



**Perth & Kinross
CPC & Single Service / Agency
Child Protection
Learning and Development Pathways
2018-2021**

**Getting it Right
in Perth and Kinross**
Helping children be the best they can be

What to do if you are worried about a child or young person?

If you are worried or concerned about a child or young person you should contact the Perth and Kinross Child Protection and Duty Team or the Police:

Perth and Kinross Child Protection and Duty Team (24 hours)	01738 476768
Police Non-Emergency Number	101
In an Emergency	Call 999

Document Control

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Purpose

This paper pulls together the single service / agency and the inter-agency child protection learning and development pathways within Perth and Kinross. This is a dynamic document which will continue to grow and develop.

This paper has been published by the Perth and Kinross CPC Practice Improvement Working Group.

National Context

National Guidance for Child Protection in Scotland 2014

In 2014 The Scottish Government refreshed their National Guidance for Child Protection in Scotland originally published in 2010.

Part 2 of the National Guidance for Child Protection in Scotland 2014 Guidance describes in detail, the role, remit, responsibilities and business functions for all Child Protection Committees (CPCs) across Scotland.

The Guidance summarises these business functions as **continuous improvement; strategic planning; and public information and communication**. This includes a business function for Learning and Development.

Policy Extract

Continuous Improvement – Learning and Development

In terms of Learning and Development, the 2014 National Guidance states:

“The importance of professional judgement in dealing with the risk and uncertainty of child protection situations means that training must be a core consideration. Multi-agency training is an essential component in building common understanding and fostering good working relationships, which are vital to effective child protection. Child Protection Committees are well placed to help develop and deliver such training. Training on a single and an inter-agency basis can help develop the core skills needed to support effective inter-disciplinary working both on actual cases of abuse and on prevention and post-abuse programmes. Child Protection Committees should make sure mechanisms are in place for the delivery and evaluation of local training initiatives.

In 2012, the Scottish Government published a national framework for child protection learning and development. The purpose of the framework is to set out a common set of skills and standards for workers to ensure the delivery of a consistently high standard of support to children and young people across the country. The main aim is to strengthen the skills and training of professionals and improve the advice and tools available to them in assessing, managing and minimising risks faced by some of our most vulnerable children and young people.

Individual agencies are responsible for ensuring that their staff are competent and confident in carrying out their responsibilities for safeguarding and promoting children's wellbeing. Child Protection Committees should develop training programmes that complement and build on the work already done by individual agencies and which embrace multi-agency training needs among the staff of the agencies concerned. Different staff groups will have different skill sets, knowledge and responsibilities and staff from all agencies should be confident about their own roles and how these fit into the wider picture. Child Protection Committees need to identify collective training needs on an ongoing basis, responding quickly to any gaps highlighted by inspection reports, significant case reviews or other sources, working in collaboration with single agencies which may have their own training responsibilities.

Child Protection Committees should have an overview of the training needs of all staff involved in child protection activity, including:

- Staff with a particular responsibility for protecting children, such as Lead Professionals, Named Persons or other designated health and education practitioners, police, social workers and other practitioners undertaking child protection investigations or working with complex cases. They will need a thorough understanding of working together to promote, support and safeguard the wellbeing of all children and young people.*
- Other staff who work directly with children, young people and parents/carers and who may be asked to contribute to assessments, for example children's group workers. This group will need a fuller understanding of how to work together to identify and assess concerns, and how to plan, undertake and review interventions.*
- Other staff who have regular contact with children as part of their job, for example school bus drivers. These staff are well placed to recognise signs of abuse and raise concerns about a child's wellbeing and should understand their responsibility to share such concerns appropriately.*
- Those in regular contact with parents/ carers, who are well placed to identify where a parent's or carer's behaviour may impact on a child. This group must be aware of their responsibility to consider such issues and know what they should do if they are concerned about a child's wellbeing.*

Training and development for managers is also essential, at both operational and strategic levels. As well as "foundation level" training, this may include training on joint planning and investigations, chairing multi-disciplinary meetings, supervision and support of staff, and decision-making. Some managers will also need training on the conduct of significant case reviews.

Training may be delivered more effectively if there is collaboration across local areas, especially where local policing divisions or health service boundaries span more than one local authority area. The content of training should reflect the principles, values and processes set out in national guidance on work with children and families as well as local

protocols. It should be relevant to different groups from the statutory, third and other sectors, including volunteers, and be regularly reviewed and updated in the light of research and practice experience. A number of resources are available to assist staff development and training and some of these can be found in Appendix B.

Child Protection Committees are responsible for publishing, implementing and reviewing an inter-agency child protection training strategy.”

The National Framework for Child Protection Learning and Development in Scotland 2012

In December 2012, the Scottish Government published the National Framework for Child Protection Learning and Development in Scotland 2012.

This guidance complements the National Guidance for Child Protection in Scotland 2014 and provides a useful framework for meeting learning and development needs of three specific workforce groups:

- The **general contact workforce** group
- The **specific contact workforce** group and
- The **intensive contact workforce** group

It also identifies overall roles and responsibilities in protecting Children and Young People and highlights the core competences, knowledge and skills required by different workforce groups.

Policy Extract

The general contact workforce

“The general contact workforce is defined in this Framework as those who, as part of their job are likely to come into contact with children, young people and other family members. The frequency of the contact will vary, but these workers will not usually be involved in any in-depth personal work with them. However, these workers need to have the confidence and awareness to recognise when a child or young person may be in need of protection, and how to respond.”

The specific contact workforce

“The specific contact workforce is defined in this Framework as those who: carry out direct work with children, young people or other family members; and/or form more in-depth relationships with them; and / or provide specific services to them. These workers may carry out regular work with a child, young person or adult (although this will not always be the case). Contact may take place in the home or another setting (e.g. an office, school, community facility etc.). It may involve one to one work, or work in a group. These workers may be asked to contribute to the risk assessment and risk management process and may be involved in providing ongoing support to some children, young people and other family members. These workers require the competences, knowledge and skills associated with the general contact workforce, and some additional competences, knowledge and skills to reflect the nature of their involvement with children, young people and their families”.

The intensive contact workforce

“The intensive contact workforce is defined in this Framework as those who have specific designated responsibility for child protection issues as part of their role (e.g. where this is linked to their post, or where they are the Named Person or Lead professional); and/or those who will be involved in undertaking child protection investigations or working with complex cases (e.g. providing particular forms of support relating directly to child protection). These workers require the competences, knowledge and skills associated with the general and specific contact workforces, but need additional competences, knowledge and skills to carry out their tasks”.

Local Context

Perth and Kinross CPC Practice Improvement Working Group is compliant with the requirements specified in Part 2 of the National Guidance for Child Protection in Scotland (Scottish Government 2014), in particular paragraphs 158 to 164, which specifies the CPC’s business functions for Learning and Development.

Perth and Kinross Child Protection Committee have been working to implement the National Framework for Child Protection Learning and Development in Scotland 2012 since December 2012.

CPC Practice Improvement Working Group – Role and Remit

In summary the role and remit of the CPC Practice Improvement Working Group is to promote single and multi-agency quality assurance, self-evaluation and continuous improvement and to support, promote and empower good child protection practice.

Members of the CPC Practice Improvement Working Group have a **specific** Role, Remit and Responsibility in respect of Learning and Development.

In respect of Learning and Development the CPC Practice Improvement Working Group role and remit is:

- Ensure single services / agencies have in place their own child protection staff learning and development programmes;
- Ensure single service / agency and inter-agency child protection staff learning and development programmes are developed; delivered; quality assured and evaluated;
- Ensure inter-agency child protection staff learning and development programmes complement and build on the work already done by individual services / agencies;
- Ensure single service / agency child protection staff learning and development needs are identified on an ongoing basis and respond quickly to gaps identified by initial case reviews; significant case reviews; inspection reports and other inquiry reports and
- Ensure an inter-agency child protection staff learning and development framework is in place; quality assured, reviewed and evaluated.

Child Protection Learning and Development Pathways

The CPC Practice Improvement Working Group asked partners services / agencies to identify their single service / agency child protection learning and development pathways for all staff, particularly those members of staff working with children, young people and families.

The CPC Practice Improvement Working Group also identified and mapped out their suggested inter-agency child protection learning and development pathway, which aims to support, complement, but not replace single service/agency child protection learning and development pathways.

Individual Child Protection Learning and Development Pathways

This paper pulls together the following self-explanatory child protection learning and development pathways:

- CPC Inter-Agency Child Protection Learning and Development Pathway
- ECS (Services for Children Young People and Families) Staff Child Protection Learning and Development Pathway
- *ECS (Schools) Staff Child Protection Learning and Development Pathway*
- Housing and Environment Staff Child Protection Learning and Development Pathway
- Health and Social Care Partnership Staff Child Protection Learning and Development Pathway
- Police Scotland Child Protection Training and Staff Development Pathways
- NHS Tayside Child Protection Training and Staff Development Pathways

Whilst a number of these child protection learning and development / training and staff development pathways are similar in nature, there are discreet differences between and across the various services and agencies.

Further child protection learning and development pathways will be incorporated into this paper as necessary.

Child Protection Committee Inter – Agency Child Protection Learning and Development Pathway

GENERAL CONTACT
WORKFORCE

SPECIFIC CONTACT
WORKFORCE

INTENSIVE CONTACT
WORKFORCE

Your Service / Agency Child Protection Induction Provision

Your Service / Agency Child Protection
Learning and Development Pathway

Essential Protecting People E-learning Modules

Child Wellbeing and Protection Course

Working with Children and Families Affected
by Parental Substance Use (GOPR) Course

Inter-Agency Working
in Child Protection Course

Child Sexual Exploitation (CSE) Course

Child Protection Case Conferences Course

Working with Non-Engaging Families Course

Foundation
Programme

Other Child Protection Learning and Development Opportunities
as identified with Line Manager

ECS (Services for Children, Young People and Families) Staff Child Protection Learning and Development Pathway

GENERAL CONTACT
WORKFORCE

SPECIFIC CONTACT
WORKFORCE

INTENSIVE CONTACT
WORKFORCE

Perth & Kinross Council / Service Child Protection Induction Provision

Follow the CPC Inter – Agency Child Protection Learning and
Development Pathway for your Workforce Contact Group

Chronologies of Significant Events for
Children and Young People
Practice Workshop

Online Risks to Children and
Young People Course

EngageME E-Learning Modules

Foundation Programme in Child Protection &
Wellbeing (Advanced) Course

Court Skills Training

Joint Investigative
Interview Training

PG Certificate in
Child Welfare
and Protection

Other Child Protection Learning and Development Opportunities /
Award Bearing Courses as identified with Line Manager

ECS (Schools and Nurseries) Staff Child Protection Learning and Development Pathway

**GENERAL CONTACT
WORKFORCE**

**SPECIFIC CONTACT
WORKFORCE**

**INTENSIVE CONTACT
WORKFORCE**

Perth & Kinross Council / Service Child Protection Induction Provision

Follow the CPC Inter–Agency Child Protection Learning and Development Pathway for your Workforce Contact Group

Staff providing the Named Person Service and / or undertaking the role of Designated Child Protection Officer should follow the specific pathway as detailed below

Staff Providing the Named Person Service

1. Essential Protecting People E-Learning Modules
2. Child Wellbeing and Protection Course
3. Inter-Agency Working in Child Protection Course
4. Training for Staff Providing the Named Person Service Training Course
5. Other Child Protection Learning and Development Opportunities as identified with Line Manager

Staff in the Role of Designated Child Protection Officer

1. Essential Protecting People E-Learning Modules
2. Child Wellbeing and Protection Course
3. Inter-Agency Working in Child Protection Course
4. Designated Child Protection Officer Course
5. Other Child Protection Learning and Development Opportunities as identified with Line Manager

Housing & Environment Staff Child Protection Learning and Development Pathway

**GENERAL CONTACT
WORKFORCE**

**SPECIFIC CONTACT
WORKFORCE**

**INTENSIVE CONTACT
WORKFORCE**

Perth & Kinross Council / Service Child Protection Induction Provision

Follow the CPC Inter – Agency Child Protection Learning and
Development Pathway for your Workforce Contact Group

Other Child Protection Training Courses and Learning Events

Health and Social Care Staff Child Protection Learning and Development Pathway

GENERAL CONTACT
WORKFORCE

SPECIFIC CONTACT
WORKFORCE

INTENSIVE CONTACT
WORKFORCE

Essential Protecting People E-Learning Modules

Protecting People Course

Child Wellbeing and Protection Course

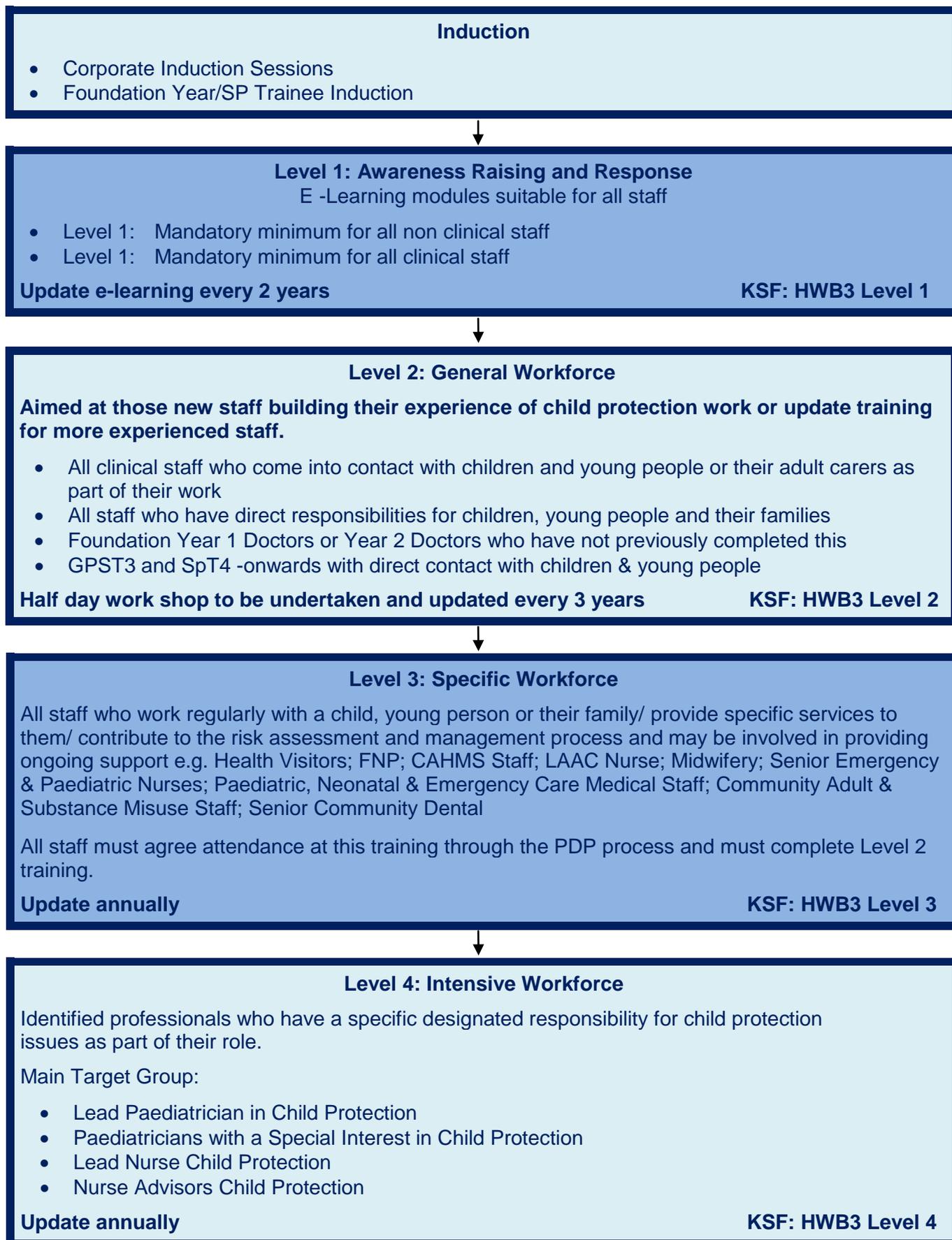
Working with Children and Families Affected
by Parental Substance Use (GOPR) Course

Child Sexual Exploitation Course

Other Child Protection Learning and
Development Opportunities
as identified with Line Manager

NHS Tayside Staff Child Protection Training and Staff Development Pathway

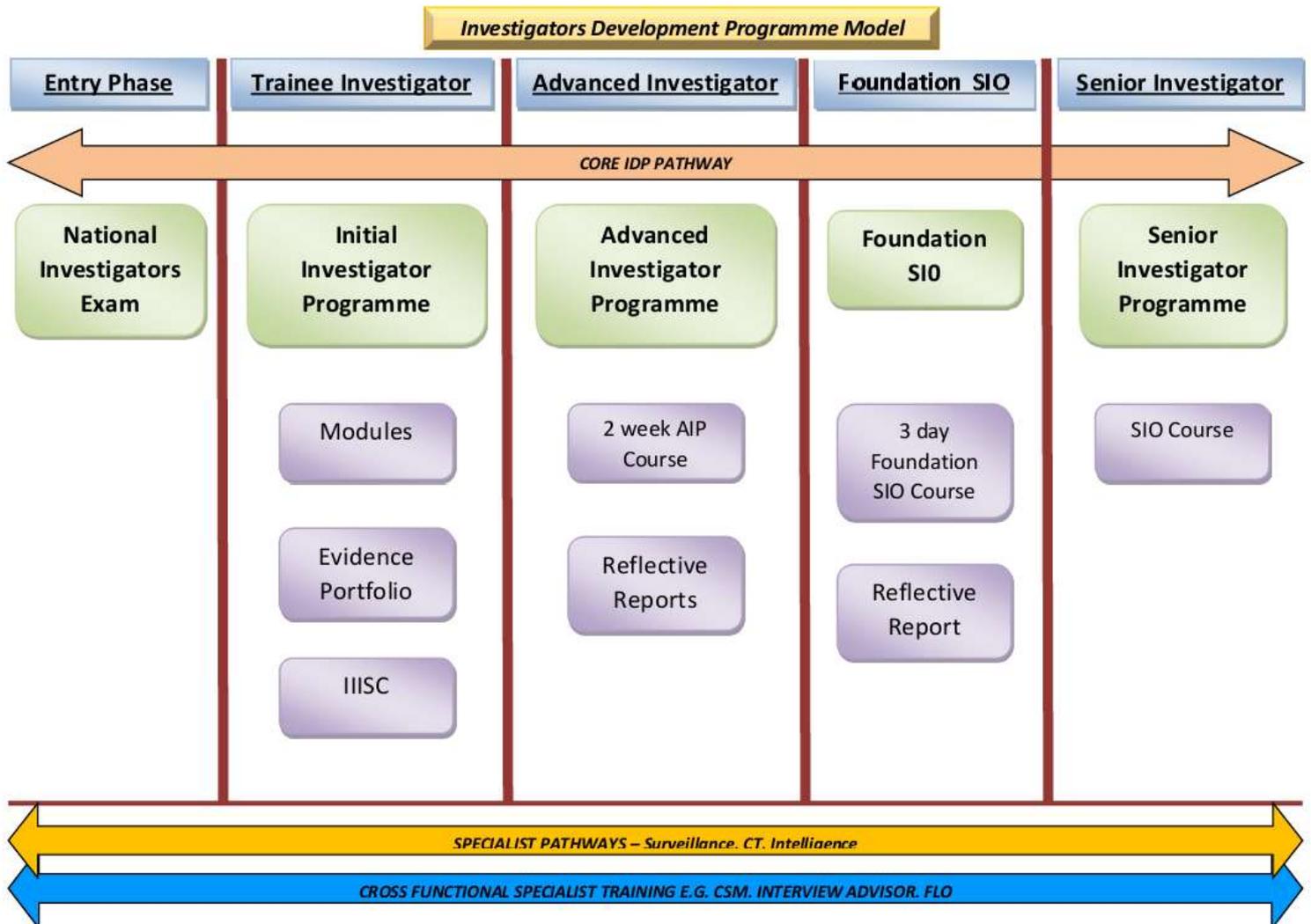
NHS Tayside Child Protection Training Levels Explained



Police Training and Staff Development Pathway

The Police Scotland *Investigators Development Programme Model* for specialist investigators (Public Protection Unit and Criminal Investigation Department) includes Child Protection Learning and Development.

Specific Joint Investigative Interview training is jointly co-ordinated and delivered locally across Tayside.



Inter-Agency GIRFEC and Child Protection Learning and Development Opportunities and Courses

Every year the Perth and Kinross Child Protection Committee publish a [CPC & ECS Annual Inter– Agency Child Protection Learning and Development Programme](#). The programme runs from August to July each year. The Annual Inter-Agency Child Protection Learning and Development Programme is an evidence-based demonstration of our strategic, collective approach and commitment to GIRFEC and Child Protection learning and development for all practitioners and managers across the public, private and third sectors across Perth and Kinross.

Inter-Agency Child Protection Learning and Development opportunities are available to browse in the [CPC & ECS Annual Inter– Agency Child Protection Learning and Development Programme](#). All opportunities will be highlighted on the Perth and Kinross CPC Child Protection [What's New in Child Protection? Web Page](#) and by way of regular Training Flyers.

Applications for Inter-Agency GIRFEC and Child Protection Learning and Development Opportunities and Courses

Should you wish to secure a place on any one of these learning and development training courses you should visit the [ECS Learning Hub Website](#) or the [Protecting People through Learning and Development](#) Web Page of the Perth and Kinross Council Website where you will find details how to apply for the courses listed within this programme.

Any general queries regarding course availability, dates or applications should be directed to:

**The ECS Learning Hub
Perth & Kinross Council
Education & Children's Services
2 High Street
Perth
PH1 5PH**

Web: www.ecslearninghub.org.uk

E-Mail: ECSlearninghub@pkc.gov.uk

Tel: 01738 476345 / 476277