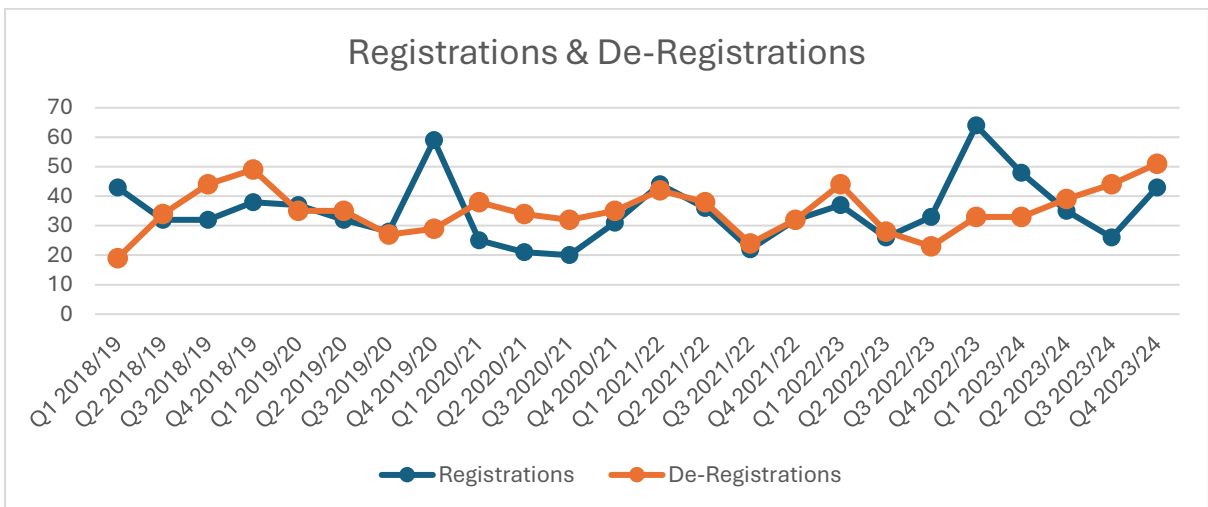


Chart 4: Registrations & De-Registrations of Children on the Child Protection Register

Chart 4 shows the number of quarterly registrations and de-registrations from the Child Protection Register in the period. Historically overall numbers tend to follow each other closely. However, in the most recent quarter the number of de-registrations has increased, while registrations in the 4 previous quarters decreased. Q4 2023/24 has seen a higher number than average of registrations – with 43 new registrations. It should be noted that large sibling groups being registered or de-registered in any quarter can impact on the overall figures significantly.

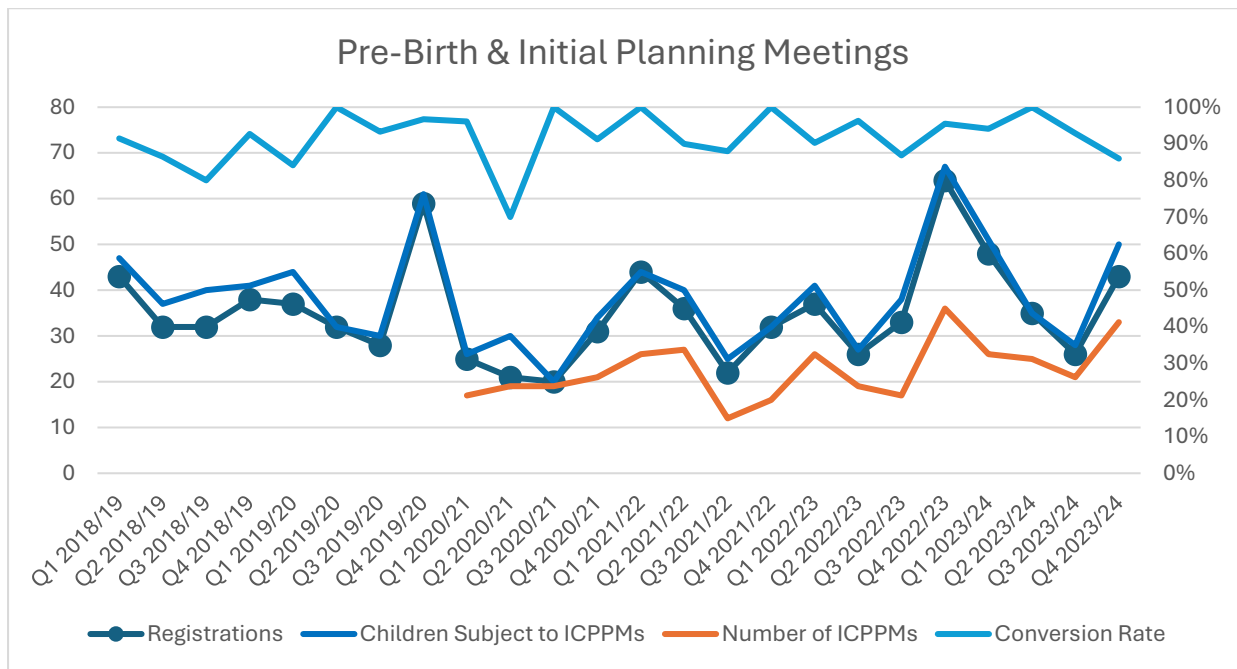


Chart 5: Pre-Birth & Initial ICPPM Conversion Rates

Chart 5 shows the number of children subject to an Initial Child Protection Planning Meeting (ICPPM), the total number of ICPPMs, and the conversion rate of ICPPM for each quarter. Please note, these meetings were previously referred to as Child Protection Case Conferences (CPOCs). This data provides an indicator of the type or level of cases being taken forward to ICPPM. A low percentage (conversion rate) potentially indicates that greater focus ought to be placed on the Investigation, Assessment, and Interagency Referral Discussion stages.

The conversion rate in Highland averages 92% over the period, which is being negatively affected by Q2 2020/21, where there was only a 70% conversion (during the pandemic period). With the exception of the most recent quarter (86%) the conversion rate has not fallen below 90% since Q3 2021/22. This suggests that thresholds for proceeding to ICPPM in Highland are good.

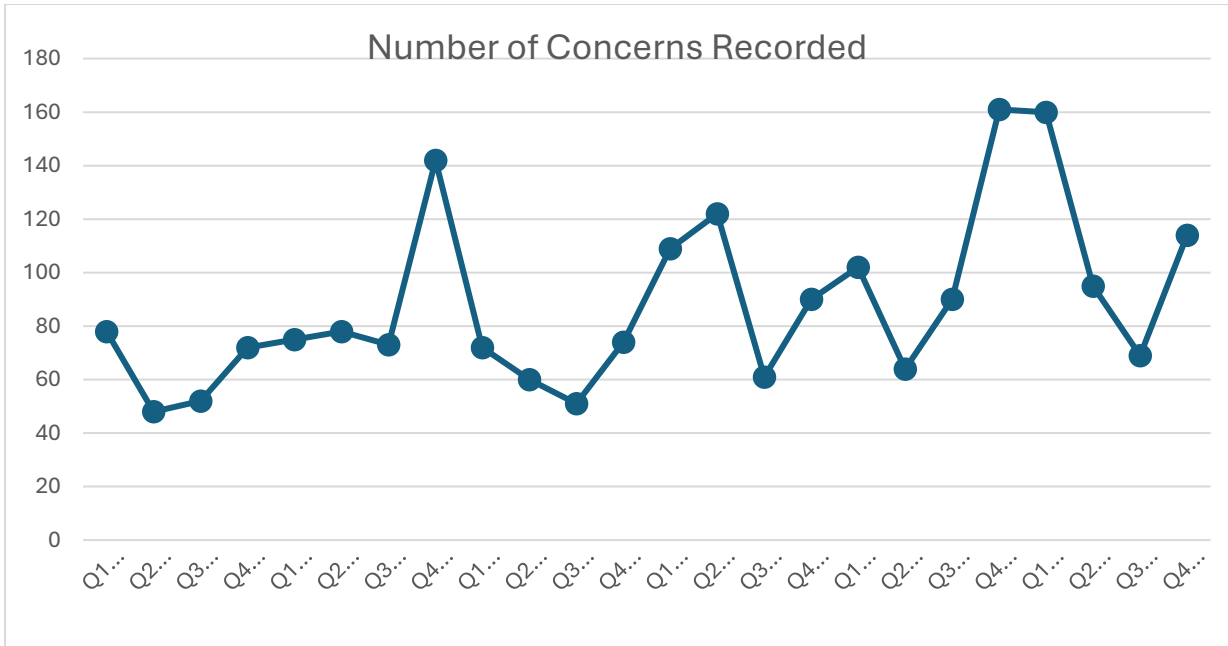


Chart 6: Concerns Recorded Children Registered on the Child Protection Register

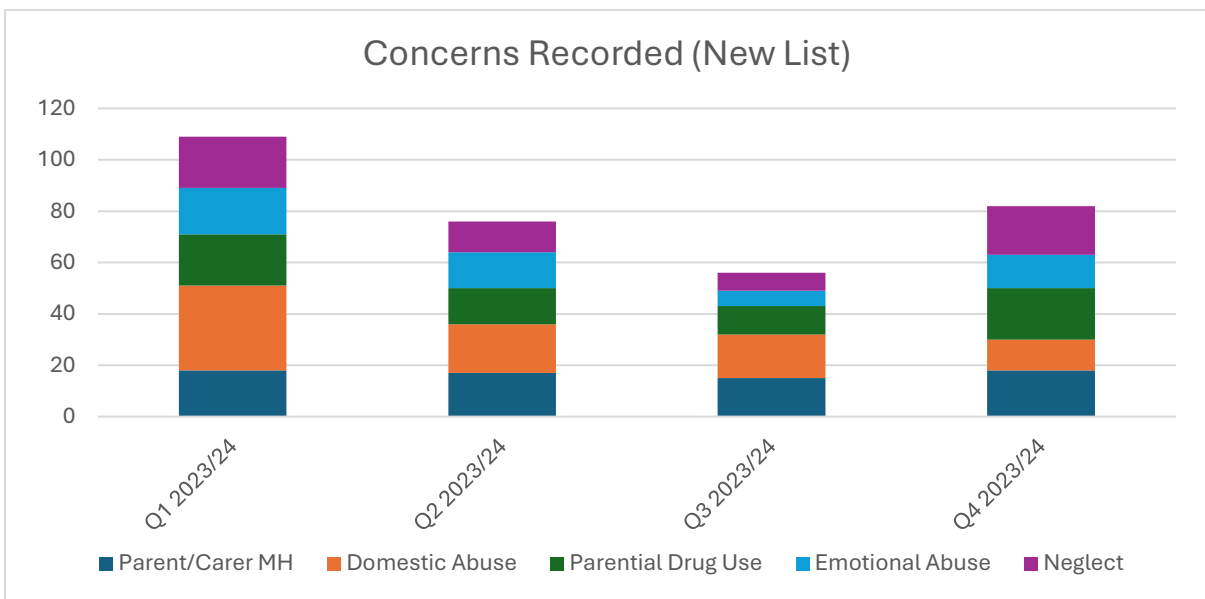


Chart 7: Top 5 Concerns Recorded at ICPPM

Chart 6 highlights all concerns (includes old & new list) that have been recorded for children registered on the Child Protection Register. Chart 7 shows the breakdown in the five most common concerns. The number of concerns recorded can indicate the complexity of cases and can show where families are experiencing a high number of risks and vulnerabilities. Using data starting in Q1 2018/19 the average number of concerns per child is currently 2.5.

The five largest concerns registered include Parental Drug Use, Neglect, Parental Mental Health Problems, Physical Abuse and Parental Alcohol Use, (as seen in Chart 7). This is useful data in terms of service planning and development and working with partners within the Alcohol and Drugs/Violence Against Women Partnerships. It is important to

note that other types of abuse can have significantly higher risks for a smaller number of children (e.g. criminal exploitation). Therefore, it is important that the Quality Assurance Sub-Group continues to monitor all data available.

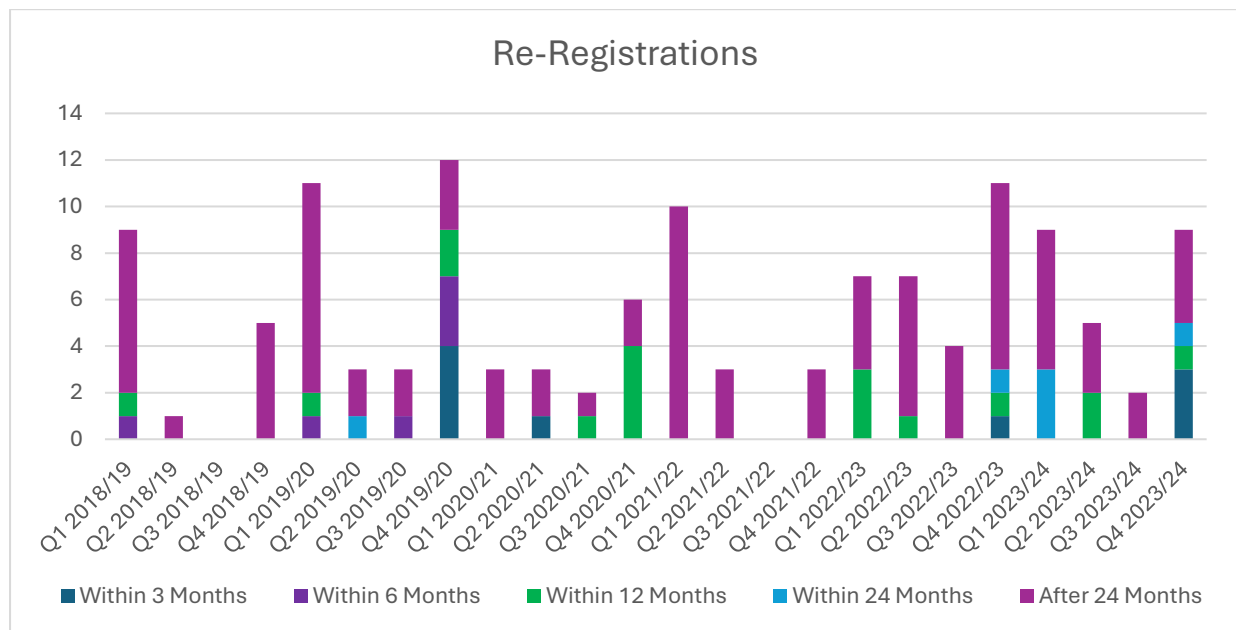


Chart 8: Re-Registrations

Chart 8 shows the number of re-registrations of children on the Child Protection Register in each quarter. Re-registrations can provide an indicator of the quality of assessment, decision making and planning for children. For example, if there were a high number of children re-registered within 3-6 months, planning and decision making in relation to de-registration may be questioned. Where risk may have been reduced significantly and families are receiving support, children may be de-registered from the child protection register. However, at a later stage the family may experience further crises which puts a child/children at risk of harm. This is particularly the case where substance use, domestic abuse and/or parental mental health is a vulnerability. Where children have been re-registered within 24 months of de-registration, the Strategic Lead for Child Protection (Social Care) investigates cases to explore reasons for re-registration.

The Quality Assurance Sub-Committee will consider re-registrations within the Audit Cycle and findings reported to the Child Protection Committee.

**Child Protection Register – SCRA**

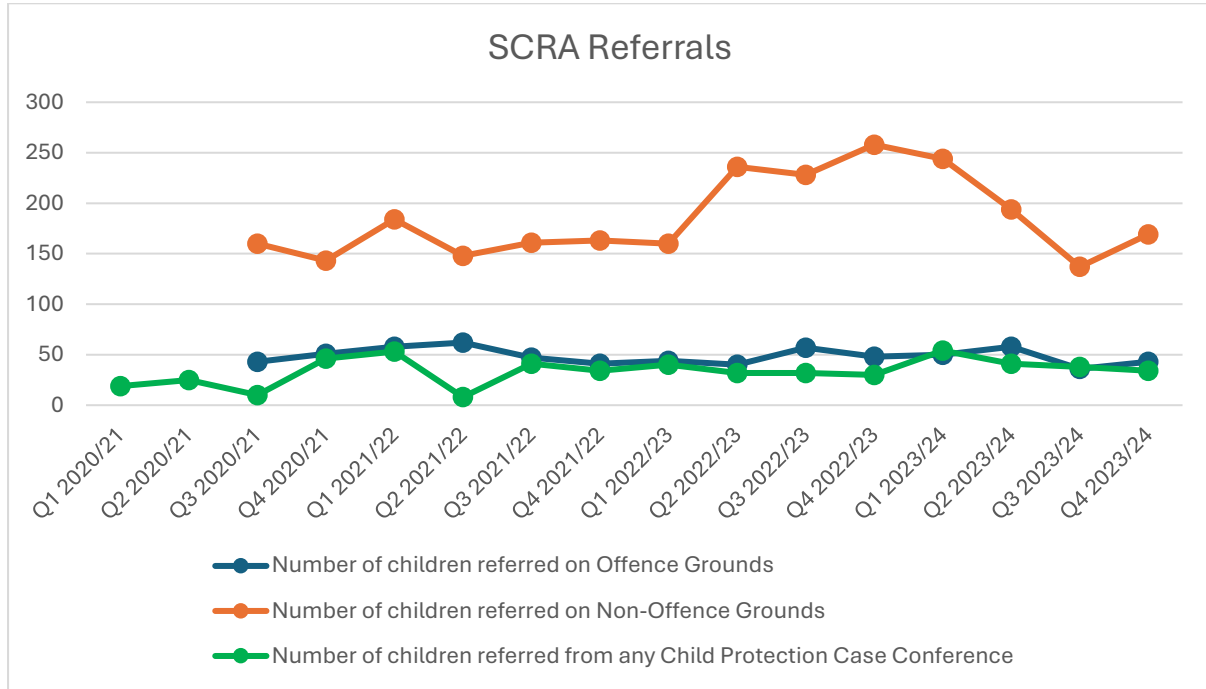


Chart 9: SCRA Quarterly Referrals

Chart 9 shows the number of children referred to the Children’s Reporter on Offence Grounds, Non-Offence Grounds and from any CPPM. The quarterly figures are primarily available from Q3 2020/21. As can be seen, there tended to be little variation in the figures until quarter Q2 2022/23, where the number of children referred on Non-Offence Grounds increased significantly. It remained at a high level up until quarter Q4 2022/23, but since then there has been a drop in each subsequent quarter.

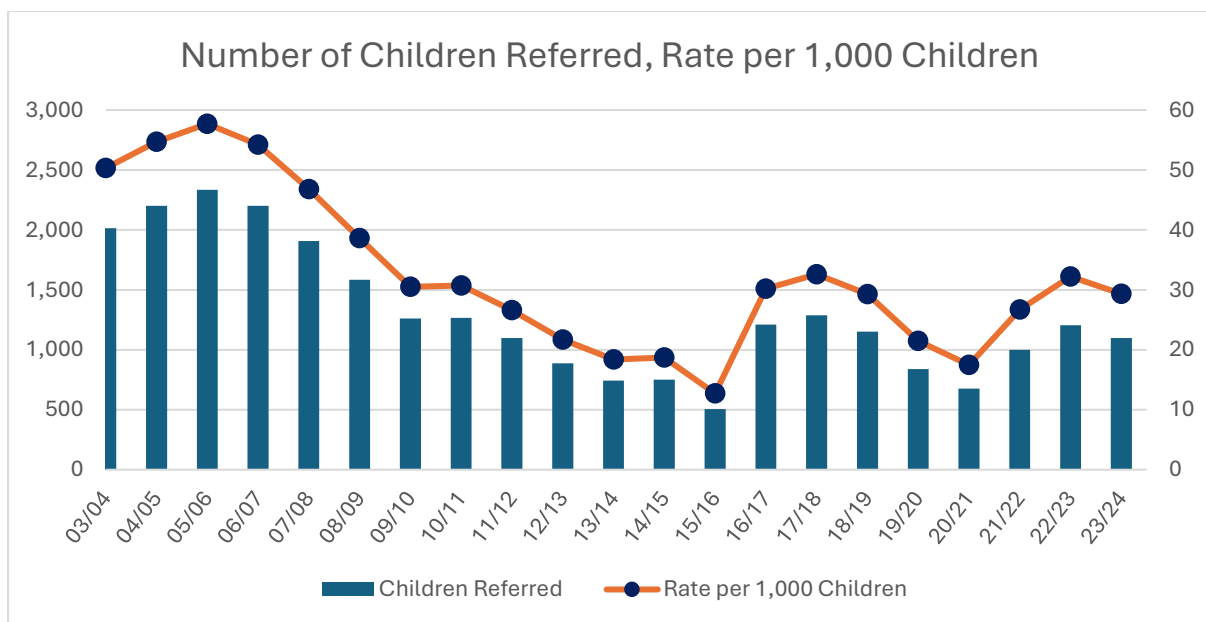


Chart 10: SCRA Annual Referrals

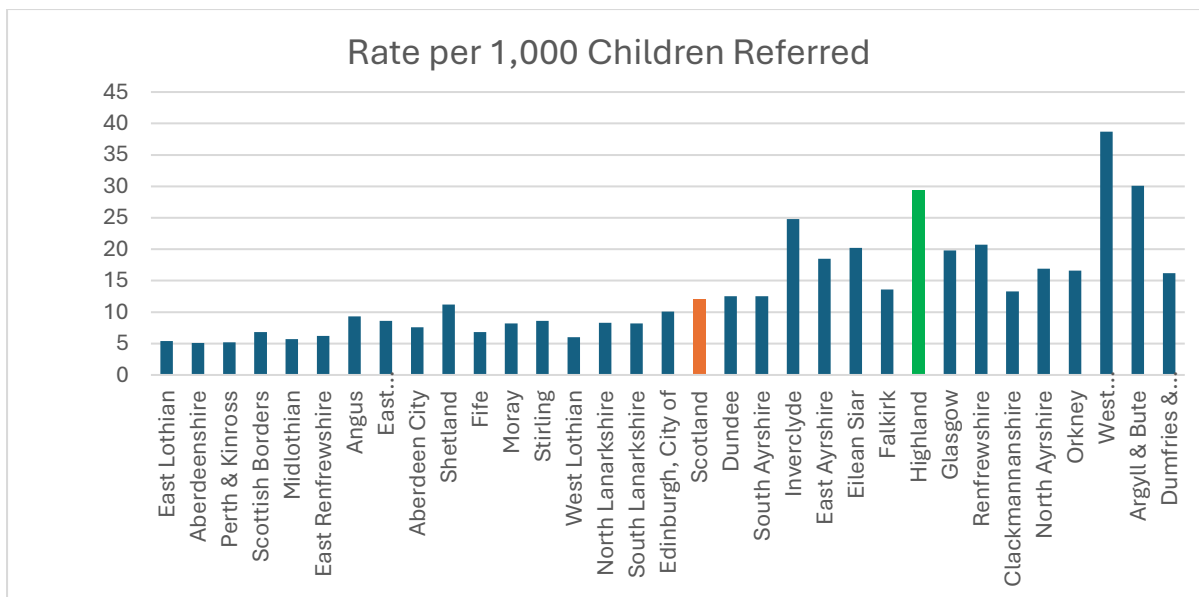


Chart 11: SCRA Annual Referrals – Rate per 1,000 Children – Highland v National

Chart 10 shows the total number of children referred and the Rate per 1,000 Children Referred over an almost two-decade period. There had been a significant drop in the number being referred, although the current 23/24 figure of 1098 children, or 29.4 children per 1,000 children, is the 12<sup>th</sup> highest since figure 2004 - although a decrease compared to last year when there were 1205, or a rate of 32.5. Progress is being made and there is a general trend of decreasing numbers despite the sharp increase in 2021 - 22.

Chart 11 above shows the Rate per 1,000 Children Referred at a national level for the most recent update in 22/23. Highland Council’s position can be seen in green, with a rate of 29.4 Children Referred per 1,000 Children, while the national average is highlighted in orange, a rate of 12 Children Referred per 1,000 Children.

## Scottish Child Interview Model and Bairns’ Hoose

In September 2023 Highland introduced the Scottish Child Interview Model (SCIM), a national approach to joint investigative interviewing. It is trauma informed, maintaining the focus upon the needs of the child in the interview and minimising the risk of further traumatisation. A specialist training programme has been developed nationally for police and social work interviewers, to provide them with the expertise for forensic interviewing of children. In the initial phase of the project, Highland trained 3 Police Officers and 3 Social Workers to undertake interviews with children who have experienced abuse or harm in line with specific criteria. Further people will undertake the training in 2024/25 and the project aims to move towards a dedicated SCIM team to ensure the availability of SCIM interviews for all children who need them.

In December 2023, Highland became an affiliate member of the National Bairns' Hoose project, receiving funding from the Scottish Government to develop properties in Wick and Inverness to provide safe spaces for children, young people and families who need support from local services.

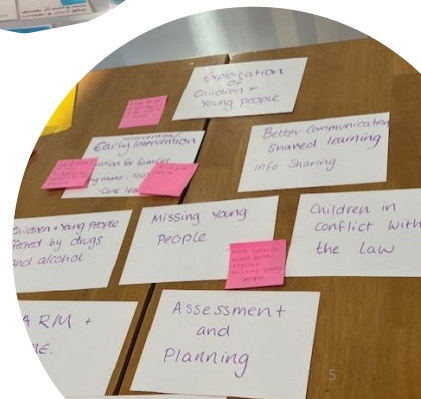


In 2024/25, Highland will continue to implement the Bairns' Hoose standards set out by Scottish Government to ensure children and young people who have experienced abuse or harm receive support in relation to child protection, justice, health and recovery in line with their rights and needs.

## Older Young People

Through the Older Young People/Re-imagining Justice Sub-Group, the CPC continues to develop support for our older young people. We have been working with the CYCJ on our re-imagining justice project, engaging with practitioners and young people to identify key priorities. We have also received support from Missing People Scotland to improve our approaches to missing children and young people.

### Re-imagining Justice Workshop



The PLACE meeting process is now operational across Highland identifying young people at risk of exploitation and developing appropriate responses.



In 2023 we received funding from the CORRA Promise Funding stream to develop services for children, young people and families affected by exploitation. This funding has enabled the expansion of Barnardos RISE project to carry out direct work with children and their families, and the introduction of Action for Children's Side-Step project, providing intensive support for children who have been criminally exploited.

In April 2024 the CPC updated our Care and Risk Management protocols to ensure there is a focus on supporting young people with harmful sexual behaviour. In 2024/25 we will be developing a training programme in relation to harmful sexual behaviour for practitioners across the Partnership.



In 2023, CPC members were delighted to attend the launch of the Anchor Project in Rail House, Inverness.

Funded by the Scottish Government's Cashback for Communities fund, The Anchor Project is a partnership between Barnardos, Action for Children and Aberlour providing an outreach support service and safe space for vulnerable young people in Inverness City Centre.

The drop-in service is a warm welcoming space where young people can talk to staff or just 'hang out' with friends.

## Pre-birth and Early Years

A Pre-birth and Early Years Sub-Committee has now been established to work on priorities in relation to child protection and our youngest children. The review of the Vulnerable Pregnancy Pathway, led by our Midwifery Development Officers, is underway. The Sub-Group will also look at ensuring the voices of our youngest children

are listened to and heard, updating the Toolkit and providing guidance for staff in this area.

## Learning and Development

In July 2022 Fiona Mackintosh was recruited as our new Learning and Development Officer. Fiona has been working to develop a new Learning and Development Strategy for 2023-2026 which enables us to continue to offer Child Protection Training free of charge to anyone who has contact with children in Highland including those working with families and in adult services. A Learning & Development survey was conducted in 2023 to inform and shape part of the strategy. A good variation of services/agencies engaged with the survey although completion rate was poor with only 236 completing with majority of responses from Highland Council Health & NHS staff (Specific & Intensive workforce).

Key Strengths identified in the survey:

- Training received both online, in person & Emodules scored favourably.
- Managers responses to staff level of knowledge correlated to staff responses, (except for the Promise).
- Staff felt supported to attend training.

Improvement themes:

- Knowledge of Child Protection Committee Representation
- Knowledge of Promise Board Representation
- Care And Risk Management procedures
- Graded Care Profile – use in practice.
- Promise
- Child Concern forms recording/storage/completing.
- Decision making - when do things go to IRD for example.
- Chronologies
- Awareness of E-modules availability
- Ease accessibility of Training
- Where to find training course information & advice

Other:

- Desire for specialist training – physical injuries, FGM
- Desire for all agencies to come together to attend training to aid better working relationships/understanding

What staff wanted from leaders:

- Time to attend training

- Frameworks so we know what training to attend
- Change & challenge culture, not just roll out training
- Social work specific training
- Kept up to date with changes

The results of the survey were considered as part of the development of the Learning & Development Strategy and presented to CPC for multi-agency & single agency consideration. It was agreed that the next survey would be conducted in 2025.

Child Protection Training continues to be developed and delivered in line with the National Learning and Development Framework for Child Protection. This National Framework was refreshed in early 2024, as part of our strategy a range of accompanying documents such as the [Training Guide for Staff and Managers](#) and [Quick guide to Core Training](#) were developed in 2023 and were subsequently updated in early 2024 to bring us in line with the new workforce model, additionally we have since developed an [interactive micro guide](#) to aid the multi-agency workforce to better understand which workforce group they may be part of with the understanding in Highland that some people may have varying job roles in different agencies.



Throughout 2002-2024 the following Trainer led courses were delivered on a regular basis -

General to Intensive Workforce	Recognition & Response in Child Protection
General to Intensive Workforce	HLH Recognition & Response
Specific to Intensive Workforce	Assessment & Analysis in Child Protection
Specific to Intensive Workforce	Understanding Child Protection Processes

Specific to Intensive Workforce  
 Specific to Intensive Workforce  
 Specific to Intensive Workforce  
 Specific to Intensive Workforce  
 Specific to Intensive Workforce

Graded Care Profile  
 Vulnerable Pregnancy  
 Harmful parent-child interactions  
 Trauma Informed Practice  
 Childhood Adversity & Trauma

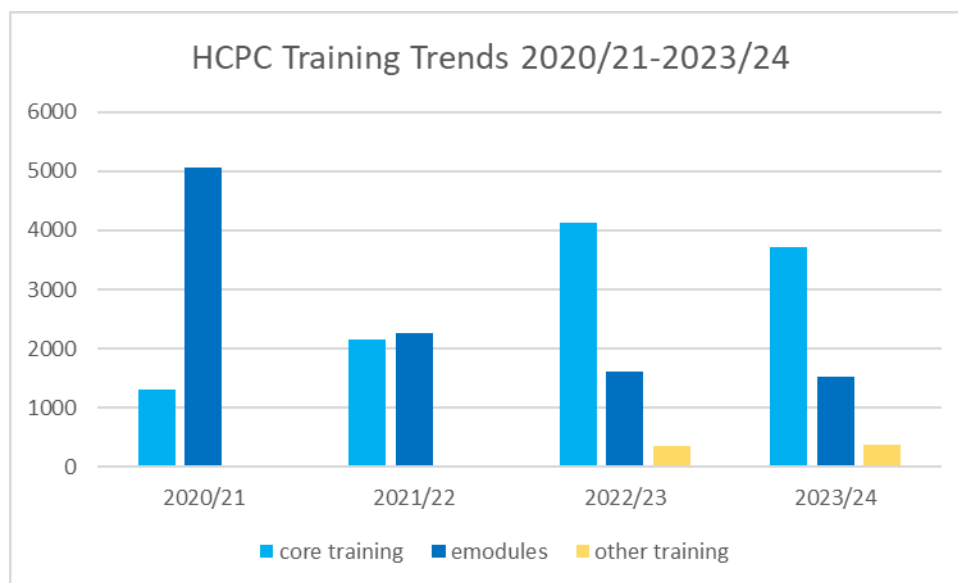
In January 2023 we introduced a new reporting system for recording attendance at courses. We can now analyse our attendance on a sector basis which helps planning and allows provision of statistical information on a quarterly basis. In addition to reporting statutory agencies attendance this also allows us to capture which organisations in the Third Sector have attended training. Between April 2023-March 2024 we supported the following organisations:



The CPC continues to work with the Care and Learning Alliance to offer a range of free eLearning opportunities. In 2022 a new course was developed following the new National guidance for child protection which was launched in 2023 adding to the suite of eLearning available as follows-

- Basic Awareness in Child Protection
- Introduction to the National Guidance for Child protection (Scotland) 2021
- Think you know about Neglect
- Understanding the Child Plan
- Introduction to Chronologies
- Introduction to Child Sexual Exploitation
- Children Affected by Parental Substance Misuse

## Training Statistics APR-MAR 2022-2024

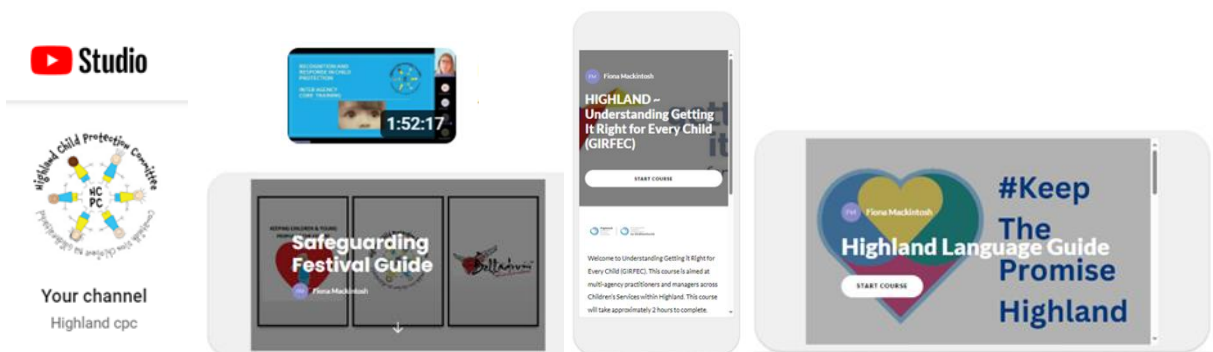


In 2022/23 we saw a significant rise in core child protection training as many of the workforce course certification had expired during COVID restrictions. As these

restrictions were lifted there was a decline of people undertaking E-modules in 2022/23 as a result.

We transferred our evaluation system online during 2022 all courses held on our training calendar now follow the same evaluation procedures for quality assurance. This allows us to review feedback for trainers, helps us in course redesign and gathers qualitative information to aid forward planning.

## eLearning Development



In 2023 we embarked in our own development of eLearning. We recognise that in addition to face-to-face learning there are opportunities to further enhance learning and engage with people in different ways, we are building more resources to complement existing training. We work closely with the Highland Council Traineasy team to maximise design knowledge & experience and this allows Highland Council staff to access our eLearning through the Traineasy systems. Fiona chairs the national eLearning STWG (subgroup of The National Child Protection Learning and Practice Development Group) and is working towards production of a briefing paper around the use of eLearning in the Child Protection field. Examples of our eLearning development in 2023 include –

- Highland Language Guide <https://bit.ly/Highlandlanguage>
- Highland Understanding GIRFEC <https://bit.ly/HighlandGIRFEC>
- Belladrum Safeguarding Festival Guide

## Masterclass Topics

### Contextual Safeguarding, Child Exploitation & the National Referral Mechanism



In early 2023 we reintroduced masterclass sessions the first of these remained online. We delivered these in partnership with Barnardos which attracted an attendance of 70 people. For practitioners we held a masterclass on Contextual Safeguarding and for managers on the topic of Child exploitation and the National Referral Mechanism. Evaluation of both masterclasses demonstrated a clear shift in learning of attendees on both themes. Exploitation is now integrated into our core child protection training which we updated later in 2023 and we are offering a range of in person and online sessions along with our partners throughout 2024.

## Annual Conference 2023

Following a break during the pandemic, the CPC Conference returned in 2023.

**#HelpingHandHighland**

**Are you missing out on benefits you might be entitled to, or needing support with money matters or personal budgeting advice?**

**Don't know who to ask?**  
Why not come along to see if we can help!  
Come for yourself, a friend or family member.  
**Free confidential advice.**

**Find out who can help with:**

- Emergency clothing 0-18 years
- Shoes/Boots
- Toiletries
- Baby equipment, nappies, formula milk
- Toys
- School essentials

**Eden Court Theatre, Inverness**  
**Wednesday 22<sup>nd</sup> March**  
**11am - 3pm**  
**No booking needed**

The Conference was attended by practitioners from across Highland and the theme for the day was participation. The key note speaker was Shumela Ahmed from the Resilience Learning Partnership discussing the importance of lived experience in service design and delivery. Our 'bring a can if you can' campaign resulted in 10 crates of food being donated to Highland Foodbanks.

## Safe and Together

Under the joint Governance of the Child Protection Committee and the Violence Against Women Partnership we have taken a multi-agency approach to the roll out of the Safe & Together Model funded by Scottish Government through the Delivering Equally Safe fund managed by Inspiring Scotland.

It is felt that the Safe & Together model fits well with existing practices around child protection and preventing violence against women and girls, whilst also supporting strategic priorities such as being trauma informed, Highland's commitment to The Promise and the Whole Family Wellbeing Programme.

Formal training programmes both online and now in person have been offered to a targeted group of multi-agency key workers (including, Social Work, Health, Education, Police and Third Sector). Over 500 staff have received some form of training or awareness raising on Safe and Together from half day workshops through to a four-day comprehensive programme.

The Improvement Service and the Safe & Together Institute have taken a keen interest in the Highland approach and are working with us on a comprehensive evaluation of the programme that will provide robust and quantifiable evidence of progress. Stage One a Self-Evaluation has been completed and we are currently working with colleagues on Stage Two, a thematic Case File Audit exercise. Stage Three the completion of detailed Case Studies will take place early next year.

Already practitioners have noted that they are more likely to have a shared approach to the families they work with. Post-training evaluations have also indicated positive responses from participants highlighting increased knowledge of domestic abuse and expressing more confidence in applying the Safe & Together model in practice. There has been a significant increase in staff take up of Safe & Together training.

*'Thank You again, so much for allowing me to come onto this course, it really was the best course I have ever attended. It is life changing knowing that this exists and there are people out there that understand, listen and support survivors from this perspective. The understanding and knowledge of perpetrator patterns and holding them accountable means a lot to survivors, especially when a perpetrator is known to be manipulative and narcissistic. I truly believe this will change lives and has done so far - it's very powerful. It will be a certificate I'm proud of for many reasons.'*

*Senior Children's Worker on Core Programme*

The Programme Coordinator recorded an input for a recent national conference on about the Highland experience, a case study on the Highland approach is featured on the Improvement Service website and will be leading a workshop at a pan European Conference early in 2025.

Highland are collaborating with colleagues across the North of Scotland (in Moray, Aberdeen City and Shire, Argyll & Bute, Orkney, Shetland and CNES) to maximise resources, share experiences and training opportunities in an effort to be more effective and efficient and to make a significant contribution to the implementation of Safe and

Together Scotland wide. More information about the Safe and Together Model can be found [here](#).

## Working with our Third Sector Partners

In 2023, the CPC disbanded the Keeping Children Safe Sub-Committee to fully integrate third sector partners into the work of the Committee. Formal representation of the third sector on the CPC is delivered through two nominated representatives from the Highland Third Sector Interface. Our Sub-Groups also include representatives from a wide range of agencies including Aberlour, Care and Learning Alliance, Homestart, Safe Strong & Free, Inspiring Young Voices, High Life Highland, Army Welfare Service, Action for Children and Barnardos.

Our partnership with [Safe, Strong and Free](#) ensures the continuation of prevention programmes across nurseries, schools and communities. This service is now expanding it's work to include Bullying workshops in schools across Highland.



Shona and Calum, SSF

## Welfare and Licensing



During the summer of 2023 and 2024, the Child Protection Committee has supported Welfare arrangements for Belladrum's Tartan Heart Festival, ensuring support for official Welfare providers and the Organisers from local partners.

Throughout 2022 and 2023, the CPC has supported 399 licensing applications to ensure events have robust child protection policies in place.

## CPC Priorities for 2024-2026

The CPC has had big challenges in 2022-2024, responding to the findings from the Children's Service Inspection, implementing the new [National Child Protection Guidance \(2021\)](#) and ensuring everyone receives the right levels of training for their roles and responsibilities. This comes along with our commitment to implementing 'The Promise', improving the lives of our care experienced young people and adults, and embedding the rights of children and young people across our partnership. We will be strengthening our quality assurance work through regular audits using the Care Inspectorate record reading templates and making sure that findings are shared across the partnership, so we continue to develop and improve our services.

Key priorities include:

- Building a stronger learning culture using data and audit findings, along with learning from reviews and reflective practice to ensure continuous improvement across the partnership
- Co-production of resources for children, young people and families in relation to child protection
- Working alongside partners to implement The Promise
- Development of 'Starting Out' Pre-Birth and Early Years Action Plan
- Development of 'Growing Up' Sub-Group
- Re-imagining Justice Project Plan implementation

## Changes to CPC Membership

During the last 2 years we have seen a number of changes within the CPC. We are delighted to welcome our new members and thank all those who have left for the support they have given the CPC over the years.

### GOODBYE AND BEST WISHES TO:

BEVERLEY HART, ABERLOUR  
MAIRI MORRISON, SOCIAL WORK  
KATRINA BEATON, SOCIAL WORK  
TINA STONES, EDUCATION  
GEORGE HOGG, CHILDREN'S HEARINGS SCOTLAND  
TRACY GERVAISE, NHS HIGHLAND



### HELLO AND WELCOME TO:

DEBORAH STEWART, CHILD HEALTH COMMISSIONER  
ISLA BARTON, NHS Highland  
LOUISE BUSSELL, NHS Highland  
SADIE KEVILL, Integrated Children's Services  
JENNIFER BAUGHAN, Whole Family Wellbeing  
LISA MACDONALD, CHILDREN'S HEARINGS SCOTLAND  
JAMES NOONE, Legal Services

*In February 2023, the CPC was saddened to learn of the death of Jane Davey, our Legal Services representative on the Committee. Jane was a great friend and support to many CPC members over the years and will be sadly missed. Our condolences and thoughts are with Jane's family.*

**Thank you to everyone who contributed material for our Biennial Report**

**For more information on child protection please visit [www.hcpc.scot](http://www.hcpc.scot)**

**Highland Child Protection Committee**