

Board Nurse Director

NHS Greater Glasgow Clyde - Child Protection Forum Update

1. Recommendation:

The NHS Board is asked to note the progress made by NHS Greater Glasgow and Clyde Child Protection Forum since December 2005, and agree to receive a further update in December 2006.

2. Background

In December 2005 the Board received a progress report regarding the establishment of systems and processes across NHS Greater Glasgow to improve child protection arrangements.

At this point the NHS Child Protection Forum had been in existence for just over eighteen months and continued to move forward in its work programme, which embraced the National Reform Agenda.

The Child Protection Unit continued to develop and had appointed additional staff: Head of Child Protection Development, Clinical Director for Child Protection, two Child Protection trainers.

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 (HMIE 2005)
- Evaluation of Services for Children and Young People: Consultation on Generic Quality Indicators (HMIE 2006)

The Scottish Executive's vision for children is that they are:

- Safe
- Nurtured
- Healthy
- Achieving
- Active
- Respected and responsible
- Included

The work of NHSGG&C Forum continues to be rooted in the key objectives of these policies, messages from national inquiries and the government's vision for children

4. NHS Greater Glasgow and Clyde Child Protection Forum

4.1. New Child Protection Forum Arrangements

New Child Protection Forum arrangements have been agreed in light of the new organisational structure. The Child Protection Forum will meet three times each year, under the chair of the Director of Women's and Children's Services and Board Nurse Director, who is NHS Greater Glasgow and Clyde's lead for child protection, on behalf of the Board Chief Executive. Membership will include the child protection leads for each operational entity, the Head and Clinical Director of the CPU and representation from Corporate Planning and Policy.

Two operationally focused groups have been introduced - one covering the Acute Division and bringing together the nominated leads for each clinical services Directorate - the second covering NHS Partnerships, bringing together child protection leads from each.

These two operational groups will meet six times each year with a focus on a number of key issues:

- highlighting policy and practice issues which required a coordinated approach and agreeing that approach
- review and action planning for significant case reviews
- feedback from the CPU on performance and issues
- reviewing issues emerging from CPCs
- preparation for inspection and considering inspection outcomes
- contributing to priorities, development and delivery plans for the CPU.

The Head of the CPU will be a member of both these operational groups and the CPU will provide the business support for the groups.

4.2. The Child Protection Unit

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

- Business Manager
- Child Protection Advisor
- Child Protection Trainer.

Plans are in place to recruit a 2 sessional GP Child Protection posts; and it is anticipated that the post will be filled by September 2006.

Work is underway to transfer responsibility for Clyde's three Child Protection Advisors to the Child Protection Unit and a transition plan sets out actions and timescales.

Key achievements to date are as follows:

- Formal launch of the unit took place on 23rd February - this was well attended, positively evaluated and attracted positive media coverage
- CPU leaflet has been produced
- Leaflet in staff payslips raising awareness has been disseminated
- Quarterly newsletter has been produced
- Plans have begun to develop a Child Protection Website
- The responsibilities of the Child Protection Advisors has been set out in line with the new organisational arrangements
- Thematic responsibilities have been allocated to all staff

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- Efforts to enhance staff knowledge base continue – almost all members of staff are undertaking post graduate specialist qualifications - one has devised her proposal for the MSc in Child Protection Studies embracing what works for children in situations where parents are abusing substances
- Fred Stone Unit refurbishment is almost complete
- A clear action plan for April 2006-March 2007 has been produced.

4.3. Procedures and Protocols

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

- Management of children under one year where there are child welfare/child protection concerns
- Significant Case Reviews (revised)

Currently under preparation are:

- Child Protection Guidelines in Suspected Non Accidental head Injury (NAHI) in Children Under 2 Years of Age
- Dentistry
- Referral to social work
- Missing family alerts
- MC57
- Guidance on admissions of mothers with babies to general adult wards where a bed is not immediately available in the Mother & Baby Mental Health Unit.

In addition to the above Comprehensive Medical Assessment material is being piloted in RHSC.

A folder is being prepared to contain NHSGGC child protection procedures. The graphics will be taken from a competition run by the CPU on children's drawings.

4.4. Child Protection Training

Child Protection training for staff continues to increase in volume and routine management information reports are provided for the NHS Greater Glasgow Child Protection Forum. The following outlines numbers of staff trained from August 2005 – May 2006.

Number of Staff Trained

Oct 05 – May 06 2193

Staff Trained by Course

Induction	164
Foundation	1580
Record Keeping	100
Court Skills	72
Attachment and Parenting	104
Case Conference	47
Substance Misuse	53
Domestic Abuse	53
Sexual Health	20
TOTAL	2193

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New training material has been introduced is as follows:

- Parental Substance Misuse
- Child Protection and Domestic Abuse

New training material under preparation is as follows:

- Child Protection and Children Affected by Disability
- A and E legislative framework

An annual training calendar and portfolio have been produced outlining courses to be delivered this financial year. A training plan for medical staff has been produced.

A training DVD for Health staff is almost complete. This is an innovative development and begins to address the dearth of available DVD training material that tackles Scottish child protection issues.

A training needs analysis exercise has been completed for key priority groups: paediatricians, A&E, Midwifery, and Health Visitors. The next phase of this training needs analysis has begun: all Yorkhill staff and GP's.

The CPU has financed the following places for child protection training:

- 5 places on the Napier University Child Protection module
- 5 places on the University of Paisley Certificate Course
- 5 places on the University of Dundee Masters Course

5. Preparation for inspection (HMIE)

A three-year programme of inspections was introduced following the publication of the national audit of child protection: "It's everyone's job to make sure I'm alright" (Scottish Executive 2002). Two pilot inspections in Highland and East Dunbartonshire were conducted and reports published in 2005. The aim is for every authority area to be inspected by 2008. Inspections in the following areas will start by the end of 2006:

- East Lothian
- Angus
- Midlothian
- Argyll & Bute
- Scottish Borders
- South Ayrshire
- West Dunbartonshire
- Orkney
- Edinburgh

The next programme of inspections will be announced in March 2007.

The NHSGGC Pre Inspection Working Group was set up in October 2005 and has met on a regular basis to progress preparation for inspection. Thus far it has:

- Produced a plan for pre inspection work
- Identified key issues raised for Health from the two pilot inspections in Highland and East Dunbartonshire
- Begun completion of PIR (Pre Inspection Return)
- Produced a summary of all audits of child protection work done in NHSGG and key recommendations (powerpoint presentation prepared and delivered to relevant staff)

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- Begun the process of 3 service evaluations (Paediatric Medicals, Health Visitor Self Audit tool, Effectiveness of CPU)
- Delivered a series of staff briefings communicating the process
- Prepared a powerpoint presentation for dissemination to managers to cascade communication briefing to staff
- Contributed to interagency case sampling audit for Glasgow Child Protection Committee and extracted key issues for health
- Contributed to interagency research on effectiveness of interagency child protection work commissioned from University of Glasgow

Given the imminent inspection of West Dunbartonshire in December 2006 a specific Pre Inspection Group has been set up to prepare for this. A plan has been produced outlining tasks and timescales. This work will support the work of the West Dunbartonshire Child Protection Committee Quality Assurance sub group.

6. Further Progress

6.1 Advice and support to staff

The Child Protection Unit continues to provide support to staff via the 24 hour medical advice line and the nurse advisor advice line, which operates during daytime hours. Detailed data has been collated over an eight and thirteen month period. This data will be analysed as part of the audit of paediatric medical service to inform any future service redesign. The following information is an example of the data collated:

Nurse Advisor Advice Line

Number of Calls to the Unit Oct 05 – May 06 303

Reason for Referral

Case Management	47
CSA	21
Child Death	2
Domestic Abuse	17
General	40
Homelessness	3
Mental Health	3
MFA	7
NAI	14
Neglect	28
Parental Drug Use	9
NK	112
TOTAL	303

Medical Advice Line

Number of Calls to the Unit - April 05 – May 06 301

Reason for Referral

CSA	124
EA	1
FII	1
NAI	119
Neglect	23
NK	33
TOTAL	301

6.2 Management Information

The following management information reports have been provided:

- Training report
- Nurse advisor advice report
- Medical advice report
- Health Visitor referral to social work

Under preparation are:

- MC57 report
- Children's Hearing report requests – Health Visitors

6.3. Significant case reviews

A monitoring and tracking report has been produced for each Child Protection Forum meeting to track progress of the plans resulting from these reviews. Key overarching lessons for NHSGGC will be extracted from the spread of cases and transferred into key actions. The procedure for investigating significant case reviews has been further refined and improved. All staff in the CPU will undertake 3 days Root Cause Analysis training in September 2006. Work is being done to develop visual display of complex information, which will help improve the quality of final investigation reports

6.4. Research and Knowledge Development

Seminar material continues to be disseminated via the NHSGGC Forum. Two seminars have taken place hosted by the Child Protection Unit: Fabricated and Induced Illness, Management and Child Protection. Both were positively evaluated.

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.

6.5 Staff consultation on children's service/child protection issues

A system has been set up to ensure NHSGGC staff are consulted about key draft policies that relate to child welfare/protection and a unified response provided. In the last 6 months staff have been consulted on the following:

- All new procedures
- Proposed Health Visitor audit tool
- Generic quality indicators document from HMIe

6.6. Child Protection Committees and work with other Authorities

NHSGG&C is represented on all Committees. Membership has been 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 NHSGGC. A further progress report will be made available in 6 months.