



Annual Report

2019/2020

and

Business Plan

2020/2021



preface

Des Murray, Chair
North Lanarkshire Chief Officer Group Public Protection

Welcome to the North Lanarkshire Child Protection Committee's Annual Report covering the period 1st August 2019- 31st July 2020 and the Business Plan which covers the period 1st August 2020 – 31st July 2021. The report reflects the key areas of development and improvement for the year 2019/20 and the business plan identifies the key priorities for the committee in 2020/21. The annual reporting period, ending in July 2020, covers the first three months of the national lockdown while the business plan maintains our focus on continuous improvement within child protection services while facing the challenges of delivering public services during the restrictions in place in response to a global pandemic. This has been a challenging period for all staff across North Lanarkshire. The protection of children continues to be of the highest priority for services and agencies working in North Lanarkshire. Managers and practitioners have continued to show their commitment to working in partnership at all levels across public services to ensure our most vulnerable children are protected from harm and have the best opportunities to realise their potential.

As Chair of the Public Protection Chief Officers' Group I would like to thank my fellow chief officers for their support and commitment. I would also like to take this opportunity to thank members of the Child Protection Committee for their enduring commitment to sustaining effective partnership work through a period of significant challenge

Within North Lanarkshire child protection is viewed within the wider context of children's services. Our shared priorities across the planning partnerships includes supporting children and young people's mental health and strengthening the protection we provide to children from neglect.

We've consolidated new structures within Education and Families to support greater integration across our schools and communities. In the forthcoming year we will continue to build on our established culture of effective partnership working to improve outcomes for children and their families.

On behalf of the Chief Officers Public Protection, I endorse this, my second CPC annual report and business plan.





foreword

Marian Martin, Independent Chair,
North Lanarkshire Child Protection Committee

This is the sixth year I have had the pleasure of presenting the Annual Report and Business Plan for North Lanarkshire Child Protection Committee (CPC.) This year whilst working under the difficult circumstances of the Covid-19 pandemic we have managed to maintain the direction of our work which has been shaped by the National Child Protection Improvement Programme (CPIP.) Our focus has therefore been on leadership of child protection services; neglect; sharing of learning from significant cases and on establishing a robust set of data to inform child protection work. The work of the Child Protection Committee over the last year and continuing into next year will be shaped by the outcomes of this major Scottish Government programme as well as the publication of the Independent Care Review and lessons we have learned from working throughout the pandemic. The new programme of joint inspections focussing on child protection and vulnerable young people has been a major influence on our work and this will continue in the year ahead. Our work continues to be undertaken in partnership with colleagues in the national and regional child protection forums.

As in previous years I have welcomed several new colleagues to the committee and wish every success to former members of the committee who have taken up new career opportunities. During the period covered by the report the CPC benefitted considerably from the experience and skill of our administrative support, Fiona McCaskill, and our co-ordinator, Susan Mitchell who left in December 2019 to take up a post with CELCIS. Susan has been succeeded by our new CPC co-ordinator Nicola McGrath. Although Nicola took up her role at the beginning of the first national lockdown, she has adapted very successfully to the restrictions of working from home and integrated well with her colleagues across the partnership. These roles have ensured the smooth running of the business of the CPC through a period of exceptional change. This has enabled the CPC to achieve the actions identified within the 2019-20 Business Plan.

Strong partnership working continues to deliver good outcomes for the most vulnerable children in North Lanarkshire. The Child Protection Committee has close working ties with the other public protection groups within North Lanarkshire including the Adult Protection Committee (APC), the Violence Against Women Strategic Group, and Multi-Agency Public Protection Arrangements (MAPPA). We also work closely with the Child Protection Committee of South Lanarkshire. This close working ensures we minimise duplication of effort and realise the benefits of a shared approach to continuous improvement of public services.

Responding to the pressures of the Covid-19 pandemic has been a major focus of the CPC since the middle of March. Ensuring that the most vulnerable children remained visible to staff across services and continued to receive appropriate support became a priority for all services. The CPC has also prioritised the effective implementation of learning from Significant Case Reviews (SCRs) and a Reflective Learning Review.

As well as case reviews, we undertake audit activity and evaluate the effectiveness of the Child Protection Committee on an annual basis. We continue to monitor the involvement of health and education colleagues in child protection discussions and decisions. We have reviewed and refreshed our workforce learning and development programme to ensure that any improvements identified through review, audit or other activity are reflected in the training provided to a wide range of staff.

The Annual Report contains both national and local child protection performance and management information. We continue to develop the management information we hold within the Child Protection Committee. Such information helps us to identify trends, and practice issues and allows for comparison over time and with other local authorities. It provides us with evidence to support or review our policies and procedures and lets us see whether we are making a difference to the lives of children in North Lanarkshire.

annual report

About this report

This document reports on the achievements of the North Lanarkshire Child Protection Committee (Child Protection Committee). The report covers the period from 1 August 2019 to 31 July 2020. It summarises the Child Protection Committee's key achievements during that time supported by data analysis in relation to the work of the Child Protection Committee providing a context to the work that has been undertaken.

As part of our continued commitment to the environment and as a result of Covid-19 we do not routinely print our Annual Report. You can read the report online at www.northlanarkshire.gov.uk/childprotection. Should you require a paper copy these are available on request via the contact details listed below: -

North Lanarkshire Child Protection Committee
Regent House, 9 High Patrick Street, Hamilton, ML3 7ES,
Tel: 01698 894129 or E-mail: ChildProtectComm@northlan.gov.uk



Our Aim for Child Protection

Scotland has an ambition to be the best place in the world to grow up so that children are loved, safe and respected and realise their full potential and as a Child Protection Committee we fully support and work towards achieving this.

In line with the Child Protection Improvement Programme we aim to ensure our “child protection system puts children's wellbeing first and keeps them safe from abuse and neglect”. To achieve this aim we work collaboratively

with our colleagues to achieve our nine high level outcomes. These reflect our vision and values and the core functions of a Child Protection Committee and are outlined in our Business Plan.

The Promise

In October 2016, the First Minister made a commitment that Scotland would “come together and love its most vulnerable children to give them the childhood they deserve.” She announced an Independent Root and Branch Review of Care (“the Care Review”), driven by those with experience of care. The independent care review was commissioned and between February 2019 when Fiona Duncan was appointed as Chair, and February 2020, the Care Review worked to figure out how to keep that Promise.

The Care Review listened very carefully to those with experience of living and working in and around the ‘care system’ to properly understand what needed to change. The Care Review heard over 5,500 experiences. More than half were from children, young people and adults who had lived in care. The rest were from families and the paid and unpaid workforce. It was their stories that guided the Care Review and their experiences have shaped everything the Care Review concluded. As well as listening carefully to what matters to children, the Care Review considered the research on the ‘care system’ and commissioned its own research to fill knowledge gaps. It reviewed all of the laws and rules, collected data, and made connections across the ‘roots and branches’ of the ‘care system’.

On the 5 February 2020, the Care Review published The Promise (and 6 other reports), which was a direct response to those voices, telling Scotland of the changes needed to make sure all children grow up feeling safe, loved and heard.

The promise will be built on the following five elements of foundation:

Voice: Children must be listened to and meaningfully and appropriately involved in decision-making about their care, with all those involved properly listening and responding to what children want and need. There must be a compassionate, caring, decision-making culture focussed on children and those they trust.

Family: Where children are safe in their families and feel loved they must stay, and families must be given support together to nurture that love and overcome the difficulties which get in the way.

Care: Where living with their family is not possible, children must stay with their brothers and sisters where safe to do so and belong to a loving home, staying there for as long as needed.

People: The children that Scotland cares for must be actively supported to develop relationships with people in the workforce and wider community, who in turn must be supported to listen and be compassionate in their decision-making and care.

Scaffolding: Children, families and the workforce must be supported by a system that is there when it is needed. The scaffolding of help, support and accountability must be ready and responsive when it is required.

North Lanarkshire's Child Protection Committee's business plan for 2020-2021 will also reflect the importance of the Promise.

Child Protection Improvement Programme

The Child Protection Improvement Programme for Scotland was established by Scottish Government in February 2016 to help deliver the national vision for child protection system, one that keeps children safer from abuse and neglect by placing the wellbeing of Scotland's children at the heart of everything it does.

Scottish Government is working with national and local partners including local Child Protection Committees to drive improvement across the work streams covered by the Child Protection Improvement Programme with much of this work reflected in the Fulfilling Functions section of this report.

This has included a focus on leadership with participation of Chief Officers and CPC members in both national and local development sessions focussing on Leadership and Self-evaluation; the development and implementation of the Minimum Dataset for Child Protection Committees; improved approaches to Joint Investigative Interviews of children; an increased focus on the participation and engagement of children, young people and families in child protection meetings and processes; and planned revision of the National Guidance for Child Protection in Scotland.



Context and Structure

The Child Protection Committee sits within the wider context of Public Protection and Children's Services within North Lanarkshire.

Our children's services structure is underpinned by the Children and Young People (Scotland) Act 2014 which provides the legislative framework for the policy driver, 'Getting it right for every child' (GIRFEC). The United Nations Convention on the Rights of the Child (UNCRC) is enshrined in this legislation which supports improved outcomes for children and young people's wellbeing. The Act requires all services, in the public and voluntary sectors, to work together to better help all children grow, develop and achieve their full potential.

Public Protection

The North Lanarkshire Chief Officers Public Protection Group is responsible for ensuring that agencies, individually and collectively, work to protect the communities of North Lanarkshire as effectively as possible.

The roles and responsibilities of the group include:

- individually and collectively, to demonstrate leadership and accountability in respect of public protection work and its effectiveness on behalf of their agencies
- to co-ordinate and oversee strategic developments within the public protection arena
- to provide assurance to North Lanarkshire Council, North Lanarkshire Partnership and other relevant strategic partner bodies on the delivery of all aspects of public protection
- to keep under review the structures and processes which support public protection to ensure their effectiveness and relevance

The group has specific governance responsibilities in relation to the Child and Adult Protection Committees, the Violence Against Women Strategic Group (VAWSG) and the MAPPA Steering Group. The group meets quarterly and is supported by a quarterly multi-agency Public Protection Lead Officer group, chaired by the Chief Social Work Officer, which provides additional direction and assurance to the Committees and Chief Officers.

During initial weeks of Covid-19 restrictions the Chief Officers Groups across North and South Lanarkshire met on a weekly basis to provide timely and responsive governance during the pandemic.

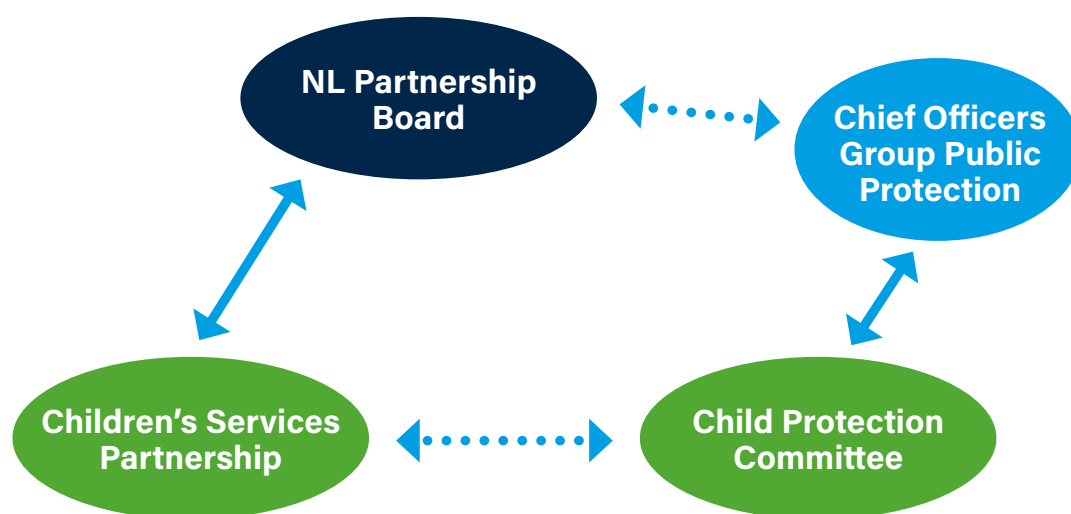
Children's Services

The Child Protection Committee and North Lanarkshire Children's Services Partnership Board (NLCSPB) provide the strategic leadership for all children's services and have a responsibility for driving improvements. The link to the Community Planning Partnership is through the Children's Services Partnership Board and through cross representation at Chief Officer level.

The Child Protection Committee works alongside the North Lanarkshire Children's Services Partnership Board and contributes to our shared vision.



The Governance of the Children's Services Partnership



Our children, young people and families in North Lanarkshire

Population

North Lanarkshire is the 4th largest local authority area in Scotland by population. The latest population figure for North Lanarkshire is from the 2019 midyear estimates which show a population of 341,370, this is an increase of 1,190 (0.3%) people since 2018. Over the same period, the population of Scotland increased by 0.5%

Children and young people aged 0 - 17 represent 21% of this total population (70,519 persons).

This population breaks down as follows:

Age	Persons
0 – 4	18,158
5 – 11	28,382
12 – 15	16,296
16 – 17	7,683
All Ages 0-17	70,519

The minority ethnic population of North Lanarkshire is 2.1% of the total population (2011 Census).

Poverty, Deprivation and Health

Our area profile shows that: -

- The percentage of children living in poverty in North Lanarkshire in 2018/19, after housing costs, was **26%** as against a Scottish average of **24%**
- North Lanarkshire ranks 6th in terms of its share of local datazones in the 20% most deprived, sitting behind: Glasgow City; Inverclyde; North Ayrshire; West Dunbartonshire; and Dundee City
- In 2019 **12,470 children in 7,400 families** in North Lanarkshire live in households who receive out of work benefits. HMRC August 2019
- The latest **2019 / 2019** data indicates that North Lanarkshire had a rate that was **worse than the Scottish average for the following health indicators**
 - Dental health in primary 1 and primary 7
 - Maternal obesity
 - Teenage pregnancy
 - Smoking during pregnancy
 - Babies exclusively breastfed at 6-8 weeks
- The rates for **immunisation uptake** of the 5 in 1 and the MMR immunisations are however better than the Scottish average

Poverty

The Child Poverty (Scotland) Act 2019, places a duty on Local Authorities and Health Boards to report annually on activity they are taking, and will take to reduce child poverty.

1 in 4 children in Scotland are living in poverty

65% of children living in poverty in Scotland are in households where someone works

39% of lone mothers live in poverty

26% of Children in North Lanarkshire live in poverty

North Lanarkshire Council approaches tackling child poverty as part of the overarching Tackling Poverty Strategy, which underpins The Plan for North Lanarkshire, a shared ambition for inclusive growth and prosperity. The CPC in partnership with the ICSP maintains a focus on the impact of poverty on children within North Lanarkshire and how we can work together to reduce this.

Currently the CPC and ICSG are in a pilot process of using the assessment of care toolkit. Part of this work is to consider the link between poverty and neglect and the way in which low family income can have an impact upon neglect. This tool gives an objective measure of the care of a child by a carer. The tool, used in partnership with families, provides a qualitative grading for actual care delivered to a child taking account of commitment and effort shown by the carer.



Our management information

To help monitor child protection activity and identify trends, the committee reviews child protection statistical information.

This year we have adopted the National Minimum Dataset for Child Protection in 2019/20. The national figures published annually by the Scottish Government provides the opportunity to 'benchmark' against other local authority areas across Scotland; these figures in conjunction with local child protection information collected by agencies and services working in North Lanarkshire, form the basis for child protection management information.

National Data and Local Comparison

The following national data is taken from the children's social work statistics published by the Scottish Government on 31st of March 2020. This section presents data on children on the child protection register from 1 August 2018 to 31 July 2019. This will be referred to as 2019 for ease of reporting.

Key National Findings

Child Protection



Number of Children on the register decreased slightly in 2019 and is lower than its peak in 2014



Around half of children were **on the child protection register for less than 6 months**



Most common causes for concern were emotional, and domestic abuse, parental substance misuse, and neglect

Children looked after



The total number of looked after children has fallen again for the seventh consecutive year



The number of children starting to become looked after decreased, compared with 2018.

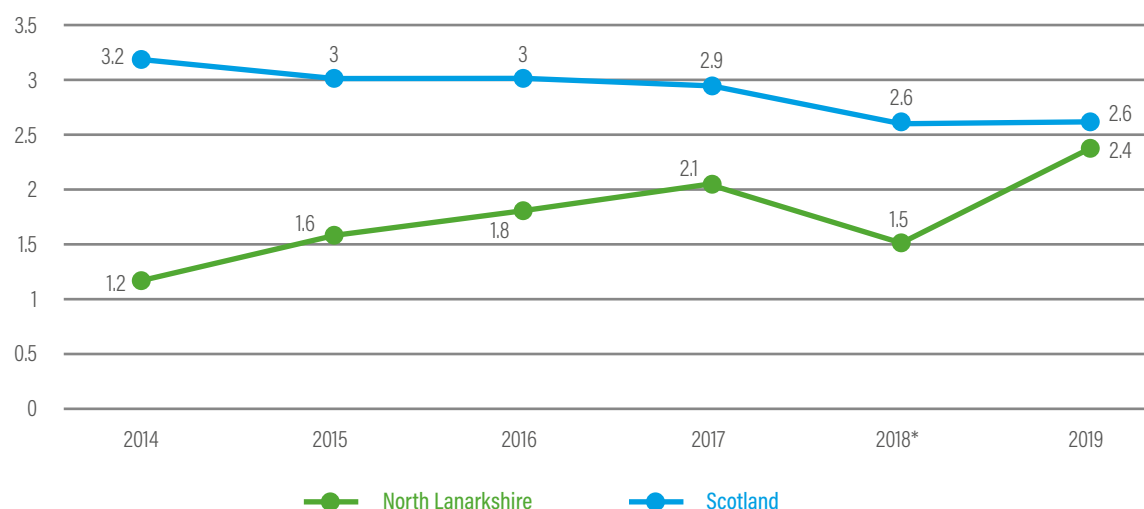


The number of children ceasing to be looked after decreased, compared with 2018

The number of children on the child protection register decreased from 2,688 in 2018 to 2,599 in 2019 (a 3% decrease). The number of children on the child protection register fluctuated regularly, and there was a general upward trend until 2014. However, the number on the register has reduced in four out of the last 5 years.

Comparison Data: National Data and North Lanarkshire Data

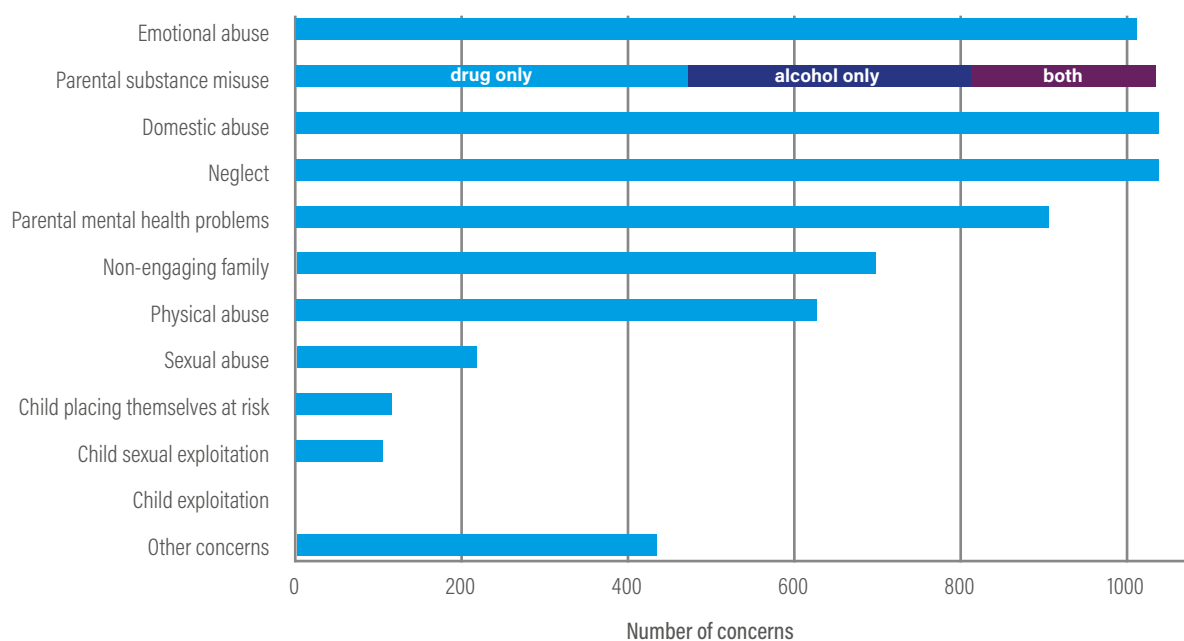
Number of children on the Child Protection Register as at 31 July per 1000 population



Historically North Lanarkshire figures have been below the national average of children registered on the child protection register. In North Lanarkshire the figures for registration steadily increased until 2019. From 2017 to 2018 there was an absolute decline in the number of registrations. From 2018 the number of registrations in North Lanarkshire then increased from 1.5 to 2.4 of children subject to child protection registration, comparable with the national incline of 2.6.

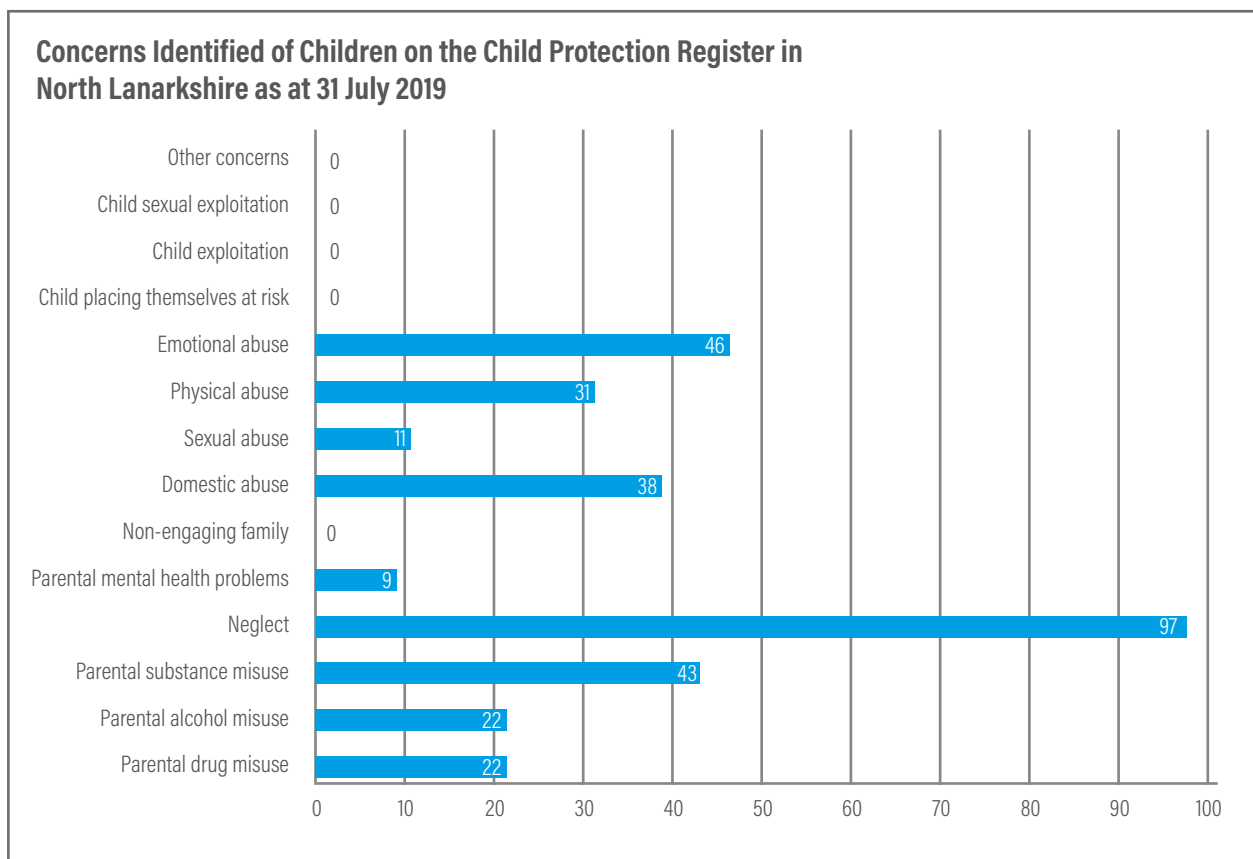
National Data: Concerns Identified at the case conference

Chart 4: Concerns identified at the case conferences of children who were on the child protection register, 2019



At child protection case conferences, multiple concerns can be recorded (rather than just the main category of concern). This means that the total number of concerns is larger than the total number of registrations. The national data shows the most common concerns identified at case conference were domestic (1,068) and emotional (1,037) abuse, neglect (1,064), and parental substance misuse (1,061).

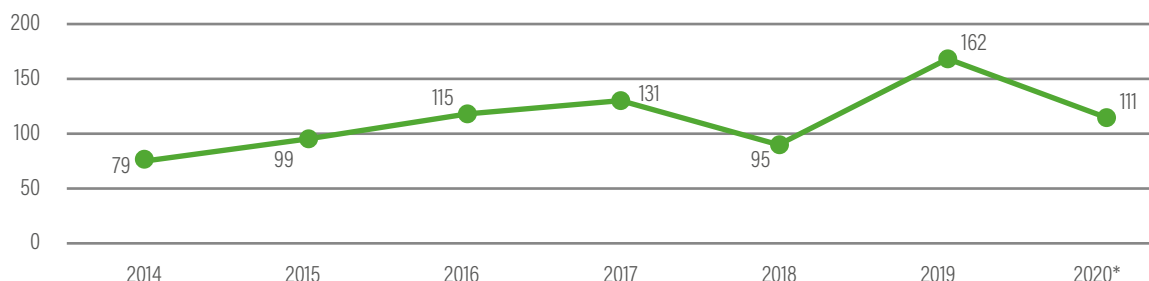
North Lanarkshire Data: Concerns identified for Children registered on the child protection register



In North Lanarkshire multiple concerns can be recorded (rather than just the main category of registration). This means that the total number of concerns is larger than the total number of registrations. This data shows all concerns identified for all children registered within the year in North Lanarkshire the most common concerns were neglect, emotional abuse, parental substance misuse and domestic abuse. These are in line with the most common concerns recorded nationally albeit in a different order. Neglect and the linked parental concerns of substance misuse and domestic abuse are longstanding issues within the area. Child neglect is a priority area within the Children's Services Plan and the Child Protection Business Plan for 2020/21.

North Lanarkshire Detailed Trend Data -2014/15 to 2019/20

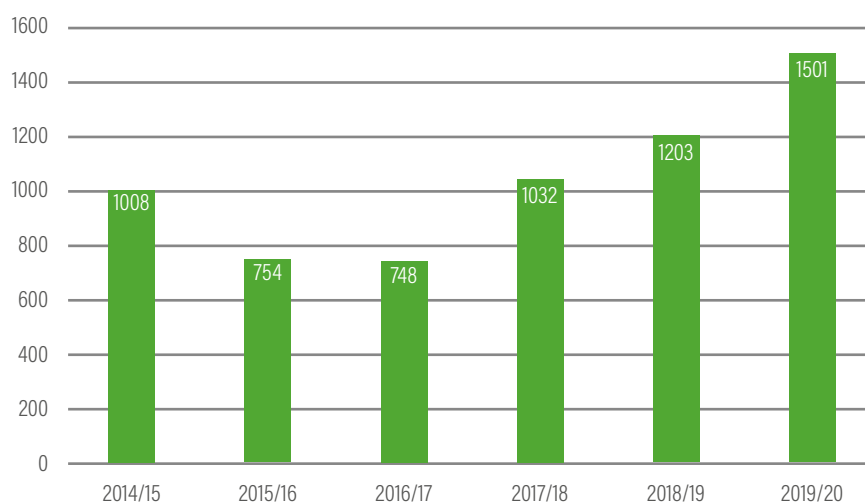
Number of children on the Child Protection Register as at 31 July



**2020 figure is provisional as this is based on our quarterly report.*

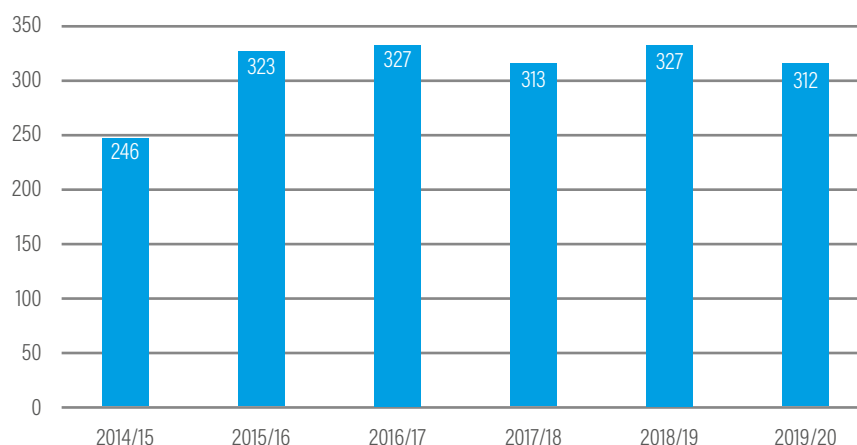
The trend data shows the number of children on the child protection register has gradually increased from 2014 through to 2017, there was a decrease from 2017 to 2018 and in this reporting period 2019-20 the numbers of children registered has steadily increased each quarter, however this trend appears to be reducing and estimates based on our quarterly returns show a decrease in registrations for 2020.

Child Protection Notifications Of Concern Received



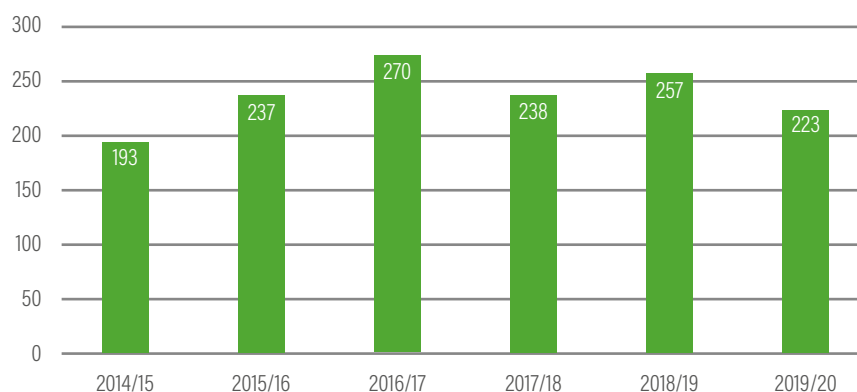
The number of child protection referrals and subsequent registrations were high in 2014 however this reduced until 2017 where the number continued to increase each year.

Number of Children Subject to an Initial Child Protection Case Conference



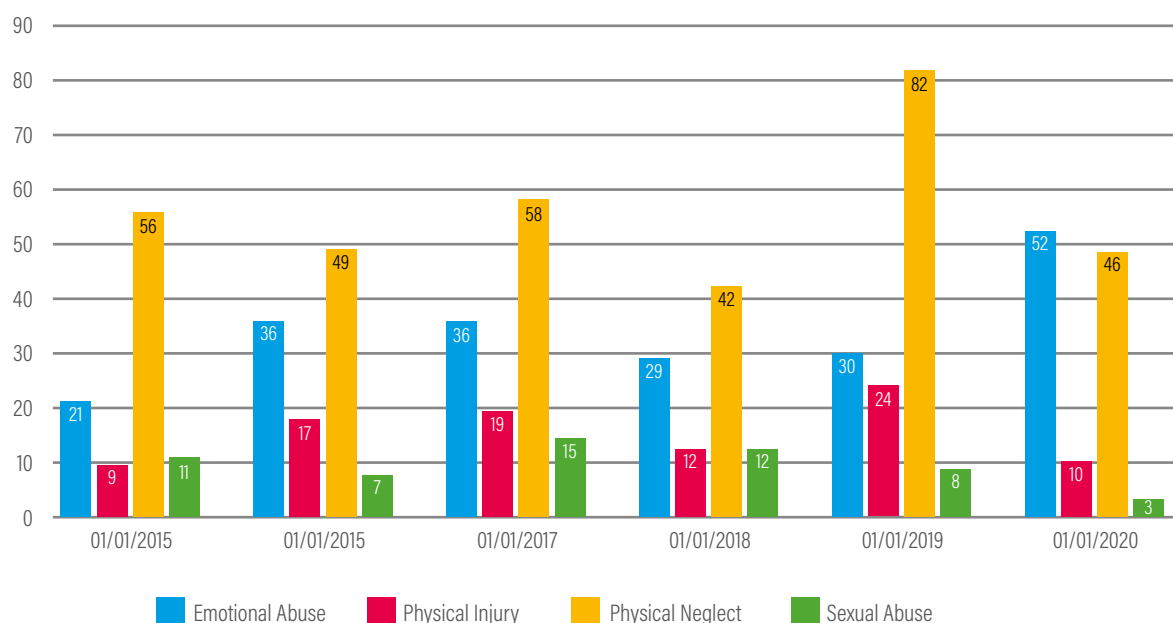
The number of **Initial Child Protection Case Conferences** held during the year decreased slightly compared to last year from **327** in 2018/19 to **312** in 2019/20, with **new Child Protection Registrations** also decreasing from **257** in 2018/19 to **223** in 2019/20. The number of children subject to an initial case conference has remained fairly constant over the period.

Number of New Child Protection Registrations in the Period



The number of Child Protection Registrations decreased from 257 in 2018/19 to 223 in 2019/20.

Category of Registration As at 31 July



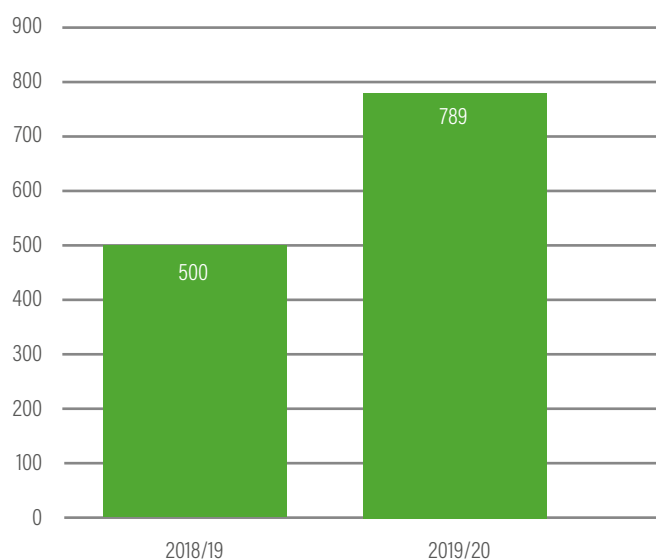
This data shows individual children registered on the child protection register in North Lanarkshire, in the quarter up until 31st of July. Each child is registered under one category of registration. This trend data shows that the registration figures have fluctuated over 2019 to 2020, emotional abuse is now the highest category of registration with 52 children registered as of the 31 July 2020 this is a change from 2019 when physical neglect was the highest category of registration with 82 children registered as of the 31 July 2019. The figures show a decrease in the number of children registered under physical neglect from 82 in 2019 to 46 in 2020. Physical abuse remained the third highest category of registration although the numbers decreased

significantly from 23 registrations in 2019 to 10 in 2020. Similarly, sexual abuse registrations decreased from 8 registrations in 2019 to 3 registrations in 2020.

Related Processes

During 2018/19 a total of **500** children were subject to an **Initial Referral Discussion (IRD)** this increased to **789** children in 2019/20. An IRD is a multiagency discussion which takes place where there are child protection concerns. The purpose to share information, ensure a plan is in place to keep the child safe in the short term and to determine if a child protection investigation is required.

Children Subject to Initial Referral Discussions



Child protection committee functions

The functions of Child Protection Committees across Scotland were updated in 2018/19 and are now published in 'Protecting Children and Young People: Child Protection Committee and Chief Officer Responsibilities (2019)'. The core functions are grouped as follows:

- **Public Information, Engagement and Participation**
- **Continuous Improvement**
 - Policies, Procedures and Guidance
 - Data and Evidence
 - Quality Assurance and Self Evaluation
 - Conducting Initial and Significant Case Reviews
 - Learning and Development
- **Strategic Planning and Connections**

Annual reporting is also a function of the Child Protection Committee.

In fulfilling our functions and delivering on our priorities the Child Protection Committee is supported by 6 working groups:

- **Policies, Procedures and Protocols Group**
- **Public Information and Communication Group**
- **Performance Management Group**

- **Workforce Learning and Development Group**
- **Significant Case Review Executive Group**
- **Child Sexual Exploitation Strategy Group**

In addition, the following groups deliver on areas of priority for the Child Protection Committee within a wider context.

- **Improving Children's Services Group (working across children's services)**
- **Safe and Together Working Group (joint group with North Lanarkshire Violence Against Women Working Group)**
- **Neglect Task group (joint group with Improving Children's Services Group)**

Short life working groups or task groups are created as required. In the previous year these have included task groups focussed on the revision of the guidance for IRDs on a Pan-Lanarkshire basis and the implementation of improved procedures for Joint investigative interviews across Lanarkshire.

The sections below focus on actions taken during 2019/20 and the impact of these actions. Progress has been made on all aspects of the business plan.

Public Information, Engagement and Participation

Children and young people have the right to participate in decisions that affect them. The Child Protection Committee promotes this right when children and families are involved in the child protection process. We are also responsible for working in the wider context of children's services to provide opportunities for the views of children, young people and families to shape child protection developments including policy, procedures and public information.

The Child Protection Committee promotes public awareness, understanding and knowledge of, and confidence in, child protection systems within North Lanarkshire. The Child Protection Committee has produced, published, reviewed and disseminated public information about protecting children and young people, since 2005.

Achievements 2019/20

Achievements set out in our business plan objectives for 2019/20 and other activity undertaken in response to emerging priorities.

- Our communications strategy 2018-2021 published in March 2019 aligns with the Child Protection Committees Scotland communications strategy. The local strategy has a focus on the use of social media to promote child protection messages to the general public and to young people.
- Increased use of social media, on a weekly basis during the lockdown period as a result of Covid-19, to ensure the general public and young people received weekly child protection messages.
- Increased dissemination of the North Lanarkshire Public Protection Newsletter. This Newsletter is written in collaboration with all pillars of public protection including child protections, adult protection, violence against women and MAPPA. The frequency of each edition being published was increased to weekly during the Covid-19 lockdown providing the public with a wide range of information and resources made available by our partners Scottish Government and the third sector. We have now returned to a monthly edition.
- The 2019 National 'Eyes Open' Campaign with a message of vigilance by the general public over the school summer holiday period was promoted through newspapers and social media channels.

- The new Child Protection Committee Scotland webpage went live early 2020 and to support this North Lanarkshire has shared useful information provided to the general public, staff and young people.
- North Lanarkshire now have an online tool, Mind of My Own app, to help practitioners communicate with children and young people in need of care and protection. This is an interactive app that supports young people to express their views. There are two apps that staff and young people can download or access on any mobile device such as smartphone, laptop or x box. It is hoped that the Mind of My Own apps makes the process of children and young people sharing their views easier, quicker and more engaging.
- Keeping children safe has been promoted to football fans through our continued partnership with Motherwell Football Club. This has included youth academy shirt sponsorship and pitch side promotion of child protection messages along with social media promotion of safer internet day messaging.



Motherwell FC with North Lanarkshire Council.
Published by Willie Pettigrew [?] · Paid partnership ·

Steelman and Raven Steel have an important message for young fans on Safer Internet Day.
 For more resources, visit <http://bit.ly/2DTDvry>

Steelman and Raven Steel's Safer Internet Day message

01:11

Get more likes, comments and shares
Boost this post for £10 to reach up to 4,000 people.

10,823
People reached

1,091
Engagements

Boost Post

57

15 Comments 29 shares

Like Comment Share Buffer

Performance for your post

10,823 People Reached

3,737 3-second video views

129 Reactions, comments & shares

73 Like	54 On post	19 On shares
3 Love	2 On post	1 On shares
1 Haha	1 On post	0 On shares
23 Comments	18 On Post	5 On Shares
29 Shares	29 On Post	0 On Shares

962 Post Clicks

130 Clicks to Play	6 Link clicks	826 Other Clicks
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NEGATIVE FEEDBACK

1 Hide Post	2 Hide All Posts
0 Report as Spam	0 Unlike Page

Reported stats may be delayed from what appears on posts

Continuous Improvement

The Child Protection Committee has a pivotal role in the continuous improvement of the protection of children and young people through the delivery of a number of functions.

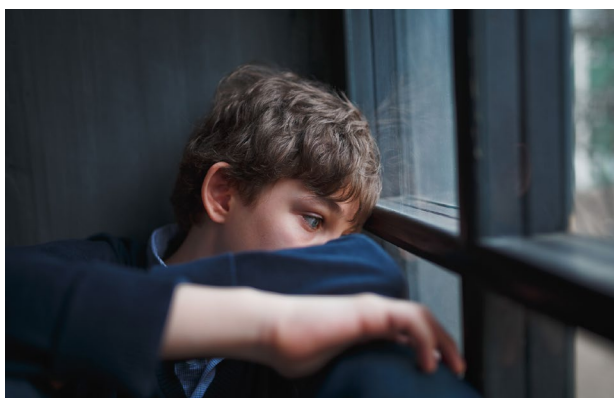
Policies, Procedures and Protocols

The main focus of this work is to achieve clear and robust interagency guidance as this is vital to the protection of children and young people.

Achievements 2019/20

Achievements of the Child Protection Committee in relation to the business plan objectives for 2019/20 and other activity undertaken in response to emerging priorities.

- A working group was identified to progress the review of Child Trafficking guidance however, this work had been paused to allow the guidance issued for local authorities and NHS Boards to be to be considered as part of this work. Human Trafficking Guidance was issued by COSLA and by NHS Health Scotland in October 2019 and this work is now progressing.
- The Pan Lanarkshire multiagency guidance on Initial Referral Discussions has been reviewed and the revised guidance is due to be presented at the CPC in November 2020.
- A review of the early years MAST process which provides local multiagency decision making structures for unborn babies and children up to 5 years in need of support has now completed and there has been agreement to redesign the service to support families where there is vulnerability during pregnancy.
- Following a review of the vulnerable children and young people guidance, multiagency guidance on missing children was identified as a gap and it was agreed to develop a new guidance with this focus in 2019/20.
- CARM (Care and Risk Management) procedures approved by the CPC on 22nd of January 2020.



Data and Evidence

The Child Protection Committee requires an overview of management and performance information regarding the work of services to protect children.

Achievements 2019/20

The following list summarises the achievements of the Child Protection Committee in relation to the business plan objectives for 2019/20 and other activity undertaken in response to emerging priorities.

Following initial work with CELCIS, North Lanarkshire CPC adopted the Minimum Data Set in January 2020 response to the ambition within CPIP to develop a national resource for advice on using child protection data for local planning and service development and expand analytical capacity. Covid-19 has had an impact on the collection of data in that the SOLACE data collected on a weekly basis has driven the interrogation of data during the period of the pandemic. As a result, there will be further discussion as to whether to incorporate some of the learning from the SOLACE data into the future collation and analysis of data by the CPC. The performance management will take this discussion forward to inform the CPC's future planning.

Quality Assurance and Self Evaluation

Self-evaluation is central to continuous improvement and our quality assurance arrangements across all services and at a multiagency level are essential to provide the Child Protection Committee with meaningful information.

Self-evaluation and quality assurance activity is undertaken proactively and in response to significant events or emerging issues in order that learning from a range of sources informs priority setting, policy and practice developments.

Achievements 2019/20

Achievements of the Child Protection Committee in relation to the business plan objectives for 2019/20 and other activity undertaken in response to emerging priorities.

- A quality assurance model for Joint Investigative Interviews has been developed in line with the JII pilot and will be implemented in 2021.
- Work has commenced with partners to plan and undertake a multiagency self-evaluation based on the Care Inspectorate Quality Improvement Framework. This work began with a development session on leadership organised by the CPC and a subsequent session for Chief Officers across the partnership organised by the NLCSPB. The work was paused during the lockdown period but will be taken forward as one of the priorities in the business plan for 2020/21.

Conducting Initial and Significant Case Reviews

The CPC, on behalf of the Chief Officers, is responsible for undertaking Initial Case Reviews where these are requested by a partner agency and reporting / recommending a Significant Case Review when it is agreed that the national criteria is met.

The aim of this activity is

- Robust mechanisms for the identification, consideration and undertaking of significant case reviews including evaluation processes for actions resulting from the review are in place.
- Learning from reviews of local practice, and practice in other areas where relevant, is identified and disseminated. This includes learning from significant case reviews, inspection reports and other enquiry reports.

Achievements 2019/20

The following list summarises the achievements of the Child Protection Committee in relation to the business plan objectives for 2019/20 and other activity undertaken in response to emerging priorities.

- During the year 2019/20 the Child Protection Committee received one notification for a potential Significant Case Review. This was considered in accordance with national guidance and local procedures with report submitted to the Care Inspectorate as required by national guidance. This case has progressed to a Significant Case Review.
- During this period the CPC has completed an SCR report and two interim reports that will be concluded during 2021. The finding of these reports led to the development of a thematic action plan. Our SCR Executive group have met regularly during this period and have provided direction and governance in relation to our SCRs and our thematic action plan.
- During this time, we have introduced a streamlined process for tracking and reporting ICR and SCRs.
- We have conducted staff briefings for the sharing of learning from Case Reviews with frontline staff.
- Consideration has been given to the findings from Significant Case Reviews undertaken in other areas of Scotland.
- The CPC was updated on the Care Inspectorate presentation to Child Protection Committee Scotland about learning from Significant Case Reviews undertaken across the country.

Learning and Development

The importance of professional judgement in dealing with the risk and uncertainty of child protection situations means that ensuring a skilled and competent workforce is a core consideration for the Child Protection Committee. Multiagency training and other learning and development opportunities are an essential component in building common understanding and fostering good working relationships, which are vital to effective child protection.

The aim of this activity is

- An annual multiagency workforce learning and development programme is delivered and evaluated, taking account of learning from a range of sources to inform its development

Achievements 2019/20

The following list summarises the achievements of the Child Protection Committee in relation to the business plan objectives for 2018/19 and other activity undertaken in response to emerging priorities.

- The 2019/20 Workforce Learning and Development Plan was delivered to multiagency groups of staff according to the published plan with a wide range of training offered until March 2020 when the restrictions took effect. All courses delivered within the training programme during 2019/2020 continued to evaluate very positively in terms of pre-course administration, meeting learning objectives, application to practice and the quality of the trainers used.
- The pandemic has prompted the Workforce Learning and Development Plan to develop new methods of online training for the year ahead and all courses will be re-designed for on-line delivery.



Strategic Planning and Connections

The CPC works closely with strategic partners, nationally through Child Protection Committees Scotland, regionally through the West of Scotland Child Protection Consortia and locally with the Children's Services Partnership Board, the Adult Protection Committee, the Violence Against Women Strategic Group and MAPPA.

During this period of time the worldwide pandemic has reshaped how we respond and deliver services. Over this time, the CPC streamlined its processes and meeting structures, and this enabled meetings to take place more frequently and on a virtual platform. The increased frequency of meeting during a time of uncertainty allowed our oversight group to respond to necessary changes in society and consider how children may be impacted. We were then able to provide information and have actions considered at a weekly Pan-Lanarkshire Chief Officers Public Protection Group. During this time our oversight group also revised our agenda to reflect the integration of the weekly SOLACE/Covid data reporting in place and have the opportunity to interrogate this data.

The Child Protection Improvement Programme has provided direction and challenge to the work of the CPC over the past three years.

Following the work of the Independent Care Review we now have the foundations of 'The Promise' to work towards in the year ahead. The Child Protection Committee has contributed to fact finding, consultation and benchmarking exercises being led by the Scottish Government and other partners.

The aim of this activity is that

- Local leadership of child protection is effective in driving improvements in child protection practice and in improving outcomes for children and young people at risk of or affected by abuse, neglect or exploitation

Achievements 2019/20

The following list summarises the achievements of the Child Protection Committee in relation to the business plan objectives for 2019/20 and other activity undertaken in response to emerging priorities.

- During 2019/20 the Child Protection Committee has responded to a number of national and local consultations and benchmarking activities following discussion with partners.
- Child Protection information and updates have been regularly communicated to staff and other subscribers to the North Lanarkshire Public Protection Newsletter.

- The Child Protection Committee webpages hosted on the North Lanarkshire Council website were reviewed. Significant revisions were made to the content and style of the pages to ensure they are up to date and are easier to access and navigate and ensured in the information was ready to transfer over to the new North Lanarkshire Webpages scheduled for October 2020.
- The Public Protection Chief Officer Group were scheduled to meet quarterly during 2019/20, the frequency was increased in response to the pandemic. The CPC submitted reports on activity to each meeting. The group is supported by a Public Protection Lead Officer Group who identify relevant agenda items for the meeting and progress tasks remitted by Chief Officers.
- The Public Protection Chief Officer Group provides a mechanism to maintain and further develop links with the other public protection partnerships in North Lanarkshire and with the Lanarkshire MAPPA unit. Co-location of the co-ordinators, alongside colleagues from public protection functions in South Lanarkshire, facilitates the development of informal links and positive working relationships. These positive working relationships have been sustained during the period of working from home.
- The CPC Chair is a member of the Children's Service Partnership Group (CSP) and the CPC Co-ordinator is a member of the Improving Children's Services Group. Child Neglect had been identified as a priority within the Children's Services plan and a task group is currently working on a test of change in one of our localities using the assessment of care toolkit.
- The CPC Chair and Co-ordinator are active members of the National and Regional Child Protection networks including Child Protection Committee Scotland & West of Scotland Child Protection Consortium. Both also attend the Child Protection Committees Scotland Communications group and the Chair attends the neglect group and the National JII Group.



Conclusion

The annual report provides an opportunity to reflect on the developments during the period 1st August 2019 to 31st July 2020. Although some of this period has been impacted by the worldwide pandemic the Child Protection Committee has been able to continue to monitor and progress the actions detailed in the business plan.

The work of the CPC over the next 12 months will be shaped by the lessons learned during the pandemic but continue to be informed by CPIP, in particular the revised National Guidance for Child Protection, taking forward the ambitions of the Promise and the findings from local self-evaluation activity and significant case reviews. This work is outlined in the business plan in the following section of this report.



business plan 2020/21

Introduction

The Child Protection Committee vision is that

“All children and young people in North Lanarkshire have the right to be cared for and protected from abuse and harm in a safe environment in which their rights are respected”

The Child Protection Committee has nine high level outcomes which link to our vision and take account of the functions and responsibilities of Child Protection Committees outlined in ‘Protecting Children and Young People: Child Protection Committee and Chief Officer Responsibilities (2019)’.

They also take into account local priorities for the Child Protection Committee identified through self-evaluation, inspection and other review activity, the priorities of the wider Children’s Services Partnership and the national priorities identified in the Child Protection Improvement Programme.



High level outcomes

1. Learning from a range of sources, including research, local quality assurance activity, practice experience, performance information, and significant case reviews informs priority setting, policy and practice developments
2. Evidence informed changes to policy and practice are introduced, monitored and evaluated, and improve the safety and wellbeing of children and young people at risk of or affected by abuse, neglect or exploitation
3. Evidence informed, up to date procedures, protocols and guidance are available in relation to core child protection business and related priority issues, these are implemented effectively and impact on practice and outcomes
4. The North Lanarkshire workforce is competent and confident in their individual, managerial and collective roles to improve the safety and wellbeing of children and young people at risk of or affected by abuse, neglect or exploitation
5. Relevant, up to date public information is available in a range of accessible and engaging formats to individuals and communities across North Lanarkshire
6. The views of children and families are taken into account in relation to issues that affect them directly and in policy and practice development
7. Collaboration and co-operation between the Child Protection Committee and other national and local multiagency partnerships is effective
8. National strategy and policy developments inform Child Protection Committee activity
9. Local leadership of child protection is effective in driving improvements in child protection practice and in improving outcomes for children and young people at risk of or affected by abuse, neglect or exploitation

Our Activities for 2020 / 21

The business plan detailed below outlines the Child Protection Committee's planned activities for the period from 1st August 2020 – 31st July 2021. All the activities have been linked to the high level outcomes and referenced against the foundations of The Promise.

Public Information, Engagement & Participation (Voice and Family)

In the next 12 months we will	Linked Outcome
Develop further the use of social media and online activity to raise public awareness of child protection issues	5
Support the implementation of the Mind of my Own resource to obtain young persons' views.	6

Continuous Improvement (Scaffolding, Care and Family)

In the next 12 months we will	Linked Outcome
Policies, Procedures and Guidance	
Review and update the Initial Referral Discussion quality assurance work	1,2,3,4
Update and publish multiagency guidance on child trafficking	1,2,3,4
Update group membership and Terms of Reference	1,2,3,4
Work towards consulting upon the draft National Child Protection Guidance and implementing the finalised guidance	1,2,3,4
Data and Evidence	
Link with other CPCs to refine the national minimum dataset for Child Protection Committees	1,8
Continue to work towards making best use of the minimum data set	1,8
SOLACE data will continue to be utilised	
Quality Assurance and Self Evaluation	
Work with ICSG to undertake a self-evaluation of services for children in need of care and protection using the Care Inspectorate quality indicator framework	1,7,9
Agree and undertake a programme of audit and review activity taking into account findings from analysis of local and national management information and other emerging issues. Reporting findings and sharing learning as appropriate.	1,2,4
Conducting Initial and Significant Case Reviews (People, care, family)	
Commission and undertake Initial and Significant Case Reviews as necessary in line with national guidance and local procedures. Reporting findings and sharing learning as appropriate.	1,2,4
Review learning from case review activity (including SCR activity) over the past 2 years to identify key priorities for improvement	1,2,9
Continue to monitoring and implement actions outlined in action plans arising from SCRs and finalise two current interim reports	1,2,4
Learning and Development (People and Scaffolding)	
Develop and provide multi-agency child protection training provided on a blended basis.	4
Plan, deliver, evaluate and review the annual multiagency workforce learning and development on-line and blended programme to support best practice in child protection.	4
Work in partnership with ICSG to support our workforce to develop an awareness of the contextual safeguarding approach.	1,2,4
Work in partnership with NES Transforming Psychological Trauma Implementation Co-ordinator to ensure the workforce are able to practice in a trauma informed way.	1,2,4

Strategic Planning & Connections (Scaffolding, care and family)

In the next 12 months we will	Linked Outcome
Continue to work with ICSG to deliver change activity to improve the assessment of neglect	1,2,3,4,7
Develop our work on integrated chronology further.	1,2,
Continue to embed and evaluate the implementation of the Safe & Together model to improve outcomes for children affected by domestic abuse and incorporate into audit activity.	1,2,4,8
Review and ensure the strategic objectives of the Scottish Government and the North Lanarkshire CSP are reflected in our vision, values and aims.	8,9



Appendix 1

Governance and Reporting

North Lanarkshire Partnership	<ul style="list-style-type: none"> • Produce, implement and monitor the Single Outcome Agreement • Report annually to the Scottish Government. • Receive biannual reports from the Children's Services Partnership.
Chief Officers Public Protection Group (COG)	<ul style="list-style-type: none"> • Provides the strategic overview for public protection, including child protection. • Individually and collectively provide leadership and accountability for public protection. • Receive quarterly reports from the Child Protection Committee and Children's Services Partnership (CSP). • Agree the Child Protection Committee Annual Report and Business Plan and the Children's Services Report and Annual Action Plan
Children's Services Partnership (CSP)	<ul style="list-style-type: none"> • Provide governance across all elements of the Children's Services Plan. • Report biannually to North Lanarkshire Partnership. • Report to the COG. • Receive quarterly reports from the Improving Children's Services Group. • Report to and share minutes with the NLC Policy and Resources Committee.
Child Protection Committee	<ul style="list-style-type: none"> • Responsible for developing and implementing child protection policy and strategy across and between agencies/services. • Key Functions are grouped as follows: public information, continuous improvement and strategic planning. • Report on a quarterly basis to the COG • Produce an annual report and business plan
Improving Children's Services Group	<ul style="list-style-type: none"> • Produce, implement and monitor the Children's Services Annual Action Plan. • Develop and implement an effective performance framework. • Collate information for the Children's Services Improvement Tool. • Receive quarterly reports from themed groups and locality planning groups. • Produce quarterly reports for the Children's Services Partnership and wider communication.
Themed Sub Groups and Locality Planning Groups	<ul style="list-style-type: none"> • Contribute to planning, monitoring and evaluation. • Produce and update priorities and plans. • Produce quarterly reports to the Improving Children's Services Group. • Deliver on the actions in the ICSP. • Collect information for the Children's Services Improvement Tool and use this to prompt discussion and scrutiny

Appendix 2

North Lanarkshire Child Protection Committee Membership – as at 31st July 2020

Title	Organisation
Independent Chair	North Lanarkshire Child Protection Committee
Co-ordinator Child Protection	North Lanarkshire Child Protection Committee
Detective Superintendent	Police, Specialist Crime Division
Head of Service Public Protection	NHS Lanarkshire
Head of Children Families and Justice Social Work Services	Health & Social Care North Lanarkshire
Lead Paediatrician Child Protection	NHS Lanarkshire
Manager, Children & Families	Education & Families
Locality Reporter Manager North Lanarkshire	Scottish Children's Reporter Administration
Education Officer	North Lanarkshire Council, Education & Families
Development Officer	North Lanarkshire Council, Education & Families
Service Co-ordinator (Domestic Abuse)	North Lanarkshire Council, Education & Families
Business Solutions Manager	North Lanarkshire Council, Enterprise & Housing Resources
Development Officer (North)	Lanarkshire Alcohol & Drug Action Team (ADAT)
Head of Democratic and Legal Services	North Lanarkshire Council, Corporate Services
Area Convenor	North Lanarkshire Children's Panel
Principal Psychologist	North Lanarkshire Council, Education & Families
Agreed representative	On behalf of Voluntary Action North Lanarkshire (VANL)
Admin Assistant	North Lanarkshire Child Protection Committee



