

## Further Information

For more information about the Learning Review process, or if you have any unanswered queries please contact the Public Protection Lead Officer on [mcpc@moray.gov.uk](mailto:mcpc@moray.gov.uk)

## Support for Staff

When conducting a Learning Review, the review team will seek to understand how people saw things at the time; what knowledge was drawn on to make sense of the situation; the resources available and the emotional impact of the work

Support for staff is integral to the review process in order that you can participate fully in the process, reflect on practice, share your knowledge and contribute to the emerging learning.

If you have been identified to participate in a Learning Review, you will be informed directly by your line manager. You should be offered support to understand the process, and to resolve any uncertainty or feelings of anxiety throughout the duration of the review.

## New National Guidance

New guidance has been agreed to replace the National Guidance for Child Protection Committees - Conducting a Significant Case Review (2015). The pre-existing two stage process to conduct 'Initial Case Reviews' and 'Significant Case Reviews' will now be collectively referred to a 'Learning Review'.

## What is a Learning Review?

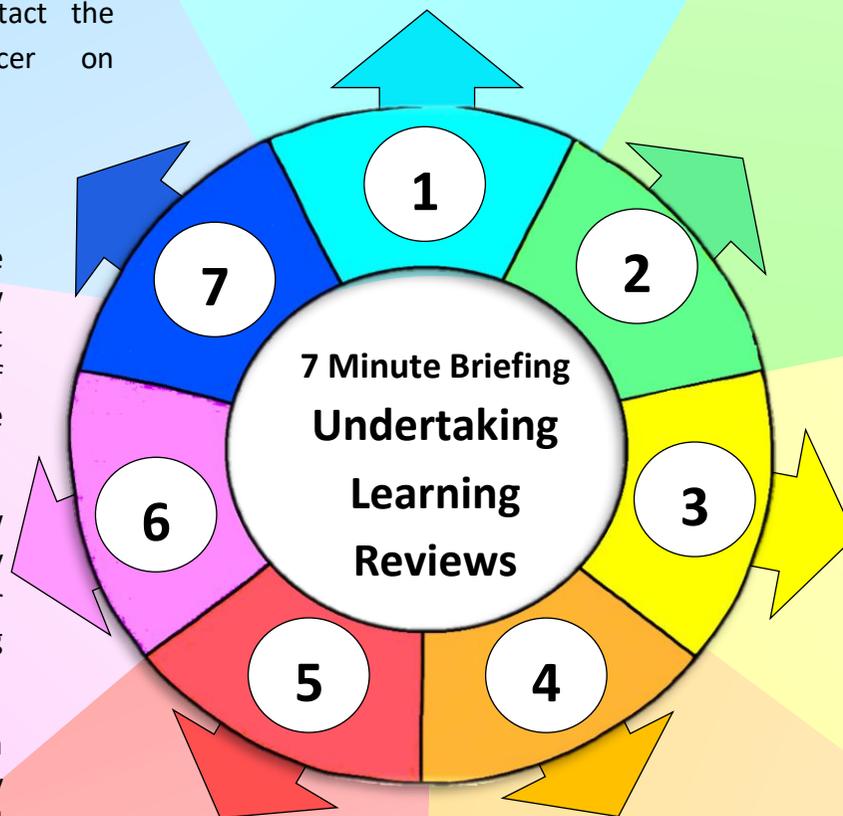
It is a process to gather a better understanding of, and learn lessons from, a situation where a child has been significantly harmed or died. It provides us with a lens into the system to produce organisational learning that is vital to improving the quality of work with families and the ability of services to keep children safe.

Learning Reviews are not investigations. They are an opportunity for in-depth analysis and critical reflection in order to gain greater understanding of inevitably complex situations and to develop strategies to support practice and improve systems across agencies.

## What has Changed?

The revised Learning Review approach stemmed from Scotland's commitment to strengthen its learning culture. In 2017 [Protecting Scotland's Children and Young People: It is Still Everyone's Job – Child Protection Systems Review](#) highlighted the need to 'move beyond apportioning blame to learning together about what is helping and what is hindering efforts to help children'.

Learning Reviews will be conducted by a local multiagency review team, bringing practitioners together in a structured process in order to reflect, increase understanding and identify key learning. Learning Reviews may also be undertaken where effective working has taken place and outstanding positive learning can be gained to improve practice in promoting the protection of children and young people.



## Who Does it Involve?

Should the Moray Child Protection Committee agree to conduct a Learning Review for a case, a Review Team will be established to take this forward. All Learning Reviews will adopt a systemic and proportionate approach that is participatory and collective. Reviews will engage with families and all relevant staff. This will include those practitioners and first-line managers who were involved in the situation under review as well as strategic managers, who, though not directly involved in a review situation, are responsible for the development of processes and structures to facilitate the delivery of services to children and their families. The bringing together of practitioners and first line managers in a group ensures that their voice directly contributes to the review.