

Dundee's future lies with its children and young people. They deserve the best this city can give them. We will provide the protection they need, when they need it, to keep them safe from harm.

Inspection Report published on 4th March

The report of the interim follow-through inspection of child protection services in Dundee was published on 4th March.

At the outset of the report, Her Majesty's Inspectorate of Education (HMIE), notes that, *"There had been a positive change in culture across services to ensure a stronger focus on continuous improvement."*

The remainder of the report continues in a similar vein, with terms such as 'noteworthy progress'; 'significant improvements'; 'positive steps' being used.

In welcoming these findings, the Chief Officers noted that this very positive progress was the result of the commitment, dedication and determination by every person involved in protecting children and young people

in Dundee. In repeating the message of support given at the events held in the Al Maktoum Institute in November '09 and in thanking all members of staff for their commitment, the Chief Officers reaffirmed their determination to provide clear leadership and to do what is within their power to support staff to do their job.

The HMIE reports concludes by noting that the, *"Chief Officers and the CYPPC had responded quickly and positively to the main points for action outlined in the inspection report published in June 2009"* and, *"there was a strong commitment to long term and sustainable improvement across services."*

Whilst encouraged by the progress so far, the Chief Officers and the CYPPC agree that this is part of an ongoing programme of development and

improvement. Some actions in the child protection improvement plan still have to be completed. Others have now moved into the implementation phase and these developments have to be brought fully on-stream. At the same time, the CYPPC is in the process of developing its 3-year business plan (see article below). This will take the improvements aims beyond the 7 Main Points for Action referred to in the HMIE reports.

A copy of the full report can be downloaded from the CYPPC website at http://www.dundeeprotects.com/documents/81100304HMIEfollowthroughreport_001.pdf

HMIE have confirmed that a full follow through inspection will take place in November/December 2010, planning for this will be underway soon.

Supporting Victims of Human Trafficking

At its meeting on 24th February, the COG heard from Domestic Violence Against Women Partnership co-ordinator, Kathryn Sharp. Kathryn has been taking the lead role in developing awareness of the issues relating to human trafficking and advising on what is required to ensure we comply with current national and international policy and procedure, particularly the provisions and requirements of the Council of Europe Convention on Human Trafficking.

The responsibility upon agencies in Dundee is to implement policy, procedure and training to ensure the provisions of the National Referral Mechanism (NRM) are accessible to all potential victims of human trafficking.

In her paper to the Chief Officers, Kathryn highlighted the fact that whilst a lot of attention has, so far, been given to the trafficking of people from abroad into the UK for the purposes of sexual exploitation, as much attention needs to be paid to the issues of trafficking taking place within the boundaries of the UK and trafficking for the purposes of labour exploitation and domestic servitude.

Chief Officers gave their support to these developments proceeding on a Tayside-wide basis and undertook to encourage colleagues in Angus and Perth & Kinross to join with Kathryn and professionals in Dundee, to take this work forward.

Putting Our Plans in place for Ongoing Improvement

The Chief Officers have now 'signed-off' the Integrated Children's Services Plan for 2010 - 2012. This plan (or ICSP) covers the whole range of services for all children, not only those for whom there might be concerns.

The CYPPC is, of course, part of that integrated children's services structure and the aims and objectives for the protection of children and young people contained in the ICSP are expanded and set out in more detail in the CYPPC's Business and Improvement plan.

The Improvement Plan has been in place since just after the HMIE inspection report was published in June 2009. The Business Plan will take a broader, longer-term approach that the Improvement Plan, which does focus exclusively on the 7 Main Points for Action from the HMIE June 2009 report and the recommendations of the Hawthorn/Wilson SCR report.

The CYPPC has already started work on putting together its ideas about what should be included in its 3-year Business Plan. But the involvement of as many members of staff in developing what should be in the plan, the plan, is crucial. Why? Because it will be those members of staff who will be asked and expected to make sure the objectives in the plan are achieved.

Although final details of the engagement events to be held on 12th and 21st May still have to be confirmed, one topic definitely for discussion will be the CYPPC Business Plan.

Practice Review as part of Self-Evaluation

A key part of evaluating our services and learning so that we can improve what we do, is to look at our practice. Plans for the establishment of the CYPPC Practice Review Sub-group are well advanced and the CYPPC office is now asking for possible referrals.

Although there will, inevitably, be referrals made when someone has a concern about how services have worked together and thinks this needs to be looked at, the CYPPC and those involved on its sub group are very clear about the power of good practice to inform and teach. Which is why they are hoping that people will refer cases highlighting what the referrer believes to be, high quality practice. The basis for this is that if we can examine, assess, analyse and understand why and how very good practice happens, we can then make sure this knowledge is shared across the board with the aim of allowing others to replicate that practice. It is well documented that we learn better from looking at good practice than we do from trying to 'fix' poor practice.

A copy of the Terms of Reference of the sub group, explaining how it will work and including a flow chart showing the process to be followed, can be downloaded from the CYPPC website at <http://www.dundeeprotects.com/documents/90ToRPracticEReviewSubGroup.pdf>

The process for the appointment of an independent chairperson of the sub group is underway. That person will be joined in membership of the group by:

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|-------------------------|----------------|---|----------------|
| SWD (Operations) | Heather Wilkie | SWD (Strategy & Performance) | Katrina Finnon |
| Police | Bobby Dow | SCRA | Rachel Burn |
| Education | John Lannon | Housing | Robert Moodie |
| Health Services | Sandra Fagan | Vol Orgs | Judith Morkis |
| Co-opted | Dr Joy Mires | | |

The Terms of Reference includes arrangements for designated managers to decide, on behalf of their agency/service, which referrals to make to the sub group and for making sure all the right information is fed into any subsequent review. The designated Managers for this process are:

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|------------------------|-------------|-----------------|---------------------------|
| SWD | Jane Martin | VOL Orgs | Derek Gray & Anita Roweth |
| Police | Bobby Dow | SCRA | Rachel Burn |
| Education | Jim Gibson | Housing | David Simpson |
| Health Services | Joan Wilson | | |

If you work in one of these agencies or services and want more information about practice review, please contact the relevant designated manager above.

Reviewing the role of the COG one year on

At its meeting on 24th February, the Chief Officer Group reviewed its role and effectiveness, given that it is now 12 months since it started to meet regularly in its present format. Chief Officers confirmed that the purpose of the group was to help, support and make it possible for staff to consistently deliver services of a high quality that will positively impact upon and provide good outcomes for children and young people in Dundee.

In assessing the business brought to the COG and the decisions they are required to make, the Chief Officers agreed that they are being asked to address the correct questions and challenges, that appropriate issues are being drawn to their attention and that they are being asked to make decisions on relevant matters.

The Chief Officers were keen to ensure that everyone understood that, as a group, they were not duplicating the work of the CYPPC, Adult Support and Protection Committee, or the Domestic Violence Against Women Partnership. The COG is a governance body with clear responsibility for providing collective leadership and in which rests accountability for the services developed by these groups and delivered by the member agencies and services.

The group assessed that it had been effective in relation to:

- establishing and communicating a clear vision for the protection of children and young people
- collectively understanding national and local contexts and in working closely with others within their own and partner organisations, to establish clear lines of accountability and deliver effective services
- Stating its commitment to recognising and valuing the work undertaken by all members of staff and volunteers engaged in caring for and protecting children and young people.

The meeting also confirmed David Dorward, Dundee City Council Chief Executive, as chairperson of the group.