



Protecting Children and Young People in
Moray

Child Protection Committee Annual
Report - August 2016

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Preface from Chair of Moray Child Protection Committee

On behalf of the Committee Members I am delighted to present the Annual Report of Moray Child Protection Committee (CPC). Child Protection in Moray is taken very seriously by all involved; this commitment is evidenced in this report through the developments and improvements undertaken throughout 2015.

The Moray Child Protection Committee covers the Moray local authority area bringing together key agencies to contribute to promoting the care and welfare of children in this area by aiming to ensure that all children are safeguarded and protected from harm and abuse. The Moray CPC works to promote inter-agency working, continuous improvement through self-evaluation and sharing best practice in child protection services. The work of the Moray CPC supports practice and aims to provide better outcomes for vulnerable children, young people and their families.

Child Protection quite rightly remains high on our list of priorities in Moray, 2015 continued to see the impact of number of reports in relation to the sexual exploitation of children from the emerging evidence of historical sexual abuse by well-known public figures to Alexis Jay's report regarding the prevalence of exploitation in Rotherham. These reports serve to remind all involved of the importance of leadership and governance in child protection as well as having a well-informed, well supported workforce who build strong, trusting relationships with the children, young people and families they work with. Moray CPC is committed to protecting the children of Moray to the best of their collective abilities as demonstrated through the work completed throughout 2015 and the work planned for 2016.

This report:

- Links the work of Moray CPC directly to Moray Children and Young People's Services Plan
- Gives an update on the ongoing work of the Moray CPC
- Explains the key developments in the multi-agency training that has been delivered in Moray
- Gives key performance information for Moray and compares our data pan Grampian and also with our comparator authorities.
- Describes other key developments over 2015



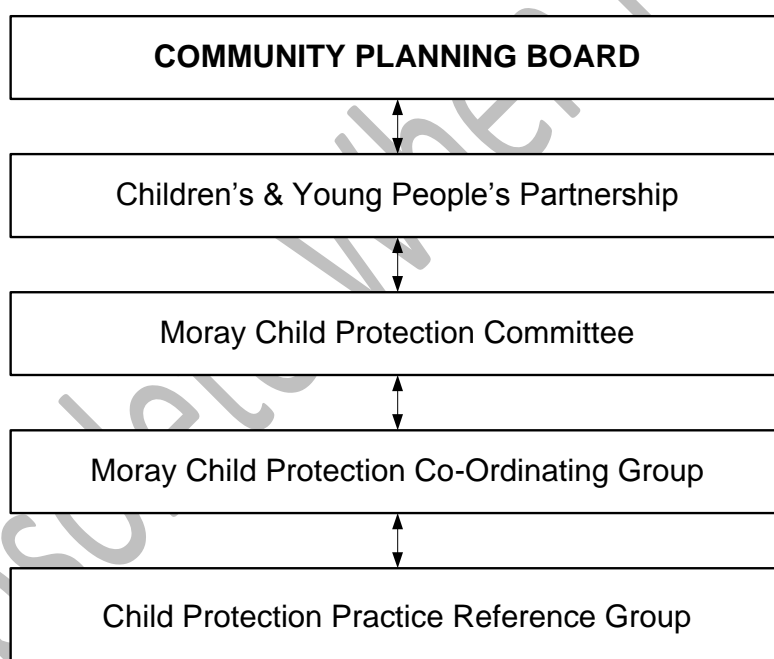
Susan Maclaren
Chair, Moray Child Protection Committee

Introduction

It has been another very busy year for all connected to Moray CPC. Our new Residential Unit opened in Elgin, the continuous integration of Health and Social Care, the introduction of Locality Management Groups, and Moray CPC Development Day have all made for a productive 12 months.

The Partnership Officer for Child Protection continues to play an integral part of the 'Partnership Hub' alongside GRIFEC and Early Years colleagues. The Partnership HUB is *determined to get it right for every child in Moray, together, supporting continuous improvement, prevention and early intervention through partnership and collaboration.* As we move to embed GIRFEC in our practice the Partnership HUB have played a key role in several shared areas of Child Protection including; multi-agency training, public information and self-evaluation.

The partnership planning and governance structures in Moray are as follows:



Participation on all committees/groups includes The Moray Council, NHS Grampian, Police Scotland, the Third Sector and the Armed Forces. The membership and resources of Moray CPC can be found at **Appendix 1.**

As detailed in this report, a key focus for Moray CPC over the past year has been Child Sexual Exploitation (CSE). There is a commitment to identify, prevent, tackle, and disrupt CSE within Moray and a draft self-evaluation toolkit for CSE has recently been completed.

Evaluation and Reviews

Over the past year Moray CPC has completed a Learning Review of a case highlighted by the Partnership. The Partnership Officer for Child Protection was the Lead for the review. The format was to read the case files and complete one to one interviews with the key professionals involved in the case, analyse the learning points, and produce a succinct report on the findings.

An action plan was created to address the learning outcomes but most importantly, engage with staff to improve practice and ultimately improve outcomes for children and young people in Moray.

As a result six learning outcomes were identified and an action plan developed around these:

- Rule of optimism
- Core Groups and Communication
- Loss of focus on the child
- SCRA and Legal Services
- Thresholds
- Practitioner vulnerability

It was key to the review that staff were fully engaged to take the learning forward on a multi-agency basis. The NSPCC ['Ten pitfalls and how to avoid them'](#) was used in drafting the action plan.

As a result of this review:

- the services provided for children in Moray have been further improved and practitioners are better equipped to tackle Child Protection issues.
- Child Protection Case Conference Procedure has been revised and updated, it is now robust and centres on the wellbeing and protection of children and young people.
- relationships have been strengthened between Legal, Scottish Children's Reporter Association (SCRA), Health and Social Work (SW) services.
- there is now better clarity of the roles and responsibilities of professionals where there are concerns for children and young people.
- supervision and audit structures have been strengthened with a Practice Governance Group implemented within Integrated Children Services.
- several practitioner workshops were carried out to take the learning forward and improve practice.

- legal services developed guidance for staff on accessing services and training has been offered.
- SCRA was consulted and guidance is to be produced and training is to be offered to staff.
- Moray Learning and Development Group (MLDG) training calendar influenced by gaps identified in this review.

Development Day

On 24 November 2015 Moray CPC successfully hosted a development day to highlight good practice and consider areas of improvement, feedback from across Moray about Moray CPC, and future planning.

In terms of good practice, operational information sharing was highlighted as a very strong area in Moray as was the Inter-Agency Referral Discussion (IRD) procedure. Feedback also suggested that multi-agency and locality working was very positive. There was a fascinating input from colleagues at Edinburgh CPC around identifying and tackling CSE which proved useful for CSE planning in Moray.

Feedback from across Moray highlighted four key areas of improvement for Moray CPC. The first was *information sharing from CPC to frontline staff*. It was clear from the survey feedback that practitioners wanted to know more about the CPC but equally how their work contributes to the effectiveness of the CPC. This has been tasked to the Child Protection Co-ordinating Group (CPCG) to ensure the dissemination of information and will also be assisted by the Partnership HUB.

The second was *roles and responsibilities where there are concerns for children*. This has largely been addressed through the Moray Learning and Development Group (MLDG) and multi-agency training calendar that has been developed and implemented in Moray but this has also been a focus in staff supervision.

The third was *Education and Housing representation* across the Partnership at various groups. A large number of relevant groups in Moray do now have the appropriate representation from Education and Housing. The Chair of Moray CPC is to investigate Housing representation on the CPC itself.

The fourth and final key area identified was the consideration of having an Independent Chair of Moray CPC. This was discussed at length and it was agreed to review the position in November 2016.

Performance Management Information

The Moray CPC regularly receives performance management information which is derived from the North East of Scotland Child Protection Register (CPR) which covers Grampian and is managed by the Child Protection Partnership (CPP).

The CPP provides data trends across the Grampian area. In addition, the Moray CPC also considers information from comparator local authorities and compiles a separate report more focussed on the Moray area.

As of 31 December 2015 there were **224** children on the North East of Scotland Child Protection Register:-

- **Aberdeen City** – 101 children registered (**2.9 per 1000 population aged 0 - 16**) Registration numbers are below the national average of 3.2 per 1000
- **Aberdeenshire** - 84 children registered (**1.6 per 1000 population aged 0 - 16**) Registration numbers are below the national average
- **Moray** - 39 children registered (**2.3 per 1000 population aged 0 – 16**) Registration numbers are below the national average

Compared to December 2014:-

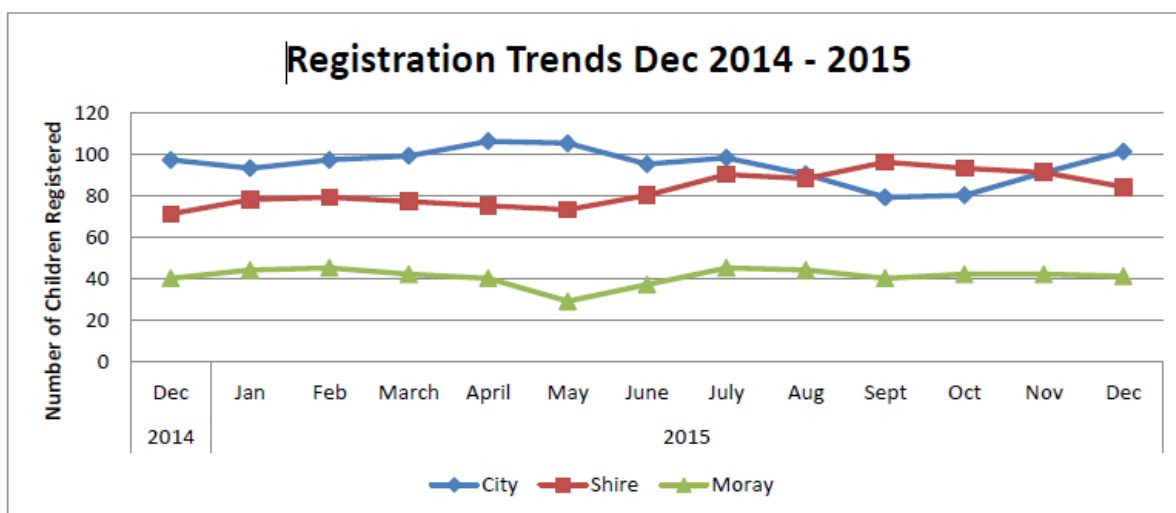
- Registrations in the City have increased by 4% from 97 to 101
- Registrations in the Shire increased by 18% from 71 to 84.
- Registrations in Moray decreased by 2.5% from 40 to 39

Table 1

	2012		2013		2014		2015	
	Number on Register	Per 1,000 population aged 0-15	Number on Register	Per 1,000 population aged 0-15	Number on Register	Per 1,000 population aged 0-16	Number on Register	Per 1,000 population aged 0-16
Moray	45	2.7	64	3.8	45	2.7	45	2.7
Angus	59	2.9	94	4.7	116	5.9	88	4.5
Dumfries & Galloway	94	3.7	78	3.2	112	4.7	91	3.8
Falkirk	73	2.6	70	2.5	85	3.0	75	2.7
Highland	116	2.8	80	2.0	106	2.6	79	2.0
Scottish Borders	37	1.9	25	1.3	16	0.8	28	1.5
Scotland	2698	2.9	2,645	2.9	2,877	3.2	2,751	3.0
Aberdeen City	87	2.7	92	2.8	73	2.2	98	2.9
Aberdeenshire	73	1.5	52	1.1	68	1.4	90	1.8

Table 1 compares the child protection registration rates of Moray against the national figure, comparator local authorities and also the local authorities that make up the Grampian area over the last year.

Table 2



Tables 2 compares registration trends across the Grampian area. Moray remains steady and consistently has the lowest number of registrations, in part due to being the smallest Authority per head of population.

Table 3

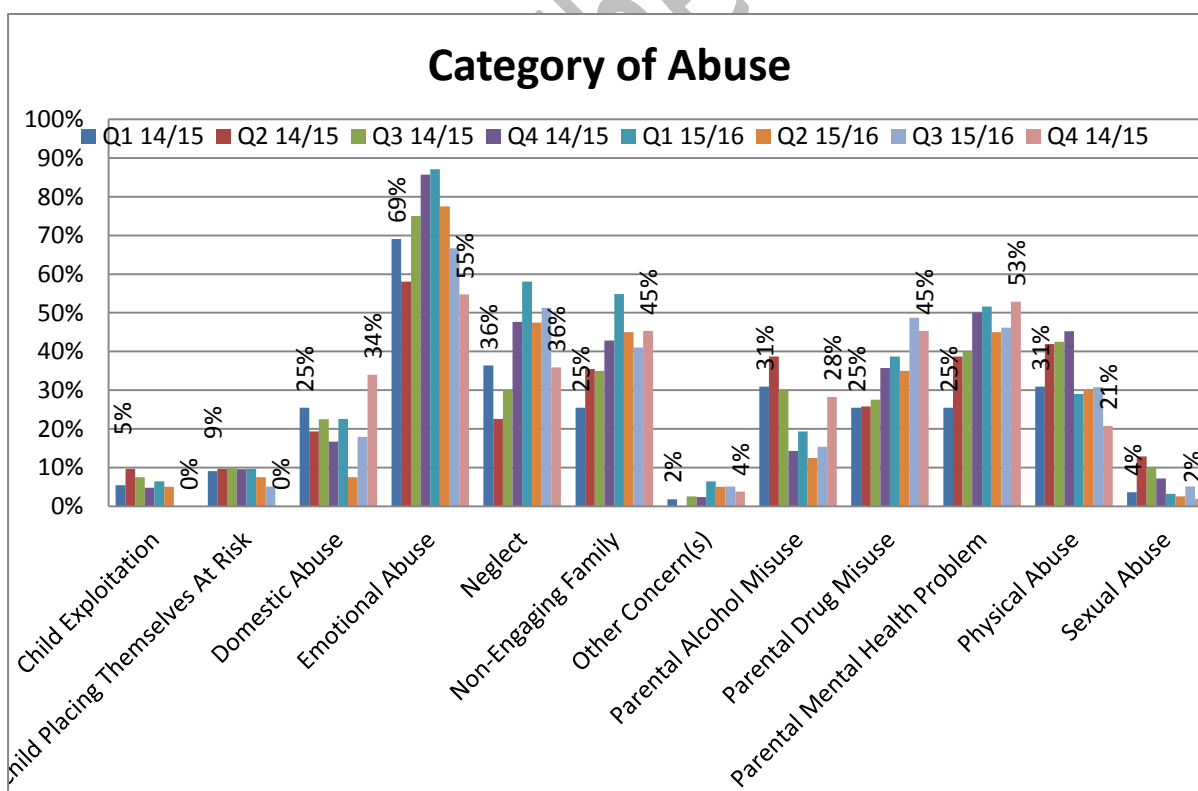


Table 3 shows the trend of risk factors associated with the reasons that children have been placed on the Child Protection Register in Moray.

Fulfilling Functions

Public Information

The Moray CPC website content has been updated to reflect the recent changes already highlighted - http://www.moray.gov.uk/moray_standard/page_55497.html

Monthly bulletins are distributed from the Partnership HUB to staff and local media to further increase the information we provide to the public. A communication strategy has been developed and is in place.

Locality Management Groups

The restructure of the Integrated Children's Services in October 2013, and more specifically the Children's Wellbeing Team in January 2016, allowed a fresh look at the Locality Management Group (LMG) model. A very well attended Partnership event held at Moray College in February 2016 demonstrated a willingness and commitment from all partners to support the development of the model.

Moray has eight LMGs which geographically mirror the school catchment areas. For administrative convenience LMG are paired and supported by a Locality Wellbeing Officer (LWO) and Admin Support Worker.

- Forres/Losiemouth
- Elgin North/Elgin South
- Milnes/Speyside
- Buckie/Keith

LMGs focus specifically on the provision of services for children and young people and this includes both universal and targeted services. LMGs are based on the principles and values of GIRFEC in that the aim is to simplify pathways of support, reduce bureaucracy and enable effective information sharing.

The key aims underpinning LMGs are:

- Prevention
- Early Intervention
- Community Engagement
- Capacity Building
- Sustainable Services

Fundamental to the development of LMGs is the belief that 'relationships' and 'effective partnerships' lead to better outcomes and long lasting change for children and families (Thomson 2008 and Munro 2011). A locality model allows these relationships and partnerships to be developed.

Within the context of a staged intervention model LMGs allow resources to be allocated and developed by a local management team ensuring that decisions are made promptly and based on identified need. More complex resources can then be allocated by a central management team as part of a staged intervention approach. The structure for LMGS can be found at **Appendix 2**.

Policies, Procedures and Protocols

Moray CPC has recently updated several policies and procedures. The IRD was being refreshed last year but was subject to further changes this year in relation to timescales and the use of the National Risk Framework (NRF).

The Child Protection Case Conference (CPCC) procedure was reviewed and expanded to include specific sections on including children and families, closed sessions and exclusions, dispute resolution, decision making, and the administration of CPCCs including the minutes and timescales. This procedure has now been transformed into a more robust and child centred approach to CPCCs.

The CSE practitioner information sheet was developed and introduced in 2016 to raise awareness amongst all Children's Services staff in Moray. This contains key messages and guidance for staff on the potential indicators of CSE, considerations for parents/carers and the importance of early intervention.

A Child Protection & Wellbeing Policy and Procedure was developed and introduced for ALL staff within the Community Planning Partnership. This contains the baseline of knowledge for all staff and the information required for staff to recognise and report any concerns for a child or young person. It is in keeping with the GIRFEC approach and recognises that services should have their own, more in-depth, policies and procedures on reporting concerns for children.

All these policies and procedures can be found here:

http://www.moray.gov.uk/moray_standard/page_90286.html

Training and Staff Development

The MLDG works on behalf of the Community Planning Partnership and has been re-named from the previous Child Protection and GIRFEC Inter-Agency Training Group. The MLDG consists of experienced professionals from Health, Education, Social Work, Police, and Third Sector. It is the responsibility of the MLDG to develop and deliver a multi-agency Child Protection, GIRFEC and Early Years training calendar for all staff working with children and young people across Moray.

Since November 2015 the MLDG has been working hard to develop the training which went live in April 2016. The first courses on CSE, Child Trafficking, Honour

Based Violence, Forced Marriage, and Female Genital Mutilation have already been delivered with more scheduled throughout 2016.

One of the key priorities of the MLDG is being able to measure the impact of the training. The MLDG want to be able to answer the 'so what?' question. With that in mind the group have already started this process with set evaluations that will be followed up by focus groups or discussions with staff who have attended the training. Finally the group will endeavour to gain the views of the children and young people the training may have had a direct impact on. The calendar can be found here: http://www.moray.gov.uk/moray_standard/page_88800.html

Communication and Co-operation

The Partnership HUB have in place a Communication Strategy to assist with getting the key messages about Child Protection, GIRFEC, and Early Years out to the public.

The Moray CPC had significant involvement in the development of Moray's Children and Young People's Service Plan 2013 – 2016. An update can be found here: <http://www.moray.gov.uk/downloads/file106120.pdf>

The Specialist Child Protection team for NHS Grampian held a multi-agency seminar on 'How does NHS Grampian support the Child Protection Agenda'. This was attended by over 100 multi-agency practitioners in early February 2016. The speakers included Dr Marianne Cochrane Lead Paediatrician for Child Protection at Royal Aberdeen Children's Hospital, Phyllis Smart Nurse Consultant Child Protection, Linda Gray Specialist Nurse Looked after Children, Dr Slawomir Wojcik Named Paediatrician for Child Protection Moray and Alison Scarffe Specialist Nurse Child Protection Moray.

Topics covered in the presentations were roles and responsibilities of the team, medical assessments, medical evidence of abuse, how to refer, multi-agency working, adoption and fostering and the Moray perspective on all of these issues. The seminar gave local practitioners the opportunity to meet the team, hear about their services and ask questions of the specialist team. Evaluation of the event was very positive and it is proposed further seminars will be delivered in Moray.

Embedding GIRFEC into practice

With Child Protection in Moray firmly rooted within the GIRFEC values and principles, three sub-groups of the operational GIRFEC group have progressed key areas across Moray.

Sub-group 1

- As part of the work of this group they have produced a range of leaflets for parents that explain GIRFEC and the role of the Named Person at each of the transition points. A leaflet has also been produced for 16-18 year olds who have left school.

- A DVD scripted and acted by pupils has been produced that explains the Wellbeing Indicators and the role of the Named Person within that. This has been highlighted nationally by Scottish Government as an example of good practise. It has also been shown across Moray at different events and school parent events.
- Guidance has been produced about the role and responsibilities of the Named Person.
- A network of support for Named Person's in Localities is being developed.
- Establishment of the use of the School Management Information System, called SEEMiS, to enhance and support the role of Named Person in Education. This is still a work in progress.
- Development and delivery of a training programme for all Named Person's in Health and Education of a day and half covering a range of topics. Feedback from these was positive and gave increased confidence to what the roles and responsibilities were for them as Named Person.

Sub-group 2

- The main focus for this group has been the development of the Moray GIRFEC Pathway which aims to help practitioner's understand the single planning process and the development and testing of a Child's Plan that meets the minimum data set as outlined in the Children and Young People's Act. The pathway can be found at **Appendix 3**.
- Clarification, understanding and agreement of what is meant by universal and targeted interventions as defined in the final draft guidance of the C&YP Act. This was essential in order to have a shared understanding of when a statutory Child's plan would be triggered.
- Development of guidance for both the Child's Plan, Child's Planning Process, and Pathway to support implementation.

Sub-group 3

- Development of Lead Professional Guidance of the role and responsibilities of the Lead Professional and the inter-face with the Named Person.
- Development of the Resolution Pathway where there is disagreement around who will take on that role of the Lead Professional where there is a Targeted Intervention.
- The creation of a base-line questionnaire to ascertain the training and gaps in knowledge around the Lead Professional role. This has been used to shape training around the Lead Professional role.
- One of the on-going actions of the group is the development of Lead Professional training that is based on the outcome of the questionnaire plus feedback from other GIRFEC training sessions. This training has already started and due to finish by the end of 2016.

Planning and Connections

Moray CPC sits under the Children and Young People's Partnership which is accountable to the Community Planning Board.

The Partnership Officer for Child Protection is Chair of the Moray Learning and Development Group and sits on the Central and North Child Protection Consortium, National Child Protection Lead Officers Network. The Chair of the Moray CPC is the Vice Chair of the National Child Protection Committees Scotland and Chair of the National Neglect Group.

These meetings play an important role of helping to inform Child Protection in Moray as they offer a chance to share good practice, develop and implement action plans for key Child Protection issues such as CSE, and help keep Moray CPC in line with National expectations.

Listening to Children and Young People

We have a number of methods for consulting with children, young people and families in Moray. The Communication and Consultation Strategy is now in place for Integrated Children's Services.

Viewpoint, which is an interactive web based tool that enables services to gather the views of children and families from individual service users to larger surveys, has been developed and training has been delivered. It provides valuable information in respect of how children and young people engage with, and benefit from, our services.

Viewpoint is open for all services to use and although uptake is relatively low for children and young people, Moray CPC is keen to progress with Viewpoint. A new addition has recently been added to the Viewpoint system by way of an additional questionnaire, focusing on general wellbeing with a plan to roll this out across Children's Services. Feedback from the data received is reported to the Moray CPC.

The LMGs are key to communicating with children and young people and gathering their views through the Moray Youth Council and Community Councils, using the wellbeing wheel as a tool at different intervals throughout individual work, and through individual project evaluations. The LMGs provide a crucial and direct route into local communities.

Future Planning

The Moray CPC Joint Improvement Plan for 2016 is attached at **Appendix 4**. This focuses on three key areas for improvement: Strategic Development, Performance Management and Public Information, and will continually be updated. Moray CPC have also included a CSE section to this plan as detailed in this report.

Conclusion

This annual report for Moray CPC highlights the developments and improvements made over 2015/16. In addition, the report considers the next steps that are required in order to protect children.

There have been significant changes across Moray over the past year; partnership working has been strengthened, departments have been restructured and new staff appointed. The next year will present a number of challenges including:

- The completion of CSE work within the Moray CPC Joint Improvement Plan.
- Ensuring that the improvements continue through self-evaluation and to host an Annual CPC Development Day (November 2016).
- Joint Children Services Inspection from the Care Inspectorate.
- Fully establishing and embedding the strategic links across the Children & Young People's Partnership.
- Improving communication and consultation with children, young people and their families.
- Continuing to provide a robust Child Protection service across Moray for all Moray's children and young people.
- Forging links with Chief Officers Group and establishing the governance structure.

The Moray CPC looks forward to these challenges and helping to provide an excellent service to the children and young people across Moray.

Membership of Moray CPC

Chair: Head of Integrated Children's Services

Vice Chair: Head of Primary Care, Prevention and Child Health

Committee: 3 x Elected Members

General Manager, Moray Community Health and Social Care Partnership
Corporate Director (Education and Social Care)
Head of Schools and Curriculum Development
Legal Services Manager
Third Sector Representative
Armed Forces Representative
Domestic Abuse Forum Representative
SCRA Representative
Partnership Officer Child Protection

The Child Protection Co-ordinating Group reports to the CPC and consists of Team Managers and other representatives across Children's Services. These include, Health, Social Work, Police, Education, Adult Protection, Youth Justice, Legal Services, Armed Forces, and Third Sector organisations.

The Child Protection Practitioner Reference Group reports to the Co-ordinating Group. Members of this group are practitioners from across Children's Services in Moray, including Health, Social Work, Police, Education, Youth Justice, and Third Sector organisations.

Resources dedicated to Child Protection

Joint Child Protection Unit:

Moray Council

1 x Senior Social Worker

3 x Social Workers

1 x Family Support Worker

1 x Team Secretary

Police Scotland

1 x Detective Sergeant

4 x Detective Constables

1 x Temp Detective Constable (rotated)

NHS Grampian
1 x Specialist Nurse – Child Protection
Contribute towards cost of Team Secretary

Funding:

Moray Council
Child Protection Team: £243,091
NESCP: £18,077
WithScotland: £2,000

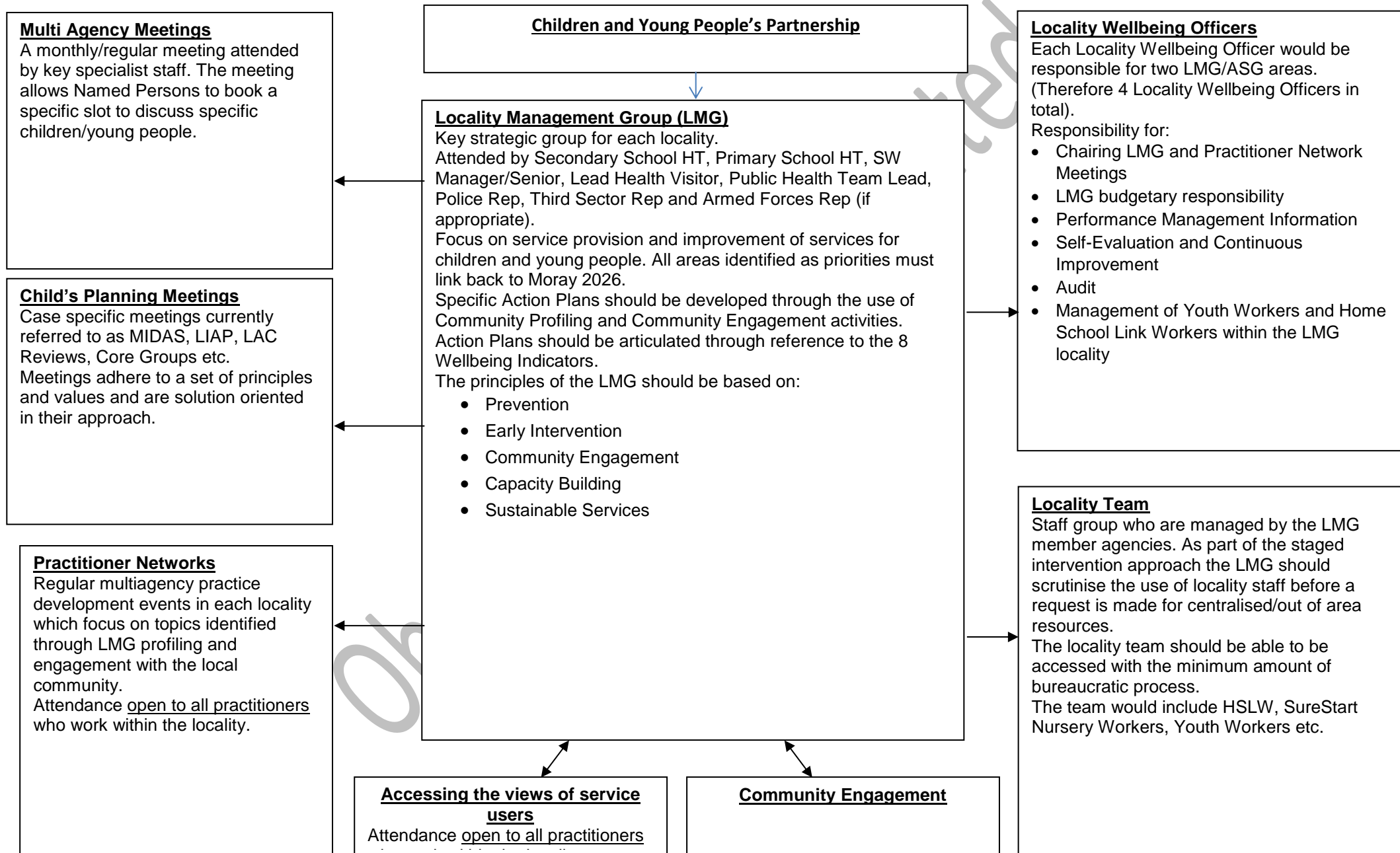
NHS Grampian
NESCP: £42,883 (pan Grampian contribution)

Police Scotland
NESCP: £18,143 (pan Grampian contribution)

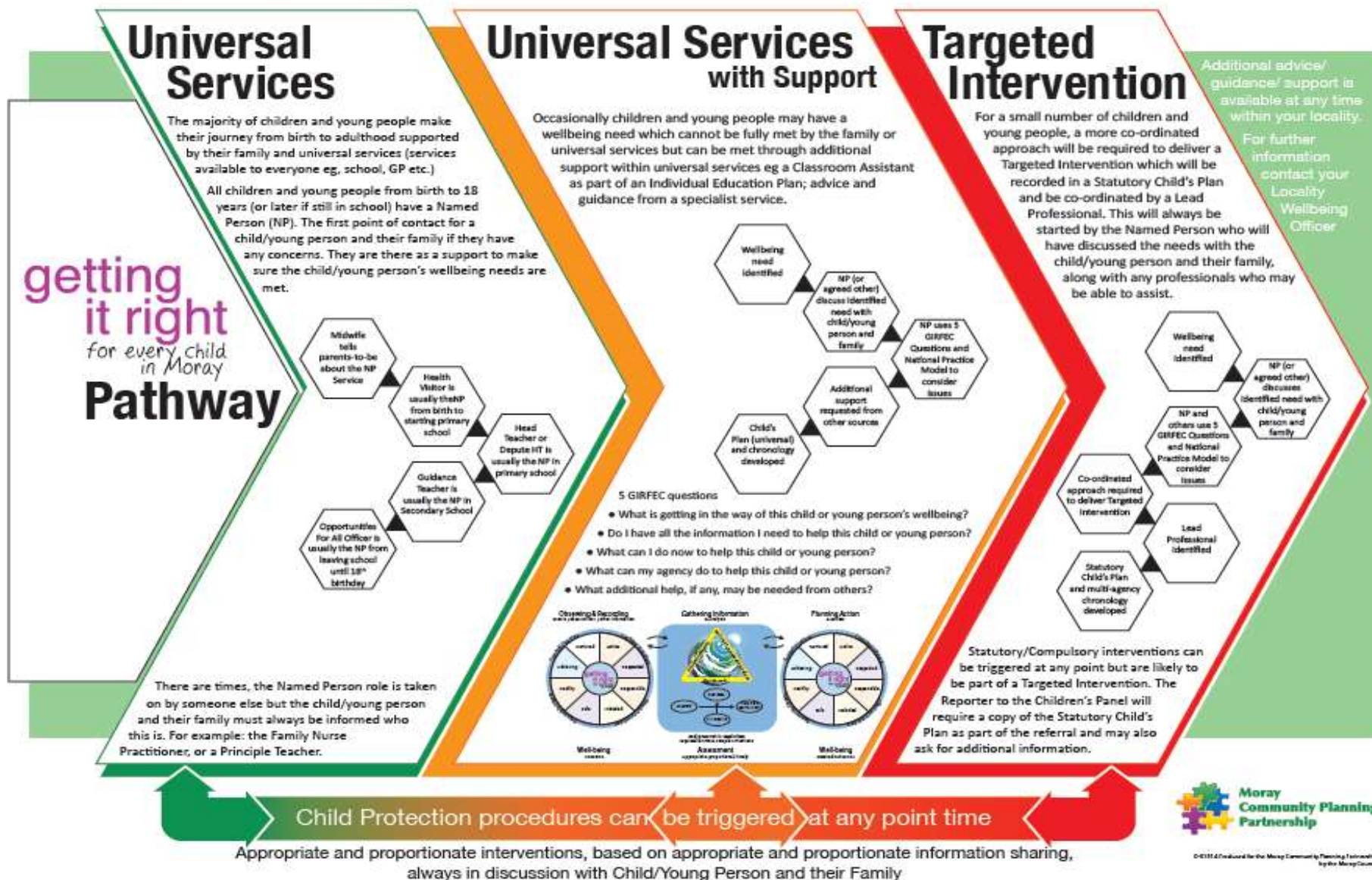
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APPENDIX 2

LMG Structural Diagram



APPENDIX 3



APPENDIX 4

Moray Child Protection Committee Joint Improvement Plan 2015/16

Strategic Development

Task	Outcome	Lead	Due Date	Progress/Notes
1.1 Development, training and dissemination of material to promote the revised Moray Information Sharing Guidelines	Appropriate, proportionate and timely sharing of information with regards to Wellbeing Concerns	Moray Learning & Development Group	COMPLETE	<i>Info Sharing event already held across Grampian. Guidance recently updated with changes to Named Person. Training Calendar developed, training materials being agreed</i>
1.2 Development, training and dissemination of material to promote the use of the National Risk Framework. SCIE Finding 4	Increased effectiveness of multi-agency risk assessments	Partnership Officer – Child Protection	COMPLETE	<i>Training sessions complete, these sessions will now continue and now form part of the Moray Learning & Development Group training calendar</i>
1.3 To update and disseminate information regarding Children Missing from Education	Increased effectiveness of the co-ordinator role	Children’s Wellbeing Manager	COMPLETE	<i>Document updated and circulated. Cleared by LNCT.</i>
1.4 Ensure staff have a clear understanding of the key components of GIRFEC – Named Person, National Practice Model, and Child’s Plan	Increased awareness and understanding of key components of GIRFEC	Partnership Officer - GIRFEC	February 2016	<i>The 3 GIRFEC sub groups have progressed many of the key areas of GIRFEC in terms of a single planning pathway, child’s plan and developing a Named Person service. Learning sessions have been delivered to 300 Named Person’s and Lead Professionals that included information sharing, chronologies, national practice model, Child planning meeting and the new Moray Childs plan and pathway and the role of the Named Person and Lead Professionals. Further sessions for all staff who work with children, young people and their families are planned</i>

				for Aug-Dec. The Moray Learning and Development Group have in their training plan more in depth sessions on Information sharing and chronologies and assessment and planning using the National Practice Model
1.5 Audit, assess and plan a multi-agency training programme	Increased opportunities for multi-agency training	Moray Learning & Development Group	November 2015	Calendar content agreed and rolled out, training groups established to develop the training sessions CPC to be given 6 monthly update. Assessment to be part of quality assurance framework.
1.6 Train staff and provide public information in relation to Female Genital Mutilation and Forced Marriage	Increased awareness of Female Genital Mutilation and Forced Marriage	Moray Learning & Development Group	April 2016	Currently being drafted into Moray Learning & Development Group training calendar
1.7 Ensure a co-ordinated approach to raising children's awareness of mobile phone and internet safety	Safe mobile phone and internet use	Partnership Officer – Child Protection	COMPLETE	SE roadshow provided throughout all Secondary Schools in 2015. Feedback reported to CPC and nationally
1.8 Introduction and successful implementation of the Family Nurse Partnership (FNP) by NHS Grampian	Increased support to parents under the age of 19 in relation to parenting	NHS Grampian FNP Lead	COMPLETE	Staff in now in place and progressing workloads. National evaluation processes are already in place
1.9 An audit of individual agencies staff supervision arrangements. SCIE Finding 2	To ensure that supervision arrangements are suitably robust and challenging	Service Leads	December 2015	Integrated Children Services have agreed and implemented a supervision and audit structure. Health - All current team leaders have been trained in supervision and deliver this regularly to individual team members. Team Leaders and Midwives receive case supervision from Specialist Nurse for Child Protection. Case file audits also

				<i>underway including Chronologies and Inter-Agency Referral Discussions</i>
1.10 To carry out an audit of all Parenting Assessments that took place in Moray over the past 12 months SCIE Finding 5	To enable a better clarity and understanding regarding the use of Parenting Assessments	Continuous Improvement Officer	July 2015	<i>Trained 10 Social Workers and 10 Action for Children workers in Parenting Assessment for consistent approach. This consisted of 3 days training. To be discussed at next meeting March 2016</i>

Performance Management

Task	Outcome	Lead	Due Date	Progress/ Notes
2.1 Quarterly recording and analysis of Child Protection data	Analysis of this data will lead to key developments and improved service provision	Partnership Officer – Child Protection	Quarterly updates provided to CPC	<i>Quarterly reports tabled at each CPC meeting where they are discussed and appropriate actions suggested. Review group set up to look at data gathered, templates used, and the analysis provided</i>
2.2 Ensure qualitative and quantitative information is gathered and assessed from the commencement of new services and over time	Service changes leading to improved outcomes for children	Self-Evaluation Group	Updates provided to CPC	<i>Responsibility of Self Evaluation Group to find a process/tool that all services can use</i>
2.3 Assess staff and user satisfaction with effectiveness of service provision	Services improve over time	Self-Evaluation Group	Updates provided to CPC	<i>Update from Health - First phase of data collection completed. Rolling programme in place, next cohort of data collection currently underway – data is being collected from service users of Health Visiting Service for November 2015. An improvement tree is also in place for 2 Health Visiting Teams and this will be rolled out to all team over the coming year. Evaluation tools being developed for groups</i>
2.4 Audit of Child Protection Services	Improved service provision	Continuous	March 2016	

to consider the impact on Child Protection processes as part of the review of the restructure of Education and Social Care. SCIE Finding 3	ensuring the quality and reliability of Child Protection processes	Improvement Officer & Children's Wellbeing Service Manager		
2.5 Review and evaluate the support offered to children and parents in key meetings. Inter-agency evaluation to be carried out	Ensure full and meaningful contributions	Continuous Improvement Officer	Updates provided to CPC	<i>Update from Health – leaflet being developed to provide children/families information from Dr Gray's Hospital about what happens when there is a CP concern</i>
2.6 Evaluation and review of access to the Child Protection Register within A&E	Child Protection Register accessed and used effectively	NHSG Clinical Governance Facilitator	November 2015	<i>Audit of usage and appropriateness to be carried out. Staff now report concerns directly to Social Work</i>
2.7 Moray CPC to hold a Development Day using Link Inspector Report 2014 as basis for Self-Evaluation	Review performance and progress, set SMART objectives moving forward	Head of Integrated Children's Services	COMPLETE	<i>Development Day took place 24 November 2015 and was a success. Feedback and actions to next CPC March 2016 to progress</i>

Public Information

3.1 Bi-monthly press releases relating to Child Protection matters	Increased public awareness.	Partnership Officer – Child Protection	Quarterly	<i>Released as new topics are identified through various sources, Barnardo's, with Scotland etc (Social Media). Monthly bulletin from HUB also goes to local media through Strategy Manager</i>
3.2 What's New in Child Protection? Monthly bulletin updates	Increased public and staff awareness.	Partnership Officer – Child Protection	Monthly	<i>To be distributed as part of Partnership HUB newsletter which includes events</i>
3.3 Maintenance of the Child Protection Websites	Increased public and staff awareness.	Partnership Officer – Child Protection	COMPLETE	<i>Updated after every CPC by Partnership HUB admin. Update from Health - Update of Public Health Nursing web page on NHS</i>

				<i>Intranet complete. Pages updated as required</i>
3.4 Campaign to highlight the role of the Moray CPC, including GIRFEC and CP	Increased public awareness.	Partnership Officer – Child Protection	March 2016	<i>Communication Strategy being developed by Strategy Manager. School competition developed regarding wellbeing, completed in December 2015. Winning Schools developed GIRFEC game to be distributed across Schools in Moray. Leaflet created and distributed in School transitions packs for families info. This will also be sent to LMG's when there are local events taking place. Updates also delivered through locality teams as part of LMG's</i>

Child Sexual Exploitation

Provide training and briefing sessions on Child Sexual Exploitation (CSE) to staff	To increase awareness and improve understanding of CSE in Moray	Inter-Agency Training Group	COMPLETE	<i>Moray Learning & Development Group training calendar nearing completion. This includes half day session on CSE for ALL staff across Moray</i>
Audit of Looked After Children (LAC) cases regarding CSE	To ensure early and effective intervention in terms of Child Sexual Exploitation	Corporate Parenting Manager	March 2016	<i>Updates from Health – all LAC are offered health assessment within 4 week. Moving to email sharing of paperwork to facilitate improved timeframe. ICS - Audit to use NRF</i>
Link with Licensing Board regarding issues raised with Rotherham report	Increase awareness and understanding in relation to Licensing and the connection it can have with Child Sexual Exploitation	Partnership Officer – Child Protection	COMPLETE	<i>Presentation to the board on 20 August 2015 was a huge success. Increased awareness for Board and Committee ref CSE</i>
Link with Child Adolescent Mental Health Service regarding the	To increase awareness and improve understanding of	Partnership Officer –	March 2016	<i>Meeting with CAMHS to be set up and decision on bespoke training or they</i>

connections to CSE	CSE	Child Protection		<i>attend one of the inter agency training days. Contact being made</i>
Work with residential units in terms of CP Policies and Risk Assessment for all LAC on admission	To enable a full Risk Assessment to be undertaken and ensuring children's wellbeing is paramount	Corporate Parenting Manager	February 2016	<i>Manager for unit appointed June 2015. Work with Partnership Officer and Strategy Manager ref CP Policy/Guidance. Partnership Officer currently progressing with the unit</i>
Making the connection with youth cafe's and youth workers in terms of CSE	To increase awareness and improve understanding of CSE.	Moray Learning & Development Group	April 2016	<i>Will form part of the Moray Learning & Development Group training calendar which is nearing completion</i>
Connecting with Taxi and Hotel workers (night-time economy staff) regarding CSE	To increase awareness and improve understanding of CSE for key workers who may come across CSE at an early stage.	Partnership Officer – Child Protection	February 2016	<i>Materials developed for dissemination regarding how to spot the signs of CSE early. Work ongoing with Licensing Board/Committee</i>
Engaging with Public Protection Partnership regarding CSE	To ensure CSE issues are addressed at earliest opportunity and to further increase awareness of CSE.	Partnership Officer – Child Protection	COMPLETE	<i>Partnership Officer – Child Protection attends all meetings when available, all connections made and CSE issues addressed as they arise as with all other CP concerns</i>

Obsolete