



**MEETING TITLE:**  
**HIGHLAND CHILD PROTECTION COMMITTEE MEETING via MICROSOFT TEAMS**

**DATE:**  
7<sup>th</sup> November 2024  
1100 to 1300

**PRESENT:**

**Highland CPC** – Mhairi Grant (Chair), Donna Munro (Lead Officer), Fiona Mackintosh (L&D Officer), Mike Mawby (S&T), Mary Cameron (Minute)  
**Highland Council Social Care** – Fiona Duncan (ECO Health & Social Care), Margaret McIntyre (Head of Service - Children, Young People & Families), Gillian Buchanan (Strategic Lead - Early Intervention & Protection), Louise Smith (strategic Lead - Social Care), Pol McClelland (Strategic Lead - Youth Justice)  
**Highland Council Health** – Nancy Healy (Lead Nurse – Child Protection), Claire MacPhee – (Midwifery Development Officer – Child Health)  
**Highland Council Performance and Improvement** – Ian Kyle (Head of Integrated Children’s Services), Sadie Kevill (Performance & Improvement Childcare Manager), Jonathan Denovan (Business Intelligence Officer), Jennifer Baughan (Whole Family Wellbeing)  
**Highland Council Legal** – James Noone (Legal Manager, Litigation & Advice)  
**Police Scotland** – DI Reuben Lindsay  
**NHS Highland** – Deborah Stewart (Child Health Commissioner, Public Health)  
**Highlife Highland** – James Martin (Director Corporate Services)  
**Third Sector** – Wendy Strathearn (Barnardos), Clair Nichols (Youth Highland)  
**Army Welfare Service** - TBC  
**SCRA** – Karen Erskine (Authority Reporter)  
**Children’s Hearings Scotland** – Lisa MacDonald (Area Convener)

**APOLOGIES:**

**The Promise Programme Manager** – Carrie McLaughlan  
**Care Inspectorate** – Tim Ward  
**NHS Highland** – Stephanie Govenden (Lead Paediatrician Child Protection), Louise Bussell (Board Nurse), Tracy Gervaise (Head of Operations, Women & Child Health Directorate), Isla Barton (Director of Midwifery),  
**Scottish Prison Service** – Kerry O’Hagan (Head of Offender Outcomes)  
**Highland Council Education** – Colette Macklin (Head of Lifelong Learning and Gaelic Services),  
**Police Scotland** – Ross Hamill  
**Highland Councillor Representative** – David Fraser

NO.	AGENDA ITEM	SUMMARY OF DISCUSSION	ACTION/DECISIONS	RESPONSIBLE
1	<b>Welcome &amp; Apologies</b>	Chair welcomed all to the meeting noting it is a discussion meeting and not a full CPC business meeting. Apologies were noted		<b>Chair</b>
2	<b>Minute of Previous Meeting &amp; Matters Arising (minute attached)</b>	Minute of previous meeting (05/09/2024) approved. Matters arising: Fiona - there was a meeting of the National Chief Officers this week about public protection with a number of presentations: NHS, Chief Executive of COSLA and the National Public Protection Leadership Group (of which Fiona is a member). They are pulling together a workplan which is to be put out for formal discussion, Fiona will bring this to CPC in 2025. Donna – National Guidance; 3 comments were received by the 31/10/24 deadline , all around GIRFEC. These have been actioned and we are ready to launch, just waiting on a suitable date for the 3 chief officers but it is now live on the HCPC website.		<b>All</b>  <b>Fiona Duncan</b>  <b>Donna</b>
3.	<b>Learning Review Updates</b>	In camera		
4.	<b>CPC Biennial Report (attached)</b>	Thank you to all for their input. It is a substantial report and the last biennial one. From now on we will report annually. General agreement from members it is a good report and easy to read.  Deborah asked about the rate of referrals to SCRA and why it is so high in Highland? Historically Highland has a higher rate than the national average and the QA sub-group has looked into this and reported that they are all appropriate. Karen has looked at the referrals (and more training is being delivered next week to the hub) and reviews are regularly taken to check appropriateness.  Fiona Duncan advised that co-ordination is essential with this move to annual reporting with a need to ensure requests for information and data are not duplicated time and again.		<b>Donna</b>
5.	<b>CPC Development Day and Implementation Plan 2025</b>	To date we have remained with the post-inspection improvement plan but it is time to move to our own. There are no firm dates for the transition except that the CPC Development Day will be held in February 2025. We will look at the improvement plan to close off certain items (with Ian and Sadie – ICSB). It is important that we create a manageable plan based on data and lets us evidence our achievements	<b>Date confirmed as 12/02/2025</b>	<b>Mhairi &amp; Donna</b>
6.	<b>Mind of My Own</b>	This is now at the implementation stage of bringing the app to Highland. It has been co-designed with children and families and provides a digital platform for young people to use, to link with their social worker or other		<b>Margaret</b>

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		<p>practitioner, write their own story to communicate with a trusted professional. It will give young people a voice and they can choose how and when they use it.</p> <p>It has built in surveys and will help with data gathering around the voice of the child. It should be noted that many staff have been involved to ensure due diligence and it is ours for 3 years. A champions group has also been created to help spread the word and support staff.</p> <p>It is administered through social work services but can be used and linked with other agencies and the 3<sup>rd</sup> sector - who are in a good position to help 'pre-crisis' and are keen to be involved.</p> <p>It is part of a suite of initiatives for hearing children's voices and is about giving young people a choice in how they are heard.</p> <ul style="list-style-type: none"> <li>➤ Sadie is reaching out to statutory partners, Highlife Highland and the 3<sup>rd</sup> sector around hearing young people's voices and will send finding to Clair.</li> </ul> <p>Barnardos are working with WhoCaresScotland (5 – 26 years) to gather views on Scottish policies. The event in Inverness is being held on 30/11/2024.</p> <ul style="list-style-type: none"> <li>➤ Wendy will send the information as soon as possible for Mhairi to circulate</li> </ul> <p>Who Cares Scotland are planning to consult with young people in 3 categories: 8 to 11 years, 12 to 15 years and 16+ years.</p>	<p><b>ASAP</b></p>	<p><b>Sadie/Clair</b></p> <p><b>Wendy</b></p>
7.	<b>Child Sexual Abuse Input and Discussion</b>	<p>Mhairi sits on the National Working Group for Child Sexual Abuse (CSE) and will report back to this committee with updates.</p> <p>Donna outlined the reasons for looking at CSA due to noticing low numbers of children being placed on the register for this concern (national issue).</p> <p>Donna presented a slide show to the group, thanking Jonathan for the data. There has been discussion around prevention programmes and need to think about youth and community.</p> <p>Also need to think about our recovery support, talking about services for under 13 year-olds (Bairns Hoose) and we need to include adult services in terms of how we work with perpetrators, supporting all parties safely.</p> <p>We need to look at staff confidence to identify sexual abuse and how to respond to disclosure. This is happening nationally so Highland is not unique.</p> <p>Have brought it here for discussion and would like it added into our new Improvement Plan. AGREED.</p>		<b>Donna</b>

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		<p>Nancy advised there is a rise in IRDs but it is not transferring to child protection statistics and it would be interesting to know why.</p> <p>Youth Highland have direct contact with community members and must ensure the right information, training and support is given and is a large part of the work they are doing. It puts more boots on the ground and improves confidence.</p> <p>3<sup>rd</sup> sector organisations have consistent contacts in the community so people know who to go to with concerns which can help with early intervention. We are seeing a rise in young people concerned about each other's behaviour and normalisation of certain behaviours and what is the youth work role in supporting this. There is a lack of understanding by young people of what is and isn't appropriate. Youth workers are struggling with inappropriate behaviour and how can we work together in this.</p> <p>Historically there has always been a difference between prevalence and reporting of CSA.</p> <p>It would be helpful to look at a sample of children discussed at IRD to understand and establish their journey and are we putting in the right support and intervention.</p> <p>In terms of the Whole Family Wellbeing programme and the self - assessment toolkit around, if we utilise it across organisations (particularly 3<sup>rd</sup> sector) to raise awareness of available training. Provide a holistic whole family support space.</p> <p>Fiona mentioned Peer on Peer sharing element of indecent images. There is CSE training on the calendar, one already delivered and another being held in November so please share – open to all. It has been distributed through the CPC What's On calendar.</p> <p>Donna noted we will be delving deeper into the IRDs. Have also been in contact with the NSPCC for support in delivering a snapshot of where we are in Highland. There is a small cost but it could prove a welcome tool and she will share it with the committee.</p>		
8.	<b>Safe and Together Update (papers attached)</b>	<p>Mike advised that notification is due next month from the Scottish Government (SG) confirming if funding will continue into 2025/26. Mike is part of the Northern Collaborative which is looking at alternatives for delivering S &amp; T – sharing trainers and resources – and how it can be costed and support for trained practitioners is now available through the Moray on-line forums.</p>		<b>Mike</b>

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		<p>It is hoped that as a large collaborative we can influence the national S &amp; T model, which is being developed, so that it is not urban centric.</p> <p>Uptake of training is detailed in the attached papers and also to report the positive reaction to the face to face sessions and the appreciation of working alongside colleagues from other agencies again.</p> <p>It should be noted that costs have reduced by 50% as a result of in-person training and cross-agency training is becoming recognised as a beneficial and popular approach.</p> <p>Next month (12<sup>th</sup> December) at the North American and European Workshop Mike is presenting on the multi-agency approach to S &amp; T training – high profile for Highland.</p> <p>Mike met with Sheila Hagney (East-Ayrshire) as they have undertaken a self-evaluation, including case file auditing, and she will be joining the steering group meeting on 27/11/2024 to discuss.</p> <p>Also in discussion with Women's Aid and RASASH to look at the 3<sup>rd</sup> stage of the S &amp; T evaluation and what is called a 'Survivor Journey Study' which is a detailed case study looking at how women access services and charting their journey through the process, what does and doesn't work and where there are barriers. It will be undertaken with Improvement Services but won't start until next year.</p> <p>Chair - Thanks to Mike for all his work and it is interesting to see what other authorities are doing.</p> <p>This is being discussed at QA group and when auditing we need to be coherent and integrated.</p> <p>The significance of the work Mike is doing to promote Highland nationally and internationally should not underestimated and the Northern Alliance is critical.</p>		
9.	<b>Pre-birth and Early Years Input and Discussion</b>	<p>Claire talked the meeting through a slideshow (below).</p> <div data-bbox="734 1082 795 1145" data-label="Image"> </div> <p>MDO Brief Presentation for VPP</p> <p>Margaret noted this work forms part of the post-inspection workplan. It is critically important, data led work and will evidence our strengthening partnership. These are our most at risk, vulnerable children and thank you for all your work. In addition to baby deaths there are also maternal suicides.</p> <p>The right support at the right time is crucial.</p>		<b>Nancy and Claire MacPhee</b>

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		<p>Sexual Health Services has a part to play in view of statistics around care experienced parents.</p> <p>Claire confirmed the plan for on-going mentoring as staff need support in 'real-time'.</p> <p>Confidence among midwives in child concerns and reporting is an issue.</p> <p>Supporting Roots and Born Into Care in Scotland – IRISS</p> <p>How we record and make sense of child concern forms is being looked into and still at the investigation stage, but it does vary from team to team.</p> <ul style="list-style-type: none"> <li>➤ Please feed any work being done on child concern forms through L &amp; D so it can be put out through formal training</li> </ul> <p>First meeting of the Pre-Birth and Early Years Group will be on 26/11/2024.</p> <p>Donna advised that The Infant Pledge will feed into the plan.</p> <p>Group has been working on the Consulting with Younger Children Toolkit (including non-verbal children).</p> <p>Have been contacted Jennifer MacDonald and Gillian Forbes (PEEP) who are looking to bring in Dan Wouri (an early childcare specialist from the USA) and he will be attending their Early Years Event at Eden Court on <b>03/03/2025</b>.</p> <p>CPC is supporting in this and aim to relaunch the Consulting with Younger children toolkit on that day. The event will have a 50/50 split between families and practitioners and a range of activities highlighting the importance of early years.</p> <ul style="list-style-type: none"> <li>➤ Places will be limited and we will be in touch with committee members to establish interest in attending. It is in the Starting Out action plan.</li> </ul> <p>Chair thanked all for their input.</p> <p>Margaret thanked Donna and Fiona for their support to the Family Centre and thanks also to Hayley Brown.</p> <p>Families Centre have undertaken the training for the International Foundation Kitbag which is a toolkit for communicating with younger children which will also to be brought to the Early Learning Conference.</p>		
10.	<b>Learning and Development Update (papers circulated)</b>	<p>Overall attendance remains healthy, it will show as a drop from last year which is due to Covid recovery last year and particularly for Education staff who are now up-to-date with their training.</p> <p>Everyone now should be in the 3 yearly cycle.</p>		<b>Fiona M</b>

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		<p>We will be moving to annual reports.</p> <p>We have new courses:</p> <p>Adult and Child Protection for Fostering and Adoption (with adult services)</p> <p>Have redesigned our new Understating Child Protection Processes course and Fiona would like to thank Kate Drammah (SCRA) for her help and input.</p> <p>Karen confirmed she will ensure a second date is made available and that a rolling programme will be established.</p> <p>➤ Anyone who would like to attend please let Fiona know.</p> <p>The training team needs to have time to develop the training.</p> <p>This quarter training has included delivery from external partners so, while we facilitate these, it takes off the pressure.</p> <p>James McTaggart is offering the Difficult Conversations training across multi-agencies. 30 people already signed up to the first session.</p> <p>We have Mock Hearings scheduled, we are oversubscribed in social work and education but only one place taken by Health so trying to arrange another session. Thanks to Louise for help with this.</p> <p>We have started dip sampling courses (3 months after).</p> <p>First session of raising awareness of The Promise in partnership with The Promise Board.</p> <p>Fiona shared the Child Exploitation Recognition and Response report and talked committee through the findings.</p> <p>The Child Protection Procedures app is now live and a video will be made to demonstrate how to use it.</p> <p>Any issues with accessing it will be looked at on a case by case basis.</p>		All
11.	Future Meeting Dates	<p>Wednesday 12<sup>th</sup> February 2025 – 1000 to 1500 – <b>CPC Development Day</b></p> <p>Thursday 20<sup>th</sup> March 2025 – 0900 to 1100</p> <p>Thursday 5<sup>th</sup> June 2025 – 1100 to 1300</p> <p>Thursday 2<sup>nd</sup> August 2025 – 1100 to 1300</p> <p>Thursday 30<sup>th</sup> October 2025 – 1100 to 1300</p> <p>Thursday 4<sup>th</sup> December 2025 – 1000 to 11200</p> <p><b>Meeting Closed at 1305</b></p>		

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		<p>Chair: <a href="mailto:mhairi.grant@highland.gov.uk">mhairi.grant@highland.gov.uk</a>  Lead Officer: <a href="mailto:donna.munro@highland.gov.uk">donna.munro@highland.gov.uk</a></p>		