



Outer Hebrides Child Protection Committee (CPC)

CPC Improvement Plan

1 August 2024 – 31 July 2026

(Approved and Published 7 August 2024)

Introduction

Our Shared Vision – Journeying with children and families to reach their full potential

Welcome to the Outer Hebrides Child Protection Committee (CPC) Improvement Plan 1 August 2024 – 31 July 2026.

This Two-Year Improvement Plan builds upon previous CPC Improvement Plans and our ongoing commitment to continuous improvement through single and inter-agency quality assurance and self-evaluation work; as we continue to strive for excellence in all aspects of our partnership work to protect children and young people.

This CPC Improvement Plan is aligned with, and strongly supports, the Outer Hebrides Integrated Children’s Services Plan (ICSP) 2023 – 2026.

National and Local Context

The Scottish Government wants Scotland to be the best place in the world for children and young people to grow up so that they become: *successful learners; confident individuals; effective contributors and responsible citizens* and where children are *loved, safe and respected, so that they can reach their full potential*.

All children and young people (including unborn babies) have the right to be cared for and protected from harm, abuse, neglect and exploitation and to grow up in a safe environment, in which their rights are respected, and their needs are met. Children and young people should get the right help and support they need; at the right time; from the right people and their safety is always paramount.

The care and protection of children and young people in Scotland is set within the wider policy and practice context of [Getting it right for every child \(GIRFEC\)](#); the [UN Convention on the Rights of the Child](#) and within the findings from the [Independent Care Review: The Promise](#) (2020) which clearly advocates Scotland’s Ambition for children and young people – *we grow up loved, safe and respected so that we realise our full potential*.

Our ongoing commitment to the rights of children and young people is well articulated in our [Children’s Rights Report 2019-2022](#) and our new Promise Plan 2023 – 2026, which includes championing Children’s Rights as a key component part of all our work.

[GIRFEC](#) promotes action to improve the wellbeing of all children and young people across eight indicators of wellbeing. The GIRFEC approach has been tested and developed across Scotland since 2006. It is based on research evidence and the experiences of practitioners, families and children.

The [GIRFEC wellbeing indicators \(SHANARRI\)](#) are designed to optimise wellbeing and guide staff working with children, young people and their families to ensure that they are as **safe; healthy; achieving; nurtured; active; respected; responsible and included** as they can be.

This Plan also supports the work of the Scottish Government's vision and approach to implement a [Bairns' Hoose](#) model across Scotland as a transformational, whole-system approach to delivering child protection, justice, and health support and services to child victims and witnesses of abuse and harm. The overall vision of a Bairns' Hoose in Scotland is that all children in Scotland who have been victims of or witnesses to abuse or violence, as well as children under the age of criminal responsibility whose behaviour has caused significant harm or abuse, will have access to trauma informed recovery, support and justice. The Outer Hebrides is a current Pathfinder for the Bairns' Hoose.

Outer Hebrides Integrated Children's Services Plan (ICSP) 2023 - 2026

Within the Outer Hebrides, the Outer Hebrides Integrated Children's Services Plan (ICSP) 2023 – 2026 clearly articulates an ambitious and shared vision for children, young people and their families by – ***Journeying with children and families to reach their full potential***. The CPC shares this ambitious vision.

The ICSP recognises that the wellbeing of children and young people is at the heart of all that we do and that investing in our children is investing in our future. We want children and young people in the Outer Hebrides to be nurtured with love, respect, and compassion, that their views are listened to, and their voices heard. If our children and young people need help and support, this should be available when they need it, for as long as they need it, from the right people and that their welfare is always paramount. We want the Outer Hebrides to be the best place for our children and young people to grow up.

This plan is for all our children, including and particularly for those most vulnerable in our community, who require additional help and supports to keep them safe and to have their wellbeing needs met.

Work of the Outer Hebrides Child Protection Committee (CPC)

The work of the Outer Hebrides Child Protection Committee (CPC) in protecting children and young people from harm, abuse, neglect and exploitation and in keeping them safe, is fundamental to realising our shared vision for improving wellbeing and ensuring better outcomes for our most vulnerable and at risk children and young people.

The work of the CPC is articulated in this CPC Improvement Plan, which is aligned with, and supports the Outer Hebrides Integrated Children's Services Plan (ICSP) 2023 - 2026.

The CPC supports the ethos that ***getting it right for every child is everyone's job*** and that it is ***still everyone's responsibility to keep children safe***.

Underpinning National Policy Documents

Underpinning the work of the CPC are *three* key national child protection policy documents; namely [National Guidance for Child Protection in Scotland 2021 – updated 2023](#) (Scottish Government: 2023); [Protecting Children and Young People: Child Protection Committee and Chief Officer Responsibilities](#) (Scottish Government: 2019) and [A Quality Framework for Children and Young People in Need of Care and Protection](#) (Care Inspectorate: November 2022).

[Protecting Children and Young People: Child Protection Committee and Chief Officer Responsibilities](#) (Scottish Government: 2019) describes the functions of Child Protection Committees as:

- *Continuous improvement*
- *Public information, engagement and participation*
- *Strategic planning and connections*
- *Annual reporting on the work of the CPC*

About this CPC Improvement Plan 1 August 2024 – 31 July 2026

This Two-Year CPC Improvement Plan has been published as an agreed statement of intent, which partners are jointly committed to deliver; confirming that our capacity for improvement remains very strong. This Plan is both ambitious and comprehensive.

It is our individual and collective continuous improvement programme for services to protect children and young people in the Outer Hebrides. It describes and sets out our planned programme of improvements for 2024 – 2026. It is a dynamic Improvement Plan and further areas for development and / or improvement will be added as and when required.

In developing this CPC Improvement Plan, we have taken cognisance of the various national and local drivers; including existing and emerging legislative and policy changes. It has taken cognisance of previous and existing improvement planning frameworks and existing and emerging scrutiny and inspection frameworks. It has also taken cognisance of recent local quality assurance, self-evaluation and review activities and from the learning identified from Learning Reviews.

This CPC Improvement Plan contains a number of Actions / Tasks. These are presented in a way which is intended to be SMART: ***specific; measurable; achievable; realistic*** and ***time-limited***.

Each Action / Task is aimed at keeping children and young people safe; protecting them from harm, abuse, neglect and exploitation and at delivering better outcomes for children, young people and their families.

Strategic Leads (via key Groups) are identified for each of the Actions / Tasks. A number of the Actions / Tasks, where possible, may be supported by staff learning and development opportunities and with follow-up quality assurance processes.

Monitoring, Evaluation, Outcomes and Impact

The CPC is the owner of this Improvement Plan.

The CPC Lead Officer and the CPC Independent Chair will be responsible for coordinating this Plan on behalf of the CPC.

The CPC will work in partnership with the CPC Sub-Groups, Strategic Leads and key others, to ensure they understand the Plan; have a clear ownership for the respective Actions / Tasks in the Plan and will support them as they implement the Plan.

The CPC will monitor, evaluate and review the Plan on a regular basis.

The CPC will receive regular progress / update reports on each Action / Task and will, in turn, provide regular updates to the Outer Hebrides Children and Young People's Planning Partnership (CYPPP) and to the Public Protection Chief Officers' Group (COG).

The CPC will produce an annual progress report on the Plan, which will form an appendix to the CPC's Annual Report, and this will be similarly reported to the previously mentioned Groups, to partner agencies and will be shared with the Care Inspectorate for scrutiny purposes.

Ross Drummond

Independent Chair

Outer Hebrides Child Protection Committee (CPC)

1 August 2024

Key Legends

(To be added to CPC Progress / Update Reports during the lifetime of this Two-Year Improvement Plan)

Tracking:

Date	Progress / Update Report	Total Actions / Tasks	Total Actions / Tasks Completed	Total Actions / Tasks Added	Total Actions / Tasks Ongoing
1 August 2024	26	26	-	-	26

RAG – Red Amber Green:

R	RED: <i>There are significant issues and / or risks that are impacting on the action / task right now = we are not delivering the action / task on time / scope / budget</i>
A	AMBER: <i>There are some issues and / or risks that are impacting on the action / task if not fixed = we are at risk of not delivering the action / task on time / scope / budget</i>
G	GREEN: <i>There are no issues and / or risks impacting on the action / task which is progressing according to plan = we are delivering the action / task on time / scope / budget</i>

No	What do we want to achieve (Outcomes)?	What do we want to do (Key Actions & Tasks)?	Who will take the Strategic Lead?	How will we know when we have achieved this?	When will we achieve this?
Child Protection Committee (CPC) – Actions & Tasks					
1.	Our ambitious vision is helping to achieve the best possible outcomes for children and young people in need of care and protection (Care Inspectorate: Key Quality Indicator 9.1)	Promote and embed the shared and coherent vision which is understood and owned across all services and agencies	CPC & Partners	Our Vision – <i>Journeying with children and families to reach their full potential</i> – is visible in all child protection policies and publications and is embedded in our culture, ethos and day-to-day child protection practice	By 31 October 2024
2.	Our policies, procedures and child protection practices are compliant with equality, human rights and the UNCRC; which promote and support children and young people's rights (Care Inspectorate: Key Quality Indicator 2.1)	Continue to support and promote the rights and articles of The United Nations Convention on the Rights of the Child (UNCRC) to ensure that children's rights are embedded in all our work with children and young people by implementing The United Nations Convention on the Rights of the Child (Incorporation) (Scotland) Act 2024	CPC & Partners	The UNCRC is embedded and evidenced throughout the work of the CPC and in our single and inter-agency child protection processes and practices UNCRC Implementation Reports	By 31 July 2025
3.	Our Chief Officers' Group, CPC and CPC Sub-Groups are effective and compliant with	Review the local implementation of the Scottish Government's Protecting Children and Young People: Child Protection Committee and Chief Officer	CPC & Partners	COG and CPC Constitutions and Memberships are compliant with national	By 30 November 2024

No	What do we want to achieve (Outcomes)?	What do we want to do (Key Actions & Tasks)?	Who will take the Strategic Lead?	How will we know when we have achieved this?	When will we achieve this?
	national standards and guidance (Care Inspectorate: Key Quality Indicator 6.1)	<u>Responsibilities</u> (Scottish Government: February 2019), particularly against the: <ul style="list-style-type: none"> • Chief Officer’s Group Constitution and Membership • CPC Constitution and Membership • CPC Sub-Groups Terms of Reference to identify any gaps, ensure consistency and compliance with national standards and guidance		standards and guidance CPC Sub-Groups Terms of Reference are up-to-date and fit for purpose CPC Sub-Groups Review TOR Annually	
4.	Our practitioners and managers are supported and empowered by national and local child protection guidance, which is clear, concise, readily accessible and supports effective day-to-day child protection practice (Care Inspectorate: Key Quality Indicator 6.1)	Review the local implementation of the Scottish Government’s <u>National Guidance for Child Protection in Scotland 2023 – updated 2023</u> (Scottish Government: August 2023), particularly against the: <ul style="list-style-type: none"> • CPC’s National Child Protection Guidance Self-Evaluation Return (October 2023) • CPC’s Inter-Agency Child Protection Procedures to identify any gaps, ensure consistency and compliance with national guidance	CPC & Partners	CPC’s National Child Protection Guidance Self-Evaluation continues to be reviewed and implemented in terms of the Key Practice Areas Evaluated as <i>In-Part</i> and / or <i>Yet-To-Start</i> CPC’s Inter-Agency Child Protection Procedures are up-to-date and fit for purpose	By 31 December 2024

No	What do we want to achieve (Outcomes)?	What do we want to do (Key Actions & Tasks)?	Who will take the Strategic Lead?	How will we know when we have achieved this?	When will we achieve this?
5.	<p>Our child protection processes and practices continuously improve through reflective learning gained from national and local multi-agency learning reviews; which improve practice and provide better outcomes for children and young people in need of care and protection</p> <p>(Care Inspectorate: Key Quality Indicator 6.1)</p>	<p>Implement the Scottish Government's recently published National Guidance for Child Protection Committees: Undertaking Learning Reviews 2021 - updated 2024 (Scottish Government: June 2024) and the associated Resources and Templates to ensure that local Learning Reviews are compliant with national standards and guidance</p>	CPC & Partners	CPC's Learning Review processes are up-to-date, fit for purpose and compliant with national standards and guidance	By 31 December 2024
6.	<p>Our CPC is transparent, public-facing and provides a wide range of information and advice for all our stakeholders on keeping safe; which is helping to keep children and young people safe from harm, abuse and exploitation</p> <p>(Care Inspectorate: Key Quality Indicator 4.1)</p>	<p>Develop and implement a CPC Public Communications Strategy, in compliance with the Scottish Government's Protecting Children and Young People: Child Protection Committee and Chief Officer Responsibilities (Scottish Government: February 2019) which promotes:</p> <ul style="list-style-type: none"> • keeping children and young people safe is everyone's job • raises awareness and understanding of child protection 	CPC & Partners	<p>CPC Communication Strategy</p> <p>CPC Public Information and Advice – Publications; Information and Advice Leaflets; CPC CNES Website</p> <p>CPC Public Information Campaigns</p>	By 31 March 2025

No	What do we want to achieve (Outcomes)?	What do we want to do (Key Actions & Tasks)?	Who will take the Strategic Lead?	How will we know when we have achieved this?	When will we achieve this?
		<ul style="list-style-type: none"> • what to do if you are worried or concerned about a child or young person • an understanding of what key services and agencies do <p>and</p> <ul style="list-style-type: none"> • which ensures that the voices of children, young people and their families (including fathers and significant others) involved in key child protection processes (lived-experiences) are listened to, heard and inform the work of the CPC 		<p>CPC Engagement with Children, Young People and their Families</p> <p>CPC Use of Social Media Platforms</p>	
7.	<p>Our staff across all services and agencies are supported and empowered by key child protection publications; which are compliant with national standards and guidance</p> <p>(Care Inspectorate: Key Quality Indicator 6.1)</p>	<p>Continue to develop, implement and embed key child protection publications – policies, procedures; protocols; guidance and practice guidance on current and emerging key child protection processes and practices</p>	CPC & Partners	<p>CPC Key Policies, Procedures, Protocols, Guidance and Practice Guidance in place, widely disseminated and understood</p> <p>CPC Information and Advice Leaflets on key Child Protection in place</p>	Ongoing 2024 – 2026
8.	<p>Our children and young people have access to comprehensive, age-appropriate RSHP</p>	<p>Continue to pro-actively support the consistent implementation and roll-out of the Schools Relationships, Sexual Health and Parenthood (RSHP) Education</p>	CPC & Partners	<p>RSHP Education Programme made available and being delivered consistently</p>	By 30 June 2025

No	What do we want to achieve (Outcomes)?	What do we want to do (Key Actions & Tasks)?	Who will take the Strategic Lead?	How will we know when we have achieved this?	When will we achieve this?
	learning activities and resources in formal early learning settings, primary and secondary schools, colleges, community learning environments and at home (Care Inspectorate: Key Quality Indicator 2.1)	Programme across all Schools as an age-appropriate, preventative measure to protect children and young people's health and wellbeing and which promotes positive relationships		across all Schools as part of the Curriculum for Excellence (CfE)	
9.	Our children and young people benefit from robust, holistic assessment and planning frameworks which keeps them safe at home and in wider community environment Care Inspectorate: Key Quality Indicators 5.2 and 5.3)	Explore the benefits and the potential to introduce a Contextual Safeguarding approach into our existing inter-agency child protection processes and practices to support and enhance our child protection assessment and planning arrangements	CPC & Partners	Contextual Safeguarding is given due consideration by the CPC If implemented, Contextual Safeguarding provides a cohesive and holistic inter-agency approach for all Child Protection Assessment and Planning – including Safety Planning	By 31 December 2024
CPC Audit and Self-Evaluation Sub-Group (ASE) – Actions & Tasks					
10.	Our shared data reports evidence current and emerging trends and patterns and we are	Continue to develop and improve the CPC's National Minimum Dataset (NMD) Reports to identify current and emerging child protection trends and patterns;	CPC Audit & Self-Evaluation Sub-Group	Reliable and Robust CPC National Minimum Dataset Reports are in	Ongoing 2024 – 2026

No	What do we want to achieve (Outcomes)?	What do we want to do (Key Actions & Tasks)?	Who will take the Strategic Lead?	How will we know when we have achieved this?	When will we achieve this?
	<p>using them to improve the safety, health, wellbeing and life chances of children and young people in need of care and protection</p> <p>(Care Inspectorate: Key Quality Indicator 1.1)</p>	<p>improve the inter-agency analytical narrative; which ensures that we can evidence both quantitative and qualitative outcomes and impact</p>		<p>place for the CPC – Six Monthly Reports</p> <p>Trends and Patterns are identified and discussed at the CPC</p> <p>Improved Outcomes for Children and Young People can be clearly evidenced</p>	
11.	<p>Our performance management information and quality assurance arrangements are helping to improve outcomes for children and young people in need of care and protection</p> <p>(Care Inspectorate: Key Quality Indicator 6.4)</p>	<p>Ensure that the analysis of the National Minimum Dataset (NMD) Reports informs the CPC’s quality assurance, self-evaluation and improvement planning work</p>	<p>CPC Audit & Self-Evaluation Sub-Group</p>	<p>CPC National Minimum Dataset Reports (6 Monthly) informs all CPC Audit, Review and Self-Evaluation Work Programmes and Reports</p>	<p>Ongoing 2024 – 2026</p>
12.	<p>Our quality assurance and self-evaluation work is underpinned by recognised and accredited quality assurance frameworks</p>	<p>Continue to promote the use of recognised quality assurance and indicator toolkits; including the Care Inspectorate’s A Quality Framework for Children and Young People in Need of Care and Protection (Care Inspectorate: November 2022) for all CPC inter-agency</p>	<p>CPC Audit & Self-Evaluation Sub-Group</p>	<p>CPC Inter-Agency Self-Quality Assurance and Self-Evaluation Work Programmes use recognised Quality Assurance Frameworks and Indicator Toolkits</p>	<p>Ongoing 2024 – 2026</p>

No	What do we want to achieve (Outcomes)?	What do we want to do (Key Actions & Tasks)?	Who will take the Strategic Lead?	How will we know when we have achieved this?	When will we achieve this?
	(Care Inspectorate: Key Quality Indicator 6.5)	quality assurance and self-evaluation work programmes		CPC Quality Assurance and Self-Evaluation Reports	
CPC Child Exploitation Sub-Group (CE) – Actions & Tasks					
13.	<p>Our staff across all services and agencies have a basic awareness and understanding of child exploitation and are alert to, can recognise and respond in a timely manner</p> <p>(Care Inspectorate: Key Quality Indicator 4.1)</p>	<p>Continue to promote an awareness, understanding of:</p> <ul style="list-style-type: none"> • Child Exploitation including: <ul style="list-style-type: none"> ○ Child Criminal Exploitation ○ Child Sexual Abuse ○ Child Sexual Exploitation ○ Sexual Extortion ○ County Lines ○ Cuckooing <p>and also</p> <ul style="list-style-type: none"> ○ Prevent (Safeguarding Children and Young People from Radicalisation) <p>and how to identify, recognise and response to these child protection issues</p>	CPC Child Exploitation Sub-Group	<p>Information and Advice for Children, Young People and their Families – Widely available in different formats / mediums</p> <p>Make use of Social Media Platforms</p> <p>Child Protection Staff Learning and Development Opportunities</p> <p>Promoting National CPCScotland Media Campaigns e.g. <i>#speakup</i></p> <p>Police Scotland Media Campaigns e.g. <i>#get help or get caught</i></p> <p>Use validated Inter-Agency Data to identify</p>	Ongoing 2024 – 2026

No	What do we want to achieve (Outcomes)?	What do we want to do (Key Actions & Tasks)?	Who will take the Strategic Lead?	How will we know when we have achieved this?	When will we achieve this?
				the prevalence of Child Exploitation	
14.	Our children and young people who may be at risk of child exploitation are identified at an early stage and our timely and effective inter-agency interventions protect them from further harm, abuse and exploitation (Care Inspectorate: Key Quality Indicator 5.1)	Continue to implement and roll-out across all services and agencies the Highlands and Islands inter-agency referral meetings in relation to PLACE (Preventing, Learning from & Addressing Child Exploitation) to protect children and young people at risk of child exploitation	CPC Child Exploitation Sub-Group Police Scotland	Highlands and Islands Inter-Agency PLACE Meetings are taking place; supported by PLACE Guidance and Staff Training PLACE Data is collated and share routinely with CPC partners	By 31 March 2025
15.	Our children and young people know how to keep themselves safe whilst using current and emerging social media platforms and new online technologies (Care Inspectorate: Key Quality Indicator 4.1)	Continue to support children and young people to stay safe and protected from harm, abuse and exploitation whilst online and when using current and emerging social media platforms and new online technologies	CPC Child Exploitation Sub-Group	Information and Advice for Children, Young People and their Families – Widely available in different formats / mediums Make use of Social Media Platforms Internet Safety Survey for Pupils across all Schools	Ongoing 2024 – 2026

No	What do we want to achieve (Outcomes)?	What do we want to do (Key Actions & Tasks)?	Who will take the Strategic Lead?	How will we know when we have achieved this?	When will we achieve this?
				Internet Safety Survey for Staff across all Schools	
16.	Our children and young people who display or present developmentally inappropriate sexual behaviour (s), which may be harmful towards themselves and / or others, are identified and supported at an early stage and receive the right help and support they need, from the right people, when they need it (Care Inspectorate: Key Quality Indicator 5.1)	Implement and roll-out across all services and agencies, the recently published Scottish Government Practice Guidance: Working with Children and Young People Who Have Displayed Harmful Sexual Behaviour (HSB): Evidence Based Guidance for Professionals Working with Children and Young People (Scottish Government: April 2024)	CPC Child Exploitation Sub-Group	HSB Practice Guidance widely circulated across services and agencies NSPCC's HSB Framework in Place in terms of supporting Responses; Prevention; Assessment; Interventions and Workforce Development	By 31 July 2025
CPC Learning & Development Sub-Group (L&D) – Actions & Tasks					
17.	Our practitioners and managers are competent, confident and skilful and are supported by a wide range of blended multi-agency child protection learning	Implement and roll-out across all services and agencies, the recently published Scottish Government National Framework for Child Protection Learning and Development in Scotland 2024 (Scottish Government: March 2024)	CPC Learning & Development Sub-Group	National Child Protection L&D Framework circulated across all services and agencies CPC Child Protection L&D Strategy; L&D	By 30 September 2024

No	What do we want to achieve (Outcomes)?	What do we want to do (Key Actions & Tasks)?	Who will take the Strategic Lead?	How will we know when we have achieved this?	When will we achieve this?
	and development opportunities, which are compliant with national standards and guidance (Care Inspectorate: Key Quality Indicator 7.2)			Quick Guide; L&D Pathway and all Child Protection L&D Resources are compliant with National Standards and Guidance	
18.	Our practitioners and managers are competent, confident and skilful and are supported by a wide range of blended multi-agency child protection learning and development opportunities (Care Inspectorate: Key Quality Indicator 7.2)	Develop and implement a Central OnLine Child Protection Learning Resource Hub where electronic access to National and Local Child Protection Learning and Develop Learning Resources which can be made available via a one-stop shop; including the following multi-agency blended child protection resources: <ul style="list-style-type: none"> • OnLine Modules • Self-Directed Learning • Webinars • Face-to-Face Courses • Conferences & Events 	CPC Learning & Development Sub-Group	Wide range of Multi-Agency Blended Child Protection Learning & Development Opportunities in place and available to all staff across all services and agencies Course Uptake Numbers Feedback and Evaluation Data Reports	By 31 March 2025
19.	Our practitioners and managers, particularly those working together with children, young people and families affected by problematic	Develop and roll-out a multi-agency child protection <i>Getting Our Priorities Right (GOPR) Learning and Development Course</i> , which staff across all services	CPC Learning & Development Sub-Group	Multi-Agency GOPR Learning and Development Course – In Place	By 31 October 2024

No	What do we want to achieve (Outcomes)?	What do we want to do (Key Actions & Tasks)?	Who will take the Strategic Lead?	How will we know when we have achieved this?	When will we achieve this?
	<p>alcohol and / or drug use, are supported and empowered to provide the right help and support, at the right time, from the right people when they need it</p> <p>(Care Inspectorate: Key Quality Indicator 7.2)</p>	<p>and agencies can attend and benefit from</p>		<p>Course Uptake Numbers</p> <p>Feedback and Evaluation Data Reports</p>	
20.	<p>Our staff across all services and agencies are supported and empowered by multi-agency child protection learning and development opportunities which h meets local needs and provides better outcomes for children and young people at risk of harm, abuse and exploitation</p> <p>(Care Inspectorate: Key Quality Indicator 7.2)</p>	<p>Continue to review and evaluate the CPC's multi-agency child protection learning and development blended offer to ensure it remains fit-for-purpose, up-to-date and compliant with national standards and guidance and with national and local emerging child protection issues. Specifically:</p> <ul style="list-style-type: none"> • Carry-Out a Bi-Annual Multi-Agency Training Needs Analysis (TNA) to meet local multi-agency child protection learning and development needs demands and needs • Continue to promote On-the-Day Exit Evaluations to identify immediate learning • Develop a more robust approach to Post-Event Workplace Evaluation to 	CPC Learning & Development Sub-Group	<p>CPC's Multi-Agency Child Protection Learning and Development Programme</p> <p>CPC's Multi-Agency Child Protection Learning and Development TNA (Bi-Annual)</p> <p>CPC's Multi-Agency Child Protection Learning and Development Evaluations (On-the-Day and Workplace Evaluations)</p>	By 31 March 2025

No	What do we want to achieve (Outcomes)?	What do we want to do (Key Actions & Tasks)?	Who will take the Strategic Lead?	How will we know when we have achieved this?	When will we achieve this?
		identify the impact of learning on day-to-day working practice			
Supporting the Implementation Plan for the Bairns' Hoose – Outer Hebrides Bairns' Hoose Pathfinder StART Tool					
21.	Our children and young people are at the heart of our single and inter-agency child protection working arrangements and key processes; that we can evidence that our work is child-centred, and that children and young people are listened to, understood and respected and that their voices and views are heard	Continue to ensure that children and young people are at the heart of what we do; that our single and inter-agency child protection arrangements and practices remain child-centred; that their views and voices are heard and inform key planning and decision-making processes which affect their lives	CPC Audit & Self-Evaluation Sub-Group	Improved Outcomes for Children and Young People can be clearly evidenced CPC Quality Assurance and Self-Evaluation Reports CPC Surveys & Questionnaires	Ongoing 2024 – 2026 *
22.	Our Child Protection Inter-Agency Referral Discussions (IRDs) are robust; consistent and ensure that highly effective actions are taken to keep children and young people safe from further harm, abuse and exploitation	Continue to ensure that our exiting Inter-Agency Referral Discussions (IRDs) are compliant with national child protection standards; are robust and of a consistently high standard in terms of participation; attendance; information sharing; safety planning; decision-making; and recording practices across all services and agencies and remain child centred and focussed on the needs	CPC Audit & Self-Evaluation Sub-Group and CPC Learning & Development Sub-Group	Bairns' Hoose StART Tool and Pathfinder Implementation Plan CPC Inter-Agency IRD Guidance IRD Audit Toolkit and Evaluation Reports IRDs included in CPC Multi-Agency Child	Ongoing 2024 – 2026 *

No	What do we want to achieve (Outcomes)?	What do we want to do (Key Actions & Tasks)?	Who will take the Strategic Lead?	How will we know when we have achieved this?	When will we achieve this?
	(Care Inspectorate: Key Quality Indicator 5.1)	of, and risks to, children and young people		Protection Learning and Development Courses CPC Minimum Dataset (6 Monthly) Reports re IRDs	
23.	Our children and young people, who need to be jointly interviewed by specially trained police and social workers benefit from a holistic and therapeutic interview model, which is compliant with national standards and guidance (Care Inspectorate: Key Quality Indicator 5.1)	Continue to ensure the implementation of the Scottish Child Interview Model (SCIM) for all Joint Investigative Interviews of Children and Young People is compliant with national standards and that our SCIM Interviews are of a consistently very high standard and remain child centred and focussed on the needs of, and risks to, children and young people	CPC Audit & Self-Evaluation Sub-Group	Bairns' Hoose StART Tool and Pathfinder Implementation Plan SCIM Audit Toolkit and Evaluation Reports CPC Minimum Dataset Reports (6 Monthly) re SCIM Interviews	Ongoing 2024 – 2026 *
24.	Our practitioners and managers have an understanding and awareness of childhood trauma and their work with children, young people and their families is trauma informed and trauma aware	Continue to support the implementation and embedding of an inter-agency awareness and understanding of childhood trauma; develop a trauma informed workforce which is alert to, and can recognise, respond to and support children and young people affected by the impact of childhood trauma	CPC & Partners	Bairns' Hoose StART Tool and Pathfinder Implementation Plan Trauma Informed Training Reports – Evaluations etc	Ongoing 2024 – 2026 *

No	What do we want to achieve (Outcomes)?	What do we want to do (Key Actions & Tasks)?	Who will take the Strategic Lead?	How will we know when we have achieved this?	When will we achieve this?
	(Care Inspectorate: Key Quality Indicators 5.1 and 7.2)				
25.	<p>Our practitioners and managers share information proportionately, legitimately and only when necessary to safeguard, support and promote the welfare of children and young people</p> <p>(Care Inspectorate: Key Quality Indicators 5.1 and 5.4)</p>	<p>Develop further local information and advice Practitioner Guidance for all practitioners and managers in relation to Information Sharing, Confidentiality and Consent, which reflects national standards and guidance</p>	CPC & Partners	<p>CPC Inter-Agency Child Protection Procedures</p> <p>CPC Information Sharing, Confidentiality and Consent Guidance – In Different Mediums for:</p> <ul style="list-style-type: none"> • Children and Young People • Parents and Carers • Practitioners and Managers 	Ongoing 2024 – 2026 *
26.	<p>Our children and young people who may need a medical examination benefit from a holistic and therapeutic medical examination which meets their needs, and which is provided by suitable qualified and specially trained clinicians</p>	<p>Develop Practitioner Inter-Agency Guidance on the type and purpose of various Medical Examinations and remain child centred and focussed on the needs of, and risks to, children and young people</p>	CPC & Partners	<p>CPC Inter-Agency Child Protection Procedures</p> <p>CPC Guidance on Medical Examinations – In Different Mediums for:</p> <ul style="list-style-type: none"> • Children and Young People • Parents and Carers 	Ongoing 2024 – 2026 *

No	What do we want to achieve (Outcomes)?	What do we want to do (Key Actions & Tasks)?	Who will take the Strategic Lead?	How will we know when we have achieved this?	When will we achieve this?
	(Care Inspectorate: Key Quality Indicator 5.1)			<ul style="list-style-type: none"> • Practitioners and Managers Bairns' Hoose StART Tool and Pathfinder Implementation Plan CPC Minimum Dataset Reports (6 Monthly) re Medical Examinations	

* (Subject to liaison and discussion between the CPC Independent Chair, Chief Social Work Officer and the CPC Lead Officer)