

## Highland Council/NHS Highland Joint Monitoring Committee

Minutes of the Meeting of the Highland Council/NHS Highland Joint Monitoring Committee held in the Council Chamber, Headquarters, Inverness on 4 December 2025 at 10.30am.

### **Present:**

#### **Highland Council**

Mr D Fraser (Chair)  
Mr R Bremner  
Mr D Brown  
Mr A Christie  
Mr I Kyle  
Ms K Lackie  
Ms F Malcolm  
Mr P Oldham  
Mr B Porter

#### **NHS Highland**

Ms S Compton-Bishop (Vice Chair)  
Ms F Davies  
Ms J Davies  
Ms A Johnstone  
Mr G O'Brien  
Dr P Treon  
Ms E Ward (sub for Ms H Cooper)  
Dr N Wright

### **Staff Representatives**

Ms S Purdie (Highland Council)

### **Third Sector, Carer and Service User Representatives**

Mr C Allan (Scottish Care Highland Branch Chair – Care Homes)  
Mr I McNamara (Highland Senior Citizen's Network)  
Dr G Rodger (Inspiring Young Voices)  
Mr H Burrows (sub for Ms Mhairi Wylie) (Highland Third Sector Interface)

### **Officers Present**

Mr D Park, Depute Chief Executive, NHS Highland  
Mrs L Dunn, Joint Democratic Services Manager, Highland Council  
Ms F MacBain, Senior Committee Officer, Highland Council

### **Mr D Fraser in the Chair**

#### **1. Calling of the Roll and Apologies for Absence Gairm a' Chlàir agus Leisgeulan**

Apologies for absence were intimated on behalf of Ms F Duncan, Mr A Anderson, Ms L Bussell, Ms H Cooper, Ms R Connolly, and Ms Wylie.

#### **2. Declarations of Interest/Transparency Statement Foillseachaidhean Com-pàirt/Aithris Fhollaiseachd**

There were no declarations of interest.

#### **3. Minutes Geàrr-chunntas**

There was circulated and **APPROVED** minutes of the meeting of the Joint Monitoring Committee held on 25 September 2025.

#### 4. Highland Partnership Risk Register Update – Joint report Cunntas às Ùr mu Chlàr Cunnairt Com-pàirteachas na Gàidhealtachd

There was circulated Joint Report No JMC/17/25 by the Chief Officer, HSCP, and the Chief Social Work Officer.

During discussion, it was suggested that in terms of formatting, it would be helpful if the review dates for risks were included on the register, not only the date a risk had been identified, with particular reference to recent progress with NHS Highland information technology.

Thereafter, the Committee:

- i. **NOTED** the update and proposal following the Joint Monitoring Committee workshop held on Friday 14 November 2025; and
- ii. **AGREED** review dates be included on the Active Risk Register and to review the information technology risk in particular.

#### 5. Chief Officer's Report Adult Services Aithisg Àrd-Oifigeir mu Sheirbheisean Inbheach

There was circulated Report No JMC/18/25 by the Chief Officer, Highland Health and Social Care Partnership.

During discussion, the following issues were raised:

- the Mid-Ross reablement team was congratulated on receiving a Grade 6 following an inspection by the Care Inspectorate;
- in reviewing the performance around Delayed Discharges, an explanation was sought and provided for the total number being 211, with care at home being 58 and care homes being 34. The numerical discrepancy related to people being in various stages of the discharge process, and it was suggested more detail on this be included in future reports;
- with reference to the commissioning strategy and implementation of the Strategic Plan, it was important to ensure sequencing of actions took the wider system into consideration; and
- assurance was sought and provided that, in terms of connecting strategies to frontline work, people were receptive to the changes and improvement measures, noting, however, that transformation would be a long term process.

Thereafter, the Committee:

- i. **NOTED** the work undertaken in implementing the HHSCP Joint Strategic Plan and assurance performance information as supplied;
- ii. **AGREED** further detail be included on the total number of people awaiting discharge from hospital in future reports; and
- iii. **AGREED** to give consideration outwith the meeting to the sequencing of implementation of the Strategic Plans with other key events taking place within the wider national context.

#### 6. Integrated Children's Service Update Aithisg Bhliadhnail Plana nan Seirbheisean Cloinne Amalaichte

There was circulated Report No JMC/19/25 by the Chair of the Integrated Children's Services Planning Board.

During discussion, the following issues were raised:

- although good progress was being made with the Home in Highland programme, targets were not being met and more detail was requested on this for a future meeting. Of key concern was the wellbeing of the children, and the Council and NHS Highland's responsibilities as corporate parents. Early intervention and prevention could have financial benefits in addition to improving lives, and information on the budget recovery plan, which had been considered at the recent JMC workshop, would be included in the requested report. The importance of synergy with Adult Services was highlighted;
- the implementation of GIRFEC (Getting it Right for Every Child) to ensure children and families were at the centre of all processes was vital, and attention was drawn to recent issues raised at national level to support neurodiversity in young people. An update on progress with these issues might be beneficial to the Committee in due course;
- the Chair reiterated the key aim to improve the lives of children and young people and pointed out that a standalone report on particular items could be brought to the Committee if required;
- attention was drawn to a new NHS Highland committee for population and health planning, which would benefit from information on the health outcome improvement work being undertaken for care-experienced young people;
- information was sought and provided on progress with metrics for the reported system issues, what proxy measures had been put in place, and whether these issues would be resolved before the next reporting cycle;
- further information was sought on the new health team, including timescales, and assurance was provided that resources had been identified and progress made;
- Inspiring Young Voices was one of a number of small third sector organisations focusing on young people's rights and participation. Work was underway to implement the Children and Young People's Participation Strategy and attention was drawn to the successful Vision 26 which had taken place in Wick recently, with another planned in Fort William at the end of January 2026;
- with the Integrated Children's Services Plan being due for renewal after 2026, the inclusion of children and young people's voices in the plan was urged. Attention was drawn to the strategic needs assessment that was being undertaken ahead of the next iteration of the Plan;
- reference was made to the importance of the third sector and statutory organisations understanding how they could work together most effectively, and attention was drawn to a service evaluation tool, 'How good is our third sector organisation?' which had been created to support the third sector to evaluate their performance and to identify priorities for action;
- attention was drawn to the links with the Highland Outcome Improvement Plan, and the dashboard that was being developed to track population health outcomes, which was being presented to the Community Planning Partnership the following day; and
- the value of engagement events when looking at population health was emphasised, with particular reference to the opportunities they provided to promote health and wellbeing;

The Committee **NOTED**:

- i. **NOTED** the work undertaken by the children's services planning partnership in delivering the Highland Integrated Children's Services Plan 2023 – 2026;

- ii. **NOTED** the work of the delivery groups; and
- iii. **AGREED** a report be presented to a future meeting on the number of care experienced children or young people placed out with Highland, and progress with the Home to Highland programme.

## **7. Highland Health & Social Care Partnership Finance Report Aithisg Ionmhais Com-pàirteachas Slàinte & Cùraim Shòisealta na Gàidhealtachd**

### **a. Highland Health & Social Care Partnership Finance Report Aithisg Ionmhais Com-pàirteachas Slàinte & Cùraim Shòisealta na Gàidhealtachd**

There was circulated Report No JMC/20/25 by the Director of Finance, NHS Highland.

The Chair referred to the usefulness of the recent workshop and thanked officers for their work.

The Committee **NOTED** the financial position at Month 6 2025/2026 (September 2025).

### **b. Highland Council Finance Report Aithisg Ionmhais Chomhairle na Gàidhealtachd**

There was circulated Report No JMC/21/25 by the Chief Officer – Corporate Finance.

During discussion, the increased control over the management of systems and alignment of approach were welcomed, as was the local and national commitment to improving the lives of children. Activities should reflect the strategic plans, keep children in Highland wherever possible, and honour corporate parenting responsibilities in line with The Promise. Many of the issues raised in connection with Children's Services applied to Adults too, and to working as a team across the partnership to address the needs of all. It was noted that many Integration Joint Boards across Scotland were struggling with similar challenges, but plans were in place to tackle the key issues and to promote partnership working between the Council, NHS Highland and third sector organisations.

A brief summary of progress with changing the model of integration between the Council and NHS Highland was sought and provided, with recommendations from the Steering Group due to be presented to the Council and to the NHS Highland Board in 2026. Strengthening leadership and working relationships were key to future success.

The Committee **NOTED** the:

- i. forecast financial position for the year as set out in this report and appendices to the report; and
- ii. explanations provided for any material variances and actions being taken or proposed.

The meeting ended at 11.30am.



**HIGHLAND VAW PARTNERSHIP MEETING**

**28<sup>th</sup> OCTOBER 2025 1PM – 3PM**

**(MS TEAMS)**

**PRESENT:**

Peter MacKenzie – Independent Chair HVAWP  
Alev Taylor, RASASH  
Catherine Russell, HVAWP  
Donna Munro, The Highland Council – (part meeting)  
Elaine Lyall, HVAWP – (part meeting)  
Fiona Wilson, HVAWP  
Gavin Letford, COPFS – (part meeting)  
Gillian Hossack, CASWA  
Graham Gordon, Police Scotland  
Jack Libby, The Highland Council  
Karen Peteranna, HVAWP  
Leanne Maxwell, IWA – (part meeting)  
Lorraine Revitt, Lochaber Women’s Aid (Deputy Chair)  
Margaret Ross, The Highland Council  
Maria Cano, Justice Social Work  
Mhairi MacDonald, SARCS  
Myra Ross, Public Health  
Ross Hamill, Police Scotland  
Susan Birse, Public Health  
Susan Laidlaw, The Highland Council

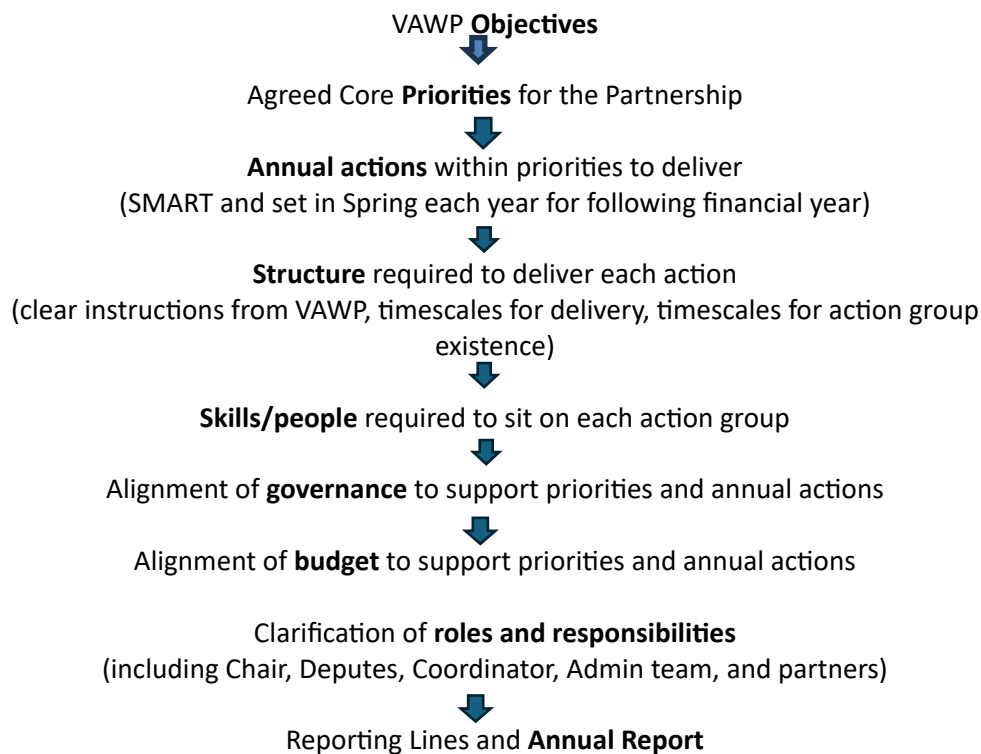
**APOLOGIES:**

Adele Newlands, Ross-shire Women’s Aid  
Isla Barton, NHS Highland  
James Martin, Highlife Highland  
Jennifer Baughan, WFWP  
Meghan Munro, RASASH  
Molly Gilbert, NHS Highland  
Isabella MacLellan, The Highland Council  
Romy Rehfeld, RASASH

		ACTIONS
1.	<p><b>WELCOME AND APOLOGIES</b></p> <p>PM Welcomed members to meeting and introductions were made.</p>	
2.	<p><b>MINUTES OF PREVIOUS MEETING</b></p> <p><b>a) Note changes &amp; Approval</b> Minutes from the previous meeting were approved with no amendments.</p> <p><b>b) Review of Action Tracker – if not elsewhere on agenda</b></p> <p><b>Women’s Champion Role:</b> Still pending. Action to conclude by next meeting. ➤ <b>ACTION:</b> Finalise Women’s Champion role</p> <p><b>Marketing Strategy:</b> Removed from agenda; will be part of VAWP review.</p> <p><b>Comms Strategy:</b> Awaiting update from James Martin.</p> <p><b>Housing-Related Domestic Abuse Policy:</b> Under development; going to committee this month.</p> <p><b>Police SLA (Malik Agreement):</b> Signed by Police Scotland; awaiting SPA sign-off. ➤ <b>ACTION:</b> Chase Purchase Order for Police SLA</p> <p><b>National VAWP Needs Assessment:</b> Highland VAWP will not participate in pilot phase due to resource strain. Will engage fully in March/April 2026.</p>	<p>LR/CR</p> <p>JM</p> <p>RH</p>
3.	<p><b>UPDATE OF VAWP REVIEW</b> <b>By Chair and Deputes</b></p> <p>The Chair reported that the HVAWP review was taking place as a result of discussions at the last development day and the meetings of the Chair and Deputes at the different delivery groups over the past few months. The general consensus of the delivery groups and chair/deputes was that membership was declining, maybe not the right people were attending, there was a lack of progress between</p>	

meetings and confusion around what was expected. We therefore took the decision collectively to postpone the October delivery group meetings, apart from MARAC which had urgent things to discuss for this meeting, to allow people to concentrate on the review. It is hoped this will be completed soon with a view to holding a January development day to discuss findings, reconfirm priorities and plan new actions for the coming year. As previously reported, there is also a lack of progress nationally on the Lesley Irving report and national VAWG change recommendations. However, we felt we cannot put ourselves on hold waiting for recommendations from this report to progress as we need to plan for next year and be ready to respond to national and local needs as they are occurring.

**Summary HVAWP Review process:**



**Summary plan agreed by Chair, Deputes, NHS and HVAWP Dev and Training Officer**

1. A whole review of HVAWP to take place as it has been 8 years since the last review.
2. A look at how local priorities can be more evident in the strategy
3. CR tasked with 1-2-1 meetings with partners to ensure their individual input into the review

	<p>4. Development day planned to go through findings of review in January.</p> <p>5. Research across Scotland via Improvement Services has suggested many forms of operating structures and strategic plans were in operation. There was no required standard apart from ensuring we delivery national Equally Safe strategic priorities across our Highland area.</p> <p>➤ <b>ACTION</b> VAWP structure review and prepare monthly updates</p> <p><b>Development Day in January:</b>  Proposal for Development day in January 2026 to go through review findings and action for next stage.  Dates suggested:  Tuesday 27<sup>th</sup> January 2026  Wednesday 28<sup>th</sup> January 2026.</p> <p>➤ <b>ACTION:</b> Coordinate Development Day</p>	<p><b>CR</b></p> <p><b>CR/ADMIN</b></p>
<p><b>4.</b></p>	<p><b>FINANCIAL (PM)</b></p> <p><b>a) Financial Update</b>  CR tabled the financial documents for discussion with the group.</p> <p>All income received except for Police MARAC contribution and Shetland NHS MARAC contribution.</p> <p>➤ <b>ACTION:</b> Chase Police MARAC and NHS Shetland payments.</p>	<p><b>CR</b></p>
<p><b>5.</b></p>	<p><b>CURRENT KEY ISSUES</b></p> <p><b>a) National update (PM)</b></p> <p>CR presented a document on the National update. A brief discussion was held</p> <p>CR stated she attended an excellent presentation by Robert Gordon University regarding GBV (Gender Based Violence) in rural areas.</p>	

	<ul style="list-style-type: none"> <li>• <b>Rural GBV Research:</b> Event will be planned for mid-February 2026.</li> <li>➤ <b>ACTION:</b> Circulate Rural GBV event details</li> <li>• <b>National Domestic Abuse Disclosure Scheme (DSDAS):</b> 10<sup>th</sup> anniversary. 35,000 applications received over that 10 year period. 20,000 disclosures. The figures show word is getting out there and the scheme is a success.</li> <li>• <b>Domestic Homicide Review Model:</b> Legislation expected Spring 2026.</li> <li>• <b>Early Release Programme:</b> Begins 11<sup>th</sup> November 2025. Early Release single point of contact is Sarh-Jane McGinley-McPhee.</li> </ul> <p>MC stated that domestic abuse perpetrators will be excluded from this scheme. Full background checks will be performed on individuals before release.</p> <ul style="list-style-type: none"> <li>➤ <b>ACTION:</b> Pass information regarding legislation and single point of contact to CR via VAWP email.</li> <li>• <b>Spiking/Injecting:</b> MC Stated these types of crimes do not seem to be coming through the Justice System for prosecution.</li> </ul> <p>MC suggested they could potentially include the Community Justice Partnership as they have a Social Media Presence. She will talk to the Highland Council Comms Team.</p> <ul style="list-style-type: none"> <li>➤ <b>ACTION:</b> Contact Highland Council Comms Team</li> </ul> <p>It was suggested DARS &amp; HADP should be involved in this awareness campaign.</p> <p>A brief discussion took place.</p> <ul style="list-style-type: none"> <li>➤ <b>ACTION:</b> Contact Eve from HADP and ask if they want to get involved with Spiking campaign.</li> <li>➤ <b>ACTION:</b> NHS, Police and CR to collaborate/coordinate on awareness campaign for Christmas time this year.</li> </ul>	<p>CR</p> <p>MC</p> <p>MC</p> <p>CR</p> <p>NHS/Police</p>
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	<p>➤ <b>ACTION:</b> Provide spiking data and forensic results.</p> <p><b>b) Update on vacancy</b> Agreement needed to confirm permanent arrangement of GBV training under Health Improvement.</p> <p>➤ <b>ACTION:</b> Circulate bullet-point summary of October 2024 agreement.</p> <p>➤ <b>ACTION:</b> Confirm permanent GBV training arrangement</p> <p><b>c) Draft Annual Report</b> CR reported the Annual report is completed as far as possible. Both CR and PM thanked Elaine, Susan and the Public Health team who have helped with the graphics. The aim is to circulate the report electronically as soon as possible.</p> <p>➤ <b>ACTION:</b> Submit final contributions to Annual Report by mid-November</p> <p>➤ <b>ACTION:</b> Circulate Annual Report early December</p> <p>➤ <b>ACTION:</b> Consider themed report for 2026 (e.g. spiking)</p> <p><b>d) Marketing &amp; SM Policies –</b> On hold due to HVAWP review</p> <p><b>e) 16 days – plans from Partners &amp; Admin support plan</b></p> <p><b>Reclaim the Night March:</b> 1<sup>st</sup> December 2025, organised by RASASH. AT asked for volunteers for the event and for as many people to attend as possible from the partnership.</p> <p>AT has also asked for the bridge in Inverness to be lit up for the 16 days.</p> <p>People are to email AT if they would like to get involved.</p> <p>➤ <b>ACTION:</b> Share Reclaim the Night March details and stewarding needs.</p> <p>Spider in the Glass – will be delivered throughout 16 days.</p>	<p><b>RH</b></p> <p><b>CR</b></p> <p><b>CR</b></p> <p><b>ALL</b></p> <p><b>CR</b></p> <p><b>CR/SB</b></p> <p><b>AT</b></p>
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	<p><b>Social Media</b> – The admin team will again be circulating on each of the 16 days national themed GBV messages along with local ones. CR asked members to let the team know what their own plans are so the team can ensure all partners and their networks are aware and can support. CR will be sending the first of many information emails out to you all this week.</p> <ul style="list-style-type: none"> <li>➤ <b>ACTION:</b> Circulate information emails for 16 days campaign for both local and national events happening. <b>CR</b></li> <li>➤ <b>ACTION:</b> Send Spider in the Glass session details to EL <b>MR</b></li> </ul> <p><b>f) Highland DA Outreach commissioning</b></p> <ul style="list-style-type: none"> <li>• Highland Council reverting to single contracts per geographic lot.</li> <li>• Significant funding cuts reported.</li> <li>• Concerns raised about service sustainability and staffing.</li> <li>• The service will now be known at The Highland Domestic Abuse Service.</li> </ul> <p>A discussion was held regarding this situation.</p> <ul style="list-style-type: none"> <li>➤ <b>ACTION:</b> Submit impact summary for COG report <b>LR</b></li> <li>➤ <b>ACTION:</b> Identify Highland Council contact for partnership engagement <b>JL</b></li> </ul> <p><b>g) IDAA Training</b></p> <p>IDAA training planned for Jan/Feb 2026.</p> <p>CR will pass information to Karen to contact Safe Lives to ascertain if the usual training for Highlands will be available this year. If costs increase, CR has the permission of VAWP to sign off larger amounts, but this will be in conjunction with the Chair and Deputes.</p> <ul style="list-style-type: none"> <li>➤ <b>ACTION:</b> Pass SafeLives information to Karen <b>CR</b></li> <li>➤ <b>ACTION:</b> Lead IDAA training coordination <b>KP</b></li> </ul>	
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	<p>on referrals is also marked as going up year on year, if this continues it is felt unsustainable in the future.</p> <ul style="list-style-type: none"> <li>• It was agreed a Short Life Working group be convened to urgently look at MARAC referrals.</li> </ul> <ul style="list-style-type: none"> <li>➤ <b>ACTION:</b> Convene Short Life Working Group.</li> <li>➤ <b>ACTION:</b> Update MARAC Operating Protocol and Sharing Agreement</li> </ul> <p><b>S&amp;T Joint Project with CPC</b></p> <p>CR presented key issues and stated she was happy to pass on any questions raised.</p> <ul style="list-style-type: none"> <li>• CPC audit of domestic abuse cases underway.</li> <li>• Findings to be shared post-December CPC meeting.</li> </ul> <ul style="list-style-type: none"> <li>➤ <b>ACTION:</b> Pass any questions that arise from the S&amp;T document back to MM for comment.</li> <li>➤ <b>ACTION:</b> Share CPC audit findings</li> </ul> <p>MM has also circulated training information regarding animal abuse and will try and organise training on this subject during the 16 days campaign.</p> <p>Various S&amp;T training coming around regularly published through VAWP. People can sign up if interested.</p>	<p><b>KP</b></p> <p><b>KP</b></p> <p><b>CR</b></p> <p><b>DM</b></p>
<p><b>7.</b></p>	<p><b>COG items</b> PM asked people for contributions for items to be discussed at COG.</p> <p><b>Review of items for COG report</b></p> <ul style="list-style-type: none"> <li><b>a. Risks</b> Submit impact summary re risks to funding for Women’s Aid Groups.</li> <li><b>b. Good news</b> People to supply via the VAWP email box.</li> <li><b>c. Training figures</b> People to supply via the VAWP email box.</li> </ul>	

	<p><b>d. MARAC</b> Marac update will go into report.</p>	
8.	<p><b>HVAWP Risk Register</b></p> <p>Frontline commission – to check this risk is reflective still of the current situation with the cuts imposed.</p>	
9.	<p><b>AOB</b> <b>To notify Chair prior to meeting</b></p> <p>PM reported that asylum seekers are to be housed in Cameron Barracks. The safety of others and the safety of people staying there was discussed.</p> <ul style="list-style-type: none"> <li>➤ <b>ACTION:</b> Monitor developments and reconvene VAWP meeting if needed.</li> <li>➤ <b>ACTION:</b> Share Highland Council press release.</li> </ul>	<p><b>ALL</b></p> <p><b>SL</b></p>
	<p><b>DATES OF 2025 MEETING:</b> To be confirmed once COG dates are set Early new year 2026</p>	



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

**DATE:**  
**30th October 2025**

**PRESENT:**

**Highland CPC** – Mhairi Grant (Chair), Donna Munro (Lead Officer), Fiona Mackintosh (L&D Officer), Mary Cameron (Minute)  
**Highland Council Social Care** – Jack Libby (Head of Service - Children, Young People & Families), Louise Smith (strategic Lead - Social Care)  
**Highland Council Health** – Toni Barker (Lead Nurse – Child Health)  
**Highland Council Education** – Yvonne Ross (Education Psychology, Child Protection Officer, Education & Learning)  
**Highland Council Performance and Improvement** – Ian Kyle (Head of Integrated Children’s Services), Sadie Kevill (Integrated Children’s Service Officer)  
 Jonathan Denovan (Business Intelligence Officer)  
**The Promise Programme Manager** – Carrie McLaughlan  
**Police Scotland** – DCI Ross Hamill (PPU)  
**NHS Highland** – Stephanie Govenden (Lead Paediatrician Child Protection), Isla Barton (Director of Midwifery)  
**SCRA** – Karen Erskine (Authority Reporter)  
**Children’s Hearings Scotland** – Lisa MacDonald (Partnership Coordinator)  
**Care Inspectorate** – Tim Ward

**APOLOGIES:**

**Highland CPC** – Mike Mawby (Safe & Together Programme Manager)  
**Highland Council Social Care** – Fiona Duncan (ECO Health & Social Care), Gillian Buchanan (Strategic Lead - Early Intervention & Protection), Pol McClelland (Strategic Lead - Youth Justice), Wendy Lowrie (Children’s Services Manager – Bairns’ Hoose)  
**Highland Council Health** – Nancy Healy (Lead Nurse – Child Protection)  
**Highland Council Education** – Yvonne Ross (Education Psychology, Child Protection Officer, Education & Learning), Colette Macklin (Education & Learning)  
**Highland Council Performance and Improvement** – Ian Kyle (Head of Integrated Children’s Services), Sadie Kevill (Integrated Children’s Service Officer)  
 Jonathan Denovan (Business Intelligence Officer)  
**Highland Council Legal** – James Noone (Legal Manager, Litigation & Advice)  
**Highland Council Housing** – Brian Cameron (Service Lead Housing Policy & Performance)

**Highlife Highland – James Martin (Director of Sport, Leisure & Safeguarding)**  
**Third Sector – Wendy Strathearn (Assistant Director, Barnardos), Clair Nichols (Youth Highland)**

NO.	AGENDA ITEM	SUMMARY OF DISCUSSION	ACTION/DECISIONS	RESPONSIBLE
1	<b>Welcome &amp; Apologies</b>	The Chair welcomed all to the meeting and noted the apologies.		<b>Chair</b>
2	<b>Minute of Previous Meeting (21/08/2025) &amp; Matters Arising (minute attached)</b>	<p>. From item 4. The meeting to discuss the ongoing issue with IT systems not talking to each other – this is being looked into by Health but Ian will check dates and sort a meeting for himself, Mhairi, Donna and Fiona Duncan</p> <p>. From item 5. Mhairi, Donna and Ross were to hold a meeting re IRDs but this is now scheduled for 24/11/2025.</p> <p>. From item 7. Comments due around the Missing People Procedures are on this agenda. Donna noted she has received a request from the police asking if we can share findings with the Islands.</p> <p>. From item 10. The Belladrum report will be shared at a future meeting (Clair is not at today's meeting).</p> <p>Committee approved the Minute.</p>	<b>Meeting to be arranged for Mhairi, Donna, Fiona D and Ian</b>	<b>Ian</b>
3.	<b>CPC Discussion (paper attached)</b>	<p>Ahead of this item: Mhairi announced that she will be stepping down as Chair of the HCPC in July 2026. She has been in post for 6 years. There are two reasons for announcing this now: The national CPC Scotland group wanted her to commit to a further two years as vice-chair and It is only fair to give the COG time to recruit her replacement.</p> <p>Mhairi thanked Donna for producing the attached paper. As a matter of course, herself and Donna have regular meetings with Fiona Duncan and, with Jack at the last meeting, have discussed the make-up/membership of the HCPC. The last Inspection has prompted a look at membership and how it has double in size over the past few years.</p>		<b>Mhairi</b>

NO.	AGENDA ITEM	SUMMARY OF DISCUSSION	ACTION/DECISIONS	RESPONSIBLE
		<p>We need to look at how we address the core business of the committee and ensure the people around the table are in a position to make decisions.</p> <p>We are hoping for a discussion and constructive comments – positive or not – to help move this forward.</p> <p>Donna noted that there is a balance between making the CPC too lean or too big. How do we build the right membership and avoid duplicating work over a multitude of different meetings.</p> <p>Members of the HCPC need to be aware of the purpose of their role and we need to look at the training of those sitting on the committee. Sub-groups are where the work is/will be done, coming back to the HCPC for final discussion and approval.</p> <p>Stephanie asked how agencies can help to do this (particularly given the need to always be quorate). What is needed from them, would it be appropriate to put round a questionnaire?</p> <p>The requirements of the HCPC need to be looked at. One of the challenges over the past 10 years is that members have been added without discussion with the Chair, vice-Chair and Lead Officer when they may have been better placed on a sub-group.</p> <p>Tim suggested that committee hold a reflection meeting – 36 members does seem to be a large number so use the meeting to map out what you want using the Terms of Reference as a tool.</p> <p>Donna and Mhairi had hoped this suggestion might come up – hold a dedicated session and send out a questionnaire beforehand as per Stephanie’s suggestion.</p> <p>Tim is happy to help with this and offer any support and Mhairi suggested starting the new year with an in-person event.</p> <p>Ian noted the importance of acknowledging the successes and achievements of the HCPC and any review of the T of R must recognise the areas where we are strong.</p> <p>Donna advised that the HCPC also needs to service the new delivery plan which is coming early next year.</p>		

NO.	AGENDA ITEM	SUMMARY OF DISCUSSION	ACTION/DECISIONS	RESPONSIBLE
		<p>➤ <b>ACTION:</b> Mhairi, Donna and Fiona Duncan to meet and set a date in February 2026 to hold the reflective session</p> <p>Identifying skill sets and knowledge would be helpful too.</p>	<b>Reflective Session to be arranged</b>	<b>Mhairi, Donna &amp; Fiona D</b>
4.	<b>Starting Out Group Update (attached)</b>	Nancy is on leave but the paper is attached for noting.		<b>Nancy</b>
5.	<b>QA Update:</b> <b>a. CPC Audit</b> <b>b. Dataset Report – Q4</b> <b>c. MAPE Process</b>	<p>The Q4 dataset report is attached.  It is worth noting that the number of referrals stating Parental Mental Health as the main cause are increasing and now sit as the 3<sup>rd</sup> main reason for referral.</p> <p>Donna confirmed that the CPC audit is being finalised and she is waiting on Gillian Buchanan’s return to work to finish it. It will be presented to the November QA meeting.  It is worth noting that we have seen improvements with ‘voice’ coming through more clearly but there is still work to be done around chronologies.  The full report will come before committee at the December meeting.</p> <p>MAPE – The process is now written (paper attached) and it is brought here today for sign off.  Stephanie noted that hopefully it will lead to the need for fewer learning reviews and she is in support.  The contact point when operational will be the CP mailbox to take the additional strain away from Donna and Nancy (currently the only named point of contact).</p>		<b>Donna</b>
6.	<b>Re-Imaging Justice / Older Young People Update.</b> <b>Missing Children (paper attached)</b>	Pol not at the meeting but the paper is attached.		<b>Pol</b>
7.	<b>Learning &amp; Development Update (paper attached) for noting</b>	For noting only and paper attached		<b>Fiona M</b>

NO.	AGENDA ITEM	SUMMARY OF DISCUSSION	ACTION/DECISIONS	RESPONSIBLE
8.	<b>SCIM/Bairns' Hoose - verbal update</b>	<p>Highland Council architects are working on the Dalneigh properties, the lease has been signed over from the police and the available budget will allow for significant improvements.</p> <p>The Health &amp; Wellbeing post has been authorised for recruitment into next year.</p> <p>The recent workshop (16/09/2025) was well attended and worked around stART2 Tool</p> <p>From Monday the three new detectives will fully join the SCIM team – Amy, Hannah and Michelle together with the new detective sergeant Jo MacLeod.</p> <p>Jonathan and Wendy have put together a report around SCIM and IRDs and this will be presented at the next strategic board meeting and the CPC meeting in December.</p> <p>Ross advised there is to be a new Exploitation Sub-group to be chaired by Craig Still and he will bring this back to committee at a later date with further details.</p> <p>Donna noted that there will be a small sub-group (including Jack) to look at how the different services are working together and present to the COG. Hopeful this will link in with the police and not duplicate work being carried out elsewhere.</p> <p>Tim advised that the Care Inspectorate have been holding conversations with COGs around Child Sexual Exploitation (CSE) and, possibly in 2026/27, will focus on two areas: 1) domestic abuse and 2) CSE to aid national conversations. Tim will feedback once he has more information.</p> <p>Ross pointed out that it is not just CSE that is a growing issue; it is also exploitation and County Lines.</p> <p>There are finite resources available and we need to make sure that we are meeting our obligations together with our partner agencies.</p>		<b>Ross</b>
9.	<b>Safe &amp; Together Update (paper attached ) for noting</b>	<p>For noting only and paper attached.</p> <p>Donna pointed out that the funding for S &amp; T is due to end in March 2026 and the CPC needs to decide, together with the HVAWP, if they want to continue with this programme.</p>		<b>Mike</b>

NO.	AGENDA ITEM	SUMMARY OF DISCUSSION	ACTION/DECISIONS	RESPONSIBLE
		<p>Mhairi noted how productive Mike has been with this project and has built some excellent relationships when compared to most other authorities. She was hoping to see a positive difference in approach to domestic abuse but is not sure this has happened. It is possible there will be a Scottish version of this. Also to note that Mike and Jonathan have been looking at the data and the effect of the training on staff.</p>		
10.	<b>AOCB</b>	<p>Missing People Update (item 6) – Fiona Duncan sent out a letter from the MSP. The new framework is not that different but Donna will go through our current Missing People protocol to ensure nothing needs to be changed. Highland were part of the HMIC report, it is well worth a read and well done to N Division on good results. It is good to have a positive report. Annual Report – Donna to circulate final draft</p>		
11.	<b>Next Meeting</b>	<p>Thursday 4<sup>th</sup> December 2025 – 10:00 to 13:30 to include lunch Meeting being held at the Highland Rugby Club, Canal Park</p> <p>Meeting closed at 12:20</p> <p>Jack, Fiona, Donna, Tim and Mhairi stayed on to discuss the proposed reflective meeting (item 3) to be held in February 2026</p> <p><b>Chair:</b> <a href="mailto:mhairi.grant@highland.gov.uk">mhairi.grant@highland.gov.uk</a> <b>Lead Officer:</b> <a href="mailto:donna.munro@highland.gov.uk">donna.munro@highland.gov.uk</a></p>		