

Renfrewshire Child
Protection Committee



Renfrewshire Child Protection Committee
Annual Report 2009/2010 and plan 2010/2011



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Section 1 Chief Officer's Preface

The past year has been a busy and productive one for the Committee developing the continuous improvement agenda through the undertaking of our comprehensive self evaluation programme.

The chief officer's group has continued to meet regularly throughout the year, focusing on progress against the 09-10 plan and the recommendations from the Significant Case Review. We have ensured a particular focus on neglect with the review of cases and neglect events attended by over 200 staff from all key partner agencies.

We have all been encouraged by the commitment of Renfrewshire's agencies to work together in partnership and by the continuing support of the community to help us deliver better outcomes for all our children and young people. We strive to ensure that we are clear about what difference our services are making to the lives of children, young people and their families. We are increasingly looking to bring together the work that we do to protect children with the wider agenda of integrated children's services which supports all children to achieve their full potential, and we are pleased to be making progress towards realising the ambitious national agenda set out in "**Getting it right for every child**" with the ongoing implementation of our integrated assessment framework for children's services.

We have made real progress this year towards realising our vision that "It's everyone's job to ensure that children in Renfrewshire are safe" and look forward to continuing to build on this progress in 2010/11

David Martin
Chief Executive, Renfrewshire Council

Paul Main
Divisional Commander, Strathclyde Police

David Leese
Director, Renfrewshire CHP

Section 2 Renfrewshire Child Protection Committee Vision, Values, and Aims

Our vision

It's everyone's job to make sure that children in Renfrewshire are safe. We will strive to ensure that the protection of children is a responsibility that is shared by all our staff in partnership with the community.

Our values

We will strive to ensure that:

- Children get the help they need when they need it
- Children are protected by timely and effective action
- Children are listened to and respected
- Information is shared about children where this is necessary to protect them
- Agencies, individually and collectively, demonstrate leadership and accountability for their work and its effectiveness

Our aims

- To improve the safety of children in Renfrewshire
- To provide an integrated approach to identifying, intervening and providing ongoing support to protect children at risk of harm
- To improve the range and availability of services aimed at protecting children in Renfrewshire
- To provide public information about child protection
- To ensure our staff are confident and competent
- To ensure continuous improvement by evaluating the effectiveness and efficiency of our services

Section 3 Chair's Introduction

Our annual report for 2009/10 and our plan for 2010/11 builds on our programme of continuous improvement, taking account of the findings of external inspection, internal self evaluation, and case file audit.

The report shows good consistent progress over the key areas of child protection performance in the past year, and continues to demonstrate the strong commitment of staff in all agencies and at all levels to place the safety and wellbeing of Renfrewshire's children at the heart of public services.

This is demonstrated by the success of those services in achieving nearly all the outcomes set for 2009/10, and by agreement on the need to press for further improvement in 2010/11. The plan will be amended as necessary in the light of the findings of the inspection by HMle set for September 2010.

I remain confident of the ability and willingness of all agencies to continue to work effectively together over the period of the next plan, and to deliver further improvement in services for children in Renfrewshire.

Tim Huntingford
Independent Chair, Renfrewshire Child Protection Committee

Section 4

Self Evaluation

One of the major activities for the RCPC (Renfrewshire Child Protection Committee) in 09-10 has been the comprehensive self evaluation exercise that was undertaken during January to September 2010. The final report on the self evaluation was agreed at the RCPC in September 2010.

The RCPC is committed to ongoing continuous improvement and has built on the positive inspection report from 2008 by developing the self evaluation process during the past year. The multi agency SERG (self evaluation reference group) was established to oversee and develop the self evaluation activities supported by an extended group who were involved in single agency evaluations and analysis of findings and editing of content for the evaluation report.

The SERG comprised of representatives from:

- Health
- Social Work
- SCRA
- Police
- Voluntary sector
- Education
- Housing
- RCPC

The SERG was managed and supported by the RCPC evaluation group.

A key part of the self evaluation activity has been the case file audit. In 2008, the RCPC agreed in to improve and build on the existing case file audit process by establishing a new model of multi agency case file audit based on the approach to case reading by HMIE. A comprehensive planning and training process was undertaken and an audit of 23 cases took place in May 2009 with the consent of parents/ carers and young people who were of an appropriate age.

In December 2009, the RCPC agreed on a further programme of self evaluation activities to support the continuous improvement of services to protect children and young people.

The programme included a multi-agency case file audit carried out in June 2010. The case file audit involved evaluating information in the individual records of the child or young person held by health, social work, police, education, housing and SCRA. In addition, the audit included attaining the views of parents, carers and young people through interview.

A code of practice was compiled to provide a reference document. This ensured audit procedures were clearly stated and good practice was followed.

Procedures used in the 2009 audit were reviewed and improvements made to the 2010 model. One key development involved interviewing the stakeholders to seek their views on the service provided by agencies. Changes were also made to ensure the revised audit process was based on the updated HMIE framework contained in the document *How Well Do We Protect Children and Meet Their Needs?* published in 2009. The reference quality indicators 2 and process indicators 5 from the HMIE document were used to evaluate the evidence.

The revised model of audit involved the following components:

- A random sample of 12 cases were reviewed;
- A multi-agency group of 16 staff carried out the audit;
- The views of parents /carers and young people were sought through interview; and
- A consultant with responsibility for quality assurance managed the audit.

Following the recommendations made in the Family 10 significant case review (SCR) the case file audit focused on six cases involving long term neglect to gather information on progress towards implementing the recommendations made in the SCR. The remaining six cases included in the audit also featured long term neglect.

The sample of cases used in the audit was based on the criteria used for the HMIE child protection inspection but involved specific areas as follows:

- Category 1: children on CP register;
- Category 2: children whose names were removed from the CP register in the last 12 months; and
- Category 3: children in need not on CP register and receiving long term services - over one year.

In total, 12 health files, 29 education files, 8 SCRA files, 12 police files and 4 housing files were audited.

Interviewing the parents, carers and the one young person over 12 years of age significantly improved the quality of the audit and reflected the approach used by HMIE during the child protection inspection process.

The process has added to the knowledge and skills developed by staff in previous self evaluation exercises and the RCPC has developed a group of over 25 staff who have received training and valuable experience in the evaluation of practice which will also add to the culture of continuous improvement in single agencies. The open and healthy approach to self criticism and inter-agency challenge has continued in a positive manner.

One SCR (significant case review), Family 10 was undertaken and completed over the past year and another has been commissioned. Learning from the review has been disseminated and recommendations will be implemented and monitored through the Case Review Group.

Following the Family 10 SCR, completed in March 2010, 2 major events have taken place in June and September involving over 250 staff from all key agencies. These events have focused on the recommendations from the SCR and key issues in relation to neglect and early intervention. Management staff who attended the event in June have been asked to review processes in their service and report back improvements to RCPC by October.

In addition the Chief Officers Group asked for a review of all 'low level' neglect cases. A neglect screening group has been established which has carried out an exercise to prioritise cases for review. Over 300 cases will be reviewed through this process.

During 2010 STRADA have carried out an impact analysis of the 'Getting our priorities right', (GOPR), training and protocol and assessment process. An interim report will be available in September 2010, with the full report due in November 2010.

A key area for development for RCPC has been the monitoring of forensic and comprehensive health assessments. The PANDA centre has established a reporting system which provides regular information for GG&C health as well as the RCPC.

The system for monitoring Forensic medicals is now embedded and reports are completed by police and monitored through a 'medical group' with representatives from health, social work and police. This group reviews the management information reports, identifies practice issues and has reviewed the process for arranging medicals along with colleagues from Inverclyde.

In summary self evaluation has been firmly embedded in Renfrewshire and the SERG and case file audit teams have developed experience in this area which will be built on during 2010-11.

Section 5

Fulfilling functions – review of Annual Plan 2009/10

The RCPC action plan 09-10 was structured around the Quality indicators as set out in the document *How well are children protected and their needs met? Self Evaluation using quality indicators*, HMIE 2005.

The plan for 2009-11 has been adapted to reflect changes in the updated HMIE framework contained in the document *How Well Do We Protect Children and Meet Their Needs?* HMIE 2009.

These are detailed in appendix 1 – Renfrewshire Child Protection Plan – outturn position August 2010.

5.1. Public information

The communications group focused on the following areas during 09-10:

- Reprint and distribution of publicity material to reflect changes in phone numbers
- Display of child protection/ safety literature in all Renfrewshire Libraries
- Public information days at Paisley Shopping centre involving the Child protection infomercial
- Regular articles in Paisley Daily Express, Evening Times and Herald re child protection issues
- Development and showing of internet safety advert on STV region
- RCPC webpage for Council staff updated to include relevant policies/ protocols
- Development of translated leaflets

Surveys carried out:

- Survey of public on reporting of concerns showed and increase in awareness from 2009
- CEOPS statistics related to hits on their website significantly increased during showing of TV campaign on internet safety

5.2. Policies and Procedures

The policies and procedures group has been firmly embedded.

In addition to the policies and procedures for single agencies, the following inter-agency protocols are in place in Renfrewshire:

- **RCPC Vision values and aims**
- **Children in need policy**
- **Corporate child protection policy**
- **Domestic violence**
- **Working with children affected by drug and alcohol misuse (Getting Our Priorities right- GOPR)**
- **Alcohol policy**
- **Information Sharing**
- **Procedure for conducting a Significant Case Review**

These protocols have been reviewed during the year and updated where necessary. In addition work is ongoing in relation to ensuring compliance with GIRFEC.

A new protocol on the **trafficking** of young people has been developed and signed off and a new protocol on **assessing risk** has replaced the previous protocol on risks and needs.

In addition, a local protocol for the **process of medical assessments** has been established. This has been subject to ongoing review and joint work is underway with Inverclyde to develop a consistent protocol for the 2 areas which are covered by the same police division.

Area of current development are:

- **Children missing**
- **Young Runaways**

Ongoing monitoring and updating of protocols and procedures is essential to ensure they are fit for purpose.

The GOPR monitoring group continues to support the implementation of the GOPR protocol. The protocol has been reviewed to reflect GIRFEC principles.

The GOPR assessment framework includes an assessment booklet for young people and a framework for supporting pre-5 children who are affected by drug and alcohol misuse. As part of the continuing improvement agenda a pregnancy flowchart , guidance for GP's and a leaflet about the SNIPS service has been developed.

5.3. Management Information

During 2009-10, two comprehensive reports were submitted to RCPC at half year and year end. These reports offered analysis with the figures and have assisted to identify trends and patterns.

In addition, an analysis of the outcome of child protection cases which led to registration was carried out by the 3 social work area teams. This provided valuable analysis of positive outcomes in terms of the safety of the young people.

Along with other West of Scotland CPC's Renfrewshire carried out an analysis of attendance at case conference by agencies. This has been helpful to partners in terms of allocating resources and evidencing the involvement of key staff at the early stage of planning in the Child protection process.

The monitoring arrangements for comprehensive and forensic medical assessments has been developed and is now firmly established.

The Committee has strived to develop a model of quality management information that provides the information but also comparisons and analysis. During 2010 the RCPC agreed to adopt a new framework based on logic modelling for the presentation of management information for 2010-11.

A management information group has been established to oversee the development of the model over the next year.

5.4. Promotion of Good Practice

The practice improvement group has focused on many of the areas highlighted in case reviews, case file audits and inspection to improve practice.

Work has been significant in the development of chronologies, assessment and SMART action planning. This has been directly linked with the GIRFEC agenda and the Integrated Assessment Framework as it has been rolled out across Renfrewshire.

A group was established in January 2010 to focus on practice issues in relation to forensic and comprehensive medicals. following on from adoption of the local medicals protocol by the RCPC in September 2009.

5.5. Training and Staff Development

A comprehensive inter agency training programme continues to be delivered in Renfrewshire which compliments the single agency training from agencies.

The statistics for attendance demonstrate an increase in the attendance by voluntary agencies.

New developments have included training for staff on trafficking and neglect training for foster carers.

Over 240 staff attended the RCPC 6th annual conference in March 2010 and was highly evaluated and valued by staff. The focus was on early intervention with an excellent programme and speakers.

A focus for the training group during 10-11 will be the evaluation and review of training and how to evidence the impact on service delivery and outcomes for service users. A Training Needs analysis has been carried out which will inform future developments.

Two neglect events have been organised following recommendations from the Family 10 SCR attended in total by over 250 staff, the majority of whom are managers of services.

The neglect training programme is being reviewed in conjunction with Yorkhill CPU who deliver training across GG&C area.

The STRADA training continued during the past year with courses receiving very good evaluations. The impact analysis will evaluate the training, implementation of the protocol and the impact on service delivery. The STRADA contract will end in November 2010 and a comprehensive training for trainers programme has been developed over the past year with a group of 30 staff from health, social work, addictions and education backgrounds trained to deliver the GOPR workshops and briefings during 2010-11. An online 'community of practice' has been established to maintain updates from research, national and local policy for the trainers.

Staff shadowing opportunities have now been embedded and over 30 staff have taken up this opportunity as part of their staff development programme. The process and impact of this will be evaluated over the following year.

Child Protection Training with Strathclyde Fire and rescue service staff in Renfrewshire has now been completed.

Staff network lunches are ongoing events throughout the year when the Chair has the opportunity to meet with staff from all partner agencies to focus on current issues nationally and locally.

5.6. Planning and Connections

Meetings have taken place with East Renfrewshire and Inverclyde CPC's with the purpose to identify areas where practice, training, development and resources could be shared.

Inverclyde and Renfrewshire have consulted and developed protocols and training relation to trafficking. Additionally there is ongoing joint work in relation to young runaways.

The voluntary sector forum has a regular agenda item on child protection.

The lead officer for child protection also leads on the integrated children's services agenda which ensures consistency in planning processes.

MAPPA reports regularly to the CPC on current issues nationally and locally and child protection is their prime consideration.

A meeting about Public Protection arrangements will take place in September 2010 which will be attended by the RCPC Chair and Lead Officer with representation from the Adult Protection Committee, the Domestic Violence Partnership, the Alcohol and Drug Partnership, and MAPPA to continue to build on the links in the Safer Renfrewshire Partnership.

The Child Protection Committee has links with the Violence Against Women and Children Group through the child protection coordinator.

At a strategic level RCPC representatives sit on the Alcohol and Drug Partnership and Renfrewshire Children's Services Partnership.

The RCPC continues to be actively involved in West of Scotland and National groups to raise issues that are relevant out with the local area.

5.7 Listening to Children and Young People

In March 2009 the document 'A Participation Strategy for Integrated Children's Services in Renfrewshire' was launched. The document has been developed and shaped through the active contributions of children and young people in Renfrewshire. The aim is to develop a culture committed to embedding participation across Children's services and has clear outcomes that will require evidence over the agreed timeframe.

In December 2009, an event was organised by The Integrated Children's Services Youth focus group, called 'Fourteenish'. The event was attended by young people from across all Renfrewshire secondary schools and focused on feedback from 670 Viewpoint questionnaires completed by secondary school pupils and linked to the SHANARRI indicators. The event gave very helpful feedback for the RCPC in relation to the 'Safe' indicator and the issues which directly concern young people.

A group of young people have been working with the drama outreach worker to develop 2 DVD's, one for primary and one for secondary age children, on keeping themselves safe. This should be completed by the end of 2010 for distribution in all schools.

Section 6

Strategic Priorities 2010-11

The plan for 2010-11 is informed by the following priorities:

- ❖ Continuing improvement through comprehensive self evaluation
- ❖ Early intervention and support linking to IAF and GIRFEC agenda
- ❖ Ensuring a competent and confident workforce
- ❖ Engaging the community and young people
- ❖ Continued development of management information

Appendix 1

RCPC Inter-Agency Action Plan 2008/09-Outturn Position August 2010

Key area		Quality Assurance				
RCPC aim		To ensure continuous improvement by evaluating the effectiveness and efficiency of our services				
	Strategic action	Outcome	Lead	Timescale	Resources	Progress
1.	a) Ensure that recommendations from the RCPC multi-agency case file audit 2009 are embedded into practice	Consistency of practice evidenced in case files	Case review group	June 2010	Existing resources	Achieved. Progress report to RCPC March 2010. Evidence of improve in 2010 case file audit
	b) Carry out a smaller scale programme of multi-agency case file audit	Improved practice evidenced in case files			RCPC budget	Achieved. Case file audit carried out on 12 cases and found evidence of improvement
2.	(a) Carry out a multi-agency self evaluation programme against an agreed number of Q.Is from the HMIE document " How well do we protect children and meet their needs"	Evidence continuous improvement and inform the strategic planning process	Evaluation group	March 2010	RCPC training budget	Achieved. Single and multi-agency self evaluations carried out across 14 Q.Is and improvements evidenced.
	(b) 2 x staff seminars to raise awareness of HMIE quality indicators	Staff are clear about the use of new QIs in self evaluation	Evaluation group	March 2010	RCPC training budget	Achieved through creation of SERG group. Staff seminars held in Normandy Hotel

						January/February 2010. SERG members cascaded to wider staff across agencies.
3.	Develop toolkit and timetable for self evaluation to be launched with all agencies	Agencies are aware of methods and timescales for evidencing continuous improvement	Evaluation group	Jan 2010	Existing resources	Achieved. Template created and launched at staff seminar 2010
4.	Repeat online questionnaire with staff, young people and community re child protection services	Compare with previous results to establish improvement	Evaluation group	March 2010	Support from chief executive's	Achieved. Survey monkey questionnaire ran from April – June 2010. Improvements Across all QIs.
5.	Implement a system to provide feedback on support plans for referrals which do not progress to investigation	Staff confidence in referral system is improved	Evaluation group	March 2010	Existing resources	Partially achieved Mapping underway. Pro-forma in place, monitoring consistency of use..

Key area		Promotion of good practice				
RCPC aim		To improve the safety of children in Renfrewshire				
	Strategic activity	Outcome	Lead	Timescale	Resources	Progress
6.	Improve information based on code of conduct for volunteers about expectations relating to standards of behaviour and child protection.	Vol orgs report that they are clear about expectations re child protection	Voluntary sector forum	March 10	RCPC budget	Partially achieved. Mapping work ongoing
7.	Explore the development of an online forum to facilitate improved staff communication about child protection	Staff are able to benefit from peer experience and share good practice and online resources	Communications group	Aug 10	RCPC budget	Partially achieved. On-line community of practice established for Gopr. Discussions ongoing re wider staff online forum
8.	Roll out use of well being indicators to all multi-agency meetings	Children and families benefit from the clarity of a “common language” across agencies and meetings	GIRFEC steering group	March 11	Staff time RCPC training budget	Ongoing within timescale Ongoing work to embed the use of the well being indicators as the “common language” for all meetings. Used in all single agency contexts and in CP context
9.	Implement new CP1 paperwork	SHANARI indicators are embedded in CP practice and SMART	Practice improvement group	November 2010	Existing resources	Achieved

		action planning is improved				
10.	Adapt CP2/3/9 to reflect new CP1 paperwork	To ensure consistency in CP paperwork	Practice improvement group	December 2010	Existing resources	Ongoing within timescale
11.	Develop, disseminate and monitor implementation of guidance on smart action planning and chronologies	Children benefit from SMART care plans and agencies share information more effectively due to increased use of multi-agency chronologies.	Practice improvement group	March 2011	RCPC training budget	Ongoing within timescale A training programme on smart action planning has been run twice. 2 further dates for Sept 2010. Electronic template for chronologies disseminated to all agencies and training offered.
12.	(a) Devise best practice guide for social work staff re communication with children during investigations, based on children's charter (b) Devise guide for best practice in case conferences re structure/involvement of parents/carers/young people	Children understand what is happening to them and why	Practice improvement group	March 2011	Existing resources	Ongoing within timescale working group planned
13.	Ensure that information leaflets for children are given out during CP investigation	Children have access to information explaining about the CP process	Practice improvement group	June 2010	RCPC printing budget	Achieved Leaflets reprinted and redistributed and staff reminded to

						distribute
14.	Develop information/consent leaflets	Children and families understand why information is being shared	Practice improvement group	January 2010	RCPC printing budget	.Partially Achieved Leaflets developed and used through IAF. Their use will be developed on a wider scale as IAF becomes embedded.
15.	Explore cases referred to Standby to establish and respond to practice issues	Quicker response to child protection concerns	Practice improvement group	March 2010	Existing resources	Achieved Staff report standby service has improved
16.	Review risk assessment tools currently in use and provide guidance	Staff are clear about tools which are available	Practice improvement group	Dec 2010	Existing resources	Achieved. Risk assessment framework agreed through RCPC and training planned

17.	Implement multi-agency framework for risk management for young people who present risk of serious harm	Clear guidelines for practice	Practice improvement group	March 2010	Existing resources	Achieved. Framework now operation within youth justice team
18	Implement mental health protocol	Mental health staff have clear guidelines to follow to ensure they recognize the impact of parental mental health on children's safety and well being	Practice improvement group	March 2010	Existing resources	Partially achieved Draft protocol in place. Implementation to be rolled forward to 10/11 plan
19	(a) Review processes for travelling families on a multi-agency basis (b) Review processes to support/ work with travelling families where there are concerns re children	Ensure that children of travelling families are achieving their potential To establish a consistent approach across geographical boundaries	Practice improvement group	March 2011	Existing resources	Ongoing within timescale.

Key area		Listening to children and young people				
RCPC aim		To provide an integrated approach to identifying, intervening and providing ongoing support to protect children at risk of harm				
	Strategic activity	Outcome	Lead	Timescale	Resources	Progress
20.	Implement youth participation strategy	Children and young people are clear about how they will be consulted and their views will impact on services which affect them	ICS management group	March 2010	RCPC training budget	Achieved. Training sessions held by Barnardo's. Youth participation champions established across agencies
21.	Implement the use of Viewpoint software in child protection cases	Children are encouraged to give their views about services that affect them	Practice improvement group	June 2010	RCPC training budget	Achieved. Viewpoint tool being used with vulnerable children including a few child protection cases.
22.	Implement children's advocacy services in child protection cases	Children are encouraged to give their views about services that affect them	Practice improvement group	June 2010	£40,000 RCPC budget	Achieved. Hear 4 U advocacy service established across multi-agency contexts.
23.	Agree and develop new communication formats in conjunction with what young people feel is appropriate using schools as a key focus	Young people understand how to keep themselves safe.	Communications group	Jan 2010	RCPC printing budget	Achieved. All about me schools survey report; health survey report; STV internet safety advert;

						libraries display. DVD development
24.	Provide information on complaints procedures for all services in a child-friendly form and in a version that is appropriate for those with learning needs	Young people understand they have the right to complain	Communications group	June 2010	RCPC printing budget	Not achieved. To be progressed in 10/11

Key area		Training and staff development				
RCPC aim		To ensure our staff are confident and competent				
	Strategic activity	Outcome /Outcome indicator	Lead	Timescale	Resources	Progress
25	Develop and implement work shadowing programme across CPC	Staff are more aware of inter-agency culture operations and	Training group	Dec 2009	Staff time	Achieved. Programme in place
26	Carry out training needs analysis	Future training development is influenced by training need	Training group	June 2010	Staff time	Achieved. Future training programme influenced by TNA and needs of staff
27	Develop evaluation strategy for impact of training	Impact of training on practice will influence future development of training	RCPC trainer	Nov 2010	Staff time	Ongoing within timescale
28.	Ensure training for West of Scotland procedures is carried out in Renfrewshire	Staff throughout Renfrewshire are competent and confident about new procedures	RCPC trainer	Jan 2010	RCPC training budget	Not achieved due to delay in procedures being finalized. To be progressed in 10/11 plan
29.	Continue to run neglect inter-agency training	Staff are clear about meeting the needs of children with lower level concerns/do not meet CP thresholds	Training group/STRADA	July 2010	RCPC training budget	Achieved. Well evaluated inter-agency programmes taken place
30	Implement STRADA exit strategy	There is clear	GOPR monitoring	Sept 2010	RCPC	Achieved. A

		framework in place for ensuring that good practice implemented across Renfrewshire re GOPR implementation can be continued and built on	group		training budget	training for trainers approach has been established and trainers from across agencies will deliver awareness raising sessions and workshops once STRADA contract ends Nov 2010. Ongoing monitoring will ensure that the protocol is being used consistently and effectively.
30.	Identify, plan and implement specialist training at levels 3 and 4 of the child protection competency framework ie CP and children with ASN	The training needs of staff working at levels 3 and 4 are met	Training group	March 2011	RCPC training budget	Achieved. A range of specialist training has been offered through JIIT and the CPU
31.	Agree with STRADA how to continue with training following end of contract: working with difficult to engage families/motivational interviewing; Working with trauma; Pregnancy module	Staff benefit from high quality training on key issues	GOPR monitoring group	Nov 2009	RCPC training budget	Achieved. Initial discussions have taken place and will inform the 2010/11 training programme

32.	Decision making in child protection – development of a seminar for senior managers which will assist in dealing with issues of drift and earlier intervention and ensure child in need policy is implemented	Inter-agency understanding about different thresholds	RCPC trainer	March 2010	RCPC training budget	Achieved. A range of meeting and training for managers has taken place.
33.	Develop and implement training for mental health protocol	Staff are clear about procedures when working with a child whose parent has mental health issues	Training group	March 2010	RCPC training budget	Not achieved Protocol not yet finalised

Key area	Policies, procedures and protocols					
RCPC aim	To ensure continuous improvement by evaluating the effectiveness and efficiency of our services					
	Strategic activity	Outcome /Outcome indicator	Lead	Timescale	Resources	Progress
34.	Review and update current RCPC child protection strategy and ensure dissemination to all key staff.	Staff are aware of the vision, values and aims of RCPC	Policies and procedures group	March 2010	Existing resources	Achieved Strategy updated and agreed at RCPC
35	Develop and implement strategy for early information sharing with health	Children's needs are met by early identification of health needs	Practice improvement group	June 2010	Existing resources	Partly achieved. Increased health attendance at case conferences and implementation of the Yorkhill protocol. Health info sharing protocol and Cell16 implementation in place. improving. Roll forward to 10/11

36.	Develop protocol for medicals to ensure children's needs are being met	RCPC has a clear overview and understanding of how medicals should happen and practice is improved	Practice improvement group	Dec 09	Existing resources	Achieved. Protocol agreed by RCPC Oct 09
37.	Map all relevant inter-agency child protection/ICS policies, collate and publish on website/electronically	Staff have a clear and direct pathway to all protocols and procedures which can help them in their work	Policies and procedures group	Oct 10	Existing resources	Ongoing within timescale Upgrades to Renfo and the Council community portal has made access to the RCPC website easier
38.	Develop review strategy for all child protection policies and protocols	Policies are kept up to date and inform staff	Policies and procedures group	Sept 10	Existing resources	Ongoing within timescale
39.	Ensure existing policy/procedure is consistent with GIRFEC/IAF	Children and families benefit from the streamlining of approaches Children and families benefit from the streamlining of approaches Children and families benefit from	Policies and procedures group	August 10	Existing resources	Achieved. All existing RCPC multi-agency policies are process mapped to GIRFEC

		the streamlining of approaches				
40.	<p>Develop new child protection protocols for the following areas:</p> <ul style="list-style-type: none"> • Learning Disability • Information sharing • Guidance on thresholds to decision making e.g. Long term neglect/ timescales reflecting child development 	There is clear guidance to staff about the impact of adult behavior on children; staff are clear about information sharing	Policies and procedures group	August 11	Existing resources	<p>Ongoing within timescale</p> <p>Information sharing protocols embedded within single agency guidance; Guidance on neglect available to social work staff and currently being worked on to promote on a multi-agency basis.</p>

Key area		Planning and connections				
RCPC aim		To improve the range and availability of services aimed at protecting children in Renfrewshire				
	Strategic activity	Outcome /Outcome indicator	Lead	Timescale	Resources	Progress
41.	Ensure that inter-authority CP practice and development reflect the best use of all current resources	Resources/practice shared as appropriate	Chair and lead officer, RCPC	Ongoing	Existing resources	Achieved Tri-partite meeting of neighbouring CPCs hosted by RCPC . Ongoing work through the Clyde valley consortium. A range of joint training is offered through the WoS consortium. Joint work on shared protocols with Inverclyde CPC is ongoing.
42.	Ensure ongoing linkages between RCPC, RCSP and Community Planning	Good communication about services to protect children inform strategic planning	RCPC lead officer	Ongoing	Existing resources	Achieved. RCPC lead officer links to all relevant groups

43.	Establish communication with HMle link inspector	RCPC members are clear about continuous improvement and outcome focused self evaluation	RCPC chair	August 09	Existing resources	Achieved. Two meetings held
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Key area		Management Information				
RCPC aim		To ensure continuous improvement by evaluating the effectiveness and efficiency of our services				
	Strategic activity	Outcome /Outcome indicator	Lead	Timescale	Resources	Progress
44.	Establish management information which is collected across agencies and ensure that this is maximised in an interagency context.	RCPC is aware of local CP trends and uses this information to inform strategic planning	Evaluation group	Dec 2009	Existing resources	Achieved. RCPC now looking to build on the management information it collects through use of a more strategic framework
45.	Agree timetable for reporting of management information to RCPC	RCPC is aware of local CP trends and uses this information to inform strategic planning	Evaluation group	Dec 2009	Existing resources	Achieved

Key area		Public Information				
RCPC aim		To ensure continuous improvement by evaluating the effectiveness and efficiency of our services				
	Strategic activity	Outcome /Outcome indicator	Lead	Timescale	Resources	Progress
46.	Consult the public by citizens panel and phone survey to gauge ongoing levels of public awareness of child protection .	RCPC is aware of level of public awareness/understanding of child protection	Communications group	March 10	Existing resources	Achieved through other more suitable consultation exercises –public survey; safer and stronger group consultation; inputs to local area committees
47.	Rerun RCPC infomercial and maximise use through customer service centre, TV etc	Increased levels of members of public are aware that child protection is their responsibility	Communications group	Jan 10	RCPC budget	Achieved. Infomercial rerun in Renfrewshire shopping centres.
48.	Review, reprint and disseminate all RCPC leaflets	Wide range of information available to all stakeholders	Communications group	Jan 10	£8.000 RCPC budget	Achieved. Wide reprint and dissemination programme complete
49.	Take forward recommendation from RCPC re website	Wide range of information available to all stakeholders	Communications group	Dec 09	RCPC budget	Partially Achieved. Some improvements made. More required.

Appendix 2

RCPC Inter-Agency Business Plan 2010-11

Key area		Quality Assurance			
RCPC aim		To ensure continuous improvement by evaluating the effectiveness and efficiency of our services			
	Strategic action	Outcome	Lead	Timescale	Resources
1.	c) Ensure that recommendations from the RCPC multi-agency case file audit 2010 are embedded into practice	Consistency of practice evidenced in case files	Evaluation group	Dec 2010	Existing resources
	d) Plan to carry out another multi-agency case file audit to evidence improvements	Improved practice evidenced in case files	Evaluation group	Dec 2011	RCPC budget
2.	a) Implement action plan from multi-agency self evaluation	Agencies continue to meet timescales and to evidence continuous improvement	Evaluation group	Jan 2011	Staff time
	b) Link with case review group to ensure that all improvement actions incorporated one plan				
3.	Disseminate multi-agency self evaluation widely across agencies	Agencies are aware of continuous improvement agenda	Evaluation group	October 2010	Staff time
4.	Implement a system to provide feedback on support plans for referrals which do not progress to investigation	Staff confidence in referral system is improved	Evaluation group	March 2010	Staff time
5.	Lead self evaluation across agencies as a result of the Neglect Forum 18.6.10	Understanding and awareness of impact	Evaluation group	Dec 2010	Existing resources

		of neglect is increased			
6.	Evaluate pilot of neglect screening panel and report back to RCPC with proposals for future action	Understanding and awareness of impact of neglect is increased	Evaluation group	Dec 2010	Existing resources

Key area		Promotion of good practice			
RCPC aim		To improve the safety of children in Renfrewshire			
	Strategic activity	Outcome	Lead	Timescale	Resources
7.	Continue to Improve information based on code of conduct for volunteers about expectations relating to standards of behaviour and child protection.	Vol orgs report that they are clear about expectations re child protection	Voluntary sector forum	March 11	RCPC budget
8	Revisit/explore online forum and other improved communication methods to facilitate improved staff communication about child protection	Staff are able to benefit from peer experience and share good practice and online resources	Communications group	March 11	RCPC budget
9.	Continue to roll out use of well being indicators to all multi-agency meetings	Children and families benefit from the clarity of a “common language” across agencies and meetings	GIRFEC steering group	August 11	Staff time RCPC training budget
10.	Develop a practice framework around continued monitoring of practice in relation to medicals	RCPC has overview of medicals taking place in relation to CP investigations	Practice improvement group	November 2010	Existing resources
11.	Adapt CP2/3/5/9 to reflect new CP1 paperwork	To ensure consistency in CP	Practice improvement	December 2010	Existing resources

		paperwork	group		
12.	Develop, disseminate and monitor implementation of guidance on smart action planning and chronologies	Children benefit from SMART care plans and agencies share information more effectively due to increased use of multi-agency chronologies.	Practice improvement group	March 2011	RCPC training budget
13.	(a) Devise best practice guide for social work staff re communication with children during investigations, based on children's charter (b) Devise guide for best practice in case conferences re structure/involvement of parents/carers/young people	Children understand what is happening to them and why	Practice improvement group	March 2011	Existing resources
14.	Develop public protection leaflets	Key principles of public protection are promoted	Communications group	June 2011	RCPC printing budget
15.	Implement parental mental health protocol linked to GIRFEC	Mental health staff have clear guidelines to follow to ensure they recognize the impact of parental mental health on children's safety and well being	Practice improvement group	June 2011	Existing resources
16.	(a) Review support and monitoring arrangements for travelling families on a multi-agency basis	Ensure that children of travelling families are achieving their potential	Practice improvement group	March 2011	Existing resources

Key area		Listening to children and young people			
RCPC aim		To provide an integrated approach to identifying, intervening and providing ongoing support to protect children at risk of harm			
	Strategic activity	Outcome	Lead	Timescale	Resources
17.	Continue to implement youth participation strategy by working with the ICS youth focus group to develop further youth consultation	Children and young people are clear about how they will be consulted and their views will impact on services which affect them	ICS management group	June 2011	RCPC training budget
18.	Increase the use of Viewpoint software in a variety of settings	Children are encouraged to give their views about services that affect them	Practice improvement group	June 2011	RCPC training budget
19.	Continue to develop and build on new communication formats in conjunction with consultation methods that young people feel is appropriate	Child friendly consultation methods in place	Communications group	June 2011	RCPC printing budget
20.	Provide information on complaints procedures for all services in a child-friendly form and in a version that is appropriate for those with learning needs	Young people understand they have the right to complain	Communications group	Jan 2011	RCPC printing budget

Key area		Training and staff development			
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RCPC aim		To ensure our staff are confident and competent			
	Strategic activity	Outcome /Outcome indicator	Lead	Timescale	Resources
21.	Continue to develop and implement work shadowing programme across CPC	Staff are more aware of inter-agency culture operations and	Training group	Dec 2010	Staff time
22.	Disseminate new RCPC multi-agency training programme based on results of training needs analysis	Future training development is influenced by training need	Training group	Oct 2010	Staff time
23.	Develop evaluation strategy for impact of training	Impact of training on practice will influence future development of training	RCPC trainer	Aug 2011	Staff time
24	Ensure ongoing training for all new protocols	Staff throughout Renfrewshire are competent and confident about new procedures	RCPC trainer	Jan 2011	RCPC training budget
25.	Bring GIRFEC training into the multi-agency training programme and agree links between the GIRFEC training subgroup and the RCPC training subgroup	Clear pathway to training for staff	RCPC lead officer RCPC trainer	Dec 2010	RCPC training budget
26	Explore use of online training resources as a supplement to the training calendars	Clear pathway to training for staff	RCPC training group	Aug 2010	RCPC training budget

Key area	Policies, procedures and protocols
RCPC aim	To ensure continuous improvement by evaluating the effectiveness and efficiency of our services

	Strategic activity	Outcome /Outcome indicator	Lead	Timescale	Resources
27.	Ensure electronic links to all agency and RCPC protocols are accessible via website	Staff are aware of the vision, values and aims of RCPC linked to implementation of policies, protocols and procedures	Policies and procedures group	March 2011	Existing resources
28.	Continue to monitor implementation of strategy for early information sharing with health	Children's needs are met by early identification of health needs	Evaluation group	Dec 2010	Existing resources
29.	Produce joint protocol with Inverclyde for medicals to ensure children's needs are being met	RCPC has a clear overview and understanding of how medicals should happen and practice is improved	Practice improvement group	Aug 2011	Existing resources
30	Implement the communications strategy for policies and procedures group	Staff have a clear and direct pathway	Policies and procedures group	March 2011	Existing resources

		to all protocols and procedures which can help them in their work			
31.	Develop review strategy for all child protection policies and protocols	Policies are kept up to date and inform staff	Policies and procedures group	Sept 10	Existing resources
32.	Develop new child protection protocols as necessary	There is clear guidance to staff about the impact of adult behavior on children; staff are clear about information sharing	Policies and procedures group	August 11	Existing resources

Key area	Planning and connections				
RCPC aim	To improve the range and availability of services aimed at protecting children in Renfrewshire				
	Strategic activity	Outcome /Outcome indicator	Lead	Timescale	Resources
33.	Continue to ensure ongoing linkages all public protection groups	Good communication about services to protect children inform strategic planning	RCPC lead officer/Chair	Ongoing	Existing resources

34.	Respond to consultation on national CP guidance	National issues are considered regarding local impact	Policies and procedures group	September 2010	Existing resources
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Key area	Management Information				
RCPC aim	To ensure continuous improvement by evaluating the effectiveness and efficiency of our services				
	Strategic activity	Outcome /Outcome indicator	Lead	Timescale	Resources
35.	Develop and implement an enhanced management information framework based on logic modelling principles	RCPC is aware of local CP trends and uses this information to inform strategic planning	Evaluation group	Dec 2010	Existing resources

Key area		Public Information			
RCPC aim		To ensure continuous improvement by evaluating the effectiveness and efficiency of our services			
	Strategic activity	Outcome /Outcome indicator	Lead	Timescale	Resources
42.	Continue to develop child friendly approaches to consultation and awareness raising about child protection	Young people are engaged with relevant methods of consultation which increase their awareness of keeping themselves safe	Communications group	Aug 2011	Existing resources
43.	Rerun RCPC informercial and internet advert and maximise use through customer service centre, TV etc	Increased levels of members of public are aware that child protection is their responsibility	Communications group	June 11	RCPC budget
44.	Produce translated leaflets on CP information	Wide range of information available to all stake holders	Communications group	Dec 11	RCPC budget
45.	Develop awareness raising about dangers of internet use	Public awareness is increased			RCPC budget
46.	Produce an ongoing programme of media activities to raise awareness of child protection issues	Public awareness is increased	Communications group		RCPC budget

Appendix 3a

RCPC budget funded by	10/11 £
Mainline contributions (ex CCSF)	
■ Child Protection Lead Officer	12,000
■ Inter-agency Child Protection Co-ordinator and trainer	45,000
■ Costs of Independent Chair	6,000
Sub-total	63,000
Pro rata contributions from all RCPC agencies:	
■ Education & Leisure	35,000
■ Social Work	32,000
■ Health Board	23,000
■ Police	16,800
■ Housing	5,000
■ SCRA	1,000
Sub-total	112,800
Total	175,800
Agreed spending area	£
Child Protection Lead Officer (20% ICS manager)	14,000
1FTE business support officer 0.9 inter-agency child protection co-ordinator 0.5 family group conferencing	79,473
Independent Chair costs	15,000
Inter-agency training and development	23,540
Staff development (RCPC staff)	600
Travel and subsistence	1,000
Family Group Conferencing	6,110
Printing and Publicity	15,227
Accommodation & Hospitality	2,400
Consultancy/research to support innovative approaches	7,000
Contribution to STRADA post (GOPR implementation officer)	7,000
Contribution to JIIT trainer	4,450
Total	175,800

Appendix 4

Management Information 2009-10

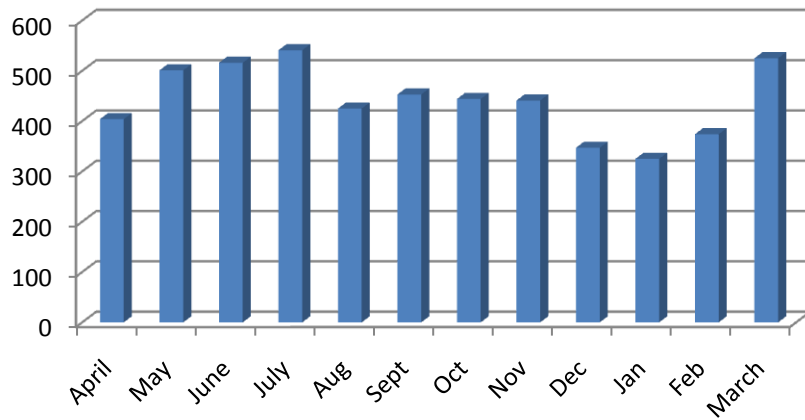
1. Child care contacts / referrals to social work

- Only 1.3% increase in child care concern contacts in 2009/10, compared with 14.8% increase between 2007/08 and 2008/09.
- The total number of contacts has remained stable between 08/09 (5227) and 09/10 (5296)
- The option to record “Child Care Concern” was removed during year as this was too generic which has resulted in a large increase (242%) in contacts for reason of “Family Support”
- There is a slight fall in total number of contacts relating to domestic abuse (2017 in 08/09 and 1969 in 09/10). The police report that incidents are well down on five-year average
- There were 316 domestic abuse contacts in December and January compared with 414 in same period previous year. This may demonstrate the impact of police strategy of pre-emptive visits to high-risk perpetrators and victims during these two months – the police report that incidents were down 25%.
- Number of domestic violence reports rose by 10% in 2008/09 but fell by 21% in 2009/10

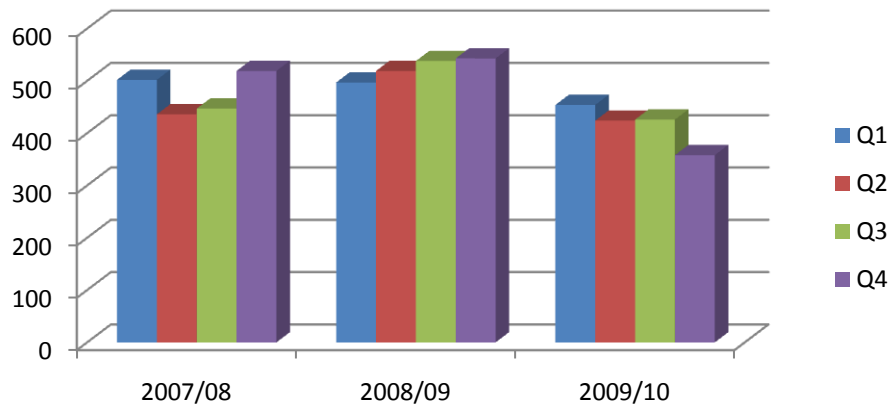
Contacts to Social Work - Child Care Concerns by reason

	2007/08	2008/09	2009/10				
	Total	Total	Q1	Q2	Q3	Q4	Total
Domestic Abuse with child in household	1462	2017	441	501	553	474	1,969
Family Support	471	413	124	439	400	453	1,416
Child Care Concerns	2041	2256	748	71	1	0	820
Child/parent relationship	152	161	39	203	137	109	488
Substance misuse by parent/carer	302	269	52	165	111	151	479
Destitution	93	87	13	22	16	11	62
Substance misuse by child	32	24	4	18	14	26	62
Total	4553	5227	1421	1419	1232	1224	5296

Child Care Concern Contacts, by Month, 2009/10



Number of police reports relating to domestic violence



2. Source of referrals to social work

- Standby contacts increased by 45% between 2007/08 and 2008/09 and by a further 7% in 2009/10.
- Police contacts increased by 31% between 2007/08 and 2008/09 and then fell by 18% over the past year.
- A new category of “Standby/Police” was introduced to avoid duplication for those cases which generate both a standby contact and a police contact – this would account for the fall in police contacts.

- A fall in contacts from education is expected during the summer holidays, but numbers were also low during the period between October and January. Since 2007/08, education contacts have fallen by 22%.
- Although housing contacts have always been a small proportion of the total, they have decreased greatly and account for only 0.4% of the total contacts, compared with 8.8% in 2007/08. This period of increased referrals coincides with the awareness raising training for all Housing staff during 07/08 and the launch of the Housing Child Protection Procedures.
- Campaigns have ensured that public awareness of child protection remains high; a survey of 426 members of the public surveyed in Paisley and Braehead Shopping Centre in March 2010 found that 95% of people knew who they should contact with child protection concerns
- Contacts from health have increased by 34% which may relate to increased awareness raising and training within Health.

Contacts to Social Work - Child Care Concerns by source

	2007/08	2008/09	2009/10				Total
	Total	Total	Q1	Q2	Q3	Q4	
Standby	865	1250	380	366	294	295	1335
Police	1208	1587	398	337	318	245	1298
Social Work Team/Unit	444	508	140	171	134	128	573
Health	500	450	132	147	121	153	553
Public	563	529	137	149	116	118	520
Education	605	576	155	81	103	132	471
Standby/Police				90	102	113	305
Housing	40	20	7	6	1	6	20
Voluntary Organisations	7	5	0	1	2	1	4
Other	347	330	73	70	43	38	224
Reporter/Panel	5	1	6	8	1	2	17
Total	4537	5231	1421	1419	1232	1224	5296

3. Case discussions

- There were 297 case discussions in 2009/10 in respect of 462 children. This is a 12% fall in the number of discussions in a year, and a 5% fall in the number of children. The numbers have decreased over the past 2 years (353 case discussions in 07/08)
- The number of cases requiring no further action has decreased which appears to indicate effective screening of cases

- In addition the number of looked after children has increased from 663 in March 2008 to 803 in March 2010 which may indicate an increased level of intervention required
- 21 pre birth case discussions were recorded in 07/08 then a drop in number in 2008/09 to 10, with none proceeding to conference. The number has increased to 19 in 09/10. The has been issues in relation to the recording of the figures at RAH
- 53% of pre-birth discussions proceeded to conference in 2009/10

Number of Children Subject to Case Discussions, by Outcome

	2007/08	2008/09	2009/10				Total
	Total	Total	JAT	PAT	RAT	Other	
Progress To Investigation	323	420	76	181	61	41	359
No Further Action	150	99	22	41	13	8	84
Not Recorded	3					8	8
Ongoing	9	6	1	3		2	6
Continued Case Discussion	3	1		1		4	5
Total	488	526	99	226	74	63	462

Number of Case Discussions, by Outcome

	2007/08	2008/09	2009/10				Total
	Total	Total	JAT	PAT	RAT	Other	
Progress To Investigation	236	248	45	110	46	35	236
No Further Action	109	60	14	24	8	6	52
Not Recorded	3	1					
Ongoing	1	3	1	3		1	5
Continued Case Discussion	4	2		1		3	4
Total	353	314	60	138	54	45	297

Children subject to Pre-birth Case Discussions, by Outcome

	2007/08	2008/09	2009/10				Total
	Total	Total	JAT	PAT	RAT	Other	
Continue discussion	3	3	3	4			7
Proceed to Case Conference	11		2	6		2	10
No Further Action	5	5			1		1
Proceed to CPO	1	1					0
Do not register on CPR	1	1					0
Not Recorded						1	1
Total	21	10	5	10	1	3	19

4. Investigations

- Fall of 14.7% in number of children subject to investigations in 2009/10 but only 7% fall in number of investigations
- Although actual number of investigations which proceed to conference fell (167 in 08/09; 148 in 09/10), proportion of those proceeding only fell from 65.5% to 62.4%
- Rise in number/proportion of conferences resulting in no further action – 30.0% of conferences in 2007/08, 34.1% in 2008/09 and 35.8% in 2009/10
- Over past three years, proportion of investigations which are joint has been between 15% and 17%
- Most of these are SW/Police joint investigations but there are increasing numbers of SW/Police/Other Agency Investigations
- Single agency SW investigations have accounted for 82% - 84% of investigations over the last three years
- Most investigations are SW single agency investigations
- Number of joint SW/Police investigations increased in 2008/09 but fell in 2009/10
- 94 children have been interviewed jointly by police and Social work
- 12 video joint interviews took place

Number of Children Subject to CP Investigations, by Outcome

	2007/08	2008/09	2009/10				Total
	Total	Total	JAT	PAT	RAT	Other	
Proceed to Conference	230	296	48	115	40	35	238
No further action	84	123	27	64	20	2	113
Ongoing	9	1	1		2	1	4
Not Recorded	6			2			2
On CPR - progress to CP review	0		1				1
Total	329	420	77	181	62	38	358

Number of CP Investigations, by Outcomes

	2007/08	2008/09	2009/10				Total
	Total	Total	JAT	PAT	RAT	Other	
Proceed to Conference	160	167	25	66	28	29	148
No further action	70	87	21	44	18	2	85
Ongoing	3	0	1	0	1	1	3
Not Recorded	0	0					
On CPR - progress to CP review	0	1	1	0			1
Total	233	255	48	110	47	32	237

Joint Investigative Interviewing

	Q1	Q2	Q3	Q4	Total
Children interviewed	14	26	32	22	94
Video interviews	8	2	2	0	12

5. Case conference

- 262 children were subject to an initial case conference in 2009/10. There were 154 initial case conferences with 109 children registered
- Number of initial conferences and children subject to them largely unchanged between 2008/09 and 2009/10
- 15% increase in number of review conferences and 13% increase in children
- The proportion of children placed on the register following a conference was 68% in 2009/10, compared with 77% in 2007/08 and 65% in 2008/09.
- In 2009/10, 39% of registrations were continued and 56% were ended after a review case conference.
- These proportions have been stable over the past three years
- Due to timing of conferences, registrations etc, figures may not tally exactly across all tables

Table 12: Number of Children subject to Initial Case Conferences, by Outcomes

	2007/08	2008/09	2009/10			
	Total	Total	JAT	PAT	RAT	Total
Register Child On Cpr	156	172	42	108	27	177
Do Not Reg. On Cpr	48	90	26	40	19	85
Not Recorded	1					
Total	205	263	68	148	46	262

Number of Initial Case Conferences, by Outcomes

	2007/08	2008/09	2009/10			
	Total	Total	JAT	PAT	RAT	Total
Register Child On Cpr	89	106	25	67	17	109
Do Not Reg. On Cpr	33	54	15	19	11	45
Not Recorded	1					
Total	123	160	40	86	28	154

Number of Children subject to Review Case Conferences, by Outcome

	2007/08	2008/09	2009/10			
	Total	Total	JAT	PAT	RAT	Total
Change Registration Category	5	6	7	5		12
Continue with registration	97	108	34	78	12	124
End Registration	140	167	47	120	14	181
Register Child on CPR	3	3		1		1
Do not register on CPR	1	0		1		1
Not Recorded	4	0		2		2
Total	250	284	88	207	26	321

Number of Review Case Conferences, by Outcome

	2007/08	2008/09	2009/10			Total
	Total	Total	JAT	PAT	RAT	
Change Registration Category	3	4	3	4		7
Continue with registration	82	98	24	66	9	99
End Registration	78	94	32	75	10	117
Register Child on CPR	1	1		1		1
Do not register on CPR	1	0		1		1
Not Recorded	2	0		2		2
Total	167	197	59	149	19	227

6. Registrations

- Slight rise in new registrations in 2009/10 – 180 in 08/09; 185 in 09/10
- There is a shift in terms of age groups – fall in proportion of pre-school children being registered and an increase in school age registrations
- Number of de-registrations exceeded new registrations in 2009/10, unlike previous two years
- Fewer than 15% of registrations are for a period of a year or more.
- Average length of registration was 31 weeks in 2009/10 and has not fluctuated by much over past three years with an increase of cases registered for more than 19 months
- In 2009/10, there were 71 deregistrations between September and November, and 47 of these were cases of physical neglect.
- Number of children on the register was stable throughout last quarter of 2009/10.
- Numbers rose throughout first half of year and peaked at 132 in August 2009. In the second half of the year, new registrations fell slightly whilst de-registrations rose slightly.
- Physical neglect is the most common reason for registration but there has been a large rise in the number of registrations on grounds of emotional abuse reflecting a shift towards the impact of abuse on children
- The numbers on the register in March 2008 and March 2010 are almost identical, but there were an additional 31 cases of emotional abuse by 2010 and 27 fewer physical neglect registrations.
- Emotional abuse registrations increased by 387% over the two years and neglect registrations fell by 40%.
- Most emotional abuse registrations in JAT and RAT – 44% and 38% respectively. In terms of the proportion of each team’s registrations, it accounts for 57% of registrations at JAT, 65% at RAT and only 14% at PAT. At 31 March 2008, 6 of the 8 registrations for emotional abuse were cases held at PAT.
- In each of these three years, the largest family has been in Johnstone SW Area Team. Of the 10 families with 3 or more children, 5 are in Johnstone.

- As at end March 2010 there were 103 children registered; 39 for emotional abuse; 16 for physical injury; 41 for physical neglect and 7 for sexual abuse. The numbers fluctuated between 88 and 132 over the year

New Child Protection Registrations, by Age Group

	<i>Number of new registrations</i>			<i>Percentage of new registrations</i>		
	2007/08	2008/09	2009/10	2007/08	2008/09	2009/10
0-4	91	106	94	56.9%	58.9%	50.8%
5-11	53	57	68	33.1%	31.7%	36.8%
12-15	15	17	23	9.4%	9.4%	12.4%
16+	1	0	0	0.6%	0.0%	0.0%
Total	160	180	185			

De-registrations, by length of time registered

Length of time on CP register	2007/08	2008/09	2009/10
Up to 3 months	35	32	30
4 -6 months	49	64	66
7 - 12 months	43	55	79
13 - 18 months	7	16	13
19 - 24 months	12	3	9
More than 2 years	2	2	5
Total	148	172	202
Average Length of Time on Register	30 weeks	29 weeks	31 weeks

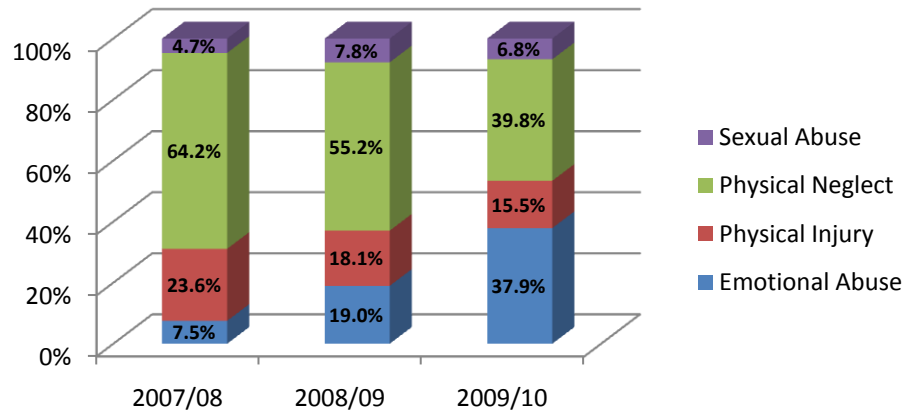
De-registrations, by reason

	Number of de-registrations			Percentage of de-registrations		
	2007/08	2008/09	2009/10	2007/08	2008/09	2009/10
Child accommodated and risk reduced	24	31	7	16.2%	17.9%	3.5%
Risk reduced	112	129	182	75.7%	74.6%	90.1%
Transferred to another local authority	5	7	4	3.4%	4.0%	2.0%
Change of registration category	6	5	9	4.1%	2.9%	4.5%
Child aged 16	1	1	0	0.7%	0.6%	0.0%
Total	148	173	202			

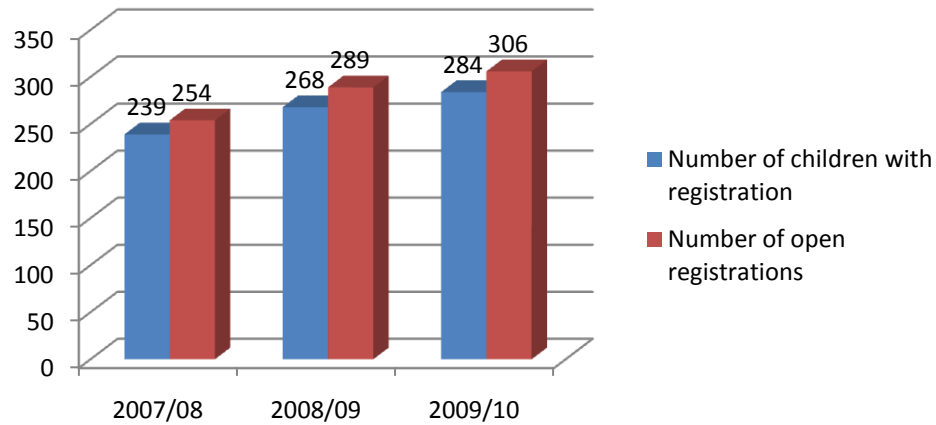
Monthly breakdown of CP registration, by category of registration.

	Mar-08	Mar-09	Apr-09	May-09	Jun-09	Jul-09	Aug-09	Sep-09	Oct-09	Nov-09	Dec-09	Jan-10	Feb-10	Mar-10
Emotional Abuse	8	22	22	32	26	27	30	30	29	28	38	36	35	39
Physical Injury	25	21	23	25	23	25	24	23	17	19	23	23	19	16
Physical Neglect	68	64	67	67	62	75	72	62	49	37	43	35	43	41
Sexual Abuse	5	9	7	8	8	3	6	5	5	4	5	6	6	7
Total	106	116	119	132	119	130	132	120	100	88	109	100	103	103

Trends in CP Registrations



Number of open CP registrations in year



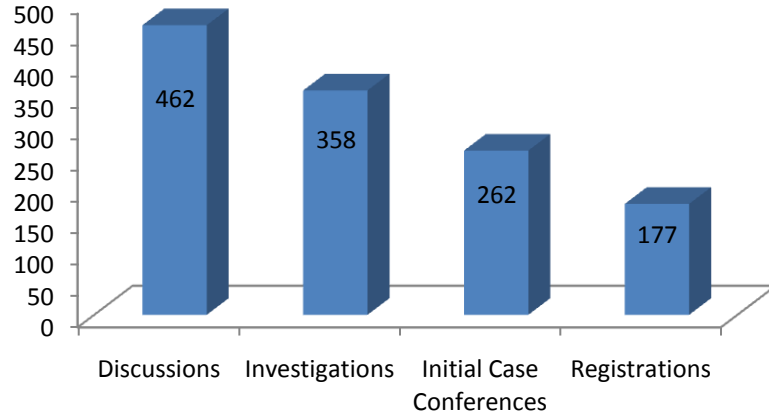
Child Protection Register – Family Size

	31 March 2008	31 March 2009	31 March 2010
1 child	30	43	41
2 children	21	14	13
3 or more children	8	23	10
No of families on register	59	70	64
Largest family	8	7	5

7. Child protection activity

- In Renfrewshire in 09/10, there were 462 case discussions; 358 investigations; 262 initial case conferences; 227 review case conferences and 177 children registered

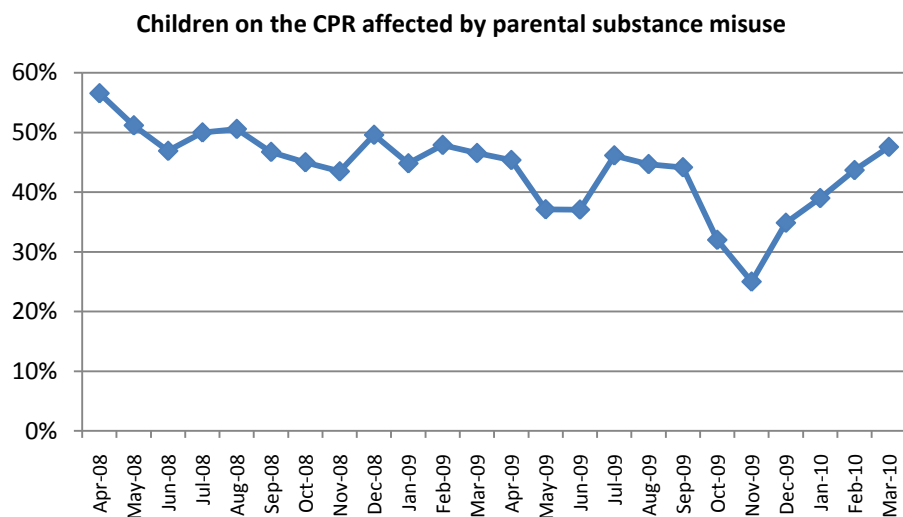
Chart 5 Child Protection Activity, 2009/10



8. Parental Substance Misuse

- The % of children on the register due to parental substance misuse has fluctuated over the year from 64% to 35%. Monthly figures show a fall over the year, though numbers begin to rise again after December.
- Total number on register also fell, but at a slower rate than number affected by substance misuse, hence dramatic fall in percentage.

	Apr-09	May-09	Jun-09	Jul-09	Aug-09	Sep-09	Oct-09	Nov-09	Jan-10	Feb-10	Mar-10
No of children on CPR	119	132	119	130	132	120	100	88	100	103	103
No of children on CPR affected by parental substance misuse	76	72	62	67	63	58	32	22	39	45	49
Percentage of children on CPR affected by parental substance misuse	64%	55%	52%	52%	48%	48%	32%	25%	39%	44%	48%

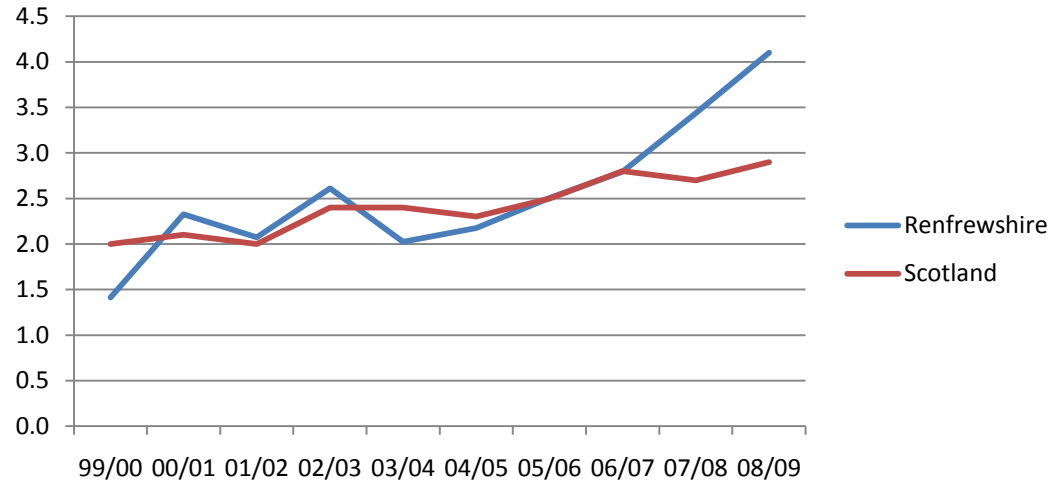


9. National Perspective 2008/9 (09/10 figure will be available in September 2010)

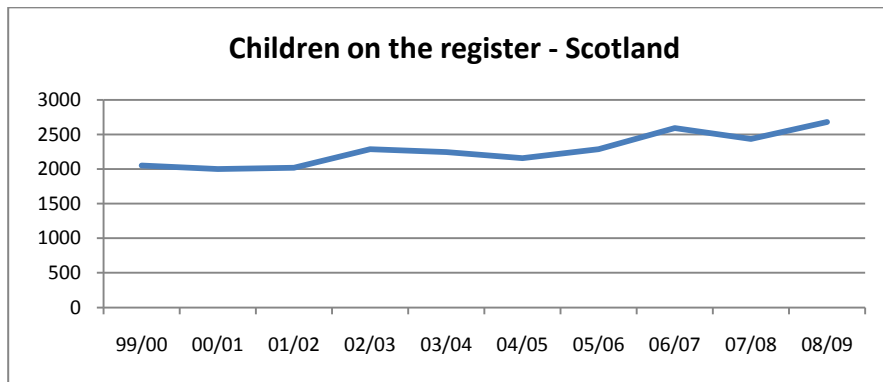
- From 03/04 the registration rates in Renfrewshire have increased from below the Scottish average to higher than the national average in 08/09. The rates began to increase significantly from 07/08.
- There is an increase in Scotland over the same period with registers in Scotland increasing between 99/00 and 08/09 by 31% compared to 147% in Renfrewshire.
- Figures indicate that Renfrewshire has a higher rate of children in the Child Protection Register (per 1000 population aged 1-15) than the Scottish average. Also Renfrewshire has a higher rate than all the benchmark partners, closely followed by Dundee. The rates of registration increased for all benchmark partners in 08/09 as did the Scottish average.
- Renfrewshire has the highest rate of child protection referrals which proceed to a case conference, despite a reduction in rates since 07/08.
- In reporting this data to the Scottish Government, practice in Renfrewshire is to report only Child Protection Investigations as a referral – this is as per the government’s guidelines for this measure. By contrast, some other local authorities are including all child protection referrals irrespective of whether these result in an investigation. It has been confirmed that all the benchmarking partners collect data in a similar way to Renfrewshire, suggesting that the gap between authorities may not be as large as the figures suggest but that Renfrewshire does have a comparatively high rate.

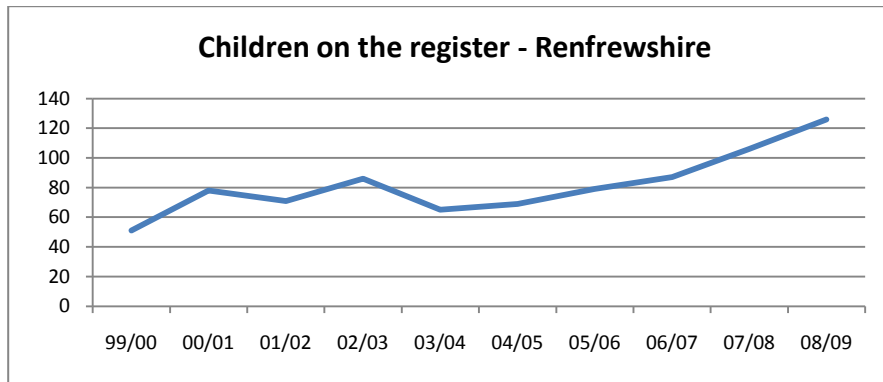
- There is no evidence to suggest that the wide differences in figures reflect poor practice in some local authorities, since HMIE inspections have shown there to be excellent practice in authorities at both ends of the table.
- The trend in the percentage of referrals going to be registered has been consistently higher than the Scottish average over recent years. The difference from the average has contracted slightly in 2008/09.

Children on the CPR, rate per 1000 child population



Children on the register - Scotland





Children on the CPR, rate per 1000 population aged 15 and under-comparative authorities

	2000	2001	2002	2003	2004	2005	2006	2007	2008	2009
Dundee City	1.5	1.8	1.9	3.1	2.7	3.4	3.9	3.7	3.4	4.0
Fife	1.1	0.9	1.2	1.4	1.8	1.8	2.5	3.1	2.3	2.9
Inverclyde	0.5	0.6	1.2	2.1	0.4	2.2	2.2	2	2.2	3.0
West Dunbartonshire	1	0.8	1.3	0.7	1.8	1.3	1.7	1.3	1.6	1.9
Renfrewshire	1.4	2.3	2.1	2.6	2	2.2	2.5	2.8	3.4	4.1
Scottish average	2	2.1	2	2.4	2.4	2.3	2.5	2.8	2.7	2.9

Appendix 7

RCPC interagency training courses 2009/10

April 09 - 17/02/10

<u>Name of course</u>	<u>Date</u>	<u>Social Work</u>	<u>Corp</u>	<u>Education</u>	<u>Health</u>	<u>Housing</u>	<u>RCPC</u>	<u>Fire</u>	<u>Police</u>	<u>Voluntary</u>	<u>SCRA</u>	<u>Foster Carers</u>	<u>Total Attended</u>
STRADA - Briefing AM	20/04/2009	10		2		6				1			19
STRADA - Workshop	21/04/2009	9		2		6				1			18
Child Protection Update	28/04/2009	8											8
Child Protection Update	06/05/2009	11											11
Participating in Case Conferences - Level 2	06/05/2009	4		4	1	1			3	2			15
Pregnancy & Problem Substance Use	06/05/2009	3				1				3			7
STRADA - Briefing AM	07/05/2009	7		1	1					8			17
Child Protection Update	07/05/2009	8											8
Joint Investigation and Assessment	11/05/2009												
Child Protection Update	11/05/2009	12											12
Childhood Sexual Abuse Level 2	12/05/2009	7											7
Staff Network Lunch	13/05/2009												
Motivational Interviewing	13/05/2009	3		3	4	2				4			16
STRADA - Workshop	19/05/2009	6		2						9			17
Child Protection Awareness Briefing - Level 1	19/05/2009	6		2	2	2			3	3			18
Interagency: Roles & Responsibilities - Level 2	21/05/2009	5		6	1					7			19
STRADA - Briefing AM	26/05/2009	4		4	12			1		2			23
Reflect on Neglect	27/05/2009	2			6					3			11
JiIT 5 day practitioners	01/06/2009												
Child Protection Update	01/06/2009	9											9
STRADA - Workshop	01/06/2009	4		3	2					1			10
West Scotland Training Group	04/06/2009												
Pregnancy & Problem Substance Use	04/06/2009	3			3					1			7
Joint Investigative	09/06/2009												

Interviewing - Managers Course													
Motivational Interviewing	24/06/2009	7			5					3			15
Joint Investigative Interviewing - Managers Course	09/06/2009												
Joint Investigative Interviewing	22/06/2009												
STRADA - Briefing AM	30/06/2009	2			8			2		2			14
STRADA - Workshop	02/07/2009	5		2	2			1		2			12
Child Protection: A Better Understanding	07/07/2009	13								1			14
Survivors & Addiction	09/07/2009	10		1	1	1				2			15
Child Protection Update	13/07/2009	6											6
Pregnancy & Problem Substance Use	14/07/2009	8		1	3					2			14
Motivational Interviewing	21/07/2009	10								3			13
Joint Investigative Interviewing - Development	27/07/2009												
STRADA - Briefing AM	28/07/2009	4		3	10					4			21
Joint Investigative Interviewing - Managers Course	28/07/2009												
STRADA - Workshop	05/08/2009	7		4	7					3			21
Reflection on Neglect	12/08/2009	11		5	3					1			20
Pregnancy & Problem Substance Use	13/08/2009	9		1	4	1				2			17
Child Protection Minute Takers	24/08/2009	10											10
Domestic Abuse - Basic Awareness	25/08/2009	6		3	2					1			12
Motivational Interviewing	26/08/2009	6			8					3			17
Investigation and Assessment In Child Protection	07/09/2009	8											8
Planning To Stay: Permanence Planning	08/09/2009	38	2	1								1	42
Joint Investigative Interviewing	14/08/2009												
Towards A Consistent Approach	29/09/2009	9											9

Safe to Say - Working with adult survivors of childhood sexual abuse	13/10/2009	3											3
Joint Investigative Interviewing	19/10/2009												
The Impact of Neglect on a Child's Brain	21/10/2009	21											21
Towards A Consistent Approach	22/10/2009	13											13
Towards A Consistent Approach	23/10/2009	11											11
Towards A Consistent Approach	27/10/2009	14											14
The Impact of Neglect on a Child's Brain	27/10/2009	21											21
Towards A Consistent Approach	29/10/2009	11											11
Responding To Domestic Abuse	04/11/2009												
Training for Trainers Briefings	12/11/09, 13/11/09	3		6	1	2				1			13
Neglect Training - Foster Carers	19/11/2009											10	10
Participating in Case Conferences - Level 2	25/11/2009	3		1	5					8			17
Towards A Consistent Approach	26/11/2009	14											14
Training for Trainers Workshops	26/11/09, 27/11/09, 04/12/09	10				4							14
STRADA Briefing AM	03/12/2009	6				1	1			1	5		14
STRADA Workshop	09/12/2009	5									1		6
Reflection on Neglect	11/12/2009	6					1						7
RCPC Network Lunch	15/12/2009	1		17	7					2			27
STRADA Briefing AM	17/12/2009					3					5		8
Joint Investigative Interviewing	11/01/2010												
Child Protection Self Evaluation Training	26/01/2010	8		8	8					3		1	28
Motivational Interviewing	28/01/2010	3				4	3				5		15
Domestic Abuse - Basic Awareness	28/01/2010												
STRADA Briefing AM	03/02/2010	4				3					2		9

Pregnancy & Problem Substance Use	04/02/2010	10		1	1					3			15
Joint Investigative Interviewing	08/02/2010												
STRADA Workshop	18/02/2010	2			1				1	1			5
Investigation and Assessment In Child Protection	22/02/2010	18											18
Joint Investigative Interviewing - development	22/02/2010												
The Impact of Neglect on a Child's Brain	24/02/2010	14											14
Joint Investigative Interviewing - Managers Course	24/02/2010												
Understanding the Impact of Rape and Sexual Assault	Inter Agency Training Statistics - Appendix 4												
Basic Awareness - Childhood Sexual Abuse Level 1	02/03/2010												
Motivational Interviewing	04/03/2010	6								2			8
The Impact of Neglect on a Child's Brain	10/03/2010	11											11
Domestic Abuse - Basic Awareness	17/03/2010												
STRADA Briefing AM	17/03/2010	4								2			6
STRADA Workshop	18/03/2010	5								1			6
JiIT 5 day practitioners	22/03/2010	1											1
RCPC Conference	25/03/2010	67		82	40	6	1	4	10	29	3		175
	Total by Agency	585		165	163	33	0	8	23	##	4	11	1067

Inter agency training calendar 2010-11

Course Names	Dates
<p>Child Protection Basic Awareness: Level 1 – 2 hours</p> <p>This short session is aimed at all staff that work with children and their families and carers and require to know about child protection. It is designed for individuals who have had little or no child protection training.</p> <p>It aims:</p> <ul style="list-style-type: none"> • To introduce participants to child protection procedures • To highlight the main principles of the procedures • To provide participants with the opportunity to explore their understanding of child protection • To outline the role of the Renfrewshire Child Protection Committee • To introduce and explain the national children’s charter and framework for standards • To ensure participants know what to do when they suspect a child may need protection • To provide participants with the opportunity to develop their knowledge, skills and understanding in relation to child protection procedures • To assist participants to develop their understanding of the concept of child protection and their role this area of work • To assist participants in their understanding of the role and functions of Renfrewshire child protection committee • To ensure participants know about, and understand, the children's charter and standards framework • To assist participants to develop their knowledge and skills in relation to a number of key areas; what child protection is and what it is not, the role of key agencies, how to record and report child protection, where to seek advice and support. 	<p>13th October</p>
<p>Child Protection Basic Awareness: Fire Service - Level 1 – 2 hours</p> <p>This short session is aimed at Fire Service staff and require to know about child protection. It is designed for individuals who have had little or no child protection training.</p> <p>It aims:</p> <ul style="list-style-type: none"> • To introduce participants to child protection procedures • To highlight the main principles of the procedures • To provide participants with the opportunity to explore their understanding of child protection • To outline the role of the Renfrewshire Child Protection Committee • To introduce and explain the national children’s charter and framework for standards <ul style="list-style-type: none"> • To ensure participants know what to do when they suspect a child may need protection 	<p>13th May</p> <p>20th May</p> <p>26th May</p> <p>21st June</p> <p>22nd June</p> <p>24th June</p>

<p>Motivational Interviewing</p> <p>The aim of this course is to gain understanding of motivational change in substance misuse and begin to incorporate motivational interviewing techniques in behaviour change within your own practice.</p> <p>Objectives:</p> <ul style="list-style-type: none"> • Understanding of the principles and strategies used in motivational interviewing. • Understand and utilise the theoretical framework including important concepts. • Integrate knowledge within an appropriate practice setting. • To explore the concept of motivation. • Understand the basic strategies of reflective listening • Understand, practice and utilise appropriately integrated reflective practice • Focus on ways in which the MI process can be hindered • Demonstrate appropriate responses and avoid “traps” 	<p>28th-29th January</p> <p>4th-5th March</p> <p>29th-30th April</p> <p>19th-20th May</p> <p>11th – 12th August</p> <p>29th – 30th October</p>
<p>The Impact of Neglect on A Childs Brain</p> <p>By the end of the day participants will have :</p> <p>An awareness of infant brain development. An understanding of the effects of trauma and the lifelong consequences of emotional abuse and neglect, on a child's brain development. An awareness of the impact of the care giving experience on the development of the infant brain. An awareness of the impact of stimulation on the development of the child's social, emotional and cognitive functioning. An awareness of the vital role of environmental influences upon the development of a child's brain and in the shaping of his/her lifelong potential.</p>	<p>24th February</p> <p>3rd March</p> <p>10th March</p>
<p>Roles and Responsibilities: Level 2 – Full day</p> <p>This course is designed for staff who work within child protection and who have completed basic child protection training within their own agency. The aim is to develop individual participant’s understanding of child protection issues and their professional role and to enhance understanding of each agency’s practice in relation to child protection and further develop this practice.</p>	<p>6th July</p>

<p>Reflection on neglect – Level 2/3 – Full day</p> <p>This course aims to assist practitioners to reflect on their own practice and examine their own thresholds and improve their skills in recognising and identifying neglect.</p> <p>Participants may be asked to discuss a case they are working on/have worked on.</p> <p>This course is level 2 on the competency framework but addresses the assessment and recovery components of Level 3.</p> <p>The quota of places per agency is as follows:</p>	<p>4th November</p>
<p>Bridge Alert – Level 3 – Full day</p> <p>This one-day course aims to introduce the BridgeALERT assessment tool to professionals and encourage them to think about the wider issues in working with risk.</p> <p>The quota of places per agency is:</p> <p>Social Work 6 Education 6 Health 6</p>	
<p>Staff Network Lunches – Level 1 – 2 hours</p> <p>These lunches have been arranged for the specific purpose of enabling practitioners who work in child protection to come together and build local networks as research indicates that this results in improved communication and information sharing - both areas where agencies are consistently criticised. After lunch there will be a short input on and staff will then have the opportunity to discuss how child protection services in Renfrewshire can be improved with the Chair of the Child Protection Committee</p>	<p>6th May</p> <p>10th June</p> <p>16th September</p>
<p>Joint Investigative Interviewing – Level 3 – 5 day</p> <p>To develop knowledge and skills of police officers and social workers involved in undertaking joint investigative interviews with children.</p>	<p>11th-15th January</p> <p>8th-12th</p>

<p>Objectives:</p> <ul style="list-style-type: none"> • A shared understanding of the principles underpinning child centred investigative interviews. • An understanding of the evidential requirements of both civil and criminal proceedings. • An understanding of child development and communication issues and how abuse may affect these. • Display an ability to plan and conduct a joint investigative interview. <p>Target audience: All qualified police and social workers who have undergone basic child protection training and are involved in child protection investigations.</p>	<p>February</p> <p>22nd-26th March</p> <p>24th-28th May</p> <p>21st-25th June</p> <p>13th-17th September</p>
<p>Joint Investigative Interviewing – 2 Day Development Course</p> <p>The course aims to enable students to consolidate practice skills in relation to the joint investigative interviewing of children and update them on current developments. Consequently on the first day there is a knowledge check on the Scottish Government Guidance and on the Draft Guidance on Visual Recording (both of these documents are sent to participants prior to the course).</p> <p>There is an input designed to refresh participant’s knowledge and practical exercises encouraging them to reflect on their own practice and identify strengths and weaknesses. There is also the opportunity to critically evaluate an example of a joint investigative interview.</p> <p>The second day has inputs from guest speakers focusing on interviewing children with communication difficulties and updates on recent developments in Joint investigative interviewing</p>	<p>22nd-23rd February</p>
<p>Joint Investigative Interviewing – Managers Course</p> <p>This course aims to develop the skills of front line managers in relation to the joint investigative interviewing of children.</p> <p>By the end of the course students will:</p> <ul style="list-style-type: none"> Re-Familiarise themselves with National Guidance and the Draft Guidance on Visual Recording. Define the role of managers Recognise the importance of planning, briefing and debriefing Evaluate staff performance 	<p>24th February</p> <p>9th June</p> <p>28th July</p>

<p>Inter Agency Working With Children Affected by Drugs & Alcohol Issues Briefings – Level 1</p> <p>To enhance the awareness of aspects affecting the welfare and safety of children growing up in families where substance misuse is problematic</p> <p>To gain a working knowledge of the Protocols to support the implementation of ‘Getting Our Priorities Right’</p>	<p>3rd February 17th March 21st April 5th May 3rd June 22nd July 13th August 7th October 1st December 24th January 2011 2nd March 2011 4th May 2011 5th July 2011</p>
<p>Inter Agency Working With Children Affected by Drugs & Alcohol Issues Workshops – Level 1</p> <p>To enhance the awareness of aspects affecting the welfare and safety of children growing up in families where substance misuse is problematic</p> <p>To gain a working knowledge of the Protocols to support the implementation of ‘Getting Our Priorities Right’</p>	<p>14th-15th January</p> <p>21st-22nd January</p> <p>18th-19th February</p> <p>25th-26th February</p> <p>18th-19th March</p> <p>15th-16th April</p> <p>6th-7th May</p> <p>10th-11th June</p>

	<p>5th – 6th August</p> <p>16th – 17th September</p> <p>14th – 15th October</p> <p>2nd – 3rd December</p> <p>31st – 1st February</p> <p>9th – 10th March</p> <p>11th – 12th May</p> <p>12th – 13th July</p>
<p>Investigation and Assessment in Child Protection</p> <p>This course aims:</p> <ul style="list-style-type: none"> -To develop participants' understanding of the Child Protection Procedures -To assist participants to be able to recognise abuse to children and the forms this may take -To develop participants' practice and skills in protecting children who have been subject to abuse -To develop participants' knowledge of the law as it relates to Child Care and Child Protection -To assist participants to understand Child Protection policy and how they are build on a legislative framework -To explore issues in relation to child and parental rights and the need to work in partnership with both -To assist participants to explore the concept of significant harm and understand the issues as they relate to practice 	<p>22nd-26th February</p> <p>25th-29th October</p>
<p>Reflection on Neglect</p> <p>This course aims:</p>	<p>22nd-26th March</p>

<ul style="list-style-type: none"> - To assist practitioners to reflect on their own practice in relation to neglect. - To assist practitioners to examine their own thresholds - To improve practitioners skills in recognising and identifying neglect - This is a skills based day and practitioners may be asked to discuss a case they are working on/ have worked on 	
<p>RCPC Child Protection Conference 2010 – “The sooner the better – working to make a difference”</p> <p>The theme of the 2010 conference will be a discussion on early intervention approaches to protect children and young people and supporting families.</p>	<p>25th March</p>
<p>Participating In Case Conferences – Level 2</p> <p>This course aims to</p> <ul style="list-style-type: none"> - Responsibility for child protection, - Key documents, - Child protection process /procedure/ types - Participation/role of chair - Reports and minutes - Child protection plan/ core groups and reviews/ partnership working - De-registration and support plans - Group discussion re roles and responsibilities/ dilemmas and debates - Role Play - Lessons from Inquiries 	<p>17th June</p>
<p>Pregnancy & Problem Substance Misuse –</p> <p>The aim of this course is to enhance knowledge of the effects of substances on the developing fetus and strengthen skills required for effective needs assessment in order to improve multi disciplinary care planning for pregnant women with problem substance use and their families.</p>	<p>23rd July 23rd September</p>
<p>Domestic Abuse and Older Women</p> <p>By the end of the training delegates will:-</p> <ul style="list-style-type: none"> • Be able to define Domestic Abuse as sexual, physical, mental/emotional abuse (as termed by the Scottish Government) and how this relates to the wider Violence Against Women agenda and able to list 3 examples of each. • Be able to appreciate the impact of domestic abuse on older women and how it affects their behaviours and choices 	<p>28th January 29th April</p>

<ul style="list-style-type: none"> • Understand the main issues of providing a sensitive and appropriate service to older women experiencing domestic abuse • Have an increased awareness and understanding of the national policy drivers influencing work within the Violence Against Women agenda and the Vulnerable Adults legislation. • Be able to identify and list local sources of support and information for women and children experiencing abuse. • Be able to explore individual and organisational responses to women and children who disclose abuse 	
<p>Domestic Abuse – Basic Awareness</p> <p>The aim of the training is to build a solid understanding of the nature and the scope of domestic abuse as a gender based violence (GBV) and its impact on those who experience it, providing delegates with the confidence and the knowledge to deal with the issue in their work setting.</p>	25 th February 17 th March 24 th June 28 th July 26 th August 29 th September 28 th October 17 th November 27 th January 2011 24 th February 2011 31 st March 2011
<p>Childhood Sexual Abuse – Basic Awareness</p> <p>Aims of training</p> <ul style="list-style-type: none"> • To examine values and attitudes around abuse • To explore the impact of sexual abuse • To look at the needs of survivors and staff • To identify and practice skills required to support disclosure • To highlight relevant resources 	2 nd March 7 th March
<p>Understanding The Impact of Rape and Sexual Assault</p>	24 th February 24 th March
<p>Understanding Domestic Abuse – 2 day course</p>	24 th & 25 th March
<p>Supporting Survivors of Childhood Sexual Abuse with Addiction Issues – 2 Day Course</p> <p>To increase understanding of the complex relationship between substance misuse and childhood sexual abuse.</p>	13 th & 27 th May 2 nd & 30 th July

<p>Learning Outcomes:</p> <ul style="list-style-type: none"> •To understand the effects of childhood sexual abuse. •To understand the relationship between substance misuse and sexual abuse. •To recognise opportunities to support changes in substance abuse for survivors. •To develop skills and confidence around support pathways. •To recognise opportunities to explore impact of child sexual abuse and models of practice. 	
<p>Training For Trainers</p> <p>By the end of the course participants will be able to:</p> <ul style="list-style-type: none"> • Contextualise domestic abuse training content within an international, historic theoretical framework. • Understand the importance of the gendered analysis of abuse and violence in the delivery of domestic abuse training. • Anticipate and respond to frequently asked/difficult questions relating to domestic abuse. 	<p>11th, 12th, 25th & 26th May</p>
<p>Islam and Violence against Women Training</p> <p>The aim of the training is to provide local workers with an opportunity to explore domestic abuse, rape, forced marriage, FGM and honour killing and the role of faith, culture and honour.</p> <p>In particular it will provide participants with an opportunity to consider the barriers that Muslim women face in accessing services and to review Good Practice Guidelines as they pertain to women from Asian cultures.</p>	<p>Week beginning August 5th August</p>
<p>Safe to Say</p> <p>This course is experiential, and provides participants with the opportunity to develop their knowledge and abilities in relation to childhood sexual abuse.</p> <p>It aims to help workers feel more confident, competent and aware, when working with adults who do disclose sexual abuse.</p> <p>It includes raising awareness of abuse, and the obstacles to disclosing in the black and ethnic minority communities. The course explores the effects of CSA on survivors, and also allows time for reflection and for paying attention to the impact of this work on frontline workers.</p> <p>Participants work in pairs and small groups throughout the course.</p>	<p>4th – 6th August</p>
<p>Renfrewshire Trainers Study Day</p>	<p>16th December</p>
<p>Interagency Trafficking Training</p> <ul style="list-style-type: none"> • To raise awareness of child trafficking. • To be aware of the local Child Protection Protocols and the impact on children and young people. 	<p>9th September 20th October 17th November</p>