



**Perth and Kinross  
CPC Inter-Agency Child Protection  
Learning and Development Strategy  
2018 – 2021**

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

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## 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:*

|  |                     |
|--|---------------------|
| <b>Perth and Kinross Child Protection and Duty Team – (24 hours)</b> | <b>01738 476768</b> |
| <b>Police Non-Emergency Number</b>                                   | <b>101</b>          |
| <b>In an Emergency</b>   | <b>Call 999</b>     |

### Document Control

| <b>Perth and Kinross Child Protection Committee</b> |  |
|---|--|
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## Table of Contents

|  |           |
|--|-----------|
| <b>Introduction .....</b>  | <b>4</b>  |
| <b>Strategic Objectives .....</b>  | <b>5</b>  |
| <b>Individual Responsibilities Single Services and Agencies.....</b>   | <b>5</b>  |
| <b>Perth and Kinross CPC Practice Improvement Working Group.....</b>   | <b>6</b>  |
| Role and Remit for Learning and Development.....   | 6         |
| Membership .....   | 6         |
| <b>Perth and Kinross CPC and ECS Annual Inter-Agency Child Protection Learning and Development Programme.....</b>                      | <b>7</b>  |
| <b>Perth and Kinross CPC Protocol for the Allocation of Inter–Agency Child Protection Learning and Development Course Places .....</b> | <b>7</b>  |
| <b>Perth and Kinross CPC Protocol for the Evaluation of Inter-Agency Child Protection Learning and Development-Courses .....</b>       | <b>8</b>  |
| <b>Data Protection.....</b>  | <b>8</b>  |
| <b>The National Framework for Child Protection Learning and Development in Scotland 2012 .....</b>                                     | <b>9</b>  |
| The general contact workforce.....   | 9         |
| The specific contact workforce.....  | 9         |
| The intensive contact workforce .....  | 10        |
| <b>Local Training Pathways .....</b>   | <b>10</b> |
| <b>National Child Protection Learning and Development Group .....</b>  | <b>10</b> |
| <b>Tayside Child Protection Learning and Development Group.....</b>  | <b>10</b> |
| <b>Central and North Scotland CPC Consortium .....</b>   | <b>11</b> |

## Introduction

Perth and Kinross Child Protection Committee (CPC), in partnership with constituent services, agencies and other stakeholders in the public, private and third sectors across Perth and Kinross, has developed this three year CPC Inter-Agency Child Protection Learning and Development Strategy for 2018 – 2021.

This strategy is robust and ambitious. This strategy replaces all previous CPC Inter-Agency Child Protection Training Strategies. This strategy does not replace any existing single service and / or agency child protection training and / or learning and development strategies. On the contrary, it aims to complement and support them. This strategy aims at delivering a more competent and confident workforce and ultimately to deliver better outcomes to children and young people across Perth and Kinross.

Perth and Kinross CPC has published this strategy as an evidence-based demonstration of its strategic approach and commitment to inter-agency child protection learning and development opportunities for all practitioners and managers across the public, private and third sectors across Perth and Kinross. It also evidences our commitment to staff child protection learning and development by way of continuous professional development and improvement by means of lifelong learning.

This strategy provides a strategic overview of our collective approach to inter-agency child protection learning and development across Perth and Kinross and is supported by the:

- [Perth and Kinross Children, Young People and Families' Partnership](#)
- [Perth and Kinross Child Protection Committee \(CPC\)](#)
- [Perth and Kinross CPC Practice Improvement Working Group](#)
- [Perth and Kinross CPC & Single Service / Agency Child Protection Learning and Development Pathways 2018-2021](#)
- [Perth and Kinross CPC Protocol for the Allocation of Inter – Agency Child Protection Course Places 2018 – 2021](#)
- [Perth and Kinross CPC Protocol for the Evaluation of Inter – Agency Child Protection Learning and Development Courses 2018 – 2021](#)
- [Perth and Kinross CPC & ECS Annual Inter – Agency Child Protection Learning and Development Programme](#)
- Perth and Kinross Child Protection Inter-Agency Coordinator
- Perth and Kinross ECS GIRFEC Development Officer and
- Perth and Kinross ECS Child Protection Learning and Development Officer

## Strategic Objectives

In compliance with the [National Guidance for Child Protection in Scotland 2014](#) and the [National Framework for Child Protection Learning and Development in Scotland 2012](#) the strategic objectives of this strategy across Perth and Kinross are as follows:

1. To provide a strategic framework, common understanding and collective approach to inter-agency child protection learning and development opportunities.
2. To develop a competent and confident workforce by the provision of inter-agency child protection learning and development opportunities that complement existing single agency child protection staff development provisions.
3. To ensure that all workers have the necessary core competences, key knowledge, skills and values to deliver a consistently high standard of support to children and young people.
4. To provide good quality, evidence-based, inter-agency child protection learning and development opportunities which are robust, fit for purpose, highly evaluated and regularly quality assured.
5. To contribute towards the care and protection of children, young people and their families by promoting the principles of early identification, intervention and support, reflective of the GIRFEC practice model and approach.

## Individual Responsibilities Single Services and Agencies

Across Perth and Kinross, all services and / or agencies in the public, private and third sectors remain responsible for the induction, learning and continuous professional development of their staff. This is particularly relevant to all staff, paid or unpaid, who work directly with children and families. This remains a single service and / or agency responsibility and this strategy complements, but does not, replace that requirement.

Perth and Kinross CPC and the CPC Practice Improvement Working Group will provide all single service and / or agencies with advice and guidance on basic child protection learning and development for staff. This will be supported by access to three [Essential Protecting People E-Learning Modules](#): *Child Protection*; *GIRFEC* and *Adult Support and Protection* along with access to CPC Inter-Agency Child Protection Learning and Development Opportunities / Courses per the [Perth and Kinross CPC Protocol for the Allocation of Inter – Agency Child Protection Course Places 2018 – 2021](#) and the [Perth and Kinross CPC & ECS Annual Inter – Agency Child Protection Learning and Development Programme](#).

Perth and Kinross CPC and the CPC Practice Improvement Working Group will also require all services and / or agencies to provide them with regular updates on the type of child protection learning and development opportunities and programmes they provide to staff.

## Perth and Kinross CPC Practice Improvement Working Group

The CPC Practice Improvement Working Group is one of a number of CPC Working Groups and Short Life Working Groups (SLWGs), which reports directly to the Perth and Kinross Child Protection Committee (CPC). Established in 2017, the group meets bi-monthly, at least six times per annum.

The summary 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.

The CPC Practice Improvement Working Group and its constituent members have a **specific** role, remit and responsibility in respect of Child Protection learning and development.

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

The CPC Practice Improvement Working Group will have ownership of this strategy.

### Role and Remit for Learning and Development

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

1. To ensure single services / agencies have in place their own child protection staff learning and development programmes.
2. To ensure single service / agency and inter-agency child protection staff learning and development programmes are developed; delivered; quality assured and evaluated.
3. To ensure inter-agency child protection staff learning and development programmes complement and build on the work already done by individual services / agencies.
4. To 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.
5. To ensure an inter-agency child protection staff learning and development framework is in place; quality assured, reviewed and evaluated.

### Membership

Core membership includes representation from:

- Perth and Kinross Council Education and Children's Services

- Perth and Kinross Council Education Services
- Perth and Kinross Council Services for Children, Young People and Families
- Perth and Kinross Council Services for Young People
- Perth and Kinross Council Housing and Environment Services
- Perth and Kinross Health and Social Care Partnership
- Perth and Kinross Voluntary Sector Child Protection Forum
- Perth and Kinross Alcohol and Drug Partnership
- Perth and Kinross Adult Protection Committee
- Police Scotland
- NHS Tayside
- Perth and Kinross Independent Schools Child Protection Group
- Perth and Kinross Child Protection Inter-Agency Coordinator
- Perth and Kinross ECS GIRFEC Development Officer and
- Perth and Kinross ECS Child Protection Learning and Development Officer.

## **Perth and Kinross CPC and ECS Annual Inter-Agency Child Protection Learning and Development Programme**

Perth and Kinross Child Protection Committee and the CPC Practice Improvement Working Group will publish a [CPC & ECS Annual Inter– Agency Child Protection Learning and Development Programme](#) by 31 July each year.

Once published, it will be widely circulated and promoted by members of the CPC and CPC Practice Improvement Working Group across Perth and Kinross. Inter-Agency Child Protection Learning and Development opportunities will also be highlighted on the [Perth and Kinross CPC Child Protection Website – What’s New Page](#), on the [ECS Learning Hub](#) web pages and by way of regular Training Flyers.

## **Perth and Kinross CPC Protocol for the Allocation of Inter– Agency Child Protection Learning and Development Course Places**

The CPC Learning and Development Sub Group have published the [CPC Protocol for the Allocation of Inter – Agency Child Protection Course Places 2018 – 2021](#). This will ensure that a fair, even and consistent approach is maintained when allocating places on forthcoming courses. This Protocol will be closely monitored to ensure compliance. It will be operated in partnership with the Perth and Kinross ECS Learning Hub.

# Perth and Kinross CPC Protocol for the Evaluation of Inter-Agency Child Protection Learning and Development Courses

The CPC Practice Improvement Working Group have published the [CPC Protocol for the Evaluation of Inter-Agency Child Protection Learning and Development Courses 2018 – 2021](#). From time to time, the CPC Practice Improvement Working Group will monitor and evaluate inter-agency child protection learning and development courses to ensure they are compliant with the strategic objectives specified in this strategy.

All delegates attending inter-agency child protection learning and development courses are required to complete an exit / on-the-day evaluation report. Evaluation reports will be collated and regularly reviewed by the Child Protection Inter-Agency Coordinator.

Delegates attending inter-agency child protection learning and development courses may be selected to complete a post-course / workplace evaluation report. These will be issued between three months and six months after participants have completed an inter-agency child protection learning and development course. These will measure the impact of inter-agency child protection courses on practice in the workplace. Evaluation reports will be collated and regularly reviewed by the Child Protection Inter-Agency Coordinator.

## Data Protection

Personal information provided by applicants when applying for Inter-Agency Child Protection Learning and Development opportunities will be used by Perth and Kinross Council on behalf of the Perth and Kinross CPC to register and process applications and quality assure learning and development opportunities. All personal information will be deleted from our records / database on completion and evaluation of the Annual Inter-Agency Child Protection Learning and Development Programme.

Personal information will be retained and stored securely in strict compliance of the General Data Protection Regulation (GDPR) and The Data Protection Act 2018.

Where appropriate, information may be shared with partner organisations; groups; service representatives; internal and external training facilitators and Line Managers – but only for the purposes of processing, delivering and quality assuring our learning and development courses and ensuring the wellbeing and protection of children and young people.

Perth and Kinross Council may check information provided by you, or information about you provided by a third party, with other information held by Perth and Kinross Council. Perth and Kinross Council may also get information from certain third parties or share personal information with them in order to verify its accuracy, prevent or detect crime, protect public funds or where required by law.

**For further information, please look at our website [www.pkc.gov.uk/dataprotection](http://www.pkc.gov.uk/dataprotection) or email [dataprotection@pkc.gov.uk](mailto:dataprotection@pkc.gov.uk) or phone 01738 477933.**

# 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.

## 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 Training Pathways**

The CPC Practice Improvement Working Group has developed the [CPC and Single Service / Agency Child Protection Learning and Development Pathways 2018 – 2021](#) for all practitioners and managers across Perth and Kinross. The Learning and Development Pathways support the approach being advocated by this strategy and wider Inter-agency Child Protection Learning and Development Framework.

## **National Child Protection Learning and Development Group**

Perth and Kinross CPC and the CPC Practice Improvement Working Group are also affiliated to the National Child Protection Learning and Development Group. Terms of Reference have been agreed. All CPC Training or Learning and Development Officers across Scotland are invited to attend this Group. This Group meets nationally on a regular basis and promotes shared learning and good practice.

Perth and Kinross CPC and the CPC Practice Improvement Working Group will be represented on this national group by the Perth and Kinross ECS Child Protection Learning and Development Officer.

## **Tayside Child Protection Learning and Development Group**

The Tayside Child Protection Learning and Development Group comprises of representatives from the Angus, Dundee and Perth and Kinross CPCs and / or CPC Sub Groups tasked with staff learning and development. There is also representation from NHS Tayside and support from Police Scotland. Terms of Reference have been agreed.

The Tayside Learning and Development Group promotes a joint, shared and consistent approach towards child protection learning and development across Tayside. The Tayside Learning and Development Group delivers more specialist and / or complex inter-agency child protection learning and development courses as and when required and / or commissioned to do so.

Perth and Kinross CPC and the CPC Practice Improvement Working Group will be represented on this regional group by the Perth and Kinross ECS Child Protection Learning and Development Officer.

## **Central and North Scotland CPC Consortium**

Perth and Kinross CPC is part of the Central and North Scotland Child Protection Committee Consortium which comprises the Child Protection Committees covering Aberdeen City, Aberdeenshire, Angus, Clackmannanshire, Dundee City, Falkirk, Fife, Highland, Moray, Perth & Kinross and Stirling. Terms of Reference have been agreed.

The Consortium CPC Chairs and CPC Lead Officers meet quarterly and the Consortium provides a further opportunity for collaboration and cooperation, particularly in terms of Staff Learning and Development. Perth and Kinross CPC and the CPC Practice Improvement Working Group will be represented on this regional group by the Perth and Kinross CPC Chair and the Child Protection Inter-Agency Coordinator.