

### Delivery of Child Protection Practice in Aberdeenshire -

The CPC Improvement Action Plan is recorded using six key aspects of child protection practice as described within the Care Inspectorate Quality Indicators Framework -

1. Recognition and Response to Initial Concerns
2. Assessing Risk and Need
3. Care Planning, Managing Risk and Effective Intervention
4. Impact on Children & Young People, and Their Families
5. Policy, Procedures and Legal Measures
6. Workforce Development and Support

Aberdeenshire CPC Action Plan Priority Setting RAG – Red, Amber, Green - Each action will be assigned a priority as described below

Traffic Light	Definition	Action
R RED	There are <b>significant issues</b> and/or risks re the action / task right now = <b>we are not delivering the action</b>	This action should be escalated immediately
A AMBER	There are <b>some issues</b> and/or risks re the action / task if not fixed = <b>we are at risk of not delivering the action</b>	Plans are underway, but immediate action is not required
G GREEN	There are <b>no issues</b> and/or risks impacting on the action / task which is progressing according to plan = <b>we are delivering the action</b>	In place/no immediate risks

**1. Recognition and Response to Initial Concerns**

No	Required Outcome <i>Wellbeing Indicators &amp; UNCR Articles</i>	Actions	Timescale/Dates	Evidence Quality Assurance	Strategic Lead	Progress	R A G
1.	<p><b>Robust and consistent Child Protection Initial Referral Discussions (IRD's) are undertaken which results in actions to protect children and young people</b></p> <p>Safe Respected 19,34, 35, 36, 37, 6, 4, 27, 2, 12,</p>	<p>1.Survey of staff across Education, Children's Services, Health and Police; asking for their views of the IRD process since the introduction of the IRD desk by Police Scotland.</p> <p>2.Use feedback from the survey to inform revisions of guidance and the basis for multi-agency workshops. (Workshops to reflect changes to guidance and previously noted issues regarding practice confidence.)</p> <p>3. Develop monthly Audit of IRDS</p> <p>4. Develop and deliver multi agency training on a quarterly basis in relation to IRDS and the process within Aberdeenshire.</p> <p>5. Quality assurance of IRD process will take place on a monthly basis. 5 cases will be randomly selected.</p>	<p>December 2017</p> <hr/> <p>Workshops March 2018</p> <p>Nov 18</p> <p>March 2018</p> <p>December 2020</p>	<p>-Survey response used to inform revised procedure. agreed October 2017</p> <p>-8 multiagency workshops delivered from December 2017 to March 2018</p> <p>-Timetable for monthly audits established, beginning November 2018.</p> <p>-Original tasks now complete. Review process will report back annually</p> <p>-First annual Report sent to Ops and Practice 2019.</p> <p>-Evaluation of training collated alongside feedback from Audit shared with L&amp;D Subgroup to improve practitioner confidence and skills.</p> <p>Audit undertaken monthly</p> <p>Survey of staff</p> <p>Quarterly data report to go to Data Group</p> <p>Annual report and copy of Business meeting minutes to go to Ops and practice.</p>	<p>IRD working group</p>	<p>1, Complete</p> <p>2, Complete. Revised guidance issued Dec 17 Workshops undertaken in March 2018</p> <p>3.Complete. Further audits planned monthly initially and may reduce to every 2<sup>nd</sup> month.</p> <p>4.Complete</p> <p>5. Business meeting held TOR developed</p>	<p style="background-color: #90EE90;"> </p>
2.	<p><b>Children requiring a comprehensive medical assessment are identified, discussed and seen within appropriate timescales by suitably qualified and experienced Paediatricians</b></p> <p>Safe Respected 19,34, 35, 36, 37, 6, 4, 27, 2, 12,</p>	<p>1.Gather data on number of CP Medicals per month to further understand the types of medicals being undertaken and correlation with decisions at IRDs.</p> <p>2. Once data available opportunity for further scrutiny in terms of measurement.</p>	<p>January 2020</p>	<p>Data to be presented as part of the CPC data set with analysis.</p>	<p>DSE Group</p>	<p>Data is now being collated. This includes Number of medicals types of medicals and those that are directly as a result of an IRD.</p>	<p style="background-color: #FFD700;"> </p>
3.	<p><b>Our practitioners undertake effective</b></p>	<p>1. JIIT Working Group to develop an annual report for scrutiny/quality assurance</p>	<p>1. 31 March 2020</p> <p>2. January 2019</p> <p>3. Oct 19</p>	<p>-Annual JII Report detailing numbers of interviews, trained staff etc</p>	<p>North East JII Working Group</p>	<p>1.Complete</p> <p>2. Complete.</p>	<p style="background-color: #90EE90;"> </p>

1. Recognition and Response to Initial Concerns							
No	Required Outcome <i>Wellbeing Indicators &amp; UNCR Articles</i>	Actions	Timescale/Dates	Evidence Quality Assurance	Strategic Lead	Progress	R A G
	<b>Child-centred child protection investigative interviews?</b>  Safe Respected 19,34, 35, 36, 37, 6, 4, 27, 2, 12,	2. Develop and embed a JII Training Calendar (Training sessions and refresher organised on a North East basis) 3. Develop a JII QA process.		-Sep 2019 - JII Quality Assurance Process being developed		3. QA started in Oct 2019.  Reporting Timescales to be agreed	
4.	Our workforce identifies and respond to children at risk of Child Sexual Exploitation (CSE)  Safe Respected 19,34, 35, 36, 37, 6, 4, 27, 2, 12,	1. Develop Working Group Strategy and action plan. 2. Share Data and Intelligence with partners 3. Develop Practitioner Guidance 4. Raise awareness of Local and national guidance – CSE Page on GIRFEC Website 5. Develop Awareness Raising Sessions		CSE working Group provide an annual report on strategy and plan. Guidance developed and available on GIRFEC Website.  More refined data will provide information on local need to inform a local response.	CSE Working Group	1. Working Group in Place Strategy to be updated 2. Intelligence to be mapped 3. New dates to be arranged for awareness raising sessions	

2. Assessing risk and need							
No	Required Outcome <i>Wellbeing Indicators &amp; UNCR Articles</i>	Actions	Timescale/Dates	Evidence Quality Assurance	Strategic Lead	Progress	R A G
5.	<b>Support our workforce to make informed and analytical assessments of need and risk where neglect is present</b>  Safe, Included, Healthy 3, 5, 12,18, 23, 19, 27	1. Develop Multi-Agency Training Course  2. Home Conditions Assessment Tool to be developed to support practitioners in the early identification of neglect of home conditions. 3. Launch event to be undertaken in Banff where the tool was trialled. 4. Events being arranged for promotion Aberdeenshire wide (MM/ST) 5. Feedback to be gathered from practitioner's experiences of using tool  6. Development of Aberdeenshire Neglect Practice Guide/Toolkit approach 7. Develop evaluation of impact of training, guide and toolkit.	In place since 2018 - Tackling Child Neglect  2. August 2019 3. August 2020 4. 13 Nov 2019 5. 7 events Planned for Feb/Mar 2020  6. June 2020 7. Dec 2020 (initial sampling)	- IRD has identified that neglect is common in the sample cases being audited and is not being identified early enough.  - CPCC Audit identifying neglect as an ongoing theme.	Ops and Practice	1. Complete 2. Complete 3. complete 4. On track 5. On track	

2. Assessing risk and need							
No	Required Outcome <i>Wellbeing Indicators &amp; UNCR Articles</i>	Actions	Timescale/Dates	Evidence Quality Assurance	Strategic Lead	Progress	R A G
6.	<b>Enhance Child Protection Practice regarding children with disabilities.</b>  Safe, Respected 19, 23, 34, 35, 36, 37, 6, 2, 4, 12, 13, 27	1. Multiagency working group to be established to develop materials.	Sept 17	IRD audit includes review of practice on disability and additional support needs considered at IRD.	Disability working group	1. Complete 2. Complete Available on GIRFEC website 3. toolkit promoted in the training 4. On track	
		2. Practitioner CP resources to be created for use by all statutory and partner services	Feb 2020				
		3. Joint Investigative Interview Training (JIIT) to incorporate disability awareness	June 19				
		4. CP Leaflet for Parents with a disability designed and to be available for practitioners.	Feb 2020				
7.	<b>Ensure our pre-birth practice is consistent</b>  Safe Respected, Healthy 19, 34, 35, 36, 37, 6, 4, 27, 2, 12	1. Review use and effectiveness of Aberdeenshire Multi-Agency Pregnancy Protocol. 2. Questionnaire to go out to all community midwives 3. Multiagency training workshops to be held in each of the locality areas. 4. Post evaluation training to be gathered.	1. September 2019 2. March 2020 3. Commence April 2020 4. June 2020	Self-Evaluation of GIRFEC processes will show there is consistency across Aberdeenshire. Midwifery services will have increased confidence in the management of Vulnerable pregnancy which will lead to a consistent approach across Aberdeenshire.	Ops and Practice Sub-Group	Connection? Self-Evaluation GIRFEC processes HOW?	
8.	<b>Ensure our dental services share concerns and named persons respond as required</b> Safe Respected 19, 34, 35, 36, 37, 6, 4, 27, 2, 12,	1. Guidance to be developed for dentist on sharing concerns about children and young people. 2. Practice briefing note to be developed around Named Person responsibilities upon receiving dental information.	Commenced October 2019  August 2020	Dental process to be in place  Briefing note for named person Service to be developed	-Shelley Taylor NHS -Neil Smillie Education		
9.	<b>Enhance multi-agency practice for unseen and missing children</b> Safe, Included 3, 19, 36	1. Develop a multi-agency Unseen/Missing Children Protocol underpinned by the shared approach as defined in the National Missing Persons Framework for Scotland, 2017. 2. Review in 12 months' time.	July 2020  July 2021	1. Document published and promoted. 2. Single service feedback to be collated to inform review.	CPC Lead Officer		
10.	<b>Ensure our Aberdeenshire processes for assessing, supporting and reviewing</b>	Child T, Highland SCR discussed with Children's Services Social Work and a report prepared for CPC detailing the Aberdeenshire process for kinship	Action agreed Aug 2019				

2. Assessing risk and need							
No	Required Outcome <i>Wellbeing Indicators &amp; UNCR Articles</i>	Actions	Timescale/Dates	Evidence Quality Assurance	Strategic Lead	Progress	R A G
	<b>kinship carers are robust and child-centred</b> <i>Safe, healthy, respected, nurtured, achieving</i>	assessments, review and support. Advising of any learning or changes required related to the learning within the SCR.					

3. Care planning, managing risk and effective intervention							
No	Required Outcome <i>Wellbeing Indicators &amp; UNCR Articles</i>	Actions	Timescale	Evidence Quality Assurance	Strategic Lead	Progress	R A G
11.	Be informed and reassured that our Child Protection Registration response and processes are effective	1. Quarterly Analysis of Child Protection data	Takes place quarterly at CPC	DATA management Report (quarterly and annual)	DSE/CPC – Quarterly & Annual Reports	1. Standing item on CPC	
		2. Undertake an initial Audit of children on CPR. 3. Progress actions from CPC Audit  Agree further quality assurance cycle in 12 months' time.	Dec 2019	CPC Audit June 2019	CPC - Data & Self-Evaluation Group)	2. Finding presented at CPC Nov 19	
	Participation of children in our Child Protection Processes are clearly evidenced.  Included, Respected	1. Develop mechanism to ascertain views of children and families, on their experiences of the child protection process to inform improvement. 2. Following initial audit, agree further quality assurance cycle. 3. CPC Monitoring form reports to be shared with the DSE Group to inform picture.	October 2020  6 monthly reports	1. Audit – Feedback from Children and families to ascertain their experiences and outcomes for them. 2. CPC monitoring forms report (6 monthly)	DSE Group	Working group established on child participation	
	Families experience effective interventions and remain on the Register for only as long as necessary.	4. Audit of children and their family's journey from Initial Referral discussion to review care planning, managing risk and interventions provided.	June 2020	Audit of 5 cases from IRD			
	Be reassured that we are keeping children safe	Independent Review of each CPC where there is not a consensus of decision.	Oct 2019	Report Provided and reviewed quarterly by the Independent Reviewer	Data & Self-Evaluation Group		
		1. Review of Children who are presently re-registered on the CP Register. 2. Process in place to review re-registrations	1&2. March 2020 commencing	1. Report Provided and reviewed quarterly by CCSW	Data & Self-Evaluation Group		

4. Impact on Children, Young people, and their Families							
No	Required Outcome <i>Wellbeing Indicators &amp; UNCR Articles</i>	Actions	Timescale	Evidence Quality Assurance	Strategic Lead	Progress	RAG
12.	The perspectives of children and young people and their families is clearly evidenced in the work of the CPC.	<p>1.Develop a Communication Strategy and Action Plan and involve children, young people and families in the strategy design and delivery</p> <p>2.Develop participation mechanisms through utilising current community groups including Parent Councils, Youth Participation Forums and the Young Peoples Organising and Campaigning Group.</p> <p>3.Communication calendar to be developed for the public to raise awareness of child protection and to support national campaigns</p>	<p>1.Strategy developed – Sep 2019</p> <p>Feb 2020</p>	<p>1.Strategy in place and available to public on GIRFEC Website</p> <p>2.Minutes/feedback from consultation exercises available to CPC</p> <p>3.Calendar will be published and informed by feedback as per action 2.</p>	CPC Lead Officer	<p>1.Communication strategy agreed at CPC Sept 19.</p> <p>2. Further work required around participation.</p> <p>3. Action Plan to be agreed by CPC as part of Public Protection Plan Feb 2020</p>	
		3.All CPC/Subgroup workstreams will be Rights-based, and appropriately informed by children & young people's views/participation	Ongoing expectation	All reports will make reference to children's rights. work streams will evidence children and young people's participation.			
13.	Parents are informed on the process of Child Protection Investigations and Child Protection Case Conferences	Develop leaflets to support families in the understanding of the processes and their rights. Develop leaflet for children and young people	March 2020	Leaflets developed and on GIRFEC Website. CPCC leaflet enclosed with invite to parents to CPCC	Lead Officer	Disability versions not finalised yet	
14.	Care-Plans for children that have been identified as at risk of emotional abuse have actions to support and assist the child or young person's wellbeing and recovery	Provide 2 events focusing on this topic - Emotional Abuse Event 1 – what emotional abuse looks like – Danya Glaser Emotional Wellbeing Event 2 - Relationship Based Practice	<p>Nov 2019</p> <p>29 Jan 2020</p>	Event Evaluations	Lead Officer		
15.	Information from children and Young people re CSE	Awaiting new action. CSE Action Plan is being updated 2018 - Parent council pupil members and 2 groups of 6th year pupils to be consulted on awareness raising of CSE.	2020	Feedback from children, young people and parents. Includes evaluations from Third Sector and informs CSE workplan.	CSE working group	Completed	

5. Policy, Procedures and Legal Measures							
No	Required Outcome <i>Wellbeing Indicators &amp; UNCR Articles</i>	Actions	Timescale	Evidence Quality Assurance	Strategic Lead	Progress	R A G
16.	Consideration is being given as to whether emergency action is required to protect the child/children	Analysis of Management Information from SCRA re use of CPOs	Quarterly & annual reports presented to CPC/DSE	DSE/CPC – Quarterly & Annual Reports	DSE Group/ Jill Richards,	1.Standing item on CPC	
17.	Legal measures to support and secure the wellbeing and protection of children are being sought	Analysis of Management Information from SCRA re use of legal measures.	Quarterly & annual reports presented to CPC/DSE	SCRA Statistical Report - Quarterly reports to CPC re National and Aberdeenshire	Jill Richards, Locality Reporter Manager, Grampian/DSE Group	1.Standing item on CPC	
18.	<b>Provide accessible and wide-ranging guidance to practitioners on child protection e.g. IRD, CPCC, Domestic Abuse, CSE, FGM etc.</b>  Safe Respected 3, 24	1.Multi-Agency guidance is in one accessible place 2.Guidance is updated as required	Review annually	Appendix 1 – Multi-Agency guidance Reviewed on a multi-agency basis	GIRFEC & CPCC Lead	1.Complete 2.Complete	
19.	<b>We respond to emerging and identified need and update/develop policy and procedures accordingly.</b> Safe Respected 3, 24	1.Develop CPCC Practice Note on CPCC dissent on decision 2. Connect with single Service missing children guidance	Nov 2019	Mechanism in place for independent manager to review cases where there is dissent. Independent Manager to provide an quarterly report to the Ops & Practice Group on any issues/learning.	Ops & Practice  Kirsty Theodoreson	1. Completed Nov 2019, on website	

6. Workforce Development and Support							
No	Required Outcome <i>Wellbeing Indicators &amp; UNCR Articles</i>	Actions	Timescale	Evidence Quality Assurance	Strategic Lead	Progress	R A G
20.	<b>Practitioners in contact with children recognise and respond when there are concerns for and when children are at risk.</b> Safe Respected 19,34, 35, 36, 37, 6, 4, 27, 2, 12,	Provide accessible and wide-ranging guidance to practitioners on child protection e.g. IRD, CPCC, Domestic Abuse, CSE, FGM etc.	Completed	Aberdeenshire GIRFEC Website - a platform where a wide range of multi-agency information can be accessed Appendix 1 – Multi-Agency guidance  Guidance updated and reviewed as required. New guidance developed in response to identified need.	-CPC Lead Officer -GIRFEC Service Manager	1. Complete	
21.	<b>To have an Aberdeenshire CP Multi-Agency Training programme that</b>	1. Child Protection e-learn developed. Ongoing promotion by services.	1. Completed July 2019	Monitor use and feedback of e-learn. 6 monthly reports.	-CPC Learning & Development Sub-Group	1.Complete 2.Complete	

## 6. Workforce Development and Support

No	Required Outcome <i>Wellbeing Indicators &amp; UNCR Articles</i>	Actions	Timescale	Evidence Quality Assurance	Strategic Lead	Progress	R A G
	<p><b>complements and build on the work of individual agencies and which embraces multi-agency training needs among the staff of the agencies concerned.</b></p> <p><i>Safe Respected</i> 19,34, 35, 36, 37, 6, 4, 27, 2, 12,</p>	<p>2. Provide Aberdeenshire Child Protection Multi-Agency Training Opportunities.</p> <p>3. Bespoke training events arranged according to identified need</p>	<p>2. In place June 2018. Updated with new courses</p> <p>3. In place.</p>	<p>Attendance numbers at training collated and shared twice a year.</p> <p>Multi-Agency Child Protection Calendar and bespoke events <a href="https://www.girfecaberdeenshire.org/practitioners/learningdevelopment/">https://www.girfecaberdeenshire.org/practitioners/learningdevelopment/</a></p> <p>Training Programme updated as required with new/different courses in response to identified need</p> <p>Monthly Data Analytics from Google to review interest in CP Training Programme.</p> <p>New courses will be benchmarked using our Aberdeenshire benchmarking tool.</p> <p>All course attendees are requested to complete evaluations, these reports are summarised.</p>			
22.	<p><b>We are informed on the experiences and views of the workforce</b></p>	Annual Multi-Agency Staff Survey	Annually 31 March 20	-CPC Data & Self-Evaluation Sub-Group	CPC Data & Self-Evaluation Sub-Group Annually	To be developed	



Appendix 1	
ABERDEENSHIRE GUIDANCE	GUIDANCE IN SPECIFIC CIRCUMSTANCES
Aberdeenshire GIRFEC Guidance & Operational documentation	Bullying
National Guidance for Protection of Children 2014	Child Sexual Exploitation (CSE)
Aberdeenshire Reporting of CP Concerns Initial Referral Discussion	Child trafficking
Complex Child Abuse Investigations Guidance for Services in Aberdeenshire	Disability
A Practitioners Guide to Information-Sharing Confidentiality and Consent (March 2019)	Domestic Abuse
Working with uncooperative families	Female Genital Mutilation (FGM)
Multi-agency guidance for working with Young People who are sexually active	Forced Marriage
Vulnerable pregnancy protocol	GIRFEC Mental Health and Wellbeing Strategy
National Risk Framework to Support the Assessment of Children and Young People	Home Alone leaflets
-Working with Children and Young People Displaying Harmful Sexual Behaviour. Jan19	Private Fostering
-Aberdeenshire Whole Systems Approach Guidance – April 2017 (docx 296kb)	Parental Problematic Alcohol and Drug Abuse
-Care and Risk Management (CARM) Planning for Children and Young People who present a risk of Serious Harm	
Guidelines for Preparing Children for their Hearings (pdf 275kb)	Safeguarding Children Returning to the UK from Syria and Iraq
Aberdeenshire Home Conditions Assessment Tool	Sudden and Unexpected Death in Infancy (SUDI)
<ul style="list-style-type: none"> <li>•Aberdeenshire Home Conditions Assessment Tool – Guidance</li> <li>•Aberdeenshire Home Conditions Assessment Tool (editable / printable)</li> <li>•Home Conditions Assessment Tool – Comparing Progress (editable / printable)</li> </ul>	

## Completed Actions

Aim	Action(s)	Performance Measure(s)	Lead	Timescale	Wellbeing Indicator(s)	UNCRC Article(s)	Committee Functions	Review/QA
Ensure that our child protection systems are working efficiently	Adherence by Services to Case Conference Reports timescales	Part of the CPC Data Intelligence info	Kirsty Theodoreson	Completed Jul 2017	Safe Respected	3, 5, 12,36	Promoting Good Practice	<b>06 01 20</b> Will form part of minimum data set
Evaluation exercise on referrals to SCRA - ICR finding	Meeting arranged to discuss referrals to SCRA. View was that this was not necessary as the conversion rate in Aberdeenshire is high related to national average	National Performance information. Qualitative information from SCRA Part of the CPC Data Intelligence info	Jill Richards	Completed Jul 2017	Safe Respected	3, 19	Quality Assurance	<b>06 01 20</b> The DSE group will continue to receive SCRA reports and together with Ops & practice group will establish whether further work is required
Ensure that the necessary and	Devise a GP report template with	Following implementation,	Hazel Robertson	July 18	Safe Respected	3, 16, 19, 23, 36	Promoting Good Practice,	<b>06 01 20</b>

Aim	Action(s)	Performance Measure(s)	Lead	Timescale	Wellbeing Indicator(s)	UNCRC Article(s)	Committee Functions	Review/QA
appropriate information is shared in order to make informed decisions on child protection registration	associated guidance. CPCC GP invite letter to be devised accordingly.	an evaluation of how the template is working will be established.					Quality Assurance	Health continue to monitor the effect of the new report and will feedback to Ops & Pract group in first instance.
Enhance our response and support to families experiencing domestic abuse	Create Aberdeenshire Guidance using the North Lanarkshire Guidance as a good example which is underpinned by the Safe and Together Model and Coercive Control Theory. Discussions at Gender Based Abuse (GBA) Partnerships regarding the learning and development needs associated with the guidance.	-Guidance in place -Launch Event to promote awareness of guidance – 20 Sep 18 -Associated ongoing training course will be delivered	Emma Toner	Completed August 18	Safe Respected	3, 6, 9, 12, 19, 39	Promoting Good Practice Staff Development	<b>06 01 20</b> Now incorporated into the VAWP action plan  <b>06 01 20</b> As Above
Enhance our risk assessment practices, particularly through informed use of the National Risk Framework (NRF)	Promote the National Risk Framework to Support the Assessment of Children and Young People 2012. Survey staff needs. Where relevant update guidance and deliver multi agency workshops. Audit files for evidence of informed use of the framework	NRF Event Feedback Info Local Workshops Feedback info Review info from audit	Varied, as agreed at Ops & Practice	March 2017	Safe Respected Nurtured	19, 3, 6, 4, 27, 4, 12, 33, 34, 36, 37	Self-Evaluation, Quality Assurance Promoting Good Practice	<b>06 01 20</b> Ops & Prac Group to review and feedback.
Ensure our practice on young people displaying sexually harmful behaviour is linked to CSE	Working with Children and Young People Displaying Harmful Sexual Behaviour: Multi-Agency Practice Guide to be reviewed and updated	Single Services to review and feedback any concerns	Fiona Miele, NHSG	Completed Jan 19	Safe Respected Responsible Included	3, 4, 6, 19, 29, 34, 36,	Training and Staff Development Policies and Procedures	<b>06 01 20</b> The CSE annual report will be scrutinised by the DSE/CPC and inform new activity

Aim	Action(s)	Performance Measure(s)	Lead	Timescale	Wellbeing Indicator(s)	UNCRC Article(s)	Committee Functions	Review/QA
Informed workforce of Aberdeenshire Child Protection Case Conference (CPCC) practice	Provide Practitioner Guidance for attendees at CP Case Conferences with information on process of conference and practitioner responsibilities CPCC training in place	Feedback received from Education staff on whether the guidance is useful	Emma Toner	July 19	Safe Included Respected	3, 4, 5, 12, 17, 19, 23, 36,	Policies and Procedures Training and Staff Development	<b>06 01 20</b> This will now be captured on an annual basis through a staff survey
Ensure our practice on underage sexual activity is up to date and appropriate	On receipt of the Police Scotland Single Operating Procedure. Review NESPC multi-agency guidance.	- Guidance updated - consulted on in services - Once agreed by CPC it will be published on GIRFEC Website -Services to promote and highlight in services	Kerry McCombie	Aug 19	Safe Responsible Included Respected	3, 4, 12, 13, 16,	Training and Staff Development Policies and Procedures	<b>06 01 20</b> The CPC will annually send out communication promoting good practice guidance/materials on the GIRFEC/Child Protection Website to raise awareness and remind staff of support available.