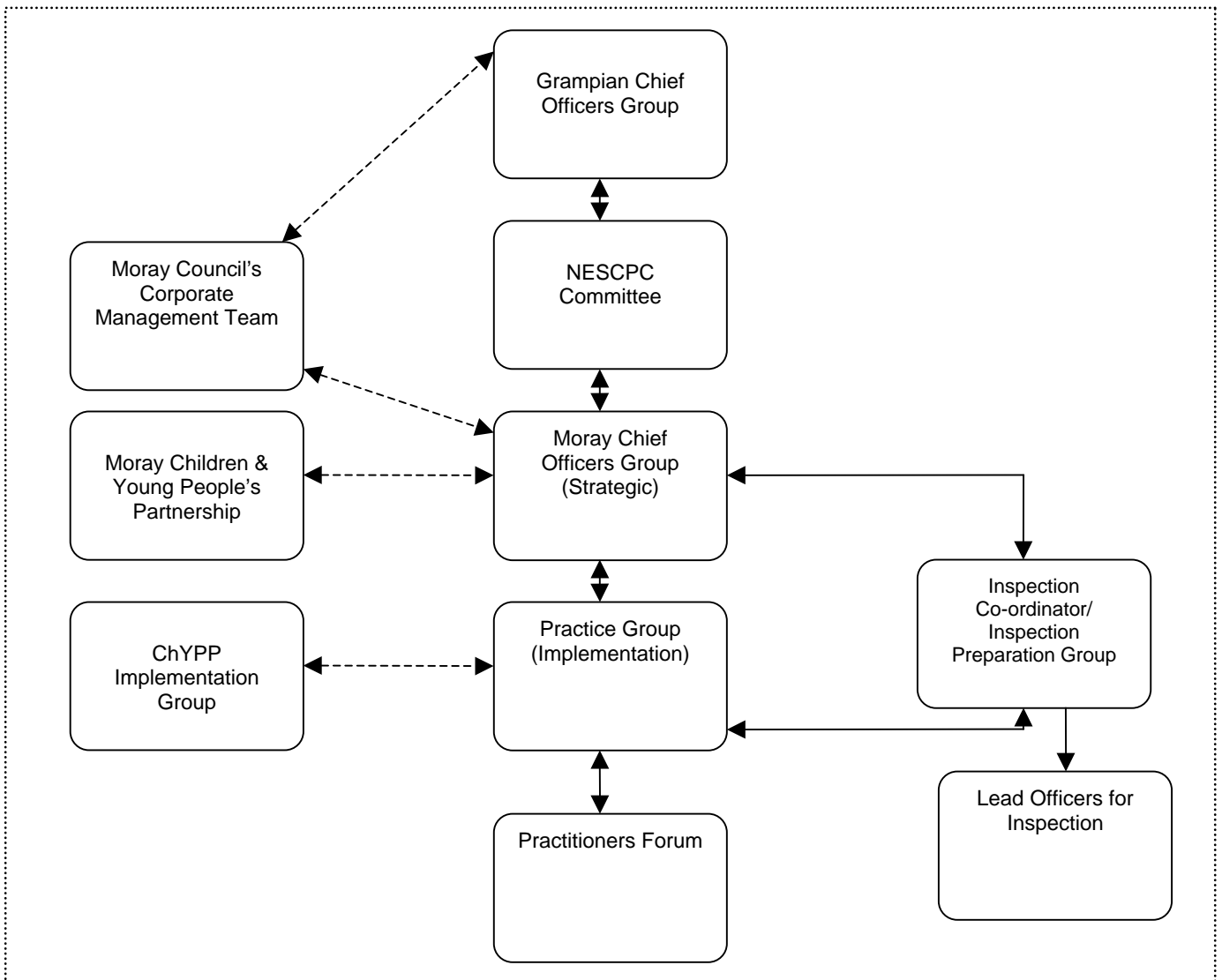


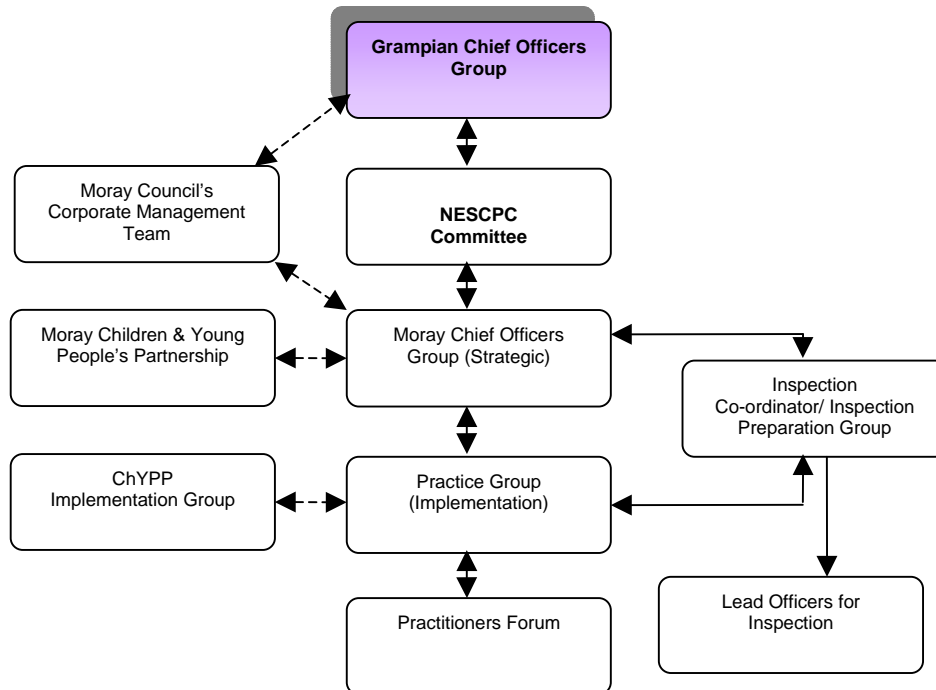
CHILD PROTECTION MORAY Accountability Structure



The structure serves to strengthen current arrangements with a view to:-

- (i) Clarifying accountability for the interagency leadership, management and development of child protection services;
- (ii) Re-focussing resources to clarify and separate out the strategic direction and overview of child protection services with the responsibility of operational managers for driving the implementation of policy forward;
- (iii) Securing senior officer commitment to child protection services in Moray;
- (iv) Ensuring that child protection is effectively connected to the Community Planning Process and strategic committees including the NESPC and the Children & Young Persons Partnership; and
- (v) Clarifying the financial resources available to local child protection services and ensuring that they are properly accounted for, targeted and that outcomes are measured, reviewed and reported on.

THE NORTH EAST SCOTLAND CHILD PROTECTION COMMITTEE GRAMPIAN CHIEF OFFICERS GROUP



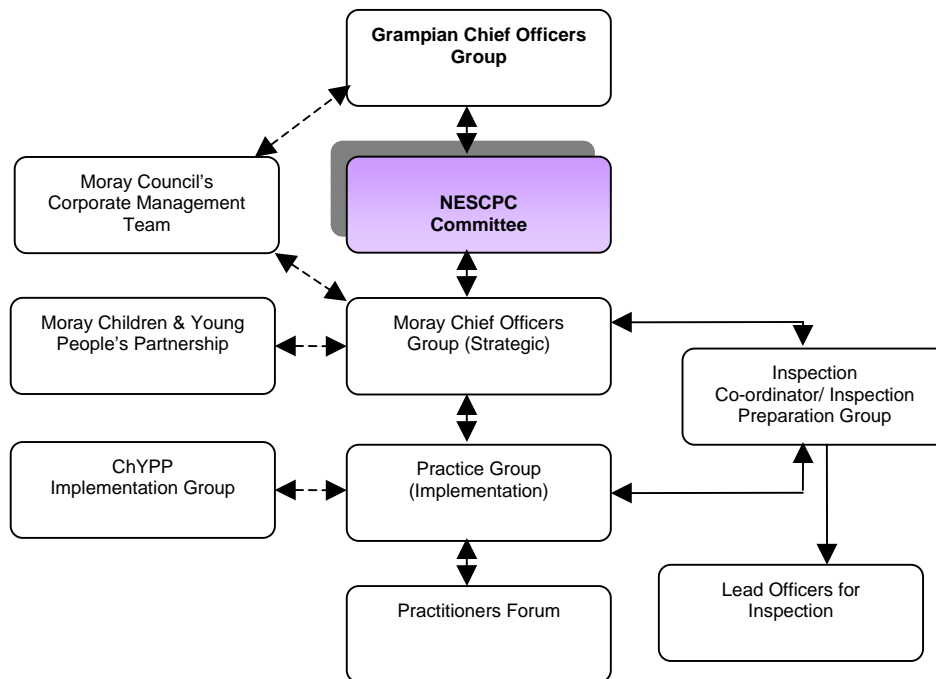
Role of Group

- Individually and collectively, demonstrating leadership and accountability for Child Protection Work and its effectiveness on behalf of their agencies including the effectiveness of the NESPC itself;
- Agreeing a business plan, including operational priorities for protecting children, and ensuring the allocation of resources to the NESPC, who will support the implementation of the Framework for Standards and the Children's Charter across agencies;
- Ensuring that the NESPC links to other planning fora under their control, in particular the structures for integrated children's services planning;
- Agreeing the constitution for the NESPC, including the delegating of roles and responsibilities, to take forward multi-agency issues in respect of child protection on their behalf and invested with the authority to do so;
- Agreeing the agencies to be represented on the NESPC;
- Appoint, or agree the appointment of the Chair of the NESPC and in doing so ensure that the Chair has the time, resources and dedicated professional administrative support to properly fulfil the role;
- Appointing representatives from their own agencies to the NESPC with the appropriate authority and responsibility to best take forward the functions required;
- Inviting nominations from other agencies to be represented on the NESPC;
- Agreeing reporting mechanisms with Elected Members and Board Members that cover the work of the NESPC and implications for their locality. This will include at least annual reporting; and
- Agreeing and endorsing an annual report and business plan of the NESPC.

Membership of Group

- Chief Constable, Grampian Police
- Chief Executives of Moray, Aberdeenshire, and Aberdeen City Councils
- Chief Executive of NHS Grampian

THE NORTH EAST SCOTLAND CHILD PROTECTION COMMITTEE



Role of Committee

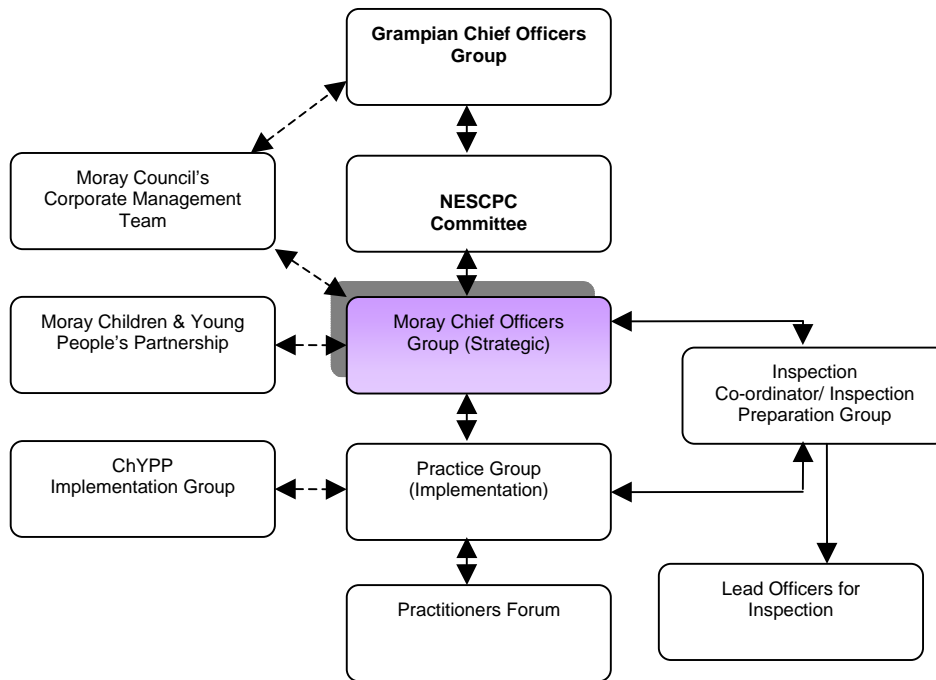
- Ensuring that inter-agency guidelines and procedures (including referral procedures) to be applied in individual child protection cases are produced, maintained, kept under regular review and made known to all persons who may require to apply or otherwise be aware of them;
- Promoting good inter-disciplinary practice in preventing and dealing with causes and effects of child abuse;
- Assessing issues of significance and questions relating to collaborative working that arise from the handling of individual child protection cases and from relative reports and inquiries;
- Reviewing arrangements for providing expert advice and inter-agency liaison in the sphere of child protection;
- Monitoring and reviewing information about the operation of the Child Protection Register maintained under the guidelines;
- Identifying inter-agency training needs in the sphere of child protection and taking a lead in developing and promoting inter-disciplinary child protection training programmes;
- Setting the direction for its work by producing a Strategic Plan with annual strategic priorities and keeping it under regular review;
- Publishing an annual report; and
- Such other matters relating to child protection as may be referred to it by any of the participating agencies and which it may agree to pursue.

All without prejudice to the respective individual responsibilities of the participating agencies in relation to child protection. Save as provided in this Committee's constitution, the Committee shall not be empowered to bind the participating agencies in any respect.

Membership of Committee

- Two officers appointed by each of the local authorities within the area, one from the relevant authority's social work service and one from its education service;
- Six members appointed by NHS Grampian with relevant health care skills and experience, including one community nursing specialist, one general practitioner and one police surgeon;
- Representation of a Procurator Fiscal;
- Two representatives of the Chief Constable (at least one of whom shall have relevant policing skills and experience);
- Three representatives of SCRA, one representing each Authority Reporter within the area;
- One representative of MoD, with relevant welfare skills and experience;
- One representative of voluntary sector organisations operating within the area, selected and appointed by the Committee for such period as it considers appropriate;
- One representative of the children's panels operating within the area, selected and appointed by the Committee for such period as it considers appropriate; and
- The convener of any permanent sub-committee established by the Committee who is not already a member of the Committee;
- The Chairs of the three local authority Child Protection Practice Groups.

MORAY CHIEF OFFICERS GROUP (Strategic)



Moray Chief Officers Group

The Group provides direction at Chief Officer level across agencies for the local child protection services ensuring that they are focussing on both national and local priorities, and to make strategic and financial decisions. The Chief Officers Group will have responsibility to ensure that child protection links into other local planning structures, in particular the Community Planning Partnership, The Children & Young Persons Partnership and the NESCPC.

Role of Group

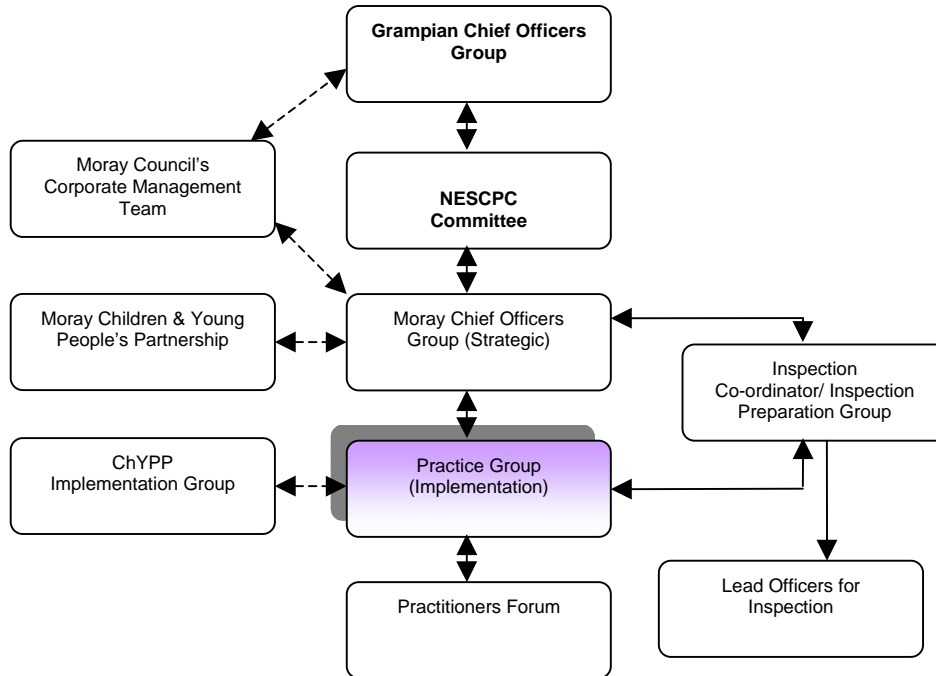
- To produce an annual report on the area's Child Protection Services;
- To commission and update annually an audit of child protection in the area;
- To identify and co-ordinate the resources available from the partner agencies to ensure effective delivery of child protection services and to provide financial monitoring information as requested;
- To provide guidance and direction to the Practice Group and Forum who will have operational responsibilities for the delivery of the strategic priorities; and
- To produce and update annually a Communications Strategy for the area's child protection services.

Membership of Group

At Chief Officer/ Strategic Manager level

- The Moray Council
- Grampian Police
- NHS Grampian
- Procurator Fiscal
- The Area Children's Reporter

THE CHLD PROTECTION PRACTICE GROUP



Practice Group

This Group, with a membership at Lead Service Manager level, will take forward the detail of priorities set by the Strategy Group, will report on progress and will provide information to the Moray Chief Officers Group on service use and its effectiveness.

Role of Group

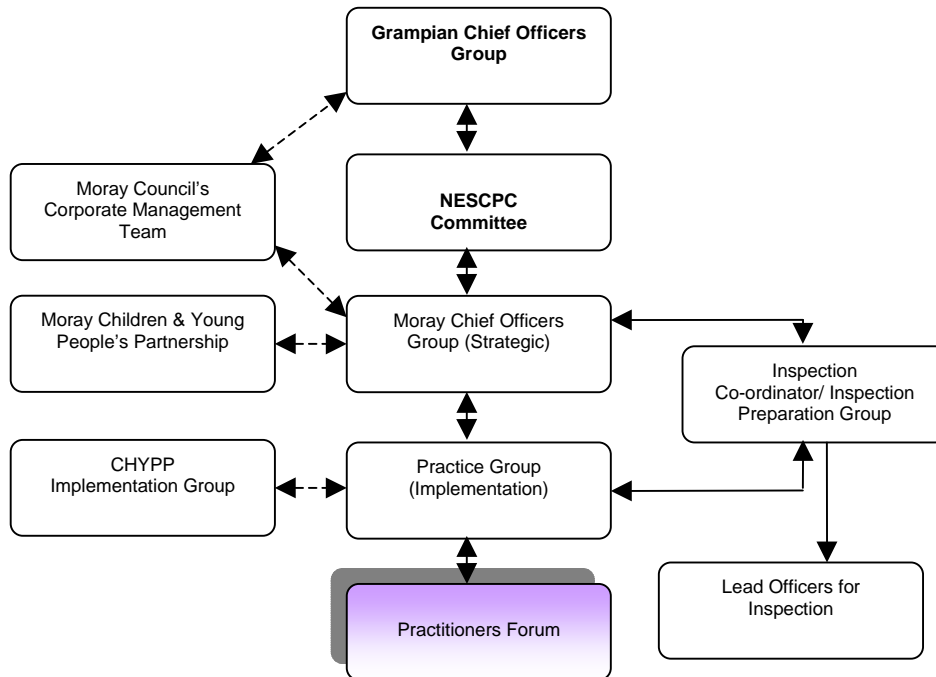
- To undertake tasks delegated by the Chief Officers Group
- To contribute to the development of the Integrated Children's Service Plan
- To co-ordinate, in partnership with the North East of Scotland Child Protection Committee (NESPC), any training or awareness raising events that focus on the protection of children in Moray
- To participate and assist in audits of practice in Moray to ensure that service providers are meeting key child protection standards in multi-agency working practices
- To identify and advise the Chief Officers Group of strategies for addressing any deficiencies in the services to children and young people at risk of neglect or abuse
- To provide guidance in implementing NESPC, Chief Officers, and/or National policies, procedures and practice developments.

Membership of Group

- Grampian Police – Family Protection Unit – Detective Inspector
- Grampian Police – Child Protection Service – Inspector
- Health Services – Primary Health – Lead Nurse, Moray CHP
- Health Services Secondary Care – Consultant Paediatrician
- Health Service – Mental Health – Health Manager

- Health Service – Maternity Services – Clinical Manager, Woman and Child Health
- Health Service – Child and Adolescent Mental Health – Psychologist
- Health Services – GP Services
- Health Service – Grampian Health – Child Protection Nurse Consultant
- Education Services – Education Officer
- Community Education – Community Development Manager
- Social Work – Children’s Services - Area Services Manager – **(Chair)**
- Social Work – Criminal Justice – Service Manager
- Social Work – Addiction Services – Senior Social Worker
- Social Work – Children’s Services – Quality Assurance Manager
- Interagency – Staff Development Officer
- Voluntary Sector - Children 1st – Assistant Director
- Voluntary Sector – NCH – Service Manager
- Voluntary Sector – Aberlour Child Care Trust – Service Manager
- Children’s Reporter Service – Authority Reporter
- Children’s Panel – Chair
- NESCP – Development Officer
- NESCP – Training Officer
- Housing Services

THE CHILD PROTECTION PRACTITIONERS FORUM



Child Protection Practitioners Form

This group, with broad membership across frontline services, has a remit to ascertain, co-ordinate and express the views of practitioners to inform the work of both the Practice and Chief Officer groups. Meeting twice yearly, the Forum will act as a focus for discussion and information at service level on cross cutting issues, best practice and practice concerns.

Aim

To provide means by which frontline practitioners working with children and young people at risk are enabled to directly inform the planning process for child protection services.

Role of the Group

- To promote integrated working in the delivery of Child Protection services;
- To identify key gaps in provision and resources in the development of services over time;
- To share, develop & promote good practice across agencies;
- To identify training needs; and
- To develop mechanisms for closer consultation with young people in the provision of effective services.

Membership of the Group

At Practitioner or First Line Manager level

- The Moray Council
- Grampian Police
- NHS Grampian
- NCH
- Aberlour