

**West Lothian Child
Protection Committee
Annual Report
Aug 2022 – July 2023
Improvement Plan
2023 - 2025**





Contents

FOREWORD	3
CONTEXT	4
Accountability	5
CHILD PROTECTION COMMITTEE	6
CPC Vision	6
Objectives:	6
Key functions:.....	6
Continuous Improvement	7
CHILD PROTECTION ACTIVITY 2022-23	8
Progress of 2022 - 2024 Improvement Plan	8
Practice and Training	10
Learning from Case Reviews	11
Quality Assurance	11
CHILD PROTECTION MANAGEMENT INFORMATION.....	14
CONCLUSION.....	17
IMPROVEMENT PLAN 2023 – 2025.....	18



FOREWORD

I am pleased on behalf of West Lothian Child Protection Committee to present the annual report for 2022/23 and the improvement plan for 2023/25. This report covers the work of the CPC from 1st August 2022 – 31st July 2023.

The West Lothian CPC is the key local body for developing, implementing and improving child protection strategy across and between agencies and the local community. The annual report is structured around CPC core functions. The CPC performs a number of crucial functions in order to jointly identify and manage risk to children and young people, monitor and improve performance and promote the ethos that **"It's everyone's job to make sure I'm alright"**. The key functions of the CPC are:

- continuous improvement
- public information, engagement and participation
- strategic planning and connections
- annual reporting on the work of the CPC

West Lothian CPC has 3 subcommittees to support its work: Quality Assurance & Self Evaluation (QASE), Practice and Training (P&T) and a Learning Review (LR) subcommittee. The CPC has strong links with the Children and Families Strategic Planning Group with its overall oversight and leadership of Getting It Right for Every Child in West Lothian.

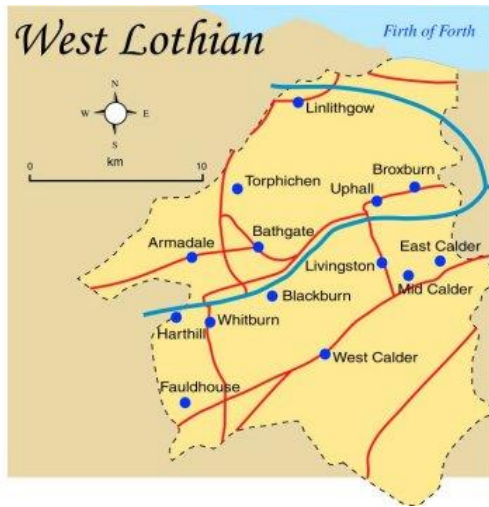
The CPC has continued to meet virtually since March 2020 and there has been active oversight from the Chief Officers Group (COG). The challenges for the coming year will be embedding our revised Child Protection procedures into practice and continuing the emphasis on establishing a learning culture which encourages staff to learn from good practice as well as practice where there has been room for improvement and to reflect on multi-agency work together.

The CPC has appointed an independent chair who will take up post in August 2023.

Jo MacPherson
CPC Chair



CONTEXT



On 30 June 2021, the population of West Lothian was 185,580, an increase of 1.0% from 183,820 in 2020. Over the same period, the population of Scotland increased by 0.3%. West Lothian had the 9th highest population in 2021, out of all 32 council areas in Scotland. Between 2018 and 2028, the population of West Lothian is projected to increase to 192,812. This is an increase of 5.9%, compared to a projected increase of 1.8% for Scotland as a whole. Between 2018 and 2028, the 0 to 15 age group is projected to see the largest percentage decrease (-5.4%) and the 75 and over age group is projected to see the largest percentage increase (+39.4%). In terms of size, however, 45 to 64 is projected to remain the largest age group.

In 2022, there were 1,660 births - a decrease of 3.9% from 1,727 births in 2021. The most common age group of mothers in West Lothian was 30 to 34 (585 births) and the least common age group of mothers was 0 to 19 (36 births).

In 2022, the number of households in West Lothian was 81,779, a 1.0% increase from 80,932 households in 2021. In comparison, the number of households in Scotland overall increased by 0.8%.¹

Overall, West Lothian has slightly lower levels of poverty and deprivation than Scotland and the UK. Nevertheless, a significant segment of the population experience challenging financial and material circumstances. In 2021/22 24% of West Lothian's children (9,364) were living in poverty after housing costs. In Scotland 24.5% of children were living in poverty. In-work poverty is a substantial problem for children across the UK, with 71% of children living below the poverty line being in a family where at least one adult is working.² The proportion of children in West Lothian meeting

¹ [National Records of Scotland](#)

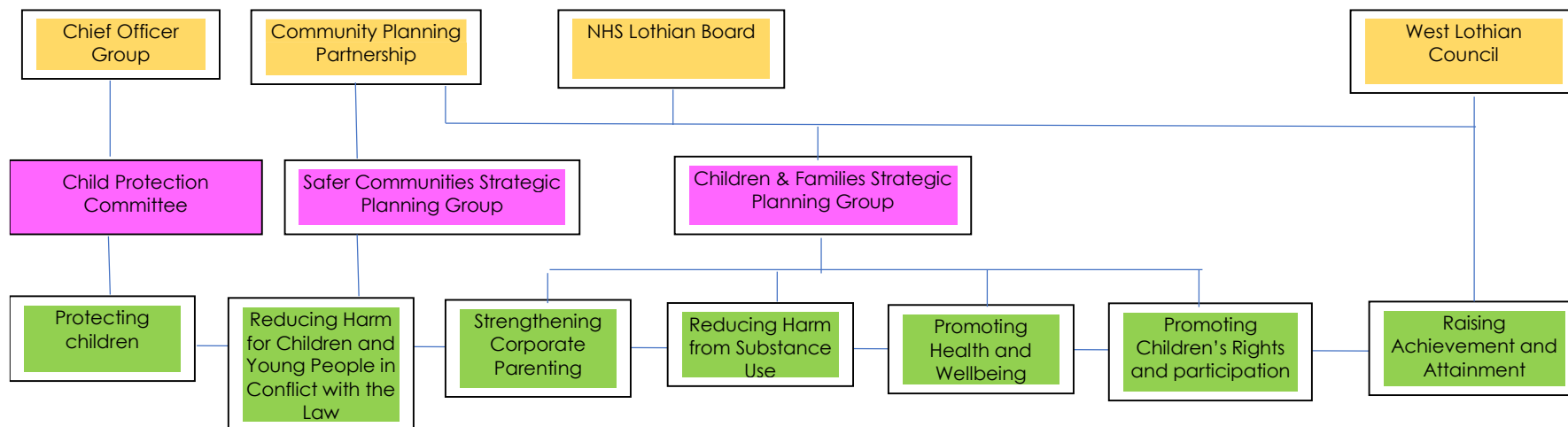
² [End Child Poverty Report](#)



developmental milestones in 2021/22 was 81.6%, slightly below the national average of 82.1%. The school attendance rate (per 100 pupils) in West Lothian 2021/22 was 92.3% which was similar to the Scotland rate of 92%. The number of looked after children in West Lothian has followed a downward trend over the last five years, with a 12% reduction in looked after children from 427 for 2018/19 to 373 for 2021/22. From benchmarking data for 2021/22, the rate of looked after children per 1000 of the 0-17 age population of 9.4 in West Lothian is below the Scotland figure of 12.3 and the comparator authorities figures of 14.8.

Accountability

Chief Officers are ultimately responsible and accountable for improving the experience of and outcomes for children who may need protection. The local CPC is the inter-agency mechanism to take forward this work. Chief Officers are individually and collectively responsible and accountable for the effectiveness of the Child Protection Committee (CPC). Members of the CPC and its subcommittees are also members of a variety of other strategic groups ensuring robust strategic planning links.





CHILD PROTECTION COMMITTEE

The Child Protection Committee (CPC) is the key local body for developing, implementing and improving child protection strategy across and between agencies, bodies and the local community. The CPC is expected to jointly identify and manage risk to children and young people, monitor and improve performance and promote the ethos that "It's everyone's job to make sure I'm alright".

CPC Vision

All West Lothian children have a right to be safe and protected. All services have a responsibility to ensure children are safe and their needs are met. The Child Protection Committee will work in partnership with children, families and the community to achieve this.

Objectives:

We will work together to:

- keep children and young people safe
- provide strong and clear leadership and direction
- ensure staff learning and development
- evaluate performance and ensure continuous improvement
- communicate and engage with children, young people and families

Key functions:

- continuous improvement
- public information, engagement and participation
- strategic planning and connections
- annual reporting on the work of the CPC



Continuous Improvement

The CPC will:

- ensure that local child protection policies, procedures and guidance are informed by legislation, the National Guidance for Child Protection in Scotland and any other relevant guidance;
- systematically develop, disseminate and review the effectiveness of inter-agency policies, procedures and guidance;
- ensure that policies, procedures and guidance are developed around current and emerging issues where there is agreement that this is required;
- have an overview of performance from key services about their work to protect children and young people in line with the shared dataset. This will include qualitative and quantitative data on the effectiveness of services in improving the experiences of, and outcomes for, children in need of protection;
- ensure there are appropriate data collection arrangements and capacity to analyse the data so that activity, trends and themes can be identified and addressed;
- ensure this information is used to influence improvements in the quality of services to protect children and young people;
- establish systematic approaches to quality assurance and self-evaluation which focus on the experiences of, and outcomes for, children, young people and families;
- use the learning from this activity to develop, implement and measure the impact of improvement plans;
- involve key stakeholders including frontline staff, managers, children, young people and families in aspects of undertaking, reviewing and learning from quality assurance and self-evaluation activity;
- take account of learning from sources including research; inspection locally and nationally; and other CPCs in order to promote good practice and contribute to improved outcomes for children and young people;
- conduct Initial and Significant Case Reviews on behalf of the Chief Officers in line with the most up-to-date relevant guidance;
- use the learning from Learning Reviews to promote good practice, improve practice and contribute to improved outcomes for children and young people across Scotland;



- ensure that learning and development for those in contact with children, young people is undertaken at both single-agency and inter-agency level, in line with the National Child Protection Learning and Development Framework;
- publish, implement and review an inter-agency child protection learning and development strategy to ensure that each partner has a suitably skilled, confident and competent workforce to deliver the CPC's priorities and meet the needs of children and young people in West Lothian;
- quality assure and evaluate the impact of that learning and development activity.

CHILD PROTECTION ACTIVITY 2022-23

Progress of 2022 - 2024 Improvement Plan

Objective	What are we going to do?	How will we do it?	Progress
<p>LEADERSHIP & VISION Clarify the role and responsibilities of the CPC and COG & West Lothian's vision for children.</p> <p>Leadership is required at all levels to promote a learning culture. Practice change is embedded.</p>	<p>Improve the links with the C&F Strategic Planning Group to ensure a clear vision of GIRFEC & child protection is shared with and understood by all staff;</p> <p>7-minute briefing re the functions and membership of the CPC to be shared and discussed at team meetings;</p> <p>Newsletter after each CPC summarising topics discussed & decisions made</p> <p>Virtual 30/40-minute open session with members of CPC and staff from all agencies twice a year</p> <p>Ensure frontline managers in all agencies understand and promote the idea of a learning culture</p>	<p>Chair of CPC & Chair of C&F Strategic Group to discuss further</p> <p>Circulate to agencies</p> <p>Circulate by email</p> <p>Arrange and publicise events</p> <p>Members of the CPC ensure that all frontline managers are aware of the CPC's vision of a learning culture & staff are given protected time for learning. Consider multi-agency development session(s) for frontline managers</p>	<p>Multi-agency Group identified to progress work</p> <p>Completed</p> <p>4 Newsletters circulated & on website</p> <p>One event has taken place. Another will be arranged Sept/Oct 23</p> <p>Completed</p>
<p>Learning Culture Staff have a range of opportunities to learn and improve. There is less reliance on formal training and increased opportunities for staff to feel involved and supported. Front line managers are committed to</p>	<p>1.Multi-agency training</p> <p>2.Multi-agency supervision – Core Group</p> <p>3.Multi-agency learning events / practitioner forums / discussions</p> <p>4.Multi-agency reflection “Are we getting it right for this child?”</p> <p>5.Single agency training / team</p>	<p>Multi-agency and single agency training will continue to be provided</p> <p>Practice & Training subcommittee will develop guidance for:</p> <ul style="list-style-type: none"> • multi-agency core group supervision / reflection; • practitioner forums/discussion groups; learning events and brief those identified by single agencies who will facilitate sessions or 	<p>Single & multi-agency training continues</p> <p>Information about research / podcasts / webinars / news reports / externally provided training is circulated weekly</p> <p>Two multi-agency practice reflection sessions have taken place</p> <p>QASE will report outcome of core group supervision pilot to CPC in Nov 23</p> <p>The introduction of the GIRFEC practitioner forum promotes</p>



reinforcing improvements and supporting staff. Practice change is embedded.	meetings and discussions <ul style="list-style-type: none"> • Single agency induction / e-learning / supervision. Practitioners taking responsibility for their own learning 	provide core group supervision. <ul style="list-style-type: none"> • Learning events will focus on sharing good practice as well as lessons learned when cases do not go well. 	networking and the continuum of support from early intervention to child protection intervention
Quality Assurance There are a range of mechanisms to identify areas of good practice and areas for improvement. Front line practitioners are involved	<ul style="list-style-type: none"> • Multi-agency quality assurance activity – QASE subcommittee • Reviewing Officer QA – functioning of CPCCs; quality of plans and core group reports; identification of themes and good practice; ensuring the voices of children are heard. • Single agency quality assurance of reports and practice. Supervision. Themes and learning needs identified 	<ul style="list-style-type: none"> • Strengthen QA role of Reviewing Officers. • The activity of the QASE subcommittee is informed by: Single agency identification of themes/issues/good practice; Themes / issues / good practice identified at IRD; Management Information; Issues / themes / good practice identified in local and national Learning Reviews. • Involve multi-agency practitioners in QA activity 	Current QASE observations of CPCCs and new CP procedures provide an opportunity to reinforce the QA role of ROs & strengthen the functioning of CPPMs, ensuring the focus is on risk analysis and planning, that families' strengths are considered and they are fully involved in the planning. Management Information is analysed and reported to every CPC IRD Review Group reports to CPC every 6 months Recent QA activity has involved reflection with practitioners
Participation of Children and Young People	Involve children and young people in a meaningful way in planning and developing services and practice	<ul style="list-style-type: none"> • Consider role of ROs in ensuring C & YP's views have been sought and are considered at CP Planning meetings. • Provision of advocacy for C & YP at CP Planning meetings. • Consider how existing young people's groups such as Having Your Say and Pupil Councils could be involved at a strategic level in developing services and practice. 	Advocacy is promoted at all planning meetings Having Your Say meets on a regular basis and held a consultation event re mental health and poverty in Nov 22. Children's rights officer for court ordered contact when children have an experience of domestic abuse and coercive control, to provide their views to the sheriff in child welfare hearings. A children's rights working group is a well-established multiagency group at senior level progressing a co-ordinated approach to children's rights and participation. A children's rights network is being established which will consist of young people and will be supported by the working group.
Assessment and Planning	Ensure robust assessment & planning at an earlier stage.	<ul style="list-style-type: none"> • Develop local guidance/report templates; • Provide training and learning materials to support improvement; • Identify staff to facilitate professional discussion/reflection when required; • Review and streamline screening groups 	Updated guidance circulated to staff
Consistent use of assessment framework & tools where neglect is a concern.	Adopt the Assessment of Care Toolkit used in the rest of the Lothians	Provide training for appropriate groups of staff	Training is being provided
Staff have access to up to date CP procedures and guidance	Procedures will be updated in line with National Guidance	Staff are fully briefed re changes	Procedures have been updated and are waiting sign off. The Vulnerable Pregnancy Service remit and referral process is being reviewed to ensure timely assessment to inform early planning.



Practice and Training

The CPC is committed to promoting multi-agency training and events in order for practitioners to develop an understanding of each other's roles, develop trust, share a common approach to child protection work, accept responsibility and share good practice. Training has been provided for foster carers and multi-agency staff including;

- Risk Assessment Training
- Vulnerable Babies
- Protecting children with a disability
- Online Safety
- CSE

A Child Protection Awareness Raising package is used by private nurseries, the third sector and council services enabling them to deliver their own introduction to child protection. Education staff receive an annual child protection refresh.

The Child Protection Practice and Training Subcommittee met quarterly and discussed child protection practice issues raised by frontline practitioners; developed new training; updated existing training; responded to consultations when appropriate and is linked to the National Child Protection Learning and Development Group via the Lead Officer and the training lead for NHS Lothian. Training has been delivered virtually and face to face in the last 12 months.

In line with the CPC's commitment to developing a learning culture and provide staff with different types of opportunities, child protection information including links to podcasts, webinars, research and reports is circulated weekly and there have been two multi-agency reflective practice sessions which considered learning from case reviews that have involved the death of infants and learning from case reviews where "hidden men" were highlighted as an issue. Following these sessions 7-minute briefings related to the topics were circulated to all agencies to promote discussion at team meetings/supervision.



Learning from Case Reviews

The Learning Review (LR) Subcommittee commissioned two Learning Reviews in the last 12 months. One has been completed and an Executive Summary will be published in the next few months along with an Executive Summary of a Significant Case Review, which was completed a couple of years ago but due to an ongoing court case could not be published earlier. The scope of the second Learning Review has been restricted on the advice of the Procurator Fiscal and will start in August 2023.

The actions to address the findings of all case reviews and quality assurance activity are incorporated into the CPC's Improvement Plan. Some of the findings will result in culture change which will take time and reinforcement on an ongoing basis to embed into practice.

Quality Assurance

The Child Protection Quality Assurance and Self-Evaluation (QASE) Subcommittee is responsible for audit and evaluation of child protection work using the CPC's [Quality Assurance Framework](#). The Management Information Group (MIG) analyses management information on a quarterly basis.

There have been two significant elements of quality assurance activity over the reporting period to improve multi-agency child protection practice. Firstly, building on work which resulted in the production of a multi-agency core group report for 6-monthly review case conferences and the desire for staff in all agencies to participate in reflective supervision, core group supervision has been piloted for the last 9 months and will be evaluated later this year.

Secondly, members of the subcommittees have been observing case conferences, using a template designed to record areas of good practice and areas for improvement. A number of case reviews had highlighted issues with child protection planning. The results of the observation activity, the introduction of new child protection procedures and feedback from Chairs of case conferences provides the opportunity to revise the structure of the child protection planning meetings to ensure that risk analysis is robust and children and families are better involved in developing plans.

Subcommittee members identified a large number of case conferences where parental mental health was noted as a concern but was not addressed in the Child Protection Plan. Members of the subcommittee have been meeting with case conference participants where this concern has



been noted to reflect on what people's understanding of parental mental health is, what impact they thought it had on the child and how it was addressed in the plan. The results of these reflection sessions will be discussed later in the year.

The subcommittee considers the circumstances when children's names have been re-registered within a short period of time and attempted to identify what interventions led to successful outcomes for children. Whilst it proved impossible to identify specific interventions or services which led to improved outcomes for children, the importance of children and their families having good working relationships with professionals and parental willingness to change were identified as critical factors leading to improved outcomes for children.

The quality and outcomes of Inter-agency Referral Discussions are reviewed on a regular basis by a multi-agency review group. This work and any themes identified are reported to the CPC on a 6-monthly basis.

Public Information, Engagement and Participation

The CPC will:

- ensure & demonstrate that its work is informed by the perspectives of children, young people and their families;
- develop, implement and regularly review a communications strategy that includes:
 - raising awareness so that members of the public, including children and young people, know what child protection means and what to do if they have a concern for a child or young person
 - explain and promote the role of services in protecting children and young people
 - engage with local communities to raise awareness of indicators of concern
 - increase understanding of the role that communities and all adults have in protecting children and young people
 - involve children, young people and families in its design and delivery taking account of new and emerging risks
 - ensure that children & young people are involved in the development and implementation of the CPC's public information and communication strategy



The CPC has a communication strategy and plan. At the point of transition from primary to secondary school parents are given information about child sexual exploitation. Child protection information is available for the public and professionals on the Public Protection website. Social Media and the Public Protection website have been used to promote any national messages/campaigns from Child Protection Committees Scotland or other organisations such as Police Scotland.

Strategic Planning and Connections

The CPC will:

- ensure strong and robust strategic planning links to wider integrated children's services planning arrangements in order to ensure that the need for support and protection of children and young people can be comprehensively met;
- link effectively with other multi-agency partnerships and structures locally, regionally and nationally, including Chair and Lead officer participation in Child Protection Committees Scotland.

The CPC has robust links with other planning fora in West Lothian. Some review and quality assurance findings are being addressed by the Children and Families Strategic Group e.g. findings related to GIRFEC and wider planning for children. The involvement of children and young people in child protection processes is being taken forward by the Corporate Parenting Group. Members of the CPC and its subcommittees are also members of a variety of other strategic groups ensuring strategic planning links. The CPC responds to national consultations and ensures that practitioners or managers attend national events that are available to all.

The Chair and Lead Officer attend Child Protection Committees Scotland (CPCS) meetings and the Lead Officer is a member of the Neglect Subcommittee of CPCS, the National Learning and Development Group, the National Lead Officer Group, the National Guidance Implementation Community of Practice and a Care Inspectorate Reference Group for Quality Assurance.

Following focus group feedback, members of the CPC will meet with multi-agency staff twice a year and a newsletter is produced, circulated and available on the website after every CPC.



CHILD PROTECTION MANAGEMENT INFORMATION

The Management Information Group (MIG) analyses data quarterly, considering trends and exploring anomalies and reporting to the CPC and COG.

Number and rate per 1,000 (0-15 population) of initial and pre-birth case conferences by local authority with the same procedures

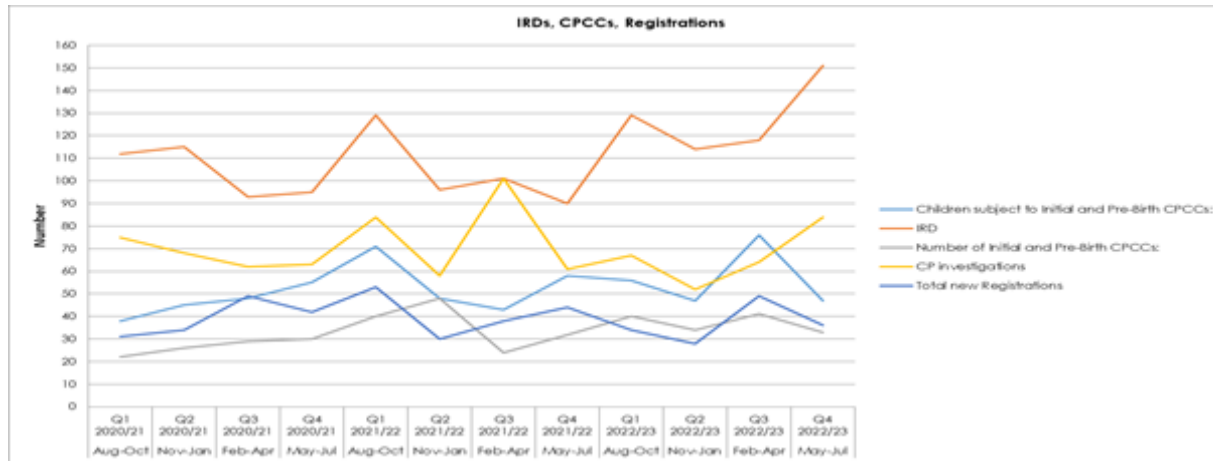
Local Authority	2020		2021		2022	
	Number	Rate	Number	Rate	Number	Rate
West Lothian	209	6.2	190	5.4	227	6.5
Midlothian	114	6.3	103	5.6	99	5.4
East Lothian	74	3.8	58	2.9	77	3.9
City of Edinburgh	199	2.5	200	2.5	175	2.2
Scotland	5100	5.6	4536	5.0	4135	4.5

Number and rate per 1,000 (0-15 population) of registrations following a case conference by local authority with the same procedures

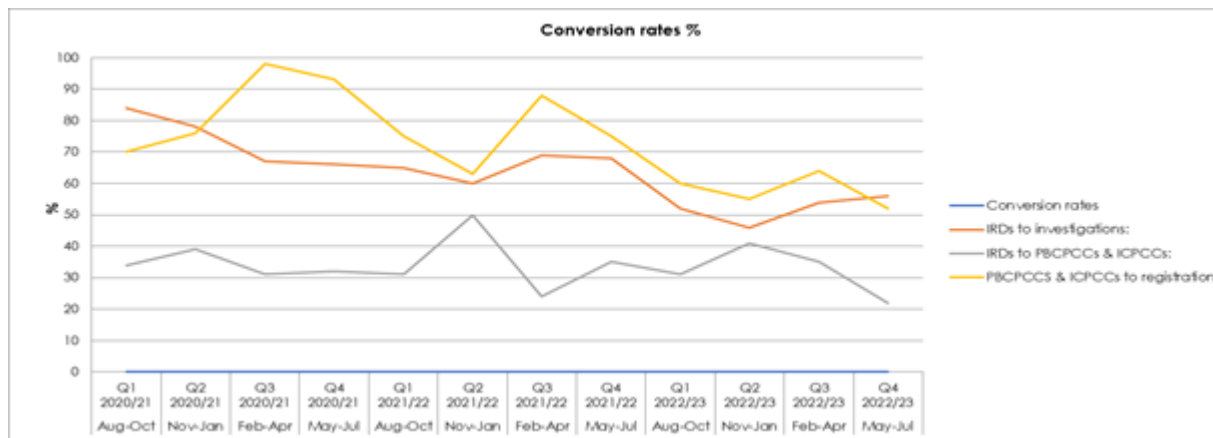
Local Authority	2020		2021		2022	
	Number	Rate	Number	Rate	Number	Rate
West Lothian	164	4.7	153	4.4	172	4.9
Midlothian	96	5.3	83	4.5	58	3.2
East Lothian	64	3.2	50	2.5	73	3.7
City of Edinburgh	178	2.2	166	2.1	162	2.1
Scotland	3967	4.3	3459	3.8	3286	3.6



West Lothian Data



An increase in IRDs and investigations has been noted, contrasting with a decreasing rate of IRDs resulting in case conferences and subsequently child protection registration. The QASE subcommittee intends to consider the information again once data from the observations of CPCCs is available.





Re-registrations

	Aug-Oct	Nov-Jan	Feb-Apr	May-Jul	Aug-Oct	Nov-Jan	Feb-Apr	May-Jul
	Q1 21/22	Q2 21/22	Q3 21/22	Q4 21/22	Q1 22/23	Q2 22/23	Q3 22/23	Q4 22/23
Within 3 months	0	1	0	0	0	0	0	0
Within 6 months	2	0	3	0	0	0	2	1
in 12 months	2	2	0	0	0	0	2	1
Within 24 months	0	2	1	0	1	2	1	0

MIG considers all cases where children's names have been taken off the register but further concerns have resulted in re-registration to consider whether there is anything that can be learnt from the circumstances of each case.

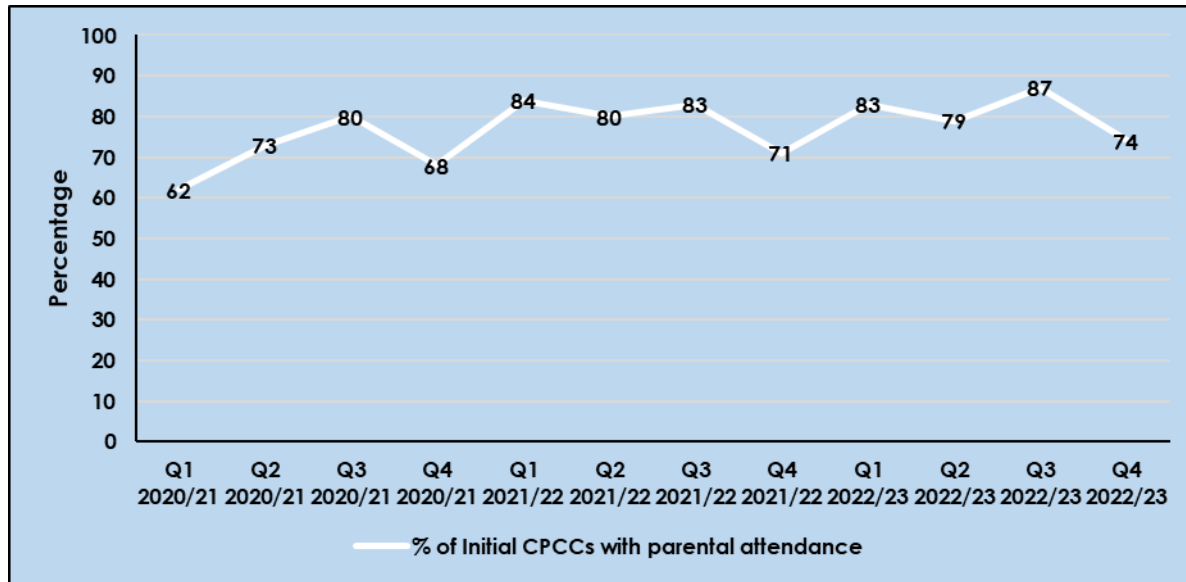
Concerns noted at CPCCs

	Aug-Oct	Nov-Jan	Feb-Apr	May-Jul	Aug-Oct	Nov-Jan	Feb-Apr	May-Jul	Aug-Oct	Nov-Jan	Feb-Apr	May-Jul
	Q1 20/21	Q2 20/21	Q3 20/21	Q4 20/21	Q1 21/22	Q2 21/22	Q3 21/22	Q4 21/22	Q1 22/23	Q2 22/23	Q3 22/23	Q4 22/23
Child Placing Themselves at Risk	0	0	0	1	0	0	0	1	1	2	3	1
Child Sexual Exploitation	2	3	0	0	2	3	0	0	0	1	0	0
Domestic Abuse	16	25	32	28	16	25	32	28	43	12	27	29
Emotional Abuse	23	30	30	28	23	30	30	28	36	12	36	31
Neglect	8	14	23	13	8	14	23	13	26	14	20	25
Non-Engaging Family	3	6	24	19	3	6	24	19	17	9	19	11
Parental Alcohol Misuse	12	7	9	11	12	7	9	11	19	10	8	5
Parental Drug Misuse	15	14	12	16	15	14	12	16	14	10	18	10
Parental Mental Health Problems	20	27	22	32	20	27	22	32	35	15	29	25
Physical Abuse	24	32	27	25	24	32	27	25	43	15	25	32
Sexual Abuse	3	2	2	4	3	2	2	4	2	2	0	4
Trafficking	0	0	0	0	0	0	0	0	0	0	0	0
Other Concern	8	13	3	2	8	13	3	7	10	3	3	6

Neglect, physical and emotional abuse are the most common types of abuse impacting on young people in West Lothian. There are also a high number of children living with parents whose mental health is a significant risk factor and living in households where domestic abuse is an issue. The QASE subcommittee will be considering five cases where young people are at risk of significant harm due to a parent's mental health.



Parental attendance at Initial CPCCs



The CPC is keen to explore the reasons why case conferences go ahead without parental attendance and what the barriers to parental attendance may be. Parents may choose whether the meetings are face to face or virtual.

CONCLUSION

The CPC views the implementation of the National Child Protection Guidance, with revised local child protection procedures, as an opportunity, over the next few years, to embed best practice, lessons learned through the pandemic and from quality assurance activity, case reviews and feedback to ensure that staff in all agencies feel supported, well equipped for working with children and their families and that outcomes for children are the best they can be.



IMPROVEMENT PLAN 2023 – 2025

Objective	What are we going to do?	How will we do it?	Timescale	Responsibility	How will we know?
<p>LEADERSHIP & VISION Leadership is required at all levels to promote a learning culture. Practice change is embedded.</p>	<p>Newsletter after each CPC summarising topics discussed & decisions made</p> <p>Consider how Bairns' Hoose principles can be developed in West Lothian</p> <p>"Meet the CPC" events</p> <p>Managers in all agencies promote the idea of a Learning Culture</p>	<p>By email and publish on website</p> <p>Consider application to the Thematic Fund to progress readiness for national implementation. Learn from pilot areas</p> <p>Virtual or face to face events focused on a theme or combined with, for example feedback from a Learning review</p> <p>Time for learning, reflection or training is prioritised</p>	<p>Quarterly</p> <p>April 25</p> <p>Twice a year</p> <p>Dec 2024</p>	<p>Lead Officer CPC members Bairns' Hoose Working Group</p>	<p>Staff report having a clear understanding of the roles and responsibilities of the CPC and COG.</p>
<p>Learning Culture Staff have a range of opportunities to learn and improve. There is less reliance on formal training and increased opportunities for staff to feel involved and supported. Front line managers are committed to reinforcing improvements and supporting staff. Practice change is embedded.</p>	<p>Multi-agency supervision – Core Group</p> <p>Training</p> <p>Multi-agency learning events / practitioner forums / discussions</p> <p>Multi-agency reflection "Are we getting it right for this child?" professionals' meetings</p>	<p>Feedback from the core group supervision pilot informs next steps</p> <p>Multi and single agency training is provided</p> <p>Single agency training/team meetings and discussions</p> <p>Single agency induction / e-learning / supervision.</p> <p>Practitioners taking responsibility for their own learning</p> <p>Practitioner forums / discussion groups / learning events offer staff the opportunity to reflect and learn from each other</p> <p>Consider when & how multi-agency supervision may be provided in "well-being" cases</p>	<p>Learning Culture is established by Dec 2024 incorporating a hierarchy of single and multi-agency provision</p>	<p>All agencies CPC COG Lead Officer GIRFEC Working Group</p>	<p>Staff understand West Lothian's vision for protecting children. They are updated regularly about the work of the CPC.</p> <p>Staff report that learning events; opportunities for group supervision and reflection enhance practice; improve working relationships and ensure best practice is embedded. Staff feel supported & equipped to fulfil their role.</p> <p>Quality Assurance activity confirms that practice change leads to better outcomes for children and young people.</p> <p>Working relationships between professionals, children and families are respectful and</p>
<p>Quality Assurance There are a range of mechanisms to identify areas of good practice and areas for improvement. Front line</p>	<p>QASE subcommittee continues with multi-agency QA activity, enhancing the learning from case reviews; exploring identified themes & trends; makes recommendations to the CPC re practice improvements, ensuring the</p>	<p>The activity of the QASE subcommittee is informed by:</p> <ul style="list-style-type: none"> • Single agency identification of themes/issues/good practice; • Themes / issues / good practice identified at IRD; • Management Information; • Issues / themes / good practice 	<p>July 25</p>	<p>Members of QASE CPC All agencies</p>	<p>Quality Assurance activity confirms that practice change leads to better outcomes for children and young people.</p> <p>Working relationships between professionals, children and families are respectful and</p>



practitioners are involved	<p>voices of children & families are heard.</p> <p>Single agency quality assurance of reports and practice. Supervision. IRD Review group identifies best practice and themes</p>	<p>identified in local and national Learning Reviews</p> <ul style="list-style-type: none"> Involving multi-agency practitioners in QA activity <p>A strength- based approach to planning, meaningfully involving children and families is developed</p>			<p>inclusive</p> <p>Children and their families have a stake in improving outcomes.</p>
Updated CP procedures and guidance	Update Procedures in line with National Guidance	<p>Opportunities to enhance practice, streamline processes and issue clear practice guidance are taken</p>	April 24	CPC members	Staff are familiar with new procedures and practice guidance
Participation of Children and Young People	Involve children and young people in a meaningful way in planning and developing services and practice	<ul style="list-style-type: none"> Ensure C & YP's views have been sought and are considered at CP Planning & Child's Planning meetings. Provision of advocacy for C & YP at CP Planning meetings. Ensure that the views of existing young people's groups such as Having Your Say and Pupil Councils inform the development of services and practice. Encourage CYP involvement at their planning meetings, Identify & break down barriers to ensure attendance is possible. 	Ongoing	CPC members	<p>Children and Young People's voices are heard at meetings affecting their lives.</p> <p>Children and YP are involved in developing services.</p>
Assessment and Planning Multi-agency GIRFEC Guidance	Ensure robust assessment and planning at an earlier stage.	<ul style="list-style-type: none"> Develop local guidance/report templates; Provide training and learning materials to support improvement; Identify staff to facilitate professional discussion/reflection when required; Review and streamline screening groups 	April 24	<p>Chair of GIRFEC Planning Group</p> <p>Chair of C&F Strategic Planning Group</p> <p>CPC members</p>	<p>There is a seamless transition between GIRFEC & child protection</p> <p>Staff are clear about their roles and responsibilities</p> <p>Children and young people have one plan. Meetings are kept to a minimum</p>