



Fife Child Protection Committee

Fife Child Protection Committee
Annual Plan
1st April 2009 - 31st March 2010

"child protection is everybody's job...it's our job"

www.fifechildprotection.org.uk

Fife Partnership...strengthening Fife's future

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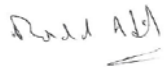
1. Preface by Chief Officers

Once again, we the Chief Officers of the Fife Chief Officers' Public Safety Group are pleased to support the Fife Child Protection Committee Annual Plan for 2009 – 2010. It continues to demonstrate our individual and collective commitment to child protection here in Fife, where we believe that child protection is ***“everyone’s job and everyone’s responsibility”***.

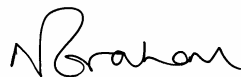
Building on the successful outcomes in the Annual Plan for 2008/09, this years plan presents a furthermore focused programme of work for the year ahead and builds on the significant policy developments so far implemented and to ensure they are embedded into every day child protection practice. It also concentrates on developing our self evaluation and quality assurance agenda as we strive towards continuous improvement, all aimed at protecting the most vulnerable children and young people in our communities. It will promote equality and diversity and the need to measure impact and outcomes. In keeping with last year’s plan, it is both challenging and ambitious.

Over the last year we have continued to demonstrate our collective commitment to child protection here in Fife by further strengthening the CPC Support Team. We have increased their capacity by appointing a Quality Assurance and Development Officer and a part time Support Assistant. We have also taken the opportunity to review the Governance Arrangements for Child Protection, which continues to reflect national guidance and to strengthen our collective accountability and wider public protection responsibilities in terms of vulnerable adults and offender management. We recognise also the importance of linking into the integrated approach set out in Fife’s Single Outcome Agreement with the Scottish Government.

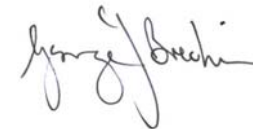
We continue to acknowledge that good partnership working is essential to ensure that our work remains child centred, fit for purpose and delivers better outcomes for vulnerable children and young people. We are confident that this Annual Plan will deliver on its objectives, provide additional tools for all practitioners and ultimately better outcomes for vulnerable children and young people. We will continue to scrutinise the progress of this Annual Plan throughout 2009/10 and monitor its outcomes.



Ronnie Hinds
Chief Executive
Fife Council



Norma Graham
Chief Constable
Fife Constabulary



George Brechin
Chief Executive
NHS Fife

2. Foreword by Chair of CPC

In my capacity as Chair of Fife Child Protection Committee, I am pleased to present to you, our third CPC Annual Plan for 2009 – 2010.

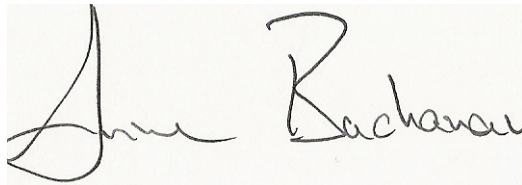
This Plan sets out, in some detail, our collective working objectives for the year ahead and continues to demonstrate our strategic approach to child protection across Fife. It fully reflects the nine core business requirements specified for CPCs, as set out in ***Protecting Children and Young People: Child Protection Committees (Scottish Executive 2005)***. More importantly, it demonstrates our commitment to self evaluation, quality assurance and continuous improvement – aimed at providing better outcomes for vulnerable children and young people.

Last year was, without doubt, a significant year for Fife Child Protection Committee. In October and November 2008, the HMIE Services for Children Unit carried their Joint Inspection of our individual and collective child protection services across Fife, which resulted in publication of the Inspection Report towards the end of April 2009. Whilst it identified many strengths and areas of good practice here in Fife, it also highlighted areas of practice which need improvement; participation by children and families, information sharing, assessment, planning and monitoring.

All of this has resulted in us publishing our Child Protection Improvement Plan which is being actively taken forward and monitored by the Fife Child Officers' Public Safety Group. This represents a substantial programme of improvements, some of which will be delivered quickly, or in the medium term, whilst others will require longer term investment in service development and staff training. Nevertheless, we are totally committed to this improvement agenda and this Annual Plan, supports, but does not replace that Improvement Plan.

This is the second, and the last Annual Plan I am presenting to you as Chair. In terms of our own Governance Arrangements, my term of office, as Chair comes to an end in June 2009. This remains a very challenging and demanding role and we have taken the opportunity recently, to critically review this office, in terms of protected time and capacity. As a result, the Fife Chief Officers' Public Safety Group has supported the need to move towards an Independent Chair, that process is now well underway and is in keeping with similar developments elsewhere.

I am pleased to have been given this opportunity and extend my sincere thanks to all those involved in this very demanding and challenging work and to those who have supported me during my term of office. I commend this CPC Annual Plan for 2009 – 2010 to you accordingly.

A handwritten signature in black ink on a light-colored background. The signature is written in a cursive style and reads "Anne Buchanan".

Anne Buchanan
Chair of the Child Protection Committee

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Guardian	CPC Lead Officer
Version Number	1.0
Effective from	1 st April 2009
Review Date	31 st March 2010

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3. Vision for Children and Young People

Our vision for children and young people in Fife continues to be set out in the Fife Children's Services Plan 2009 – 2011 which states that:-

“We want every child, young person and their families, particularly those in vulnerable circumstances, to live in a healthy, safe, home environment, within strong communities free from prejudice, poverty, exclusion and discrimination, to enable them to achieve their full potential and contribute positively to their communities throughout their lives.”

The Fife Children's Services Plan 2009 – 2011 is based upon this vision and upon the principle that:-

“Children are best protected by identifying the strengths that exist for them at home, in their extended families, schools and in their communities, and by building on these strengths to enable them to continue to live within their communities wherever possible.”

Underpinning all of this is our individual and collective aim of promoting a culture whereby ***“child protection is everyone's job and everyone's responsibility”*** irrespective of role.

Agencies in Fife continue to work together to achieve positive outcomes for children and young people and this Annual Plan supports this approach.

4. Policy Context

Underpinning this Annual Plan there continues to be a strong evidence - based national policy context, which has informed both the development of this Annual Plan and its objectives and outcomes.

By way of summary, the following are considered to be the most significant policy developments which Fife Child Protection Committee fully supports and endorses:-

- **Scottish Office (1997) Circular SWSG 14/97 Child Protection: Local Liaison Machinery – Child Protection Committees**
- **Scottish Office (1998) Protecting Children – A Shared Responsibility: Guidance on Inter-Agency Co-operation**
- **Scottish Executive's (Government 2002) Audit and Review Report entitled *“It's everyone's job to make sure I'm alright”***
- **Scottish Executive (Government) Child Protection Reform Programme 2003 – 2006**
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- **Scottish Executive (Government 2004) Protecting Children and Young People: The Charter**
- **Scottish Executive (Government 2004) Protecting Children and Young People: Framework for Standards**
- **Scottish Executive (Government 2005) Protecting Children and Young People: Child Protection Committees**
- **HMIE Services for Children Unit (2006): Self Evaluation and Quality Indicators Framework: *“How well are children and young people protected and their needs met?”***
- **HMIE Services for Children Unit (2009): *“How Well Do We Protect Children and Meet Their Needs?”***
- **Scottish Government *Getting it Right (for every child) Initiatives***
- **Scottish Government Strategic Objectives (May 2007)**
 - **Wealthier and Fairer**
 - **Healthier**
 - **Smarter**
 - **Greener**
 - **Safer and Stronger**
- **Scottish Government and COSLA Concordat 2008 – 2011**
- **Scottish Government and COSLA Early Years Strategy 2008**
- **Scottish Government (2008) The Road to Recovery: A New Approach to Tackling Scotland’s Drug Problem**

5. Links with Other Plans

Fife Child Protection Committee acknowledges that child protection cannot be considered in isolation and cuts across all business areas across all services and agencies in the public, private and voluntary sectors. We therefore define child protection broadly and are acutely aware of the impact domestic abuse, substance misuse etc have on the safety and well being of children and young people. We also acknowledge the connection to the wider public protection agency in terms of vulnerable adults and offender management. Early identification, intervention and

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support underpin our collective approach, in keeping with the above dynamic policy context and with the principles of *Getting it Right for Every Child*.

In addition to the national policy context, Fife Child Protection Committee recognises that this Annual Plan links with and has a relationship to other specific Plans. **Most importantly, this Annual Plan runs in parallel with, and fully supports, our Child Protection Improvement Plan 2009 following the HMIE Child Protection Inspection of 2008.**

Links with other Plans include the following:-

Scottish Government and COSLA Concordat 2008 – 2011

- National Outcome 8 – We have improved the life chances for children, young people and families at risk
 - National Indicator 9 – Increase the overall proportion of area child protection committees receiving positive inspection reports

Fife's Community Plan: A Stronger Future for Fife/Fife Council Single Outcome Agreement (SOA)

- Improving Health and Wellbeing In Fife – Healthier Environment and Community Wellbeing
 - Vulnerable people (including older people, young people and children) supported in their communities
- Making Fife's Communities Safer – Less abuse of Woman and Children
 - Better provision, protection and prevention in relation to sexual and domestic abuse
 - Improved awareness, co-operation and prevention in relation to the abuse, neglect and harm of children

Fife Children's Services Plan 2009 – 2011 and the Monitoring and Evaluation Framework

- Monitoring and Evaluation Framework – Safer and Stronger (Child Protection a priority focus area for integrated children's services)
 - What difference have we made – CPC Annual Plan 2009 – 2010 Work Streams

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Fife Constabulary Policing Plan 2009 – 2010

- Tackling Crime
- Being there for the Community
- Safer Neighbourhoods
- Building on Success
-

Fife Constabulary Force Strategic Assessment 2009 – 2010

- Sexual Crime and Child Protection

Fife's Joint Health Improvement Plan 2007 – 2010

- Early Years and Childhood
 - Better protection from injury, abuse and exploitation at home, at school and in the community for children and young people

Fife Council Plan 2007 – 2011

- Targeting support to vulnerable people
 - Safely maintain more vulnerable adults, young people and children in communities –
 - Providing high standards of support and protection to children and young people at risk
 - Delivering earlier intervention to children, young people, adults and families affected by drug and alcohol abuse

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6. Format of the Plan

The Annual Plan is organised around the 9 specified business functions for Child Protection Committees. For each business function the Annual Plan highlights the requirements of the CPC and the relevant standard from the Framework for Standards publication (2004). Objectives and specific work streams are then listed for each function. **This year we have developed and included a number of performance management outcomes aimed at measuring effectiveness and impact.**

7. Functions of the Child Protection Committee

The business functions for Child Protection Committees continues to be as specified in the **Scottish Executive (Government) (2005) Protecting Children and Young People: Child Protection Committees**, which are:-

- Public Information
- Policies, Procedures and Protocols
- Management Information
- Quality Assurance
- Promotion of Good Practice
- Training and Staff Development
- Communication and Co-operation
- Planning and Connections
- Involving Children and Young People and their Families

Public Information

Protecting Children and Young People: Child Protection Committees (Scottish Executive Guidance 2005)

CPCs are required to produce and disseminate public information about protecting children and young people.

Each CPC will: develop, implement and regularly review a communications strategy that includes the following elements:

- raising awareness of child protection issues within communities, including children and young people;
- promoting the work of agencies in protecting children to the public at large; and
- providing information about where members of the public will go if they have concerns about a child and what could happen.

CPCs will determine the level of public knowledge of and confidence in child protection systems within their area and address any issues as required within their business plans.

Protecting Children and Young People: Framework for Standards (Scottish Executive Guidance 2004)

Standard 7.2

Agencies provide information about:

- what professionals do to protect and care for children; and
- who to contact when parents and members of the community have concerns and how to do this.

Standard 7.3

Agencies work with parents and the public to:

- raise awareness about and promote the safety and protection of children;
- support vulnerable families and raise children's confidence and self-esteem;
- advise on how the community can help in the protection of children; and
- have strategies in place to do so.

What is our Objective?	How will we do it?	When will we do it by?	Who will take responsibility?	What resources will we need to do it?	How will we know that it has been achieved?
Raise basic awareness and understanding of child protection in the community and provide advice on what to do if anyone is worried about a child	Develop and publish our CPC Information and Advice Leaflet for Children and Families on the Child Protection Process	By 30 th June 2009	Quality Assurance Sub Committee and Quality Assurance and Development Officer	Quality Assurance Sub Committee and Quality Assurance and Development Officer	Publication
	Develop and publish a series of CPC public media articles on “<i>what to do if you are worried about a child</i>”	Ongoing from 1 st April 2009	CPC and Lead Officer	CPC, Fife Council Customer Relations and Lead Officer	Publication
Promote the profile of the Fife Child Protection Committee	Promote the Fife Child Protection Website	Ongoing from 1 st April 2009	CPC and Lead Officer	CPC and Lead Officer	Number of Website Visits/Hits
	Publish and distribute our CPC Annual Plan for 2009 – 2010	By 29 th June 2009	CPC and Lead Officer	CPC and Lead Officer	Publication
	Hold our CPC Annual Conference 2009	By 31 st January 2010	CPC and Lead Officer	CPC, Quality Assurance Sub Committee, Training Sub Committee, CPC Support Team	Conference Evaluation and Feedback from Delegates

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Policies, Procedures and Protocols

Protecting Children and Young People: Child Protection Committees (Scottish Executive Guidance 2005)

Clear and robust inter-agency procedures are vital to the protection of children and young people.

Each CPC will:

- ensure that constituent agencies have in place their own up to date policies and procedures;
- regularly develop, disseminate and review inter-agency policies and procedures; and
- ensure that protocols are developed around key issues where there is agreement that this is required.

Protecting Children and Young People: Framework for Standards (Scottish Executive Guidance 2004)

Standard 8.1

The needs and risks for the child come first in all professional decision making.

Agencies have in place:

- policies;
- procedures;
- systems;
- structures; and
- resources and personnel to support this.

Standard 8.2

Agencies rigorously monitor and review their work in protecting children and implement steps which lead to continuous improvement.

What is our Objective?	How will we do it?	When will we do it by?	Who will take responsibility?	What resources will we need to do it?	How will we know that it has been achieved?
Promote the protection of children and young people across and between all agencies by developing single and inter-agency child protection policies	Review and implement our CPC Inter – Agency Child Protection Guidelines 2009 and Self Learning Pack (Carried forward from 2008/2009)	By 31 st August 2009	CPC and CPC Training Sub Committee	CPC and CPC Training Sub Committee	Publication and Implementation
	Publish and implement our CPC Policy and Practitioners Guide for Protecting Children Living in Families with Parental Substance Misuse (Carried forward from 2008/2009)	By 31 st August 2009	CPC, Quality Assurance Sub Committee and CPC Training Sub Committee	CPC, Quality Assurance Sub Committee and CPC Training Sub Committee	Publication and Implementation
	Review and implement our revised CPC Significant Case Review Protocol	By 31 st May 2009	CPC, Quality Assurance Sub Committee and Lead Officer	CPC, Quality Assurance Sub Committee and Lead Officer	Publication and Implementation
	Review and implement our revised CPC Quality Assurance Strategy	By 31 st May 2009	CPC, Quality Assurance Sub Committee and Quality Assurance and Development Officer	CPC, Quality Assurance Sub Committee and Quality Assurance and Development Officer	Publication and Implementation
	Review and implement our revised CPC Inter – Agency Referral Discussion (IRD) Protocol	By 31 st May 2009	CPC, Quality Assurance Sub Committee and Lead Officer	CPC, Quality Assurance Sub Committee and Lead Officer	Publication and Implementation

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Management Information

Protecting Children and Young People: Child Protection Committees (Scottish Executive Guidance 2005)

CPCs will have an overview of management information from all key agencies about their work to protect children and young people.

Each CPC will:

- have an overview of information relating to children and young people on the Child Protection Register;
- receive regular management information reports, which include analysis of trends;
- identify and address the implications of these reports for services; and
- ensure that these reports inform the inter-agency child protection strategy.

Protecting Children and Young People: Framework for Standards (Scottish Executive Guidance 2004)

Standard 8.9

Agencies have robust information systems that effectively account for the work of their staff and have systems to support the monitoring and review of outcomes for the child.

What is our Objective?	How will we do it?	When will we do it by?	Who will take responsibility?	What resources will we need to do it?	How will we know that it has been achieved?
Share and exchange a range of management and statistical information across and between all agencies to protect children and young people, to identify trends and patterns and to inform inter-agency child protection strategy	Examine and review our bi-annual CPC Agreed MIS/Statistical Core Data Set (June and December)	June 2009 and December 2009	CPC and Quality Assurance Sub Committee	CPC, Quality Assurance Sub Committee and Quality Assurance and Development Officer	Data Set Reports Considered
	Develop our Inter-Agency Analytical Ability/Capacity further (quantitative and qualitative)	Ongoing from 1 st April 2009	CPC and Quality Assurance Sub Committee	CPC, Quality Assurance Sub Committee and Quality Assurance and Development Officer	Statistical Reports Published and Considered

Quality Assurance

Protecting Children and Young People: Child Protection Committees (Scottish Executive Guidance 2005)

Whilst individual agencies have responsibility for quality assurance within their own agencies, CPCs have responsibility for the development and implementation of inter-agency quality assurance mechanisms. **Each CPC will:**

- agree, implement and review multi-agency quality assurance mechanisms for inter-agency work, including auditing against the Framework for Standards;
- ensure that these quality assurance mechanisms directly contribute to the continuous improvement of services to protect children and young people;
- contribute to the preparation for the integrated system of inspection of child protection services;
- consider the findings and lessons from the inspection process nationally and in relation to the inspection of their area; and
- report on the outcome of these activities, and make recommendations, to the Chief Officer Group, who are accountable overall for the quality of services including child protection systems.

Protecting Children and Young People: Framework for Standards (Scottish Executive Guidance 2004)

Standard 8.10

Agencies have quality assurance mechanisms to ensure that these standards are met and that this can be demonstrated.

What is our Objective?	How will we do it?	When will we do it by?	Who will take responsibility?	What resources will we need to do it?	How will we know that it has been achieved?
<p>Deliver a consistently high quality inter-agency child protection service which continually improves and ensures the protection of children and young people</p>	<p>Publish and implement the provisions of the Fife Child Protection Improvement Plan post the HMIE SFCU Inspection</p>	<p>From 1st April 2009 – 31st March 2010</p>	<p>Chief Officers' Public Safety Group, Child Protection Committee, Quality Assurance Sub Committee and Training Sub Committee</p>	<p>Child Protection Committee, Quality Assurance Sub Committee and Training Sub Committee</p>	<p>Improvement Plan Fully Implemented</p>
	<p>Develop and implement a revised CPC Quality Assurance/ Self Evaluation Process (based on the revised HMIE Quality Indicators) with various inter-connected work streams</p>	<p>By 31st August 2009</p>	<p>Quality Assurance Sub Committee, Lead Officer and Quality Assurance and Development Officer</p>	<p>Quality Assurance Sub Committee, Lead Officer and Quality Assurance and Development Officer</p>	<p>Evidence-Based Self Evaluation Reports Published</p>
	<p>Develop and implement our CPC Implementation Cycle for all CPC Policies, Procedures and Protocols</p>	<p>By 31st July 2009</p>	<p>CPC, Quality Assurance Sub Committee, Lead Officer and Quality Assurance and Development Officer</p>	<p>CPC, Quality Assurance Sub Committee, Lead Officer and Quality Assurance and Development Officer</p>	<p>Publication and Implementation</p>
	<p>Work in partnership with HMIE in advance of the planned follow up Inspection in April 2010</p>	<p>By 31st March 2010</p>	<p>CPC, Quality Assurance Sub Committee and CPC Support Team</p>	<p>CPC, Quality Assurance Sub Committee and CPC Support Team</p>	<p>Evidence-Based Self Evaluation Reports Published</p>

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Promotion of Good Practice

Protecting Children and Young People: Child Protection Committees (Scottish Executive Guidance 2005)

CPCs have a responsibility to identify and promote good practice, address issues of poor practice and encourage learning from practice.

Each CPC will:

- have in place mechanisms to identify and disseminate lessons from past and current practice, including systematic reviews of significant cases;
- ensure that these lessons directly inform training and staff development; and
- identify opportunities to share these lessons more widely.

Protecting Children and Young People: Framework for Standards (Scottish Executive Guidance 2004)

Standard 6.6

Professionals keep up to date with relevant legislation, research, good practice and guidance and agencies support them to do so.

What is our Objective?	How will we do it?	When will we do it by?	Who will take responsibility?	What resources will we need to do it?	How will we know that it has been achieved?
Promote and share understanding, learning and good practice across all agencies to enhance the protection of children and young people	Develop and publish our CPC Practitioners Information Guide for Child Protection Case Conferences	By 31 st May 2009	Quality Assurance Sub Committee and Quality Assurance and Development Officer	Quality Assurance Sub Committee and Quality Assurance and Development Officer	Publication
	Examine emerging Inspection, Inquiry and Significant Case Review Reports to identify lessons learned, good practice and areas for improvement, to ensure they are embedded into practice across Fife	Ongoing from 1 st April 2009	Lead Officer, Quality Assurance Sub Committee and Quality Assurance and Development Officer	Lead Officer, Quality Assurance Sub Committee and Quality Assurance and Development Officer	Publication and Dissemination

Training and Staff Development

Protecting Children and Young People: Child Protection Committees (Scottish Executive Guidance 2005)

Training and staff development for those working with children and families must be undertaken at both a single agency and inter-agency level, particularly in respect of child protection. CPCs are responsible for promoting, commissioning and assuring the quality and delivery of inter-agency training.

Each CPC will:

- have an overview of single agency child protection training and consider the implications for inter-agency training;
- plan, review and quality assure inter-agency training and development activities;
- have in place, and review at least annually, a programme for inter-agency child protection training; and
- ensure relevant, effective and consistent inter-agency training is provided for practitioners, managers, non-statutory agencies and for CPC members themselves.

Protecting Children and Young People: Framework for Standards (Scottish Executive Guidance 2004)

Standard 8.5

Agencies actively promote joint working through joint planning, training and monitoring arrangements. Agencies are responsible for ensuring that their staff work with other professionals to achieve better outcomes for each child.

Standard 8.6

Agencies seek to ensure that their staff are effectively and relevantly trained and that they are:

- supported;
- supervised; and
- accountable in their work.

Staff and managers adhere to their relevant codes of conduct.

What is our Objective?	How will we do it?	When will we do it by?	Who will take responsibility?	What resources will we need to do it?	How will we know that it has been achieved?
Build on existing skills to further develop a competent and confident workforce by way of inter-agency child protection training and staff development aimed at securing better outcomes for children and young people	Publish and implement our CPC Inter - Agency Child Protection Training Programme 2009 – 2010	Ongoing from 1 st April 2009	Training Sub Committee and CPC Support Team	Training Sub Committee, CPC Support Team and Training Facilitators	Publication and Implementation
	Increase the volume of our CPC Inter – Agency Child Protection Training Courses at all Levels	Ongoing from 1 st April 2009	Training Sub Committee and CPC Support Team	Training Sub Committee, CPC Support Team and Training Facilitators	Increased Course Availability
	Develop further our wide range of CPC Inter – Agency Child Protection Training Courses at all Levels	Ongoing from 1 st April 2009	Training Sub Committee	Training Sub Committee	Development and Implementation
	Develop and publish our CPC Inter-Agency Child Protection Training Evaluation Reports (Initial and Workplace Evaluation)	Ongoing from 1 st April 2009	Training Sub Committee and CPC Support Assistant	Training Sub Committee and CPC Support Assistant	Publication and Implementation
	Ensure that our CPC Introduction to Child Protection CD Rom and Child Protection Advice Card is made available to all new practitioners during their Induction	Ongoing from 1 st April 2009	Training Sub Committee	Training Sub Committee	Distribution

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Communication and Co-operation

Protecting Children and Young People: Child Protection Committees (Scottish Executive Guidance 2005)

Effective communication and co-operation, both within and between professions and agencies, is essential to the protection of children.

Each CPC will:

- demonstrate effective communication and co-operation at CPC level;
- actively promote effective communication and collaboration between agencies;
- identify and, wherever possible, resolve any issues between agencies in relation to the protection of children and young people;
- demonstrate effective communication with other inter-agency bodies;
- demonstrate effective communication about the work of the CPC with staff in constituent agencies; and
- identify opportunities to share knowledge, skills and learning with other CPCs.

Protecting Children and Young People: Framework for Standards (Scottish Executive Guidance 2004)

Standard 8.3

Agencies demonstrate they understand the needs of the communities they serve and direct sufficient resources to services for the care and protection of children.

Standard 8.4

Agencies have systems and policies in place to share information within and across agencies or professionals.

What is our Objective?	How will we do it?	When will we do it by?	Who will take responsibility?	What resources will we need to do it?	How will we know that it has been achieved?
Promote effective communication, collaboration and co-operation between stakeholders for the protection of children and young people	Develop further our partnership working with the Fife Children's Services Group	Ongoing from 1 st April 2009	CPC Chair and Lead Officer	CPC Chair and Lead Officer	Partnership Working Arrangements
	Ensure that the Fife Child Protection Committee, Quality Assurance Sub Committee, Training Sub Committee and CPC Support Team is competent, confident, efficient, effective and fully resourced	Ongoing from 1 st April 2009	CPC Chair and Lead Officer	CPC Chair and Lead Officer	Fully Resourced And Evaluated
	Continue to report directly to the Fife Chief Officers' Public Safety Group in terms of our Child Protection Governance Arrangements (2008)	Ongoing from 1 st April 2009	CPC Chair and Lead Officer	CPC Chair and Lead Officer	Engagement and Reporting

Planning and Connections

Protecting Children and Young People: Child Protection Committees (Scottish Executive Guidance 2005)

There needs to be clarity about where CPCs link into other multi-agency partnerships and structures. While this list is not exhaustive, these include:

- Children's Services Planning Structures;
- Community Planning structures;
- Other CPCs;
- Community Safety Partnerships;
- Drug and Alcohol Action Teams (DAAT) or their equivalent;
- Multi-Agency Partnerships on Domestic Abuse;
- Community Care Planning Structures;
- Child Care Partnerships;
- Voluntary Sector Fora where they exist;
- Youth Justice structures; and
- Developing Fora on Anti-Social Behaviour.

Each CPC will:

- clearly identify the key links that are required to be made with other bodies, and ensure that these links are made;
- in conjunction with other bodies, identify issues where either joint working would be beneficial or duplication could be avoided and ensure that action is taken to address these issues; and
- have in place, and regularly review the effectiveness of, joint protocols around particular identified issues.

Protecting Children and Young People: Framework for Standards (Scottish Executive Guidance 2004)

Standard 8.5

Agencies actively promote joint working through joint planning, training and monitoring arrangements. Agencies are responsible for ensuring that their staff work with other professionals to achieve better outcomes for each child.

What is our Objective?	How will we do it?	When will we do it by?	Who will take responsibility?	What resources will we need to do it?	How will we know that it has been achieved?
Ensure that effective inter agency planning and collaborative working partnerships are established and developed which add to the protection of children and young people	Fully integrate our CPC Annual Plan with other Plans/Partnerships across Fife	Ongoing from 1 st April 2009	CPC Chair and Lead Officer	CPC Chair and Lead Officer	Engagement and Integration
	Contribute effectively at the National CPC Chairs etc Forum and with the Scottish Government on Policy Developments	Ongoing from 1 st April 2009	CPC Chair and Lead Officer	CPC Chair and Lead Officer	Effective Engagement and Submissions

Involving Children and Young People and their Families

Protecting Children and Young People: Child Protection Committees (Scottish Executive Guidance 2005)

Protecting Children and Young People: The Charter reflects the voice of children and young people and what they feel they need, and should be able to expect, when they have problems or are in difficulty and need to be protected. This is a message to all of us – politicians, communities, parents, families, neighbours; as well as police, health, social work and education authorities; and people who work directly with children and young people – about what is important to them in how we go about helping to protect them.

The perspectives of children and young people and their families will be clearly evidenced in the work of the CPC, and it is vital that this area is not addressed in a tokenistic manner.

Each CPC will:

- be able to demonstrate that its work is informed by the perspective of children and young people, including the most vulnerable and those with direct experiences of child protection services;
- review and develop their strategy for doing so; and
- ensure that children and young people are involved in the development and implementation of the CPC's public information and communication strategies.

What is our Objective?	How will we do it?	When will we do it by?	Who will take responsibility?	What resources will we need to do it?	How will we know that it has been achieved?
Further develop and implement inter-agency child protection policy that is informed by children, young people and their families and which meets their needs	Distribute the Tackle Safety Information and Advice Z Cards to children and young people across Fife Schools prior to Summer Holidays 2009	By 30 th June 2009	CPC Lead Officer	CPC Lead Officer	Distribution
	Develop further our engagement with children and young people via The Big Shout Partnership	Ongoing from 1 st April 2009	Child Protection Committee	Child Protection Committee	Engagement and Partnership Working

7. Conclusion

This Annual Plan is published and presented here as our collective evidence - based statement of intent as at 1st April 2009 for the coming business year. Building on last year's CPC Annual Plan, it has been informed by national and local policy developments, lessons learned from inquiry reports, inspection reports and research findings. It links closely with our own Child Protection Improvement Plan, post the HMIE Inspection 2008.

Linked directly to national guidance, this Annual Plan includes a number of high level objectives, each of which has specific aspects of work clearly identified, all aimed at delivering better outcomes for vulnerable children. Work has also been undertaken to ensure it is fully integrated with, complements, but does not replace, other local planning structures and mechanisms.

This Annual Plan reflects our commitment to local self evaluation, quality assurance and continuous improvement. It identifies where we are now and where we would like to be. By its very nature, it remains dynamic and subject to change.

“child protection is everyone’s job – it’s our job”

As some of our objectives/work streams are met and delivered they will be removed and undoubtedly new objectives will be identified and added. Regular monitoring, evaluation and scrutiny, both internally and where possible externally, will ensure that it remains fit for purpose; outcome focused and is fully delivered.

This Annual Plan for 2009 – 2010 builds on our current work, our individual and collective approach for the year ahead and allows us to focus clearly on priorities, timescales and outcomes. It aims to make a positive difference to the lives of the most vulnerable in our community and demonstrates our commitment to continuous improvement and partnership working here in Fife.

This year, we have developed a number of performance management outcomes, aimed at measuring the effectiveness and impact of our collective work. They will provide us with a number of baseline indicators and will add to our rapidly developing self evaluation and quality assurance measures.

Performance Management – Outcomes

- 1. Number/Percentage of members of the public who, when asked, have a basic awareness and understanding of children's needs, children's rights and child protection;***
- 2. Number/percentage of members of public who, when asked, know what to do and who to contact if they are worried about a child;***
- 3. Number/Percentage of website hits/visits to www.fifechildprotection.org.uk;***
- 4. Number/Percentage of practitioners who, when asked, were able to express a knowledge and understanding of the work of Fife Child Protection Committee;***
- 5. Number/Percentage of practitioners who attended the CPC Annual Conference and who, when asked, evaluated it as very good or good:***
- 6. Number/Percentage of practitioners who, when asked, had an awareness of the CPC Inter – Agency Child Protection Guidelines 2009 and described them as very useful or useful;***

- 7. Range of HMIE Quality Indicators self evaluated against the Level 1 – 6 scale and evaluated at satisfactory and/or above;**
- 8. Number/Percentage of CPC Inter – Agency Child Protection Training Courses Level 1 – Level 4 successfully completed;**
- 9. Number/Percentage of practitioners who attended and successfully completed a CPC Inter – Agency Child Training Protection Course;**
- 10. Number/Percentage of practitioners, who, having attended a CPC Inter – Agency Child Training Protection Course evaluated it as very good or good;**
- 11. Number/Percentage of practitioners who still require to undertake CPC Inter – Agency Child Protection Training Courses;**
- 12. Number/Percentage of practitioners who, when asked, expressed the view that they felt more confident and competent as a result of having attended a CPC Inter – Agency Child Protection Training Course;**
- 13. Number/Percentage of managers/supervisors, who when asked, expressed the view that their member of staff was more confident, competent and benefitted from having attended a CPC Inter – Agency Child Protection Training Course;**