

**Greater Glasgow NHS Board**

**Board Meeting**

Tuesday, 20<sup>th</sup> December

Board Paper No. 05/76

Nurse Director

**NHS Greater Glasgow Child Protection Forum**

**1. Recommendation:**

Board Members are asked to note the progress the NHS Greater Glasgow Child Protection Forum has achieved since April 2005, and agree to receive a further update in June 2006.

**2. Background**

In April 2005 the Board received a progress report regarding steps towards establishing systems and processes across NHS Greater Glasgow to improve child protection arrangements.

At this point the NHS Child Protection Forum had been up and running for just over a year and continued to progress its work programme which embraced the National Reform Agenda.

An Interim Manager for the NHS Child Protection Unit had been identified and clear objectives agreed for the short term. An additional Child Protection Adviser had been appointed and the recruitment of two additional Child Protection Trainers was planned.

This report updates the Board on further progress.

**3. Policy**

The key policies that inform NHSGG child protection work are:

- It's everyone's job to make sure I'm alright (Scottish Executive 2002)
- Protecting Children and Young People: The Framework for Standards (Scottish Executive 2004)
- The Children's Charter (Scottish Executive 2004)
- Child Protection Committees (Scottish Executive 2005)
- How Well Are Children and Young People Protected and Their Needs Met?: Self Evaluation Using Quality Indicators (Scottish Executive 2005)

The key objectives from these policies have been embedded into the child protection work of NHSGG.

## 4. NHS Greater Glasgow Child Protection Forum

### 4.1 The Child Protection Unit

The Unit continues to develop and has made steady progress. The following additional staff have been appointed:

- Head of Child Protection Development
- Clinical Director for Child Protection
- Two Child Protection trainers

Arrangements are in place to recruit the following:

- Business Manager
- Child Protection Advisor
- Child Protection Trainer

It is envisaged that these staff will be in place by February 2006 at the latest.

Key achievements to date are as follows:

- Staff have been co-located in premises in Yorkhill Hospital
- Arrangements for a formal launch of the unit in February 2006 are underway
- A communication plan has been produced
- Administrative arrangements have been reviewed and staff realigned
- The remit and workload of the Child Protection Advisors has been reviewed and changes in their role established. Work on setting out their responsibilities in line with the new organisational arrangements has begun.
- An audit of NHS Greater Glasgow staff skills has been completed
- Efforts to enhance staff knowledge base have begun. One member of staff is currently completing the Certificate in Child Protection Studies, three have enrolled for the Diploma in Child Protection Studies and one is devising her proposal for the MSc in Child Protection Studies.
- A clear action plan for September 2005 – April 2006 has been produced. Key targets for this six-month period have been identified. Longer-term targets have also been set out.

### 4.2 Procedures and Protocols

The following procedures and protocols have been finalised and approved by the NHS Greater Glasgow Forum:

- NHSGG staff attendance at child protection case conferences
- Accident and Emergency Guidelines
- Domestic Abuse Guidelines
- Significant case review investigations

Currently under preparation are:

- Non-accidental head injury guidelines
- Referral to social work
- Missing family alerts

## **EMBARGOED UNTIL DATE OF MEETING.**

### **4.3 Child Protection Training**

Child Protection training for staff has begun to increase in volume. A quarterly management information and progress report is now routinely provided for the NHS Greater Glasgow Child Protection Forum. The following is an extract from the latest report:

Training delivered from August – October 2005

- Induction Sessions – 65 staff
- Basic Awareness – 337 staff
- Case Conferences – 12 staff
- Attachment and Parenting – 15
- Grand total – 429 staff

New training material currently under preparation is as follows:

- Parental Substance Misuse
- Child Protection and Children Affected by Disability
- A and E legislative framework
- Child Protection and Domestic Abuse

Work is currently underway to scope out a full training needs analysis for the entire workforce. A questionnaire has been designed and distribution has begun. It is envisaged that this work will be completed by summer 2006. An annual training plan will be produced routinely outlining courses to be delivered each year.

### **5. Preparation for inspection (HMIE)**

As preparation for the HMIE inspections that will take place during 2006 to see how systems comply with Protecting Children and Young People; The Framework for Standards 2004.

A Pre Inspection Working Group has been set up. This group has begun to:

- Identify key issues raised for Health from the two pilot inspections in Highland and East Dunbartonshire
- Identify key aspects of the NHSGG service that embrace child protection
- Identify documentation required to be available for the inspectors
- Scope out a timetable for self-evaluation
- Agree communication mechanisms pre inspection
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This group will progress any work needing done pre-inspection and post inspection.

### **6. Further Progress**

#### **6.1 Advice and support to staff**

A paper has been produced and consulted on regarding current arrangements for advice and support to staff. Further detailed data will be collated over a 3-6 month period and analysed to inform any future changes in service provision.

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### **6.2 Significant case reviews**

Substantial work has been done on significant case reviews over the last few years. A system has been set up to monitor and track progress of the plans resulting from these reviews. A management information report will be scrutinised by the NHS Greater Glasgow Forum on a bi-monthly basis.

### **6.3 Research and Knowledge Development**

A system has been set up to summarise and disseminate seminar material via the NHS Greater Glasgow Forum. Three Unit staff will contribute to the research agenda via the Diploma in Child Protection Studies and one via the MSc in Child Protection Studies.

### **6.4 Staff consultation on children's service/child protection issues**

A system has been set up to ensure NHSGG staff are consulted about key draft policies that relate to child welfare and a unified response provided. The first of these consultations and responses was conducted on the "Getting It Right" review of the Children's Hearing system.

### **6.5 Child Protection Committees and Work with other Authorities**

Regular updates on the activities of the Child Protection Committees are provided to the NHS Greater Glasgow Forum. NHS Greater Glasgow is represented on all Committees and this membership will be reviewed in the light of the new organisational arrangements.

## **7. Conclusion**

This paper provides a progress update on a major programme of work to improve child protection across the NHS in Greater Glasgow. A further progress report will be made available in 6 months.