



STIRLING CHILD PROTECTION COMMITTEE

ANNUAL REPORT 2009/10

1. Preface from Independent Chair

As this Annual Report of the Stirling Child Protection Committee reflects, 2009/10 was another challenging year for all agencies working together in Stirling to protect children and young people.

Notwithstanding the significant improvements in some service areas, the serious issues raised by the HMle inspection in March, 2010, led to immediate action to refocus the Child Protection Committee as a body that will ensure all agencies and partners work together to improve services for vulnerable children.

As part of this refocusing, I was appointed Independent Chair of the Committee in late summer 2010. I express my thanks to Bill Eadie, former Chair of the Child Protection Committee and look forward to working with colleagues in achieving real progress in the current year.

George Hunter
Independent Chair

2. Foreword to C.P.C. Annual Report 2009/10

This has been a busy year for Stirling Child Protection Committee with agencies continuing to work to protect children and young people across Stirling whilst also preparing for the HMle inspection in March, 2010.

As this report indicates, the inspection raised serious concerns about practice across agencies and immediate action was taken to begin to address these issues.

At the same time there has been significant work around developing public information and in seeking the views of children, young people and families directly involved in the Child protection process. Work has also progressed in relation to both the Initial Referral Discussion procedure (rolled out in Stirling from September, 2009) and the Child Protection Messaging pilot.

With the overall increase in the volume of child protection work over the past few years, and with the past twelve months showing no significant reversing of this trend, this continues to stretch existing resources both in terms of staffing and of the related training needs.

Once again I would therefore want to thank all members of the Child Protection Committee for their continuing commitment to our shared goal of improving child protection services for children and young people across the Stirling area.

Bill Eadie
Chair
Stirling Child Protection Committee

3. Introduction

Stirling Child Protection Committee (C.P.C.) is a multi-agency forum responsible for the development, co-ordination and review of child protection inter-agency policy and practice across Stirling. The C.P.C. is responsible for ensuring that child protection activity complies with national and local standards and aims to promote better outcomes for children and young people

The C.P.C. arrangements in Stirling have been set up in accordance with the Scottish Executive (S.E.) Guidance (*Protecting Children and Young People: Child Protection Committees*), published in 2005, which aims to ensure the delivery of integrated, high quality, child protection services supported by the commitment and leadership of Chief Officers.

The S.E. Guidance states that the C.P.C.s are the key local bodies for developing and implementing child protection strategy across and between agencies with core functions under public information, continuous improvement in child protection practice and strategic planning.

3.1. The Role, Remit and Function of Stirling Child Protection Committee

The role, remit and function of the CPC is as follows:

- to produce and disseminate public information about protecting children and young people
- to play a key role in the continuous improvement of child protection work
- to ensure that clear and robust inter-agency procedures are in place
- to maintain an overview of child protection management information including analysis of trends to ensure that these inform the inter-agency child protection strategy
- to establish mechanisms for quality assurance of inter-agency child protection practice
- to identify and promote good practice, address issues of poor practice and encourage learning from practice
- to have an overview of single agency child protection training and promote, commission and quality assure inter-agency training
- to contribute to strategic planning
- to promote effective communication and co-operation within and between professions and agencies
- to clarify where CPCs link into other multi-agency partnerships and structures
- to prepare and submit to the Scottish Government an annual report and business plan.

Stirling C.P.C. meets four times a year. It is chaired by Bill Eadie in his role as Head of Social Care, Stirling Council. The membership of the C.P.C. comprises staff who are of sufficient seniority to commit their agency to the decisions of the C.P.C. which is a requirement in the National Guidance.

Agencies currently represented on Stirling C.P.C. include:

- Stirling Council
- N.H.S. Forth Valley
- Central Scotland Police
- Stirling Women's Aid

- Aberlour Childcare Trust
- Stirling Children's Panel
- Scottish Children's Reporters Administration
- Procurator Fiscal's Office
- Queen Victoria School

Much of the work of Stirling C.P.C. is channelled through the four Forth Valley Child Protection sub-groups (see below) but Stirling C.P.C. continues to have a subgroup, chaired by the Lead Officer Child Protection, which considers Training within a specific Stirling context and, in addition, there is a Voluntary and Independent Sector sub-group, chaired by a member of the sub-group, which works to Stirling and Clackmannanshire C.P.C.s. Until recently there was also a Stirling C.P.C. Quality and Assurance sub-group, also chaired by the Lead Officer Child Protection, but the work of this group has been subsumed into the work of the Forth Valley Management Information and Quality Assurance sub-group.

3.2. Lead Officer Child Protection

The Lead Officer Child Protection works with agencies and partners within Stirling and across Forth Valley to take forward the work of the Stirling Child Protection Committee.

3.3. Forth Valley Child Protection Reporting and Sub-Group Arrangements

Each Child Protection Committee within Forth Valley – Stirling, Falkirk and Clackmannanshire – is independent and autonomous.

The G5 Child Protection Reporting Group, which consists of the Chairs of the three Child Protection Committees and senior staff from the three councils, Forth Valley N.H.S. and Central Scotland Police, reports to the G5, which is made up of the four Chief Executives from these agencies and the Chief Constable. There are also four Forth Valley Child Protection sub-groups: –

- Promotion of Good Practice (including public information, communication and co-operation, planning and connections and listening to children and young people) chaired by the Lead Officer Child Protection, Stirling.
- Policies, Procedures and Protocols chaired by the Lead Officer Child Protection, Clackmannanshire.
- Management Information and Quality Assurance chaired by the Lead Officer Child Protection, Falkirk.
- Training, chaired by the Forth Valley Inter-Agency Training Facilitator.

Members of Stirling CPC sit on each of the four Forth Valley sub-groups and are involved in progressing work across Forth Valley including Stirling.

4. Evaluation and Inspection

The work of Stirling C.P.C. in 2009/10 focussed on self-evaluation based on the Quality Indicators in the H.M.I.e inspection framework "How Well Do We Protect Children and Meet Their Needs?" with a view to the planned H.M.I.e. inspection in March 2010.

The inspection findings briefing immediately following this raised serious concerns about practice across agencies and, in response to this, immediate action was taken to begin to address these issues. This will be reported on more fully in the C.P.C. Annual report for 2010/11.

H.M.I.e. will be conducting a further inspection in April, 2011.

5. Fulfilling the Functions of the Child Protection Committee

5.1. Public Information

A range of information relating to child protection has been made available to the public during this period. This has included:

- a regular article in the Stirling in Focus magazine which is delivered free to every household in Stirling Council on a quarterly basis
- posters displayed in a number of public buildings, including council offices, schools, nurseries and libraries, police offices and health centres
- information on the websites of Stirling Council, Central Scotland Police and Forth Valley N.H.S.
- a quarterly newsletter produced by the Child Protection Committee and available in paper copy and via the Council website.

There was a particular focus on public information during the Sixteen Days of Action to End Violence Against Women and Children, Nov. 25th – Dec. 10th 2009, when events included:

- a White Ribbon march from Stirling Castle supported by members of the public, including children and young people
- White Ribbon activities in schools, nurseries and youth groups
- a conference for young people hosted by Queen Victoria School, Dunblane, and run by Zero Tolerance
- themed booklists and reading groups in Stirling Council libraries and a Meet the Author event with Robert Douglas (Night Song of the Last Tram: A Glasgow Childhood) at Cambusbarron library-

In addition Amnesty International loaned the “We are all Born Free” exhibition, which celebrates the Universal Declaration of Human Rights through posters designed by acclaimed artists and illustrators in a way that is accessible to children and their families, and this was put on display in the Raploch Community Centre for the duration of the Sixteen Days of Action.

Specific information leaflets also continue to be sent to all parents and a separate leaflet to all children and young people who are involved in the Child Protection Case Conference process and a public information leaflet for EDT has recently been developed on a Forth Valley basis.

There has also been substantial consultation with the public in relation to the type of child protection information they want over this period, including work with members of Stirling Citizen’s Panel, consultation with staff (who are also members of the public) in various fora and at training events and a specific consultation exercise with children and young people from Positive Changes, Glasgow Road and Stirling Young Carers.

An audit of what public information is currently available has also been carried out with a view to identifying gaps but it has not been possible to identify any funding source to develop any additional material including a shared child protection webpage across the websites of Stirling Council, Forth Valley NHS and Central Scotland Police.

5.2. Policies, Procedures and Protocol

Work has progressed in relation to both the Initial Referral Discussion procedure (rolled out in Stirling from September, 2009) and the Child Protection Messaging pilot.

Work has also been ongoing to develop a Forth Valley Protocol on Human Trafficking including Child Trafficking with a multi-agency seminar to try out the protocol in practice scheduled for September, 2010.

The revision of the Forth Valley Child Protection Guidelines has been delayed because of the work at national level on the revision of the 1998 Child Protection Guidelines but these will be out for consultation in the Summer of 2010 and it is anticipated work on the revision of the Forth Valley Guidelines will then be able to progress as well.

5.3. Management Information

Work on Management Information is now being progressed across Forth Valley through The Way Forward, a shared performance management framework for partner agencies working in child protection.

Specific management information is presented to Stirling CPC at each meeting by the Child Protection Co-ordinator. This includes quarterly data on:

- the number of child protection case conferences held
- the number of children on the child protection register by age, gender and category, with comment on changes from the previous quarter
- the number of children who attended and/or submitted reports to child protection case conferences
- the number of reports received from partner agencies and the number received within designated timescales
- the number of children de-registered
- the total number of child protection case conferences held and the number of children these related to.

Data from Forth Valley N.H.S. is also presented to the C.P.C. from the Forth Valley Child Protection Action Group.

In relation to the year 2009/10:

- a total of 282 children were referred as possibly in need of child protection services, compared to 304 the previous year. This slight decrease still leaves the level of referral higher than the 249 in 2007/08. This high level of referrals for child protection services has remained consistent and also mirrors the profile of child protection and the need for everyone to work together which has increased public awareness at both local and national level.

- Within this group of children and following further assessment and investigation into each of their circumstances, 70 children were subject to an inter-agency Initial Child Protection Case Conference, a minimal decrease from 71 last year. This demonstrates that while the overall initial workload from referrals remains significant, the majority require no further action under child protection procedures and the numbers at the higher risk end of the spectrum have been reasonably consistent.
- Of the 70 children considered at an initial case conference, 63 children's names were placed on the Child Protection Register, the same number as the previous year. The majority of children were registered due to physical neglect; with the alleged perpetrator in the main, being their natural parents.
- During the past year 68 children's names have been removed from the Child Protection Register, compared with 58 children deregistered during the previous year. The majority of children's names were removed due to an improvement in their home situation, however around a third were received into the care of the local authority, as the risks were too high for them to remain at home. Around a third of the children's names remained on the Child Protection Register for up to 6 months, with a similar number requiring child protection registration for up to one year. Just under a quarter of children required child protection registration for more than a year.
- The number of children whose names were on the Child Protection Register at 31st March 2010 was 43, a decrease of 14% on the same date in 2009. The majority of these children were under the age of 10 years, with a small number between the ages of 11 – 15 years.
- Further detailed child protection statistical data is submitted to the Scottish Government in July each year. In addition, information about child protection is submitted through Stirling Stat.

With the overall increase in the volume of child protection work over the past few years, and with the past twelve months showing no significant reversing of this trend, this continues to stretch existing resources. It also requires the initial assessment work to be of a high standard to ensure that children's circumstances are effectively assessed and child protection plans are implemented to help keep children safe where this is required.

5.4. Quality Assurance

The Stirling C.P.C. Quality Assurance sub-group conducted quarterly audits of four cases with participation from staff in Central Scotland Police, Forth Valley N.H.S. and Stirling Council (Social Work and Education) reporting specific findings to partner agencies for follow up and general findings to the C.P.C. until December, 2009 when it was agreed that future auditing would take place across Forth Valley with the first Forth Valley audit taking place in November, 2009.

Following on from this Forth valley audit it was agreed that:-

- each CPC should have in place processes to monitor children on the register for a period of more than one year
- each CPC should both action and use as learning points issues raised by the audit and report on progress to the respective CPCs by July 2010

- multi-agency chronologies should continue to be developed by core groups
- risk assessments should be developed as part of agreed assessment frameworks
- SCRA should be involved in auditing processes

A Significant Case Review is also currently underway in Stirling, the Review Team consisting of senior staff from Stirling Council Children's Services, Forth Valley N.H.S. and Central Scotland Police, chaired by an independent Chair. Practice issues requiring immediate action are being addressed on an ongoing basis and two Interim reports have been prepared for the Chief Officers Group and Commissioning Team with verbal updates given to the Child Protection Committee. The immediate actions recommended in the Interim reports were:

- that leaders and managers of local services should immediately consider and re-affirm the systemic recognition of the importance of early intervention vis-à-vis pre-birth planning and the supervision of processes and practitioners to ensure that their departments support families as soon as they are recognised as being in need and/or where a child protection issues are identified;
- that leaders and managers of local services should immediately address the apparent absence of planning for adverse developments (i.e. parallel planning for compulsory measures) while continuing to support families to voluntarily engage with child protection issues.

It is anticipated that the conclusions of the Significant Case Review will be discussed in full with the Child Protection Committee in due course.

The findings from a Significant Incident Report were reported to the CPC in December, 2009, and an update on actions taken given in March, 2010. The significant incident report had noted that the arrangements for agency checks on adults in households where there was child protection concerns was not significantly robust. Central Scotland Police and the Local Authority reviewed their practice on how disclosure checks were carried out on adults in households or who had significant contact with children where there are child protection concerns. From 1st March 2010 a new procedure for the Protection of Children Suitability Checks was piloted between the Local Authority (Social Care Children and Families) and Central Scotland Police.

5.5. Promotion of Good Practice

Seminars in relation to Brandon Muir and the Laming Report have been delivered to staff from partner agencies of Stirling CPC.

In addition a small sub-group with representation from Central Scotland Police, Forth Valley N.H.S. and Stirling Council Children's Services (Social Work) organised a half day multi-agency seminar at McLaren High School, Callander, in May, 2009, at which partners from statutory and voluntary sector services were able to share information about practice and related issues.

Summary reports from all HMIE Inspection reports across Scotland in the second round of Child Protection inspections and related reports are prepared by members of the Forth Valley Promotion of Good Practice sub-group and shared with the CPC.

Funding has been secured from L.A.R.C.I. (Local Authorities and Research Councils' Initiative) and the Community Safety Partnership to conduct a piece of research in partnership with the University of Stirling to look at good practice in relation to substance misusing expectant mothers across Scotland and internationally and a series of workshops is planned to share the content and significance of the research evidence.

5.6. Training and Staff Development

Introduction

Individual agencies are responsible for providing child protection training at Level 1 of the Scottish Government training framework. Levels 2 to 4 inter-agency training is provided and co-ordinated by the Forth Valley Inter-Agency Child Protection training Facilitator.

Stirling CPC held a Development Day in November, 2009, to consider self-evaluation in the context of the forthcoming HMIE inspection.

In addition Stirling C.P.C. hosted a multi-agency seminar by ECPAT (End Child Prostitution, Child Pornography and the Trafficking of Children) UK as the closing event of the Sixteen Days of Action to End Violence Against Women and Children campaign in December, 2009. The seminar, which was well evaluated, included an overview of child trafficking in the UK, indicators of child trafficking and support available to victims as well as Scottish Government input.

5.6.1. Level 1 Training

Within Stirling Council the main method of providing Level 1 Child Protection training historically has been through staff accessing an electronic e-learning module which is available on the council intranet and the council website. This module provides child protection information for all staff working within Stirling Council with details of who to contact if they have a concern about a child. As the module is also available on the council website, voluntary organisations and members of the public can also benefit.

The Stirling CPC Training sub-group has now developed Level 1 training to include a Level 1B session which has been piloted with foster carers and Stirling Council Housing services staff as it was felt that the previous Level 1 online training module (now referred to as Level 1A) was insufficient to equip staff effectively to protect children.

N.H.S. Forth Valley has an extensive programme of Level 1 training for health staff across Forth valley.

In addition and there have been a number of twilight seminars for multi-agency staff on Substance Misuse and Working with Vulnerable Teenage Parents.

5.6.2. Inter-agency Training – Levels 2-4

The Forth Valley Inter-agency Child protection Training Facilitator has run a number of training courses and events at Levels 2-4 this year including:

- Level 2 – Foundation
- Giving Evidence in Court
- A Child’s Journey through Child Protection
- Direct Work with Children and Families
- Pre-birth Planning
- Joint Investigative Interview Training
- Messages from Forth Valley H.M.I.E. Inspections

A Training Needs Analysis has also been carried out across partner agencies of Stirling CPC in 2009/10 with the full return to be submitted in May 2010.

Further information on all the above can be found in Appendix 2 – Forth Valley Inter-agency Child Protection Training – Annual Report.

5.7. Communication and Co-operation

Stirling CPC developed a Communication Strategy in September, 2009.

Communication with the public, including children and young people, has been discussed above.

The Lead Officer Child Protection provides a written update from the CPC to the Stirling Community Safety Partnership, Stirling Action for Change Violence against Women Partnership, Stirling CPC Voluntary and Independent Sector sub-group and Stirling Alcohol and Drugs Partnership and is a member of the first three fora. The three Lead Officers Child Protection also attend and report to the Forth Valley Adult Protection Committee meetings in turn.

5.8. Planning and Connections

The Chair of Stirling CPC and the Lead Officer Child Protection worked with colleagues from the Stirling Community Safety Partnership to draw up the Care and Protection strand of the Single Outcome Agreement to reflect the work of the CPC.

Stirling CPC receives updates from Stirling Community Safety Partnership, Stirling Action for Change Violence against Women Partnership, Stirling Alcohol and Drugs Partnership, Forth Valley NHS Child Protection Action Group, Stirling CPC Voluntary and Independent Sector sub-group and Stirling Adult Protection Committee at every meeting.

The Chair of Stirling CPC and the Lead Officer Child Protection also attend the Central and North East Scotland Child Protection Consortium and the National CPC Chairs and Lead Officers Forum.

5.9. Listening to Children and Young People

In addition to the consultation exercise discussed above, work is currently ongoing with children and young people in developing child protection material on the Young Scot website and in designing a Keeping Yourself Safe board game for Primary School pupils.

In 2009/2010 a broad range of activities were undertaken by the Children's Rights Officer to promote and uphold the rights of children and young people across Stirling. These included:

- Providing advocacy and support for children and young people.
- Working with the experiences of children and young people and their families to produce a reflective report: *Beyond Listening*. This research has provided the basis for the development of further research and professional development activities.
- Promoting awareness of Children's Rights through training and other activities.
- Promoting the involvement/participation of children and young people through consultations, the student forum and through research and development.

The next phase of *Beyond Listening* has been to look at the Child Protection process. There are two research strategies being undertaken simultaneously with regards to this. One is a snapshot activity looking at children, young people and families who have been or are on the CP register; and the second is a longitudinal pilot looking at children, young people and their families who are going through the CP process.

6. Conclusion

As this report reflects, this has been another busy year for Stirling Child Protection Committee.

Our focus for the coming year will be to continue to protect the children and young people of Stirling through improving services as identified in the H.M.I.e. inspection, with our focus being particularly around:

- more effective early intervention
- a more robust response to situations of immediate risk
- improved assessment of and planning around risks and needs
- further involvement of children and young people at all stages of the child protection process

In all this, the leadership of and direction from the Child Protection Committee will be essential in continuing to identify and support our most vulnerable children.

APPENDIX 1: Stirling Child Protection Committee Members 2009 – 2010

Bill Eadie (Chair)	Head of Support & Development, Children's Services, Stirling Council Forth Valley Child Protection Strategic Support Group Stirling Children's Critical Partnership Forth Valley Youth Justice Strategy Group National Chair CP Committees Forum Stirling Community Health Partnership
Maureen Berry	Nurse Consultant -Child Protection, NHS Forth Valley Forth Valley Joint Planning Group NHS Forth Valley CP Action Group Violence Against Women Action Group Hall 4 Groups – 3 CHPs National Nurse Advisor's Forum NHS Forth Valley CP Link Nurses Forum HOLAC Monitoring Group MCN West of Scotland
Dr Juliet Tucker	Consultant Paediatrician, NHS Forth Valley NHS Forth Valley Child Protection Action Group
Theresa McLean	Lead Nurse, Stirling, CHP, NHS Forth Valley NHS Forth Valley CP Action Group Stirling GIRFEC Strategy Group Stirling Corporate Parenting Strategy Group
Thom McLoughlin	Chief Inspector, Central Scotland Police Stirling Community Safety Partnership Stirling Action for Change
Jacqui Rennie	Detective Chief Inspector, Central Scotland Police Chair of the Forth Valley Domestic Abuse Strategy Group ACPOS Child Protection Working Group ACPOS Getting it Right for Every Child Working Group Head of Drugs and Specialist Services (Including Child Protection, Domestic Abuse and E-Crime)
Pat Scroggie	Detective Inspector, Central Scotland Police Stirling Action for Change
Peter Farquhar	Principal Solicitor, Legal Services, Stirling Council Legal Advisor to Stirling Adoption Panel Antisocial Behaviour Strategy Group

Des Friel	Head of Service, Youth Services and Criminal Justice Services, Stirling Council Stirling Homeless Partnership Youth Housing and Aftercare Strategy Forth Valley Substance Action Team Stirling Substance Forum Antisocial Behaviour Strategy Group Stirling Children's Critical Partnership Youth Justice Steering Group Stirling Action for Change
Trisha Hall	Regional Director East & Central, Aberlour Trust Parenting across Scotland Steering Group GIRFEC Team Group
Colin Hunter	Children's Panel Member
Tony Cain	Head of Housing Services, Stirling Council
Linda Kinney	Head of Learning & Development, Children's Services, Stirling Council Stirling Children's Critical Partnership
Jenni Barr	Acting Principal Psychologist, Children's Services, Stirling Council GIRFEC Strategy Group
Julie Main	Child Protection & Family Support Co-ordinator, Stirling Council Early Years Partnership Stirling GIRFEC Strategy Group Multi Agency Continuous Improvement Group
Susanne Goetzold	Forth Valley Child Protection Training Facilitator Forth Valley Child Protection Strategic Support Group Falkirk Child Protection Committee Clackmannanshire Child Protection Committee
Pauline Proudfoot	Authority Reporter, Stirling Stirling Children's Critical Partnership Stirling Youth Justice Forum
Andrew Richardson	Principal Procurator Fiscal Depute Statutory discussion meetings with Authority Reporter Court Users' Meetings Police Liaison Meetings
Mary Boyd	Children's Services Manager, Barnardo's Matrix Voluntary and Independent Sector sub-group (Vice Chair)
Andrea Priestley	Children's Rights Officer, Stirling Council

Dorothy Morgan	Senior Child Protection Nurse Advisor, NHS Forth Valley
Graham Carroll	Deputy Head Teacher, Queen Victoria School Voluntary and Independent Sector Sub-group (Chair)
Lyn Nelson	Emergency Duty Team Manager (Forth Valley) Scottish Out of Hours Social Work Group (Chair) Forth Valley Out of Hours Child Protection Group (Chair) Falkirk Child Protection Committee Clackmannanshire Child Protection Committee ADSW Organisational Development Standing Committee Stirling Quality Assurance Sub Group
Michael Grassom	Service Manager Criminal Justice Service
Marion Wallace Gee	Education Officer Multi Agency Continuous Improvement Group
Anne Salter	Lead Officer Child Protection (from June, 2008) Stirling Community Safety Partnership Stirling Action for Change Stirling Substance Misuse Forum National Child Protection Committee Chairs and Lead Officers Forum National Lead Officers Network Multi Agency Continuous Improvement Group

Appendix 2: Resources Dedicated to the C.P.C. 2009/10

Training (across Forth Valley)

Staff Costs	Amount (£)
Salaries, NI, Superannuation	49,090.67
Mobile Phone	65.77
Car Allowance/Subsistence/Licence Check	644.33
Professional Development (inc. Year 2 of MSc)	£2,714.10
Sub-Total	£52,514.87

Miscellaneous Items

Insurance	0.00
Advertising	0.00
IT Equipment	13.50
Telecom Equipment	65.77
Photocopying	878.30
Stationery	565.45
Hospitality	67.02
Sub-Total	£1,590.04

Specific Training Costs

(including venue hire, catering, guest speaker fees, excluding staff costs)

Level II Foundation, Direct Work with Children,

Child's Journey through Child Protection, Pre-Birth

Planning, Managers' HMIE Workshops	7,849.47
Speaker's Fees (Giving Evidence in Court)	700.00
Speakers' Fees (Direct Work with Children)	3,935.00
Sub-Total	12,484.47

Joint Investigative Interview Training (2 x full course)

Venue and Catering	3,925.20
Materials (DVDs, Stationery, Photocopying)	111.90
Guest Speakers	1,558.05
Actors	1,800.00
Sub-Total	£7,395.15

Income

(Participants' Fees for Direct Work with Children	(2,500.00)
Cancellation/Non-Attendance fees)	(360.00)
Sub-Total	(£2,860.00)
TOTAL	<u>£71,124.53</u>

Appendix 3 – Working Groups

Forth Valley Child Protection Sub-groups

Forth Valley Management Information and Quality Assurance Sub-Group

Catriona Laird, Lead Officer Child Protection, Falkirk (Chair)
Sara Lovelock, Lead Officer Child Protection, Clackmannanshire
Anne Salter, Lead Officer Child Protection, Stirling
DI Pat Scroggie, Central Scotland Police
Dorothy Morgan, NHS Forth Valley
Matthew Davies, Service Manager, Falkirk Council
Mary Mitchell, Child Protection Co-ordinator, Falkirk Council
Julie Main, Child Protection Co-ordinator, Stirling Council
Mark Smith, Service Manager, Stirling
Mary Boyd, Barnardos Matrix
Lynn Nelson, Manager, EDT

Forth Valley Promotion of Good Practice Sub-group

Anne Salter, Lead Officer Child Protection, Stirling (Chair)
Sara Lovelock, Lead Officer Child Protection, Clackmannanshire
Catriona Laird, Lead Officer Child Protection, Falkirk
Andrea Priestley, Children's Rights Officer, Stirling Council
Zara Kitson, Youth Services Worker, Stirling Council
Pat Scroggie, Central Scotland Police
Dorothy Morgan, Forth Valley N.H.S.
Evelyn Kennedy, Falkirk Council
Alison Russell, Psychological Services, Clackmannanshire Council
Matthew Davies, Service Manager, Falkirk Council
Graham Carroll, Chair, Stirling and Clackmannan Voluntary and Independent Sector Child Protection Sub-group
Julie Main, Child Protection Co-ordinator, Stirling Council
Sandy Anderson, Service Manager, Stirling Council
Lyn Nelson, Manager, EDT

Forth Valley Policies, Procedures & Protocols Sub-group

Sara Lovelock, Lead Officer Child Protection, Clackmannanshire (Chair)
Anne Salter, Lead Officer Child Protection, Stirling
Catriona Laird, Lead Officer Child Protection, Falkirk
Pat Scroggie, Central Scotland Police
Dorothy Morgan, Forth Valley N.H.S.
Matthew Davies, Service Manager, Falkirk Council
Mary Mitchell, Child Protection Co-ordinator, Falkirk Council
Julie Main, Child Protection Co-ordinator, Stirling Council
Joan Lyle, Service Manager, Clackmannanshire Council
Yvonne Wright, Service Manager, Clackmannanshire Council
Trisha Hall, Aberlour Child Care Trust

Forth Valley Inter-agency Child Protection Training and Development Sub-group

Mary Mitchell, Child Protection Co-ordinator, Falkirk Council
Evelyn Kennedy, Social Work Training Manager (Children & Families), Falkirk Council
Catriona Laird, Lead Officer Child Protection, Falkirk
Eileen Marr, Team Manager, Falkirk Council
Julie Main, Child Protection Co-ordinator, Stirling Council
Joanne McMeeking, Professional Development Manager, Stirling Council
Linda Paterson, Training Services Manager, Clackmannanshire Council
Sara Lovelock, Lead Officer Child Protection, Clackmannanshire Council
Dorothy Morgan, Senior Child Protection Nurse Advisor, NHS Forth Valley
Maureen Berry, Nurse Consultant – Child Protection, NHS Forth Valley
Stuart Allan, Detective Sergeant, Central Scotland Police

Stirling C.P.C. Sub-Groups

Quality Assurance

Anne Salter, Lead Officer Child Protection (Chair)
Marion Wallace Gee, Children's Services: Education, Stirling Council
Audrey Ross, Children's Services: Education, Stirling Council
Barbara Dale, Children's Services: Early Years, Stirling Council
Julie Main, Children's Services: Social Work, Stirling Council
Mark Donnelly, Criminal Justice Services, Stirling Council
Iain Mulgrew, Central Scotland Police
Shona Hopkins, NHS Forth Valley
Lyn Nelson, Manager EDT

Staff Development and Training

Anne Salter, Lead Officer Child Protection (Chair)
Joanne McMeeking, Children's Services: Social Work, Stirling Council
Janet Gowran, Children's Services, Stirling Council
Fiona McLean, Community Services, Stirling Council
Carol Hamilton, Housing Services, Stirling Council
Julie Main, Children's Services: Social Work, Stirling Council
Graham Carroll, Queen Victoria School/ Voluntary and Independent Sector sub-group

Multi-agency Continuous Improvement

Sandy Anderson, Children's Services: Social Work, Stirling Council (Chair)
Maureen Berry, N.H.S. Forth Valley
Jacqui Rennie, Central Scotland Police
Anne Salter, Lead Officer Child Protection
Marion Wallace Gee, Education Officer
Julie Main, Child Protection and Family Support Co-ordinator

Voluntary and Independent Sector (this is a joint Stirling/Clackmannanshire C.P.C. sub-group)

Graham Carroll, Deputy Head Teacher, Queen Victoria School (Chair)
Mary Boyd, Children's Services Manager, Barnardo's Matrix (Vice Chair)
Anne Salter, Lead Officer Child Protection, Stirling
Sara Lovelock, Lead Officer Child Protection, Clackmannan
Alison Hill, Children and Young People's Support Worker, Stirling Women's Aid
Wilma Wilkie, Acting Co-ordinator, Home-Start Clackmannanshire
Jean Brodie, Project Manager, Action for Children, Tullibody
Julie Ross, Children's Services Manager, Barnardo's Freagarroch
Brenda Simm, Co-ordinator, Home-Start Stirling
Diane Stewart, Befriending Team Leader, Aberlour
Sharon Johnstone, Support Worker, Clackmannanshire Women's Aid
Paula McNee, Project Worker, Signpost
Jamie McLearn, Project Worker, Signpost
Fiona McGregor, Project Manager, Play Plus
Jeanette Myles, Youth Project Worker, Central Scotland Rape Crisis and Sexual Abuse Centre
Mary Bateman, Who Cares, Scotland
Janice Beaton, Service Manager, Stirling Family Support