



## **MINUTE OF MEETING OF THE MORAY CHILD PROTECTION COMMITTEE**

**TUESDAY 5 SEPTEMBER 2017**

**COMMITTEE ROOM  
COUNCIL OFFICE, HIGH STREET, ELGIN**

### **PRESENT**

Mrs Susan Maclaren (Chair)	Head of Integrated Children's Services, Moray Council
Mr Sean Coady (Vice Chair)	Head of Primary Care, Prevention and Child Health, Health and Social Care Moray
Councillor Frank Brown	Moray Council
Councillor Paula Coy	Moray Council
Councillor Ryan Edwards	Moray Council
Detective Chief Inspector Kevin Walker	Police Scotland
Ms Fiona Miele	Lead Nurse, Child Protection, NHS Grampian (Moray Representative)
Ms Roma Bruce-Davies	Scottish Children's Reporter Representative
Ms Sheila Erskine	Voluntary Sector Representative (tsiMoray)
Ms Tracie McDermott	Armed Forces Representative
Mr Laurence Findlay	Corporate Director (Education and Social Care), Moray Council (Ex-Officio)
Mr Richard Anderson	Head of Housing and Property, Moray Council (Ex-Officio)
Ms Vivienne Cross	Head of Schools and Curriculum Development, Moray Council (Ex-Officio)

### **APOLOGIES**

Apologies for absence were intimated on behalf of Katie Lamb, Care Inspectorate.

### **IN ATTENDANCE**

Jennie Williams, Service Manager – Children and Young People (Health and Social Care Partnership).

Iain MacDonald, Children's Wellbeing Manager; Ms Kathy Henwood, Continuing Support Service Manager; Ms Fiona Herd, Locality Wellbeing Officer; Mrs Tracey Sutherland, Committee Services Officer and Mrs Caroline Howie Committee Services Officer as Clerk to the Committee (all Moray Council).

## **1. WELCOME AND INTRODUCTION**

The Chair welcomed everyone and introduced Ms Kathy Henwood, Continuing Support Service Manager.

The Chair advised that Ms Henwood would be taking over as Chair of the Moray Child Protection Committee and would provide further information on the reasons for this when item 3 of the agenda 'Update on New Governance Structure for Moray Children's Services' was being discussed.

## **2. MINUTE OF MEETING OF THE MORAY CHILD PROTECTION COMMITTEE DATED 13 JUNE 2017 AND MATTERS ARISING**

The minute of the meeting of the Moray Child Protection Committee dated 13 June 2017 was submitted and approved.

Under reference to paragraph 11 of the Minute 'Human Trafficking and Exploitation (Scotland) Act 2015' Ms Williams advised a national document on trafficking would be presented to the next meeting of the Committee.

## **3. UPDATE ON NEW GOVERNANCE STRUCTURE FOR MORAY CHILDREN'S SERVICES**

A report by the Chair of the Child Protection Committee advised the Committee of the revised governance structures for Children's Services in Moray following the joint inspection of services for children and young people in Moray published in February 2017.

Discussion took place on the proposed membership listed in the document as it was noted there was no legal representation.

The chair advised she had discussed legal representation with the Legal Services Manager (Litigation and Licencing) for future meetings however the Legal Services Manager (Litigation and Licencing) had been of the opinion that legal representation was not required and was not included in the membership noted in the National Guidance.

The Head of Housing and Property was of the opinion that each report could be considered on an individual basis and Legal representation be invited when required. Councillor Brown echoed the Head of Housing and Property's view and acknowledged that legal is a scarce resource and inviting them when necessary was a better use of the resource.

The Chair agreed to review future reports to identify when Legal were required and would take the decision to the Leadership Group and the Head of Legal Services.

Ms Williams sought further clarification on the membership and why some attendees were listed as in attendance and not under present.

The Chair undertook to discuss this under AOCB.

The Chair advised concerns had been raised about a conflict for the Chair as she was also Head of Integrated Children's Services and the Chief Social Work Officer.

The decision had been taken to recruit an interim Chair and Kathy Henwood, Continuing Support Service Manager was the successful candidate.

Thereafter the Committee agreed to:

- i) note the contents of the report and the action taken in respect of governance arrangements to date to address the issues highlighted by the inspection; and
- ii) future reports to be reviewed prior to Committee to ascertain the requirement for legal representation at each meeting.

The Head of Schools and Curriculum Development entered the meeting during discussion of this item.

#### **4. UPDATE ON THE MULTI-AGENCY PRACTICE HUB**

A report by the Chair of the Child Protection Committee advised the Committee of the development of a Multi-agency Practice Hub (MAPH).

The Children's Wellbeing Manager informed the group that the MAPH was to run weekly for an 8 week test period, the purpose of which is to scrutinise all the partnership paperwork presented to Social Work Triage. Any actions required in respect of the paperwork are logged and tracked back to individual agencies by the agency rep at the MAPH. The action log is available for all members to view and update as action is taken. Each action has a 1 week turnaround period. The aim of the MAPH is to improve early identification and response to neglect and other child protection concerns.

The Children's Wellbeing Manager advised that there will be no MAPH week commencing 11 September 2017 when the Inspectors will be onsite, however a review will be carried out the following week which will be reported to the Executive Leadership Group and Chief Officers Group for approval and sign off.

Councillor Brown raised concerns on the impact this extra scrutiny was having on staff carrying out their normal job.

The Chair explained that the investment of time needs to be made to allow practice to improve and the culture to change.

The Head of Schools and Curriculum Development also added that in Education, capacity needs to be built into staff time for supervision as this is not something currently carried out within Education. Supervision was a practice issue raised within the recent inspection.

Following discussion the Committee agreed to note the ongoing development of the Multi-agency Practice Hub.

The Corporate Director (Education and Social Care) entered the meeting during discussion of this item.

#### **5. REPORT FROM THE QUALITY ASSURANCE, PERFORMANCE AND PLANNING TEAM**

A report by the Chair of the Child Protection Committee advised the Committee on the outcome of a file reading exercise carried out by the Quality Assurance, Performance and

Planning Team (QAPP) in July 2017 and work being undertaken to address issues identified.

In noting the file reading exercise carried out on 6 and 7 July 2017 as noted in appendix II of the report, the Chair advised that a more recent exercise had been carried out which was more positive.

Following discussion the Committee agreed to:

- i) note the contents of the report; and
- ii) task the Child Protection Co-ordinating Group to consider any further actions required to improve practice on a partnership level.

## **6. UPDATE ON SIGNIFICANT CASE REVIEWS**

A report by the Chair of the Child Protection Committee advised the Committee of four National Significant Case Reviews (SCRs) carried out and made a recommendation to ensure the learning is considered in Moray.

The Chair thanked Emma Toner from Aberdeenshire Council for sharing the contents of the Significant Case Reviews.

The Chair felt that the SCRs highlighted similar themes to the findings following the inspection in Moray.

The Lead Nurse, Child Protection, NHS Grampian indicated that she had already had discussions with the Continuing Support Manager on how Moray would respond to such cases.

The Chair tasked the Lead Nurse, Child Protection, NHS Grampian with coordinating a discussion group with practitioners to discuss learning for Moray and report to Committee on how this will be disseminated.

In response to a query on staff capacity for a group collaboration the Continuing Support Manager advised that these exercises only happen when an incident has occurred. The exercise should not take long and therefore capacity should not be an issue.

Discussion took place on which agencies should be involved and it was agreed independent organisation involvement would give a non statutory perspective.

Suitable dates were discussed for holding the meeting and it was agreed a date would be arranged for the first week in December.

Thereafter the Committee agreed that the Lead Nurse, Child Protection would arrange a date for a meeting to discuss SCR summaries during the first week in December. To be followed up by a multi agency training date in the New Year.

## **7. HUMAN TRAFFICKING DEBRIEF**

A report by the Chair of the Child Protection Committee advised the Committee of a Multi-agency debrief on Human Trafficking that was carried out and made a recommendation to ensure the learning is considered in Moray.

Lengthy discussion took place on the challenges faced by the various agencies during the case as this was unprecedented in Moray.

It was noted there had been ethical and moral dilemmas raised as the individual concerned was not a citizen of the United Kingdom and therefore it was difficult to ascertain the appropriate route to deal with the issue.

It was further noted that although there had been issues, most Partners had contacts outwith Moray who were able to advise appropriate connections to proceed to a successful outcome.

The Corporate Director (Education and Social Care) paid tribute to all the staff involved in dealing with this situation and sought clarification on whether Moray was at a higher risk of trafficking due to the remoteness of the area.

In response the Detective Chief Inspector advised gangs of traffickers from London operated in Aberdeen and it would be naïve to think there would not be trafficking cases in the future.

During discussion the need for a process to deal with Child and Adult Protection issues was raised and the Lead Nurse, Child Protection was tasked with taking this forward.

It was noted that the child's name was in the document and the Lead Nurse, Child Protection undertook to have this removed prior to publication.

Thereafter the Committee agreed to:

- i) note the content of the Action Plan attached as appendix A of the report;
- ii) task the Lead Nurse with developing a policy for Child and Adult Protection; and
- iii) names being removed from appendix A prior to issue.

The Head of Housing and Property left the meeting during discussion of this item.

## **8. PERFORMANCE ANALYSIS FOR QUARTER 1 – APRIL TO JUNE 2017**

A report by the Research & Information Officer advised the Committee of performance for the period from 1 April to 30 June 2017. Data was gathered quarterly against 49 performance indicators relating to Child Protection issues and analysis was provided within the individual sections of the report.

The Chair thanked the staff involved in pulling this report together.

In response to a query from Councillor Brown on how the deprivation figures were calculated the Chair advised these were based on actual numbers on the register and did not take account of population in the area.

Attendance at case conferences was discussed and clarification was sought on why large percentages of those invited did not attend.

The Chair advised this was due to multiple attendees being invited from the same discipline and undertook to seek information on whether each area had provided at least one attendee.

During discussion clarification was sought on the definitions of 'multiple' and 'other' categories and the Chair undertook to report on this to a future meeting.

Thereafter the Committee agreed to:

- i) note the content of the report; and
- ii) task the Chair with providing clarification on attendance at case conferences, and the definitions of 'multiple' and 'other' as referred to in the report.

The Corporate Director (Education and Social Care) left the meeting during discussion of this item.

## **9. INTER-AGENCY REFERRAL DISCUSSION LAUNCH**

The Committee noted an informative verbal report on the Inter-agency Referral Discussion (IRD) launch.

The Head of Integrated Children's Services advised that around 120 staff attended the pre-launch event at Moray College with representatives from various agencies in attendance. The event was positively received and the Lead Inspector from the Care Inspectorate commented that most attendees had stayed for the whole event and she felt there was an enthusiasm and energy from all.

The Children's Wellbeing Manager advised that changes were required to the IRD document following discussion with Education colleagues but all changes would be made prior to the launch.

The Head of Integrated Children's Services advised the website would be updated following the changes and that the online version of the IRD Discussion Procedure would always be the most up to date version.

Timescales for review of the document were discussed and Committee agreed that as this is a new procedure it should be reviewed in three months.

Thereafter the Committee agreed to:

- i) note the changes required following discussion with Education colleagues;
- ii) the document being uploaded to the Moray Council website on 7 September 2017; and
- iii) a review being carried out 3 months from the publication date.

## **10. SCOTTISH CHILDREN'S REPORTER ADMINISTRATION PERFORMANCE MANAGEMENT REPORT**

The Committee noted a report by the Locality Reporter Manager, Scottish Children's Reporter Administration (SCRA), advised Committee of the SCRA Child Protection

Committee Report for the academic year, covering the period from 1 May 2016 to 30 April 2017.

## **11. AGENCY UPDATES**

The Committee noted the following verbal agency updates:

### NHS Grampian

The Head of Primary Care, Prevention and Child Health, Health and Social Care Moray informed the Committee that a new post of Child Health Governor will shortly be advertised.

The Service Manager – Children and Young People, advised the Committee that due to staffing/recruitment difficulties, Ward 2 at Dr Gray's hospital in Elgin is currently closed over night. The decision will be reviewed if staffing levels increase. She advised that recruiting junior doctors is a challenge as paediatric experience is no longer a requirement to undertake GP training.

### Education and Social Care

The Head of Schools and Curriculum Development advised the Committee that the post of Education Officer (Pastoral Care) is currently being advertised with a closing date of Friday 8 September. This Officer will take a lead role in reviewing current arrangements of pastoral care for children and young people aged 3 – 18, as well as leading and managing the Getting it Right for Every Child strategic group.

The Head of Integrated Children's Services informed the Committee that a report will be submitted to the Moray Council on 27 September 2017 requesting additional funding to recruit 2 additional Social Workers and recruit 4 additional Social Workers in Training from existing staff.

## **12. AOCB**

Councillor Coy raised an issue regarding a group of S2 pupils who had been caught sexting each other at school. Councillor Coy asked whether children in S2 were being taught about the dangers of this kind of behaviour.

The Head of Schools and Curriculum Development advised that this issue is looked at during Personal and Social Education classes. The Detective Chief Inspector also advised that the Police provide a large input in schools on the subject.

The Locality Wellbeing Officer advised that the Young Scot website would shortly be introducing a section on being cyber resilient which young people will be able to access.

The Service Manager, Children and Young People as Chair of the Co-ordinating Group, advised that the Co-ordinating Group meetings have become out of sync with the Child Protection Committee so dates will need to be reviewed to enable better support to Committee.

The Chair advised the Continuing Support Manager has been tasked with reviewing the membership of the Co-ordinating Group. She has been the chair of the Significant Case Review Group and it was acknowledged that she can not attend both meetings. Therefore a new chair for the Significant Case Review Group is being sought.

The Head of Primary Care, Prevention and Child Health asked whether the new chair needed to be a member of the Child Protection Committee.

The Chair responded that they could be a member of Child Protection Committee or the Child Co-ordinating Group. The Chair asked for any nominations to be sent to the Continuing Support Manager, prior to the next meeting of the Group in October. Alongside this, a request for expressions of interest would be progressed.

The Chair concluded the meeting and handed the Chair role to the Continuing Support Service Manager.

The Head of Primary Care, Prevention and Child Health thanked the outgoing Chair for all her work.