



Protecting Children and Young People in
Moray

Child Protection Committee Annual
Report - April 2015

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Preface from Chair of Moray Child Protection Committee

On behalf of the Committee Members I am delighted to present the Annual Report of Moray Child Protection Committee (CPC). Child Protection in Moray is taken very seriously by all involved; this commitment is evidenced in this report through the developments and improvements undertaken throughout 2014.

The Moray Child Protection Committee covers the Moray local authority area bringing together key agencies to contribute to promoting the care and welfare of children in this area by aiming to ensure that all children are safeguarded and protected from harm and abuse. The Moray CPC works to promote inter-agency working, continuous improvement through self evaluation and sharing best practice in child protection services. The work of the Moray CPC supports practice and aims to provide better outcomes for vulnerable children, young people and their families.

Child Protection continues to be high profile, 2014 saw a number of reports in relation to the sexual exploitation of children from the emerging evidence of historical sexual abuse by well-known public figures to Alexis Jay's report regarding the prevalence of exploitation in Rotherham. These reports serve to remind all involved of the importance of leadership and governance in child protection as well as having a well-informed, well supported workforce who build strong, trusting relationships with the children, young people and families they work with. Moray CPC is committed to protecting the children of Moray to the best of their collective abilities as demonstrated through the work completed throughout 2014 and the work planned for 2015.

This report:

- Links the work of Moray CPC directly to Moray Children and Young People's Services Plan
- Gives an update on the CPC Improvement Plan
- Evaluates the inter-agency training that has been delivered in Moray
- Gives key performance information for Moray and compares our data pan Grampian and also with our comparator authorities.
- Describes other key developments over 2014



Susan Maclaren
Chair, Moray Child Protection Committee

Introduction

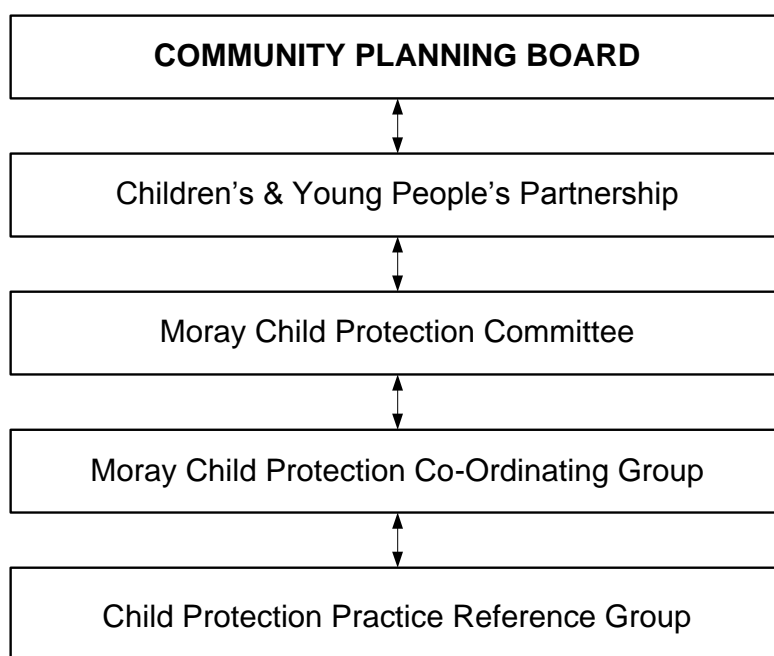
It has been a very busy year for Moray CPC with several key appointments made and changes in the landscape with the integration of Education and Social Care. As is evidenced in this report these changes have thankfully had minimal affect on Child Protection in Moray.

There have been several key changes for the Moray CPC this last year:

- Chair is now Susan Maclaren, Head of Integrated Children's Services, Moray Council
- Previous Lead Officer, Iain MacDonald, is now Children's Wellbeing Service Manager
- New Partnership Officer for Child Protection, Stuart Lamberton, is now in post
- The CPC has grown to include representatives from Domestic Abuse, Third Sector, Armed Forces and the Care Inspectorate services as well as Elected Members from the Moray Council. These links have further strengthened the CPC

The Partnership Officer for Child Protection is now an integral part of the newly formed 'Partnership Hub' which is *determined to get it right for every child in Moray, together, supporting continuous improvement, prevention and early intervention through partnership and collaboration*. Also within this hub are the Partnership Officers for Getting It Right For Every Child (GIRFEC) and Early Years. The links made across this hub have allowed significant progress to be made in several key shared areas of CP including inter agency training, public information and self evaluation.

The partnership planning and governance structures in Moray are as follows:



Participation on all committees/groups includes The Moray Council, NHS Grampian, Police Scotland, the Third Sector and the Armed Forces.

A number of working groups have also been established this year which include the Self Evaluation Group to support continuous improvement and promote a reflective working culture. There are three GIRFEC sub groups which each progress key elements such as the Named Person Service, information sharing and the National Practice Model.

Evaluation and Reviews

In 2012, Moray CPC took in the pilot for the Social Care Institute for Excellence (SCIE) 'Learning Together' methodology for undergoing significant case reviews (SCR). As part of the training in Moray, a case was reviewed that involved a young baby who died unexpectedly, aged 15 weeks, without apparent cause and death was recorded as Sudden Unexplained Death in Infancy (SUDI).

The findings of this review were addressed by the implementation of the supervision and audit structure within Moray Council Integrated Children's Services. This structure is designed to identify errors of human reasoning where subsequent evidence may suggest the need to revise decisions or plans already in place. It also ensures timeous and accurate recording of electronic and hard copy data. Parenting Assessments were audited and subsequent training of Action for Children and Social Work staff to achieve consistency in the process and highlight the purpose of the assessment. This reduced the inefficient use of resources and routine commissioning of the assessments when they were not required.

The Self Evaluation Group was established in 2014 and is led by the Continuous Improvement Officer. The purpose of this group is to create a positive reflective working culture and ensure the implementation of self evaluation processes in order to inform continuous improvement across services. This group are developing and will adhere to the Moray Children and Young People Self Evaluation Framework in order to achieve better outcomes for the children in Moray.

Over the past year, two child protection cases in Moray were identified for review. One involved an infant with a serious non-accidental injury and the other involved a very young child who had suffered 12 months developmental delay through various forms of neglect. Both reviews identified gaps in practice and learning outcomes which include the following:

- The need for the GIRFEC approach to be embedded in practice
- Robust risk assessment to be understood and adhered to

- Structured and professional supervision to play a key role in challenging practice and decision making
- Child Protection procedures in Moray to be updated
- Follow up processes and actions after children are discharged from hospital to be disseminated accordingly and risk assessment to inform next steps
- Remit of Joint Child Protection Unit to be clearly established and pathways for referral identified and evidenced
- Full chronologies tabled at Initial Child Protection Case Conferences and procedures fully adhered to
- Full minutes of Core Groups to be circulated accordingly and to contain progress of child's plan
- History and chronology to be included in all Social Work background reports to Scottish Children's Reporter Association and clarity sought around establishment of grounds and level of evidence required for Legal Services to become involved

All of these actions are addressed through the Child Protection Improvement Plan (Appendix 1). Once completed the services provided for children in Moray will be further improved and practitioners will be better equipped to tackle Child Protection.

Performance Management Information

The Moray CPC regularly receives performance management information which is derived from the North East of Scotland Child Protection Register (CPR) which covers Grampian and is managed by the Child Protection Partnership (CPP).

The CPP provides data trends across the Grampian area. In addition, the Moray CPC also considers information from comparator local authorities and compiles a separate report more focussed on the Moray area.

As of 31 December 2014 there were **208** children on the North East of Scotland Child Protection Register:-

- **Aberdeen City** - 97 children registered (**2.8 per 1000 population aged 0 – 16**)
Registration numbers are just below the national average
- **Aberdeenshire** - 71 children registered (**1.3 per 1000 population aged 0 - 16**)
Registration numbers are below the national average
- **Moray** - 40 children registered (**2.3 per 1000 population aged 0 – 16**)
Registration numbers are below the national average

Compared to December 2013:-

- Registrations in the City have decreased by 20%, from 121 to 97
- Registrations in the Shire have increased by 24.5%, from 57 to 71
- Registrations in Moray have decreased 17% from 48 to 40

Table 1

| | 2011 | | 2012 | | 2013 | | 2014 | |
|---------------------|--------------------|--------------------------------|--------------------|--------------------------------|--------------------|--------------------------------|--------------------|--------------------------------|
| | Number on Register | Per 1,000 population aged 0-15 | Number on Register | Per 1,000 population aged 0-15 | Number on Register | Per 1,000 population aged 0-15 | Number on Register | Per 1,000 population aged 0-16 |
| Moray | 48 | 3.1 | 45 | 3.0 | 64 | 3.8 | 45 | 2.7 |
| Angus | 66 | 3.4 | 59 | 3.0 | 94 | 4.7 | 116 | 5.9 |
| Dumfries & Galloway | 101 | 4.1 | 94 | 3.9 | 78 | 3.1 | 111 | 4.6 |
| Falkirk | 56 | 2.0 | 79 | 2.8 | 70 | 2.5 | 85 | 3.0 |
| Highland | 97 | 2.5 | 116 | 3.0 | 80 | 1.9 | 106 | 2.6 |
| Scottish Borders | 34 | 1.7 | 37 | 1.9 | 25 | 1.3 | 16 | 0.8 |
| Scotland | 2,571 | 2.8 | 2706 | 3.0 | 2,681 | 2.9 | 2,882 | 3.2 |
| Aberdeen City | 96 | 2.8 | 87 | 2.5 | 92 | 2.9 | 73 | 2.2 |
| Aberdeenshire | 68 | 1.5 | 73 | 1.6 | 52 | 1.1 | 68 | 1.4 |

Table 1 compares the child protection registration rates of Moray against the national figure, comparator local authorities and also the local authorities that make up the Grampian area over the last year.

Table 2

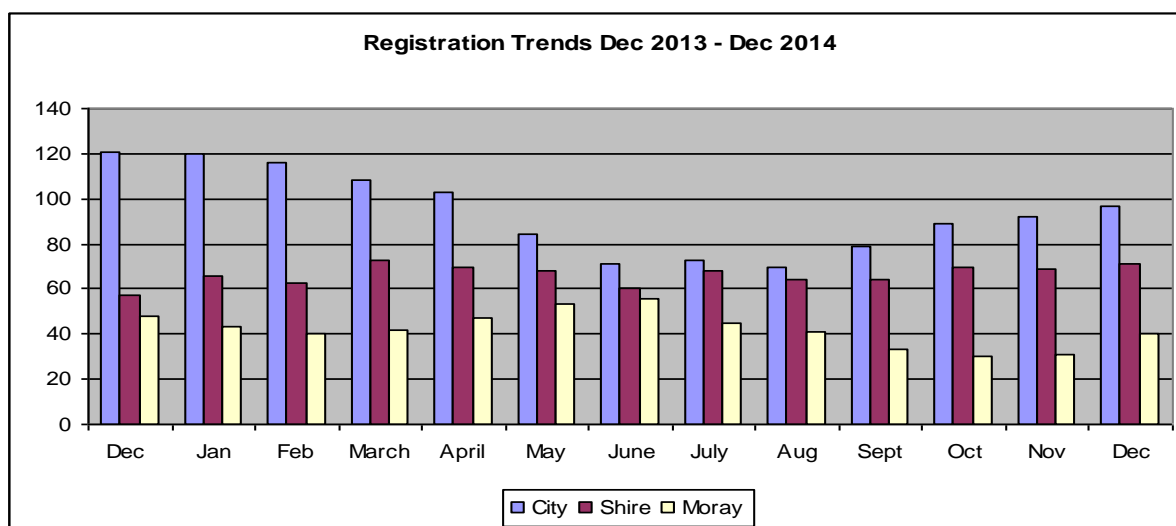
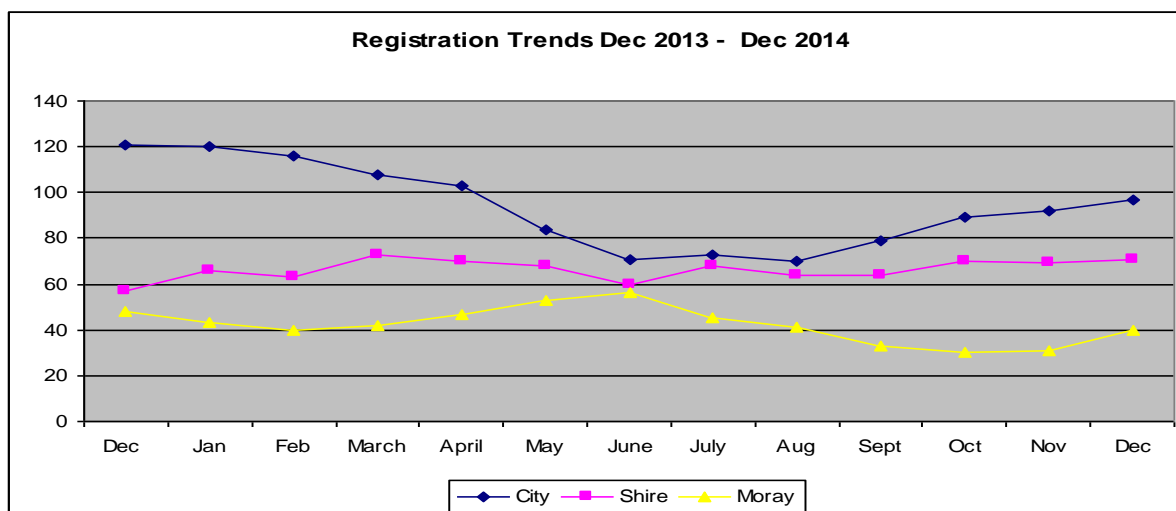


Table 3



Tables 2 and 3 compare registration trends across the Grampian area. Moray remains steady and consistently has the lowest number of registrations, in part due to being the smallest Authority per head of population.

Table 4

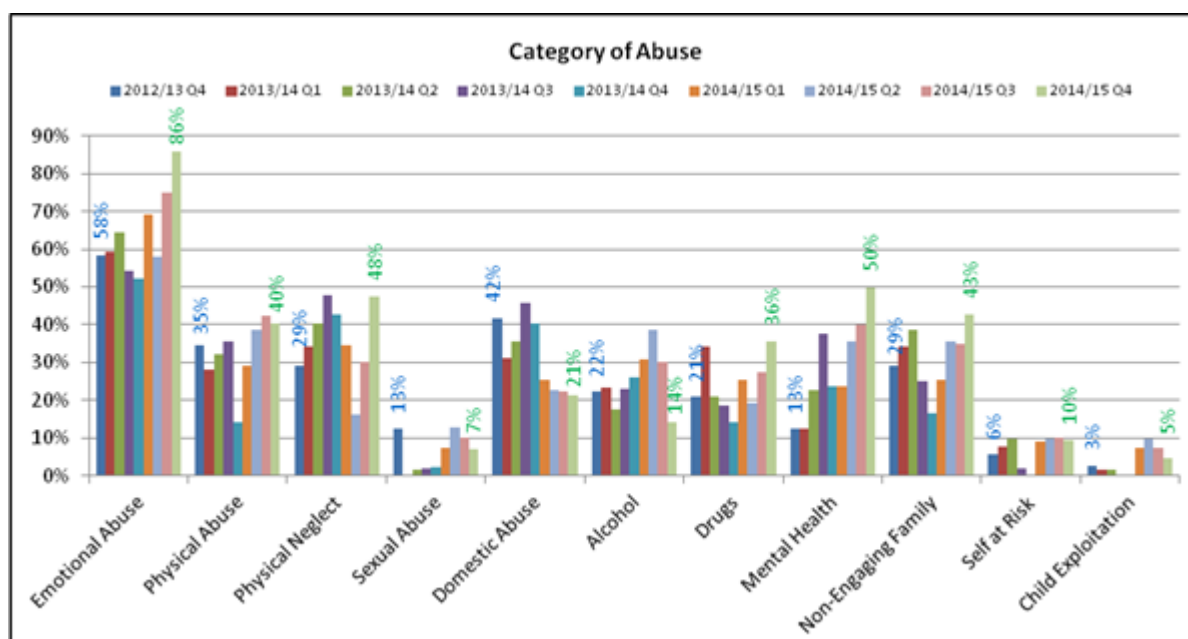


Table 4 shows the trend of risk factors associated with the reasons that children have been placed on the Child Protection Register. Emotional Abuse remains particularly high in Moray, however, Domestic Abuse has steadily decreased each quarter over the past 18 months.

To address the risk factors, and in particular emotional abuse, the following support services are in place:

- Women's Aid have a team of dedicated Children and Young People Support Workers. These workers support children and young people who have been exposed to or have experienced Domestic Abuse through 1:1 support sessions or facilitating small peer support groups
- Children 1st have family support workers who work with children who have been exposed to domestic abuse. They also support any children who have been identified as 'not meeting their developmental milestones' by their health visitor
- The Rowan Centre provide support for families of children who have mental health difficulties. They provide counselling and a variety of therapies to support children and families
- Step by Step are a charity which run parent and toddler groups for 'hard to reach' families. These families are referred by Social Work or the Engagement team to the groups. Some of the children attending the groups may have experienced emotional abuse
- PEEP groups run throughout Moray. (Parents Early Education Partnership) Through music, games, stories and peer support, these groups support the emotional development of all children in a supportive environment
- Action For Children have a team of very highly trained family support staff who work closely with families of children on the Child Protection Register. They provide advice and support to families. They also deliver 'Bookbug for the Home' sessions, which support parents to bond with their children through reading stories. (supporting the emotional development of children)
- Earthtime – work with other charities and school groups, providing free outdoor activities as part of their social enterprise projects. Supporting families to spend time outside with their children supports the emotional development of young children
- Attachment Training – Funding was made available last year to train 137 frontline staff in Social Work, Health and Education teams in 'Attachment Theory'. This training specifically supports the emotional development of young children and places emphasis on the first few years of life as being the most important
- Early Years – Conference hosted in Forres where almost 70 practitioners attended. The event promoted the importance of the first 1001 days of life and the benefits of early intervention for children

Fulfilling Functions

- *Public Information*

The Moray CPC website content has been updated to reflect the recent changes already highlighted - http://www.moray.gov.uk/moray_standard/page_55497.html With the creation of the Partnership Hub in Moray comes the opportunity to forge stronger links between GIRFEC, Child Protection and Early Years. As such, the possibility of a standalone website is being investigated to increase the availability of current and accurate information to the public.

Monthly bulletins will be distributed from this group to local media to further increase the information we provide to the public. A communication strategy is also being developed to assist in this key area.

- *Policies, Procedures and Protocols*

Over the past year Moray CPC have agreed to adopt the National Guidance for Child Protection in Scotland 2014, and the National Guidance for conducting Significant Case Reviews. The National Risk Framework was also adopted in October 2014.

The Initial Referral Discussion (IRD) protocol is currently under review as it was highlighted that this protocol, on occasion, was not being followed correctly resulting in delays in decision making. To address this issue an IRD review team was set up to determine whether the protocol was fit for purpose and amend it accordingly. This is ongoing and the revised protocol will be presented to the Moray CPC in 2015.

Alongside the introduction of the audit and supervision structure and the parenting assessment developments, the agenda for Child Protection Case Conferences is also under review and being amended to fit with local practice. Again, once agreed by the reviewing team, this will be presented to the Moray CPC in 2015.

- *Training and Staff Development*

The CPP were without a training officer for much of 2014 but this has now been addressed and training resumed from August 2014.

For those attending courses between August and December 2014 the breakdown is as follows:

| Course name | Aberdeen City Attendee's | Aberdeenshire Attendee's | Moray Attendee's |
|--------------------------|--------------------------|--------------------------|------------------|
| Basic Awareness Training | 47* | 38 | 22 |

| | | | |
|---|------------|------------|------------|
| Basic Awareness T4T | 23 | 10 | 12 |
| Intro to Multi Agency Child Protection Practice | 48* | 32 | 17 |
| Child Protection Case Conferences | 30 | 20 | 15 |
| Child Protection Risk Assessments | 23 | 0** | 0** |
| Intro to Child Exploitation | 21 | 25 | 21 |
| Online Safety and Protection | 22 | 34 | 30 |
| Working With Young People Who Are Sexually Active | 27 | 22 | 15 |
| Total Attendee's | 241 | 181 | 132 |

*Based on two courses running due to waiting lists exceeding 15 people.

**Cancelled due to trainer sickness. Additional date offered with no uptake.

A review of the current training schedule, management information, and budget is due to take place early in 2015. The CPP also plan to hold bespoke events on key issues such as information sharing and Child Sexual Exploitation (CSE).

Moray CPC Training:

- Social Work Training Team have delivered Child Protection awareness training to 169 practitioners across Moray
- Partnership Officers for GIRFEC and Child Protection have delivered joint training to over 500 practitioners across Moray, including Education, Counselling, and Childcare staff

• *Communication and Co-operation*

A communication strategy has been developed under the leadership of NHS Grampian by the Clinical Governance Facilitator. The Partnership HUB has been established and is to develop a Communication Strategy to assist with getting the key messages about Child Protection, GIRFEC, and Early Years out to the public.

The Moray CPC had significant involvement in the development of Moray's Children and Young People's Service Plan 2013 – 2016 which can be found here:

<http://www.moray.gov.uk/downloads/file59912.pdf>

• *Planning and Connections*

Moray CPC sits under the Children and Young People's Partnership who are accountable to the Community Planning Board.

The Partnership Officer for Child Protection sits on the North East of Scotland Child Protection Consortium, National Child Protection Lead Officers Network, and assists the chair of Moray CPC at the National CPC Chairs Forum. The Chair of the Moray CPC is the Vice Chair of the National CPC Chairs Forum.

These meetings play an important role of helping to inform Child Protection in Moray as they offer a chance to share good practice, develop and implement action plans for key Child Protection issues such as CSE, and helps keep Moray CPC in line with National expectations.

- *Listening to Children and Young People*

We have a number of methods for consulting with children, young people and families in Moray. The Communication and Consultation Strategy was recently developed and is now in place for Integrated Children's Services.

Viewpoint, which is an interactive web based tool that enables services to gather the views of children and families from individual service users to larger surveys, has been developed and training has been delivered. It provides valuable information in respect of how children and young people engage with, and benefit from, our services.

Viewpoint in Moray has been progressing, with an initial focus on Looked After and Accommodated Children. Viewpoint has since been opened to all Looked After Children, whether living at home or away from home. Viewpoint will now also be used for children and young people whose names are on the Child Protection Register. A new addition has recently been added to the Viewpoint system by way of an additional questionnaire, focusing on general wellbeing with a plan to roll this out across Children's Services. Feedback from the data received is reported to the Moray CPC.

The Moray Engagement team are also very active in this area and gather the views of children and young people through:

- Moray Youth Council addressing any issues raised
- using the wellbeing wheel as a tool at different intervals of individual work to gain feedback
- through individual project evaluations

Work is ongoing between the Engagement Team and the Youth Council to develop a wellbeing consultation exercise to be completed in each Associated School Group to tease out their priorities within each area.

Future Planning

The Moray CPC Joint Improvement Plan for 2015-16 is attached at **Appendix 1**. This focuses on three key areas for improvement: Strategic Development, Performance Management and Public Information, and will continually be updated.

Conclusion

This annual report for Moray CPC highlights the developments and improvements made over 2014. In addition, the report considers the next steps that are required in order to protect children.

There have been significant changes across Moray over the past year, partnership working has been strengthened, departments have restructured and new staff appointed. The next year will present a number of challenges including:

- The integration of CSE into the improvement plan
- Ensuring that the improvements continue and a self evaluation of the Moray CPC (development day)
- Fully establishing and embedding the strategic links across the Children & Young People's Partnership
- Improving communication across all agencies including the Care Inspectorate
- Continuing to provide a robust Child Protection service across Moray for all Moray's children.
- Forging links with Chief Officers Group and establishing Governance

The Moray CPC looks forward to these challenges and helping to provide an excellent service to the children and young people across Moray.

Moray Child Protection Committee Joint Improvement Plan 2015/16

Strategic Development

| Task | Outcome | Lead | Due Date | Progress/Notes |
|--|--|--|-----------------|--|
| 1.1 Development, training and dissemination of material to promote the revised Moray Information Sharing Guidelines | Appropriate, proportionate and timely sharing of information with regards to Wellbeing Concerns. | Inter Agency Training Group | August 2015 | <i>Info sharing event held on 26th Jan, local briefings to take place thereafter. Evaluation report to be distributed from the event and further training put on Inter Agency Training Calendar for Moray. Training calendar being developed</i> |
| 1.2 Development, training and dissemination of material to promote the use of the National Risk Framework. SCIE Finding 4. | Increased effectiveness of multi-agency risk assessments. | Partnership Officer – Child Protection | October 2015 | <i>Briefing sessions complete, however more required and official message needs circulated as to its use. Current training provision being revised and specific briefings being set up</i> |
| 1.3 To update and disseminate information regarding Children Missing from Education | Increased effectiveness of the co-ordinator role. | Children's Wellbeing Manager | December 2015 | <i>Document updated but not circulated yet as still subject to clearance from LNCT</i> |
| 1.4 Ensure staff have a clear understanding of the key components of GIRFEC – named person, national practice model, child's plan and risk assessment | Increased awareness and understanding of key components of GIRFEC. | Partnership Officer - GIRFEC | February 2016 | <i>3 GIRFEC groups have been established under the Operation Group to progress the keys area of GIRFEC. Multiagency training programme for GIRFEC and CP is being developed. Education Support Officer for GIRFEC has delivered GIRFEC training for most schools in Moray PowerPoint presentation produced to be delivered to all school staff at the beginning of summer term</i> |

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| 1.5 Audit, assess and plan a multi-agency training programme | Increased opportunities for multi-agency training. | Inter Agency Training Group | November 2015 | <i>Calendar content agreed, CPC to be given 6 monthly update</i> |
| 1.6 Train staff and provide public information in relation to Female Genital Mutilation and Forced Marriage | Increased awareness of Female Genital Mutilation and Forced Marriage | Inter Agency Training Group | November 2015 | <i>Currently being drafted into Inter Agency Training Calendar</i> |
| 1.7 Ensure a co-ordinated approach to raising children's awareness of mobile phone and internet safety | Safe mobile phone and internet use. | Partnership Officer – Child Protection | July 2015 | <i>SE roadshow update from CPPRG to be provided and circulated by end of June 2015</i> |
| 1.8 Introduction and successful implementation of the Family Nurse Partnership (FNP) by NHS Grampian | Increased support to parents under the age of 19 in relation to parenting | NHS Grampian FNP Lead | March 2016 | <i>Recruitment underway, to begin during May 2015</i> |
| 1.9 An audit of individual agencies staff supervision arrangements. SCIE Finding 2 | To ensure that supervision arrangements are suitably robust and challenging. | Service Leads | December 2015 | <i>Integrated Children Services have agreed and implemented a supervision and audit structure (Kathy Henwood). Health - All current team leaders have been trained in supervision and deliver this regularly to individual team members. Team Leaders and Midwives receive case supervision from Specialist Nurse for Child Protection. Case file audits also underway including Chronologies and Initial Referral Discussions</i> |
| 1.10 To carry out an audit of all Parenting Assessments that took place in Moray over the past 12 months SCIE Finding 5 | To enable a better clarity and understanding regarding the use of Parenting Assessments. | Continuous Improvement Officer | July 2015 | <i>Trained 10 Social Workers and 10 Action for Children workers in Parenting Assessment for consistent approach. This consisted of 3 days training.</i> |

Performance Management

| Task | Outcome | Lead | Due Date | Progress/ Notes |
|--|--|---|-----------------------------------|--|
| 2.1 Quarterly recording and analysis of Child Protection data | Analysis of this data will lead to key developments and improved service provision. | Partnership Officer – Child Protection | Quarterly updates provided to CPC | <i>Quarterly reports tabled at each CPC meeting where they are discussed and appropriate actions suggested</i> |
| 2.2 Ensure qualitative and quantitative information is gathered and assessed from the commencement of new services and over time | Service changes leading to improved outcomes for children. | Self-Evaluation Group | Updates provided to CPC | <i>Responsibility of Self Evaluation Group to find a process/tool that all services can use</i> |
| 2.3 Assess staff and user satisfaction with effectiveness of service provision | Services improve over time. | Self-Evaluation Group | Updates provided to CPC | <i>Update from Health - First phase of data collection carried out. Rolling programme in place, next evaluation due in May 2015. Evaluation tools being developed for groups</i> |
| 2.4 Audit of Child Protection Services to consider the impact on Child Protection processes as part of the review of the restructure of Education and Social Care. SCIE Finding 3 | Improved service provision ensuring the quality and reliability of Child Protection processes. | Continuous Improvement Officer & Children's Wellbeing Service Manager | March 2016 | |
| 2.5 Review and evaluate the support offered to children and parents in key meetings. Inter-agency evaluation to be carried out | Ensure full and meaningful contributions. | Continuous Improvement Officer | Updates provided to CPC | |
| 2.6 Evaluation and review of access to the Child Protection Register within A&E | Child Protection Register accessed and used effectively | NHSG Clinical Governance Facilitator | November 2015 | <i>Audit of usage and appropriateness to be carried out. Protocol to be updated.</i> |
| 2.7 Moray CPC to hold a Development Day using Link Inspector Report 2014 as basis for Self Evaluation | Review performance and progress, set SMART objectives moving forward (Specific, Measurable, | Head of Integrated Children's Services | November 2015 | <i>Susan Maclaren to progress</i> |

| | | | | |
|--|-------------------------------|--|--|--|
| | Achievable, Realistic, Timed) | | | |
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Public Information

| | | | | |
|--|---------------------------------------|--|------------|--|
| 3.1 Bi-monthly press releases relating to Child Protection matters | Increased public awareness. | Partnership Officer – Child Protection | Quarterly | <i>Released as new topics are identified through various sources, barnardo's, with Scotland etc (Social Media). Monthly bulletin from HUB also goes to local media through Strategy Manager</i> |
| 3.2 What's New in Child Protection? Monthly bulletin updates | Increased public and staff awareness. | Partnership Officer – Child Protection | Monthly | <i>To be distributed as part of Partnership HUB newsletter which includes events</i> |
| 3.3 Maintenance of the Child Protection Websites | Increased public and staff awareness. | Partnership Officer – Child Protection | March 2015 | <i>Updated after every CPC by Partnership HUB admin. New website being looked into. Update from Health - Update of Public Health Nursing web page on NHS Intranet complete. Updated as required</i> |
| 3.4 Initial media campaign/public event to highlight the role of the Moray CPC, including GIRFEC and CP | Increased public awareness. | Partnership Officer – Child Protection | March 2016 | <i>Media route is preferred option as an event will only catch a limited number of the public. Communication Strategy being developed by Strategy Manager. School competition being devised to create an interactive game based around wellbeing. Winning School shall receive a prize and the game rolled out to children in Moray. Leaflet created and distributed in School transitions packs for families info. This will also be sent to LMG's when there are local events taking place</i> |

Child Sexual Exploitation

| | | | | |
|--|---|--|----------------|--|
| Provide training and briefing sessions on Child Sexual Exploitation (CSE) to staff | To increase awareness and improve understanding of CSE in Moray | Inter Agency Training Group | November 2015 | <i>Further training through CPP & Inter Agency group including named persons also. Brief elected members</i> |
| Audit of Looked After Children (LAC) cases regarding CSE | To ensure early and effective intervention in terms of Child Sexual Exploitation | Corporate Parenting Manager | March 2016 | <i>Updates from Health – all LAC are offered health assessment within 4 week. Moving to email sharing of paperwork to facilitate improved timeframe. ICS - Audit to use NRF.</i> |
| Link with Licensing Board regarding issues raised with Rotherham report | Increase awareness and understanding in relation to Licensing and the connection it can have with Child Sexual Exploitation | Partnership Officer – Child Protection | August 2015 | <i>Presentation to the board on 20 August 2015</i> |
| Link with Child Adolescent Mental Health Service regarding the connections to CSE | To increase awareness and improve understanding of CSE | Partnership Officer – Child Protection | August 2015 | <i>Meeting with CAMHS to be set up and decision on bespoke training or they attend one of the inter agency training days</i> |
| Work with residential units in terms of CP Policies and Risk Assessment for all LAC on admission | To enable a full Risk Assessment to be undertaken and ensuring children's wellbeing is paramount | Corporate Parenting Manager | November 2015 | <i>Manager for unit appointed June 2015. Work with Partnership Officer and Strategy Manager ref CP Policy/Guidance and Risk Assessment</i> |
| Making the connection with youth cafe's and youth workers in terms of CSE | To increase awareness and improve understanding of CSE. | Inter Agency Training Group | November 2015 | <i>Will be part of the current training calendar</i> |
| Connecting with Taxi and Hotel workers (especially nightshift) regarding CSE | To increase awareness and improve understanding of CSE for key workers who may come across CSE at an | Partnership Officer – Child Protection | September 2015 | <i>Contact chambers of commerce due to rotary club having no hotels on board.</i> |

| | | | | |
|---|--|--|--------|--|
| | early stage. | | | |
| Engaging with Public Protection Partnership regarding CSE | To ensure CSE issues are addressed at earliest opportunity and to further increase awareness of CSE. | Partnership Officer – Child Protection | Weekly | <i>Partnership Officer – Child Protection attends all meetings when available, all connections made and CSE issues addressed as they arise as with all other CP concerns</i> |

Membership of Moray CPC

Chair: Head of Integrated Children's Services

Vice Chair: Superintendent, Police Scotland

Committee: 3 x Elected Members

General Manager, Moray Community Health and Social Care Partnership

Corporate Director (Education and Social Care)

Head of Schools and Curriculum Development

Legal Services Manager

Third Sector Representative

Armed Forces Representative

Domestic Abuse Forum Representative

SCRA Representative

Partnership Officer Child Protection

The Child Protection Co-ordinating Group reports to the CPC and consists of Team Managers and other representatives across Children's Services. These include, Health, Social Work, Police, Education, Adult Protection, Youth Justice, Legal Services, Armed Forces, and Third Sector organisations.

The Child Protection Practitioner Reference Group reports to the Co-ordinating Group. Members of this group are practitioners from across Children's Services in Moray, including Health, Social Work, Police, Education, Youth Justice, and Third Sector organisations.

Resources dedicated to Child Protection

Joint Child Protection Unit:

Moray Council

1 x Senior Social Worker

3 x Social Workers

1 x Family Support Worker

1 x Team Secretary

Police Scotland

1 x Detective Sergeant

4 x Detective Constables

1 x Temp Detective Constable (rotated)

NHS Grampian
1 x Specialist Nurse – Child Protection
Contribute towards cost of Team Secretary

Funding:

| | |
|------------------------|----------|
| Moray Council | |
| Child Protection Team: | £243,091 |
| NESCP: | £18,077 |
| With Scotland: | £2,000 |

| | |
|--------------|-------------------------------------|
| NHS Grampian | |
| NESCP: | £42,883 (pan Grampian contribution) |

| | |
|-----------------|-------------------------------------|
| Police Scotland | |
| NESCP: | £18,143 (pan Grampian contribution) |