



Protecting People Annual Report 2022-2023

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Foreword

As Chairs of the Protecting People Committees/Partnerships, we are pleased to present this report covering April 2022 to March 2023. This year the four Committees have moved to one Protecting People report to demonstrate the cross-cutting nature of the work undertaken. The Annual Report will highlight key cross-cutting and specific Committee achievements, challenges and areas of future work.

There has been a large volume of work undertaken by the four Committees and their partners over the past financial year, with close multi-agency working continuing to be prioritised. This year allowed the Committees to move past COVID-recovery work and progress both new and work delayed during the pandemic.

A key achievement of the Protecting People Committees was focussing on enhancing learning and organisational development. This has been progressed through creating an online multi-agency Protecting People learning resource and identifying areas of improvement through learning reviews. Further key areas the Protecting People Committees have focussed on are enhancing communication both with the public and the workforce, and meaningfully embedding lived experience into informing strategic decision making.

Amongst the large range of achievements completed by the individual Committees are:

Adult Support and Protection Committee (ASPC): Work to implement improvements following a Thematic Review of Fire Deaths, particularly in Care at Home Services, further development of training available for Council Officers and Second Workers, and developing a more robust approach to quality assurance.

Child Protection Committee (CPC): Development of the Children and Young People's Charter, implementing the national guidance for Child Protection in Scotland, and improving practice and responses to children and families affected by domestic abuse.

Alcohol and Drug Partnership (ADP): Progress with the implementation of Medication Assisted Treatment (MAT) Standards, establishment of direct access clinics, increased support offered through Independent Advocacy, improving and permanently establishing the Near-Fatal Overdose response, implementation of a pathway for Residential Rehabilitation and the creation of the Alcohol and Drug Prevention Framework.

Violence Against Women Partnership (VAWP): Securing funding for a dedicated Gender-based Violence (GBV) Learning and Organisational Development post, creating the Young People's Intelligence and a social media presence through the StandTaygether Instagram.

Despite these achievements, there are still some challenges that persist. Capacity and availability of resources continue to have an impact on Protecting People work and the ability to progress in some areas. Due to persisting challenges of recruitment and retention of frontline staff and the increasing demands on services, it is difficult to release staff to take part in training. This also affects the ability to progress some areas of improvement work.

Funding also remains a challenge, especially within the third sector specialist organisations. Allocations are generally time limited, project based and come from a range of sources. To mitigate this, both the ADP and the VAWP have a sub-group to monitor the availability of funds and the total money in the city for their specific areas to ensure strategic priorities are being addressed. The Partnerships also actively seek out funding opportunities with the ADP being successful in obtaining over £2 million in funds through various third sector projects.

To address these challenges and continue improving Protecting People work across Dundee, the Committees will be working together on key cross-cutting areas. The Committees hope to further integrate the work by implementing a new strategic structure to address risk and vulnerability affecting members of our community collectively. The Committees will also focus on further developing their approach to gather the views from people they are working with to ensure their voice is heard and informs strategic direction, operational processes and service delivery.

We would like to thank all the members of the Protecting People Committees for their continued support and commitment to this work and to express a great appreciation to all staff across the agencies who work hard to protect the people of Dundee every day.



Elaine Torrance
Chair of Adult Support and Protection Committee and Child Protection Committee.



Emma Fletcher
Co-Chair of Alcohol and Drugs Partnership.



Nicola Shepherd
Co-Chair of Alcohol and Drugs Partnership.



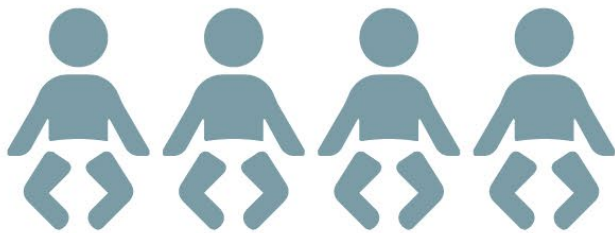
Ann Hamilton
Chair of Violence Against Women Partnership.

DUNDEE is Scotland's fourth largest city

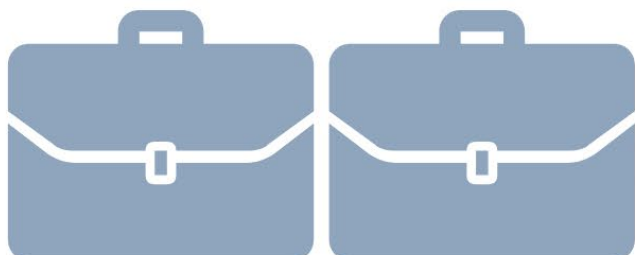
2nd highest population density in Scotland.



7/8 Wards in Dundee ranked in the **20%** most deprived data zones in Scotland.

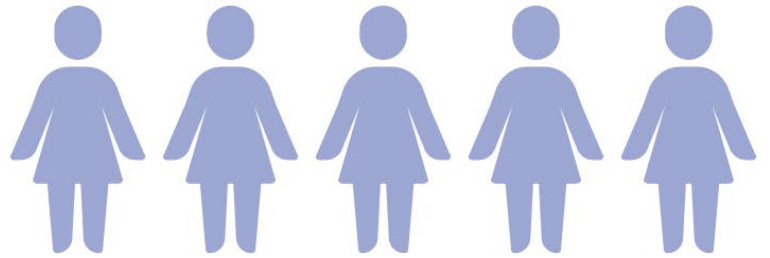


Estimated that **43% of children aged 0-15** live within the 20% most deprived data zones.



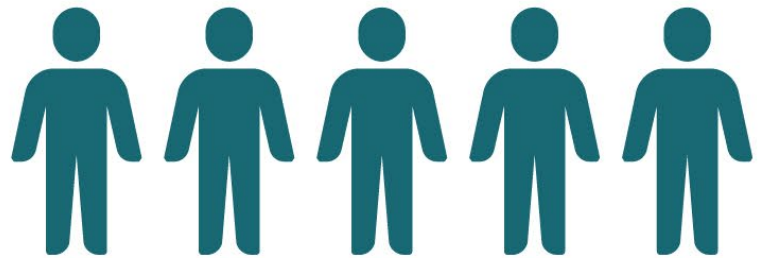
Dundee's 2022 population was estimated to be

148,100



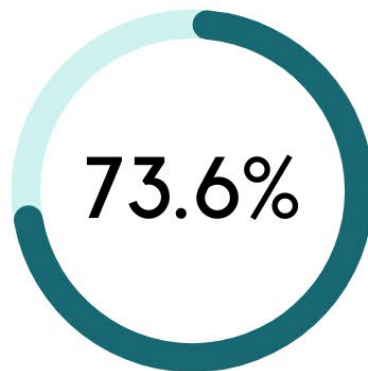
76,100 Females

Life expectancy: 79.1 years

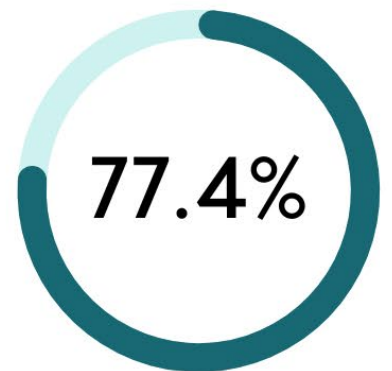


72,100 Males

Life expectancy: 73.5 years



Dundee

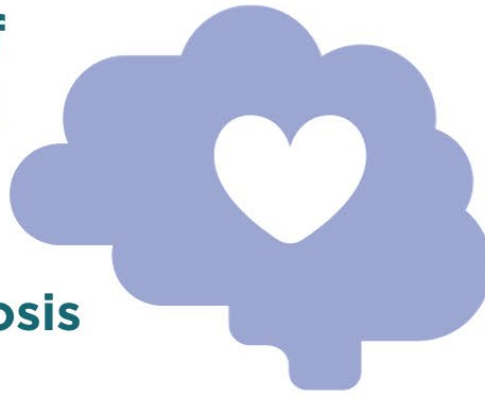


Scotland

In 2022, **73.6% of those aged 16-64** years in Dundee City were economically active.

In 2020/21, **21.84% of Dundee's population had been prescribed drugs for anxiety, depression or psychosis**

(5th highest of all Council areas in Scotland).

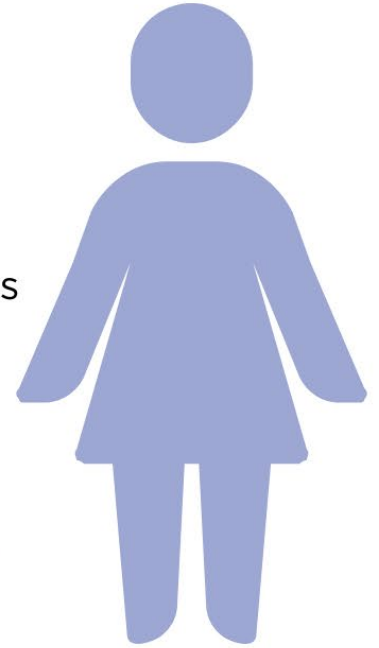
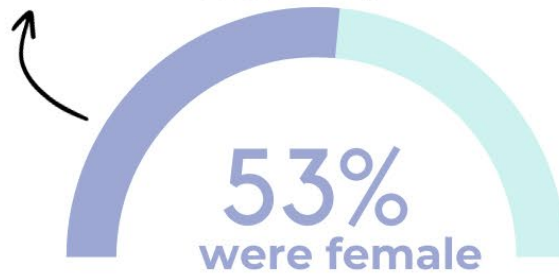


29 Suicide related deaths in 2022 (**19.6 per 100,000**)



37 Alcohol-specific deaths in 2022 (**24.9 per 100,000**)

38 Drug deaths in 2022 (**25.6 per 100,000**) (2nd highest of all Council areas in Scotland).



519 Sexual crimes recorded by Police Scotland



2,660 Domestic abuse incidents reported to Police. Increase of **6.2%** from 2021/22

Imprisonment rate: Dundee City retained the **highest rate** of arrival **3.6** per **1,000** in 2021-2022



Cross-Cutting Key achievements in 2022-2023

The **development of the Protecting People Learning and Organisational Development (PP L&OD) Framework**. The team have been working to bring PP L&OD into one place, an online location, that is easily accessible and locates protection training and development within a tiered framework.

The **Chief Officers Group (COG) hosted a Workforce Collaboration Event** in February 2023. As well as offering an opportunity for staff to network with their colleagues across services, the event included presentations celebrating key developments and improvements in Protecting People services. Staff and COG members participated in workshops focused on key improvement areas, giving them an opportunity to share their views and ideas with COG members.

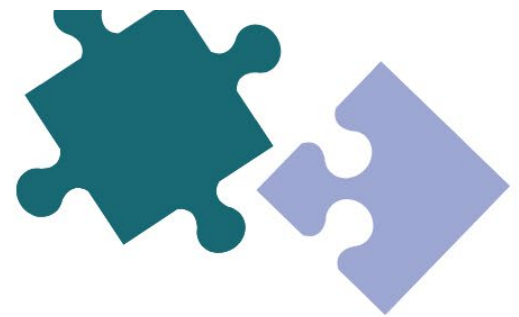
The **Protecting People Committees partnered with Dundee City Council Communications Service to offer a joint Digital Communications Graduate Trainee role**. The role has allowed Committees to develop improved ways to distribute key information, develop new digital communication channels, develop digital communication materials and improve the accessibility of information produced by the Committees.

Dundee's Trauma Steering Group launched their implementation plan in March 2022 and has been progressing actions throughout the year.

In 2022-23 the COG met to focus on ways in which the **contribution of the workforce could be recognised and celebrated** and how the workforce could be better involved in the work of the Protecting People Committees. Developments have included opportunities for COG to visit services to understand challenges faced and opportunities for members of the workforce to attend and observe COG meetings.

Progressing the culture change that workers within the **workforce can have lived experience of trauma and can contribute and co-produce services and strategy**. The Workforce Lived Experience Group is forming ideas about the role it wants to take and is already involved in a number of developments.

Working with the National Authentic Voice Project as a pilot area for their leadership workstream, focused on embedding lived experience into strategic forums across Scotland. The COG has endorsed this as a priority for senior leadership and are committed to engaging in key activities with the project. It is led in collaboration with people who have lived experience, and their input is very much at the heart of the Authentic Voice project.



Challenges

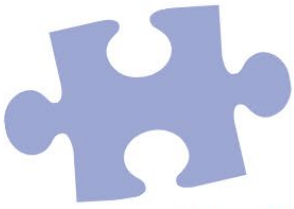
Sourcing, delivering and releasing staff for training beyond basic/awareness level. To address this challenge the Protecting People team are looking to **Implement the PP L&OD Framework which will encompass all Protecting People Committees.**

Implementing improvement work. This has been particularly difficult where improvement work has required active input, expertise and skills of people working in frontline protection services. These teams within the workforce have focused on meeting increased demand and complexity of risk, whilst dealing with gaps in normal staff capacity caused by wellbeing, absence and recruitment issues.

Embedding an intersectional approach in all Protecting People work. The Protecting People Team have already begun to embed intersectional approaches to their work through the **Gendered Services Project, Deaf Links partnering and the soon-to-be-launched ADP Prevention Framework**. There is however more to be done for all work to be informed by an intersectional approach.

Ensuring staff to have access to wellbeing support. To address this, the team seek to implement recommendations from the **Staff Burnout report and review key policies through a trauma lens and develop guidance toolkits for the multi-agency partnership to support this area.**

Improving communication and engagement. One size does not fit all – different audiences have different needs and preferences. Within the resources available it can be challenging to meet everyone's needs and there often must be a process of prioritisation. **Committees will continue to be proactive in their approach to communications, including with local media.**

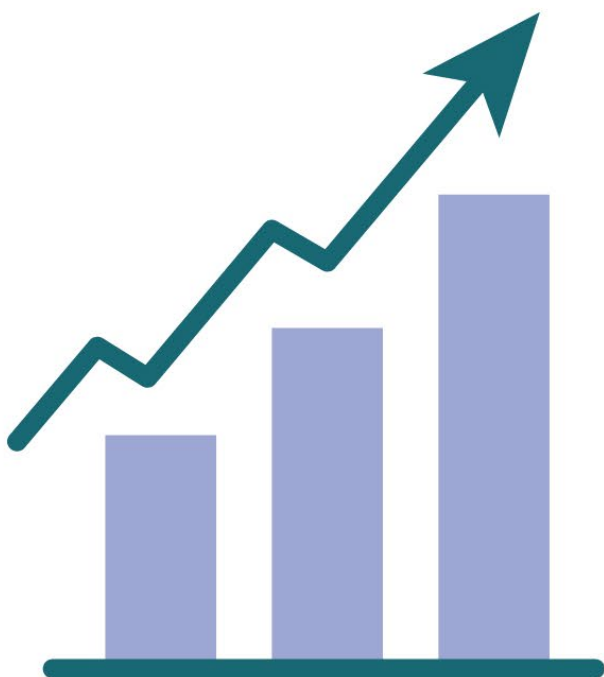


Challenges

Continue embedding lived experience work. It is important that we expand this work but **ensure that all lived experience work is trauma-informed and meaningful, not tokenistic.**

Increasing focus on prevention and early intervention. Due to strained capacity within frontline and strategic teams, it does not always allow for this focus to be at the forefront, with resources being assigned to crisis-driven responses. We hope to address this by **implementing the Dundee Alcohol and Drugs Partnership Framework and creating a Violence Against Women Prevention Framework.**

The public sector has continued to face a very **challenging financial landscape** during 2022-23. This has impacted a range of Protecting People services and supports, particularly those delivered in the third sector. Throughout the year the **Protecting People Committees have focused on taking positive action to mitigate risks associated with financial challenges wherever possible.** This includes the establishment of the Alcohol and Drugs Partnership Commissioning Group and the Violence Against Women Partnership Funding Group.



Key priorities for 2023/24

ENHANCE our focus on suicide prevention, including developing a new plan for improvement that reflects the national Suicide Prevention Strategy.

FURTHER integrated our work on protecting people, implementing a new strategic structure that will help the COG and committees to implement priorities for improvement.

FOCUS more on prevention activity, including taking a trauma-informed approach to understanding, responding to and preventing future harm.

IMPROVE our approach to communication, developing more consistent and more easily accessible routes for communicating our work with members of the public and the workforce.

ENHANCE our approach to quality assurance and learning reviews, making sure that these activities inform learning and development and lead to improvements in outcomes for children, young people, adults and families.

DEVELOP an approach to support services to better capture, report and understand outcomes information for people who are supported through protection processes, services and supports.

EXPAND our approach to experiential data collection, making sure that feedback from people involved in protection processes, services and supports is at the centre of our quality assurance approach.

FOCUS on making changes to our strategic and service development approaches to enhance the meaningful impact of lived experience.

DUNDEE

Adult Support and Protection (ASP) 2022-2023

95
ASP
investigations



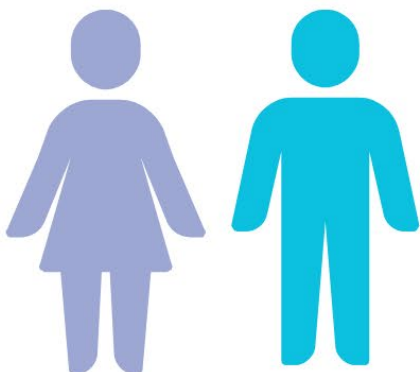
88

Initial case conferences were held.

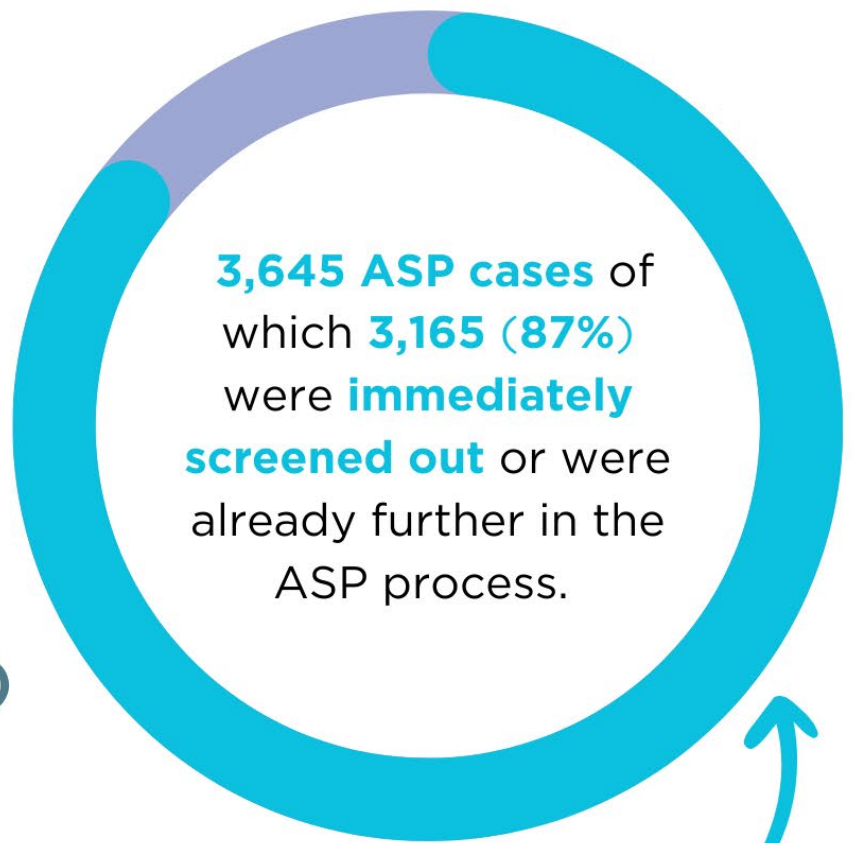


72%

of harm happens most at home.



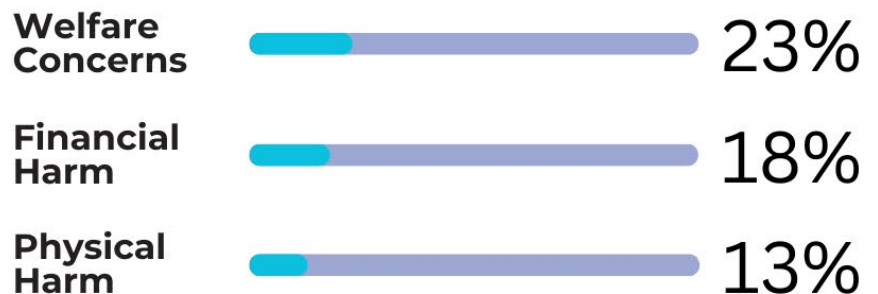
The age group **most at risk** is that of **40-64 years old** for both sexes



18%

increase from the previous year.

Type of harm reported in ASP investigations



Adults with **Learning Disabilities** form the **highest group** that receive ASP investigations (**23%**), followed by those with **Mental Health** needs (**20%**).



Key achievements in 2022-2023

Significant progress has been made in **developing and implementing a more robust approach to quality assurance, including developing a new Learning Review process** and having more effective oversight of the implementation of learning from reviews.

Partners have worked collaboratively together, both in Dundee and across Tayside, to **develop and deliver a high-quality and varied learning and development programme**. This has supported improvement priorities and enabled more practitioners to gain the confidence to participate in improvement activities.

Dundee has invested in **learning and development approaches that have resulted in a high level of Council Officer capacity, confidence and competence**. Action has also been taken to ensure good availability of Mental Health Officer capacity to ASP processes and to maintain a responsive system where a Capacity Assessment is requested.

Our comprehensive arrangements for oversight and support of the independent sector, delivered through a partnership approach, have **supported a high-quality and improvement focused approach to completing Large Scale Investigations**.

Partners have worked together to implement learning from the Thematic Review of Fire Deaths, leading to **significant improvements in the assessment of fire safety risks and provision of fire safety equipment, particularly in Care at Home Services**.



Key priorities for 2023/24

Completing the work that has started in both Dundee and Tayside to **revise our multi-agency ASP policies and procedures** and fully implement the revised national Code of Practice.

Achieving a more consistent approach to supporting adults at risk and their unpaid carers / family members to be appropriately involved at all stages of ASP processes (not just case conferences).

Continued efforts to improve the quality of chronologies, risk assessments and plans and to gain a better understanding of the role that Initial Referral Discussion meetings have as part of wider approach to information gathering, analysis and decision-making within Duty to Inquire and investigations.

Moving to a tiered multi-agency pathway that supports adults at risk of harm from the earliest point of identification through to ASP processes, where these are required.

Implementing a process for capturing experiential feedback from adults and carers who have been subject to/supported individuals through ASP processes.

DUNDEE

Child Protection Committee

(CPC) 2022-2023



7,777

agency contacts with Multi-Agency Screening Hub.

2,156

Police



CP Concern reports.

456

Initial Referral Discussions

84

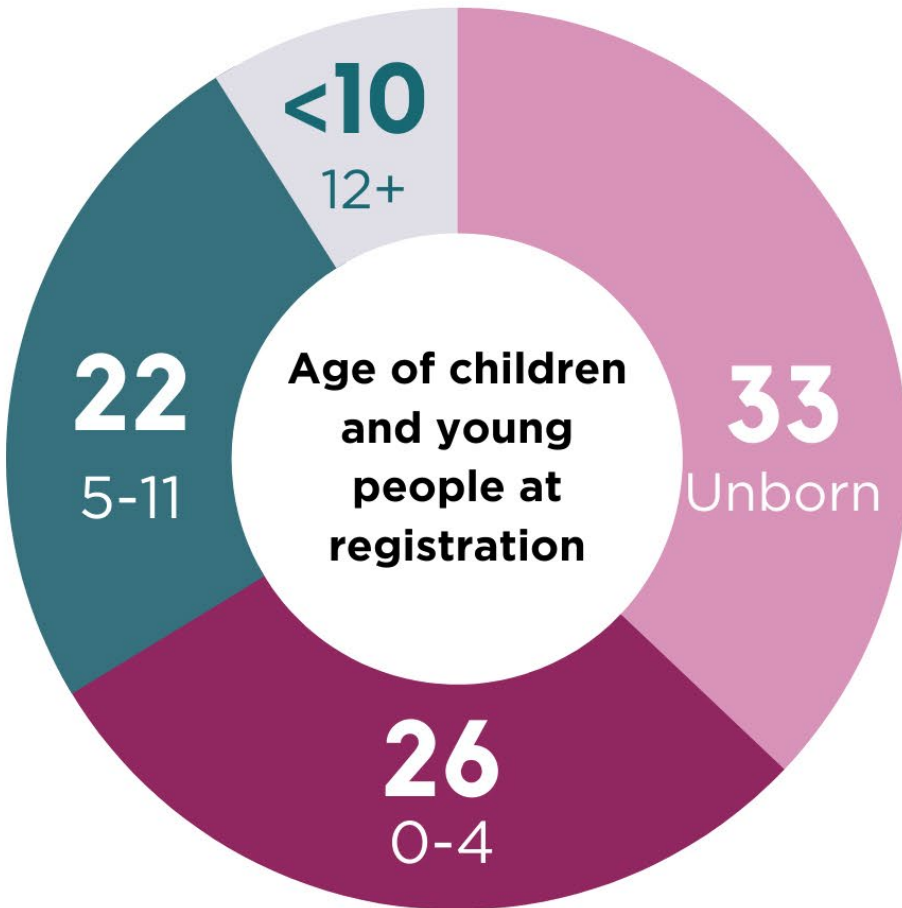


children **added** to Child Protection Register in 22/23.

117

Children and young people **removed** from the Protection Register in 22/23 and provided with alternative support.

As of March 2023, there were **27 children on the Protection Register.**



Most **frequently recorded concerns** for children being placed on the Protection Register:



Key achievements in 2022-2023

Updating the Dundee Multi-agency Child Protection Procedures to fully incorporate the National Guidance for Child Protection in Scotland.

Creation of the Children and Young People's Charter which aims to **improve the involvement of children and young people (CYP) at both strategic and service level.** The Charter is based on the views of a group of CYP's experiences in the Child Protection and Care Systems and what could have been better for them.

Establishment of the **Children/Young People Experiencing Domestic Abuse (CYPEDA) working group** to ensure strong links are made between Child Protection and Domestic Abuse (DA) specialist services.

Creation of a manager-level post was established in Children & Families social work, with a focus on **improving practice and responses to children and families affected by domestic abuse.**

The CPC has a **well-established dataset** and the Multi-agency Data Subgroup defines themes and priorities to draw to the attention of the CPC. The **data report format was amended** in summer 2022 to reflect new national guidance and focus on exceptional indicators.

Subgroups which focus on **Case Reviews and Quality Assurance are now established** within the CPC structure and themes from these groups and the data group are triangulated to ensure we have a full picture to **inform strategic developments and improvements.**



Key priorities for 2023/24

Evaluating how well aspects of the National Guidance for Child Protection in Scotland have been incorporated into local practice and arrangements, and **identifying any gaps that require to be addressed.**

Continue to embed the work of the Children's Charter.

Continue to enhance the work of the CYPEDA working group to develop a more in-depth pathway which will align and be embedded within Getting it Right for Every Child guidance and framework.

Continue to implement the new Joint Investigative Interview Model and Bairn's Hoose.

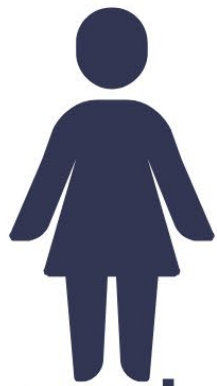


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Alcohol and Drug Partnership

(ADP) 2022-2023

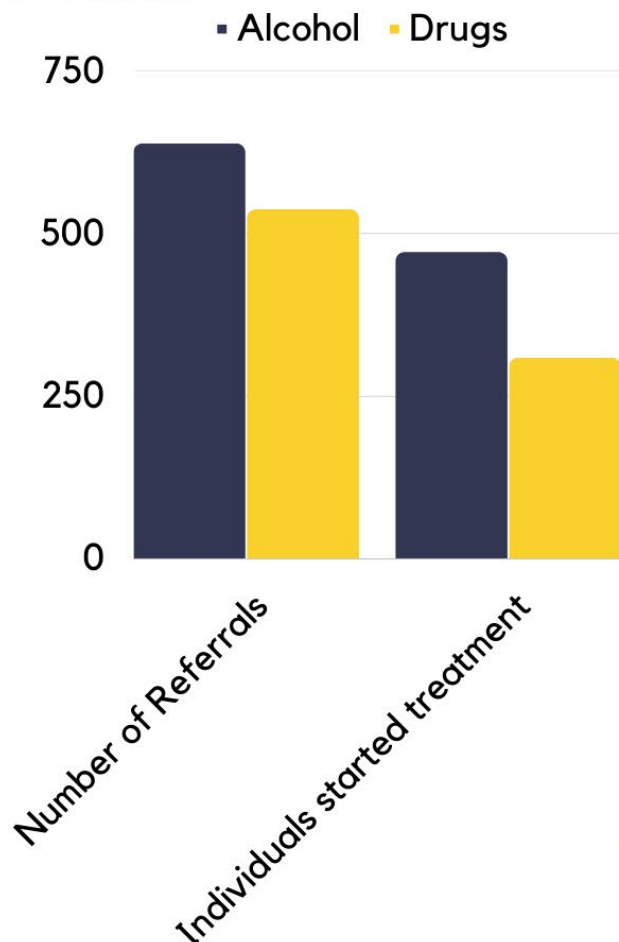
National Records Scotland:



38 Drug deaths in Dundee in 2022 a **17.4% decrease** from 2021. **20 (53%)** of these deaths were **female**.

2nd Highest

rate of drug deaths (43.1 per 100,000) of all local authority areas (2018-2022) in Scotland.



In 2022, there were **179 Near-Fatal Overdoses (NFODs)** incidents.

Reduction from 2021 when there were **342 NFODs**.

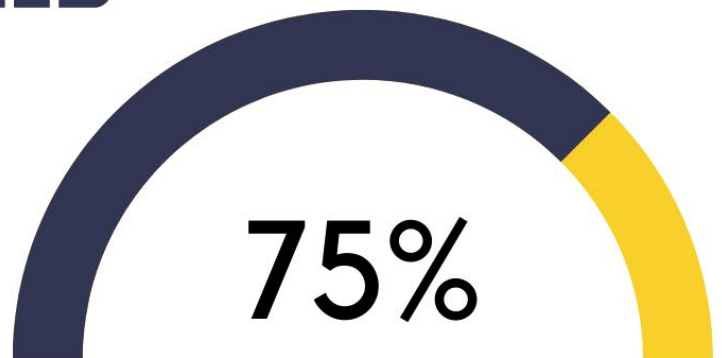


1,555 Naloxone kits were distributed in 2022/23

Individuals in the most deprived areas of Dundee were



5x more likely to have experienced an alcohol or drug-related hospital stay/discharge than those living in the least deprived areas.



For the past four years, **75%** of all drug deaths have occurred where the deceased was a resident in the 20% most deprived areas.

Key achievements in 2022-2023

Over the last year, the Dundee ADP developed a local multi-agency **Strategic Framework**. The Framework is supported by a two-year rolling Delivery Plan (2023-2025). **The overall aim of the Framework is to reduce harm from alcohol and drug use, support well-being and the recovery of people who experience longer-term challenges associated.**

The Dundee ADP continued to progress with the implementation of **Medication Assisted Treatment (MAT) Standards**, primarily focusing on **Standards 1 - 5 (Phase 1)**. Through this, the ADP **established direct access clinics, increased support offered through Independent Advocacy, improved and permanently established the Near-Fatal Overdose response and implemented a pathway for Residential Rehabilitation**. In the most recent Government Benchmarking Report, Dundee's ratings **improved** in 2023 from the previous year for all five MAT Standards that were involved in Phase 1 of the implementation.

During 2022-23, **six applications** from organisations in Dundee were **successful in obtaining large grants from CORRA for their proposed projects, with a total sum of £2,194,696**. These projects will be implemented in 2023-24.

The Dundee ADP created and designed the **Dundee Alcohol and Drug Prevention Framework** for the workforce to support development and action-planning across the city. **The Framework is intended to provide evidence of best practice that should be considered when monitoring or planning any services, interventions or prevention activity**. Although still in the early stages of implementation, this should result in a prevention-focused system with fewer individuals experiencing issues with drug and alcohol use.



Key priorities for 2023/24

Continue to focus on the implementation of MAT Standards 1-5 (Phase 1). This will include a review of the implementation to date regarding access to services, focusing on the work of the direct access clinics. It will also include expanding the scope of responding to high and immediate risk to include broader risks and vulnerabilities. Work will also progress with Community Pharmacies to increase their support for MAT. To support this, the capacity currently co-ordinating the Near-Fatal Overdose Pathway will be strengthened.

Shift focus to the implementation of **MAT Standards 6 - 10** with a clear focus on **improving links with mental health services and strengthening the Shared Care approach with Primary Care**.

Focus on supporting the specialist substance use organisations to develop effective Family-Focused Approaches, **ensuring carers and families are included and supported**.

Continue and further embed work carried out by the experiential data group to inform strategic decision-making.

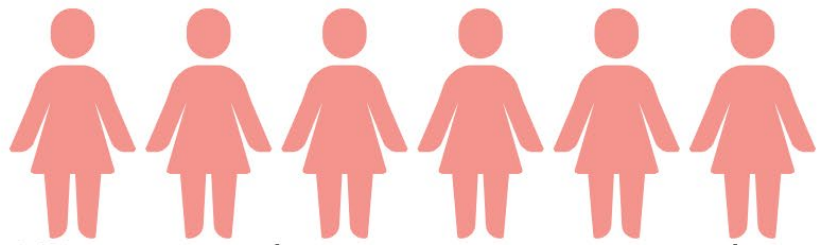
Progress implementation of the **new Dundee Alcohol and Drugs Prevention Framework**.

Focus more on **workforce development and training**.

Launch the Dundee ADP website to ensure that all stakeholders are provided assurance of work being conducted by the Partnership.

DUNDEE

Violence Against Women Partnership (VAWP) 2022-2023

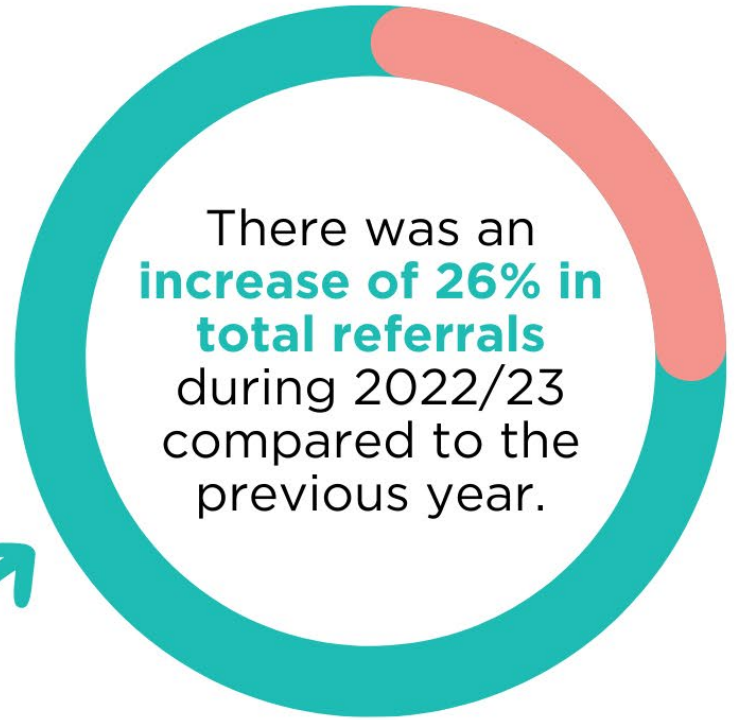


Women who were presented to services were predominantly **26 years or older.**

Third Sector Organisations in 2022/23 supported:

2,191 
Women

211 
Children and Young People



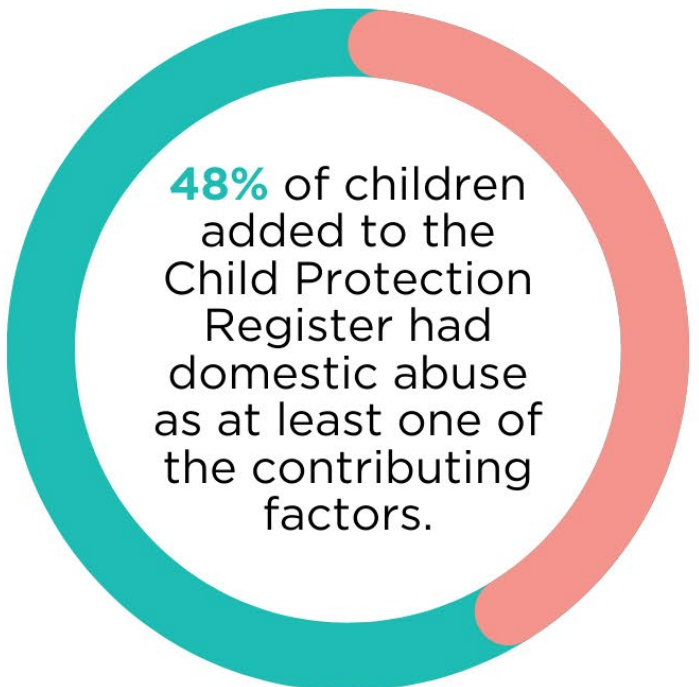
The launch of **ASSIST**, a specialist **Domestic Abuse Advocacy and Support Service**, in April 2022 contributed to this increase.



of total **referrals** to women's specialist services were **made by Police.**

268 referrals to Multi-agency Risk Assessment Conference in 2022/23.

33% Increase from 2021/22.



Key achievements in 2022-2023

The Dundee VAWP secured funding for a dedicated Gender-based Violence (GBV) Learning and Organisational Development (L&OD) post. **Through this, shared expertise and experiences between the VAWP, L&OD Team and Public Protection were brought together.** This aims to embed a culture change and build capacity in relation to VAW across Dundee at every level of the workforce.

Successfully obtained funding to deliver a **Violence Against Deaf Women Project** which provides advocacy for the Deaf, raises awareness of specific complexities, improves access to VAW services and upskills Women's Aid staff teams on BSL/Deaf Culture.

Establishment of the **Young People's Intelligence Subgroup** to focus on particular concerns for young people in their own relationships. This group has allowed the workforce to be better equipped to **understand the ever-changing worlds of young people to provide relevant advice and support.**

Secured **new funds** for the **CEDAR** project (children experiencing domestic abuse recovery) which is a **group work programme for children and their mothers who are out of the domestic abuse situation and recovering from the experience.** The group work programme aims to rebuild damaged relationships between mother and child(ren) and enable mums to better understand and support their children.

Secured **new funds** for **ASSIST**, a service which **provides advocacy and support to victims (and their children) of domestic abuse who have a case going through court.**

Developing a **social media presence** for the VAWP through the **StandTaygither Instagram** account. This account is used to provide education to the public about gender-based violence, promote the positive work conducted by the VAWP and promote public VAWP event.



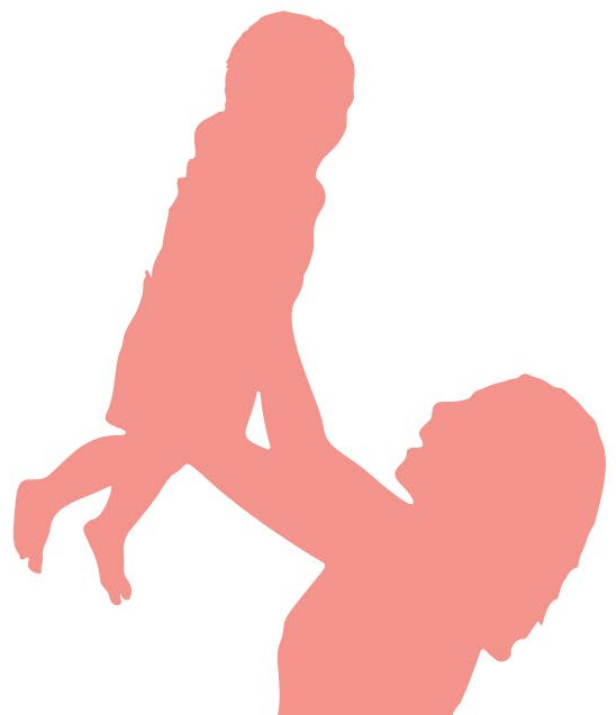
Key priorities for 2023/24

Continue to **develop a collaborative approach to funding for VAW services** and implement national actions from the Strategic review of funding.

Continue to **grow the following of the StandTaygither Instagram account** to ensure a greater cascading of GBV-related education within the public.

To **raise the profile of 16 Days of Activism to End Gender-Based Violence within Dundee** by investing more resources into the promotion of the campaign.

Further **develop the work of the Young People's Intelligence Group** and ensure intel is widely disseminated throughout the workforce by creating and dispersing a workforce briefing paper.





1. Protecting People in Dundee

“Dundee’s future lies with its people. They deserve the best this city can give them. We will provide the protection they need, when they need it, to keep them safe from harm.”

1.1 What is Protecting People?

Protecting People (PP) is the term that we use in Dundee to describe our work to protect children, young people and adults from abuse, neglect and harm. Our approach to PP includes:

- Child protection
- Adult support and protection
- Violence against women and girls
- Alcohol and drugs
- The management of sexual and violent offenders (Multi-Agency Public Protection Arrangements)
- Suicide prevention

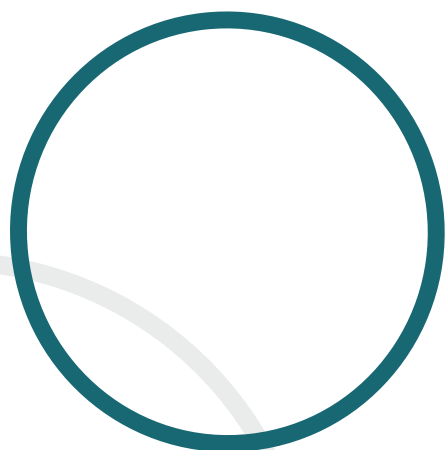
By working together agencies from across the public sector (for example, Dundee City Council, NHS Tayside, Police Scotland, Scottish Fire and Rescue Service), third sector (voluntary and community organisations) and independent sector (such as social care providers) aim to:

- Improve arrangements for identifying and supporting people who have been harmed or are at risk of harm. This includes involving people who have experienced harm and who have been supported through PP services in helping to improve services and supports;
- Raise awareness of PP issues across communities, including signs that people might be at risk of harm and how to report this;
- Work together with communities to help to prevent harm happening in the first place;
- Support the workforce who deliver PP service, including through learning and development activities; and,
- Monitor data and other types of information about the impact services and supports have on vulnerable people, so that services can learn from what is good and work together to change things that need to be improved.

Services also work together across Tayside, and with national organisations to share learning, resources and best practice.

1.2 Why have a Protecting People approach?

In Dundee an integrated PP approach informs all our work to protect people at risk of harm. We know that many people in Dundee have multiple, complex and changing needs which typically arise from experiences of abuse, neglect and trauma through their lives. The graphic below describes the interconnected nature of PP work and how experiences of trauma can impact life experiences and outcomes.



Adult Support and Protection Committee

Violence Against Women Partnership

Tayside MAPPA Strategic Oversight Group

Experiences of adversity in childhood can be compounded by further experiences in adulthood.

Child Protection Committee

Adult Support and Protection Committee

Violence Against Women Partnership

Tayside MAPPA Strategic Oversight Group

Adversities and traumatic experiences in childhood impact on vulnerability to experiencing further adversities / traumatic experiences in adulthood and capacity to recognise and self-protect from such risks. This may also impact on future perpetration of harm against self and others. This is not inevitable, particularly where there is early and effective support (formal or informal) which focuses on strengths, protective factors and / or recovery.

Trauma Response in Individuals arising from Adverse Experience(s)

Adversities / Traumatic Experiences in Adulthood

- Domestic Abuse
- Sexual Violence and Exploitation

- Other forms of Exploitation and Abuse
- Physical Abuse
- Emotional Abuse and Neglect

Adversities / Traumatic Experiences in Childhood

- Childhood Sexual Abuse (including sexual exploitation)
- Domestic Abuse
- Drug and Alcohol Use

**impacts of both parental and peer perpetrated harm*

- Emotional Abuse and Neglect
- Mental Ill Health
- Physical Abuse

Behaviours / Needs in Response to Traumatic Experiences

- Drug and Alcohol Use
- Poor Mental Health
- Suicide and Self Harm
- Crime

Alcohol and Drugs Partnership

Suicide Prevention Partnership

The cumulative experience of adversity and traumatic events across the life course increases vulnerability to a range of health and social care needs. These behaviours and needs can in turn increase vulnerability to and impact of abuse and neglect (including level and complexity of risk) on self and others.

Structural Inequalities and Institutionalised Responses

Including gender, ethnicity, disability and poverty that impact differentially on life chances and outcomes. Partnerships, partners and / or communities working in silos and perpetuating (directly or indirectly) structural inequalities, including through lack of cultural competence.

1.3 What are the Protecting People Committees?

The PP Committees are the groups where agencies come together to lead, plan and evaluate their work to protect people from harm. These groups have a strategic focus – this means that they take an overview across all the arrangements in Dundee for PP, looking for key themes and priorities where good practice can be spread across services or where there are gaps and areas for improvement. They are also focused on multi-agency working, each individual agency will also have their own, internal arrangements for making sure their PP responses are in place and are of a good quality.



Each of the committees is led by an Independent Chair. This is someone who does not work for local agencies and has significant knowledge, skills and experience in specific areas of PP, as well as experience of leading services, change and improvement. They have an important role in supporting and leading improvement work, as well as challenging local agencies where they think improvement is needed.

The wider membership of the committees is made up of representatives from the public, third and independent sectors. As well as senior officers, some committees have community representatives who have experience of harm and PP services (either themselves or as a family member). The committees are also supported by a number of working groups where staff who work in protection services contribute to developing good practice and planning and implementing improvements.

2. What our Data is Telling Us?

The PP Committees have a range of different methods of collecting and analysing data and information. During the pandemic each of the Committees had a strong focus on using data to monitor levels of need and demand for protection services and supports. Since then, they have continued to focus on using data and information for improvement, including to identify good practice.

During 2022-23, some of the key ways in which the PP Committees have used data and information to identify and spread good practice, as well as gaps and areas for improvement have been:

2.1 Minimum Datasets and Data Scrutiny Groups:

2.1.1 Adult Support and Protection (ASP):

A new National ASP minimum dataset is currently under development. Dundee has contributed to this development process. It is intended that the data will be collected and submitted quarterly, replacing the current annual returns, to the Scottish Government. The data will also be used locally to plan and improve services and address any gaps and challenges. This will complement the monthly National SOLACE data set (see below) utilised by the Chief Officers Group (COG) for analysis and provide assurance or highlight risks that need to be mitigated. This new National ASP Minimum Dataset will be introduced at the start of the financial year 2023-24.

It is recognised that the current ASP dataset will need to be updated in line with the new national guidance. This will include information such as the number of ASP inquiries, number of case conferences, actions taken to support individuals and types of harm experienced.

Data is regularly reported to the ASP who scrutinise the information and often ask for further deep dives into areas of interests or concerns. One example during 2022-23 was the small number of older people with Dementia who were referred.

2.1.2 Child Protection Committee (CPC):

Improving the use of qualitative and quantitative multi-agency data has long been a priority of the CPC. This is to inform strategic decision making and the development and delivery of family centred approaches to improve safety and well-being. In recent years, the focus has shifted from the collation of single agency indicators to the synthesis of a wide variety of data inputs to better understand collective impact on outcomes for individuals and communities at risk. The CPC, supported by the Data Subgroup has continued to maintain and further develop the use of the National Minimum Dataset at a local level. Dundee has been one of two early adopters of the updated version, which reflects the new CP Guidance, includes more inputs from other agencies (Police,

Health and SCRA), and focuses more on earlier processes pre-registration. The range of measures in the CPC dataset goes beyond the National Minimum requirement, by adding in data regarding early stages of identification of concerns, MASH (Multi-agency Screening Hub), initial referral discussion (IRD) and investigation. Core values and principles from Getting it Right for Every Child (GIRFEC), The Promise and benchmarking data increasingly inform scrutiny questions applied by the data subgroup to evaluate data and impact.

The CPC receives regular reports from the Subgroup presenting key data and accompanying analysis. During 2022-23 this has continued to support the CPC to identify areas for further analysis and plan improvement activities. One example of this has been continued high figures around domestic abuse resulting in a linked subgroup to further examine the impact on children and young people experiencing domestic abuse and to identify mitigating action: the CEDAR project (Children Effected by Domestic Abuse Recovery), for instance, is beginning to have a positive impact on this group of families. The work of the subgroup also led to an increased focus on earlier processes, including Initial Referral Discussions. Also, on what supports are in place for older children and young people who do not progress through child protection processes but are supported in other ways. This is often through a combination of universal services (especially schools) and third sector projects; this work now links with the GIRFEC Delivery Group which focuses on support for Named Persons to keep children safe.

2.1.3 Violence Against Women (VAWP):

The Dundee VAWP submits annual data returns to the National Equally Safe Performance Framework. This provides insight into the prevalence of Gender-Based Violence in Scotland.

During the pandemic, the VAWP increased the frequency of data collection to understand the impact of lockdown on vulnerable women within Dundee. This minimum data set was based on the National Return, with the addition of qualitative data to understand the lived experiences of women and staff within VAW services. The Partnership has continued to collate monthly data since the pandemic and frequently reviews how their dataset could be altered to provide greater insight. The dataset informs strategic decision making and aids the Partnership to evidence needs for funding.

The VAWP has taken learning from the CPC Data Subgroup's approach to data and replicated this as far as possible within the Partnership. During the pandemic the VAWP increased the amount and the frequency of data collection. Following this, the Partnership has established a Scrutiny Subgroup to analyse and review the data. The data gathered has allowed the VAWP to monitor trends in the city, supported the Partnership with funding applications and helped identify priority areas for focus.

2.2 Our Local Data:

2.2.1 ASP:

- In 22-23 there were 3,645 ASP (an increase of 18% from the previous year) of which 3,165 (87%) were immediately screened out or were already further in the ASP process.
- 95 ASP investigations and 88 Initial Case Conferences were held.
- Welfare concerns were the higher proportion of harm type reported in ASP investigations (23%), followed by financial harm (18%) and physical harm (13%).
- Adults with Learning Disabilities form the highest group that receive ASP investigations (23%), followed by those with Mental Health needs (20%).
- Harm happens most often at home by a significant margin (72% of all ASP investigations).
- The age group most at risk is that of 40-64 years old for both sexes.

2.2.2 CPC:

- In the year 2022-23, there were 2,156 Police-recorded Child Protection Concern Reports.
- During May 2022 to April 2023, there were 456 inter-agency referral discussions.
- During 2022-23 there were 135 children subject to Initial and Pre-birth Child Protection Plan Meetings.
- Over the course of 2022-23 there were 88 new registrations, 117 de-registrations and 15 re-registrations on the Child Protection Register (CPR).
- The age of children and young people at point of registrations was: 33 unborn, 26 aged 0-4, 22 aged 5-11 and 8 aged 12 and over.
- Concerns recorded for why children were placed on the CPR were predominantly domestic abuse, parental mental health and parental drug use.

2.2.3 ADP:

Drug Deaths (2021):

- In 2021, the Tayside multi-agency Drug Death Review Group confirmed 47 drug deaths in Dundee. The average age of drug death casualties in 2021 was 43 years.
- 53 of those who died in Tayside were male (68%), but whilst the male deaths decreased by 21% between 2020 and 2021, female deaths increased by 14%.
- 60 (77%) of the Tayside drug deaths in 2021 occurred amongst people who lived in areas of the greatest socioeconomic deprivation (SIMD 1 and 2).
- At the time of their death, 58 individuals were identified as having been diagnosed with a mental health condition at some point in their lives.
- 39 of the 78 individuals had been in prison or on remand at least once in adulthood.
- **National Drug-related Death** figures for 2022 were published in August 2023. For Dundee there were 38 deaths recorded, with 53% being female. The Tayside Report will be published in due course.

Alcohol Deaths (2021):

- During 2021, there were 46 alcohol specific deaths in Dundee.

Preventing drug deaths and drug-related harm:

- **Naloxone:** During 2022-23 in Dundee, the total number of Naloxone kits distributed was 1555. This includes distribution to individuals and carers by frontline services, Community Pharmacies, homeless services, and several other organisations participating in the Take-Home Naloxone scheme.
- **Near-Fatal Overdoses (NFODs):** In 2022, there were 179 NFOD incidents. This is a reduction from 2021 when there were 342 NFODs where Dundee City was recorded as the area of residence.

Substance related harm and deprivation:

- During 2022-23, individuals in the most deprived areas of Dundee were five times more likely to have experienced a drug-related hospital discharge than those in the least deprived areas.
- Individuals living within the most deprived areas of Dundee City were five times more likely to have an alcohol-related hospital stay than those living in the least deprived areas.
- Overall, for the past four years, 75% of all drug deaths have occurred where the deceased was a resident in a SIMD 1 or 2 area.

Individuals accessing services 2022-23:

	Alcohol	Drugs	Total
Number of Referrals	638	537	537
Individuals started treatment	471	399	870

2.2.4 VAWP:

- During 2022-23 our specialist services in Dundee supported 211 children and 2,191 women.
- There was a 26% increase in referrals to specialist services in 2022-23 compared to 2021-22.
- Referrals were predominantly made to services by Police (40%).
- Self-referrals accounted for 25% of total referrals to specialist services.
- Women who presented to services were predominantly 26 years or older.
- In 2022-23 there were 70 refuge requests, which was a 37% decrease from the previous year.
- Police report there were 2,549 incidents of Domestic Abuse in Dundee during 2022-23.
- 296 Women and young people sought support from local specialist support services for rape and sexual assault.
- In 2022-23 there were 268 cases discussed at the Multi-Agency Assessment Conference (MARAC).
- Of the 89 children added to the CPR, 43% of them had domestic abuse as at least one of the contributing factors.

2.2.5 Suicide Prevention:

- In 2021, Dundee had the second highest rate of suicide deaths in Scotland (alongside Highland). In that year 25 people died by suicide.
- The majority of people in Tayside completing suicide in 2021 were male (77%) and the mean age of those completing suicide was 46 years. However, in Dundee there was a greater proportion of deaths for people aged under 30 years than for Angus and Perth & Kinross.
- Most suicide deaths happened in the persons own home (69%), with 7% happening at a recognised Location of Concern (Tayside figures).
- 58% of people who completed suicide in 2021 were known to use drugs and / or alcohol prior to their death. 58% of people had contact with mental health services in the year prior to their death; and increase on the previous 3-year period where this was 32-33% (Tayside figures).

2.2.6 SOLACE COG Dataset:

The SOLACE Dataset was launched during the COVID-19 outbreak. This allowed the Scottish Government to work with local authorities to understand the impact of the pandemic and the lockdown on vulnerable children, adults and families, as well as how services were responding. Originally this dataset was collected and submitted fortnightly until late November, whereupon it moved to 4 weekly. Through this dataset, local authorities and the Government have been able to identify critical themes and issues impacting PP services/Committees, as well as inform strategy and service developments.

Data on ASP referrals, investigations, case conferences and protection plans are collected along with the numbers being jointly managed under Multi-Agency Public Protection Arrangements (MAPPA) processes. The data set tells us that while ASP referrals show some seasonal variations, the numbers are climbing and have been especially noticeable since the start of 2023. They have increased from an average of 54 per week to 81 per week; welfare concerns have been the most influential factor in this increase. ASP Investigations, case conferences and protection plans have been stable for the year as have the numbers of individuals managed under MAPPA processes.

Data on Child Protection (CP) for the SOLACE dataset shows that the number of children on the Register is decreasing from an average of 62 to that of 40. Other indicators are relatively stable such as the number of children both added and removed from the register, those entering care at home and away from home and those eligible and receiving after-care.

2.2.7 Planet Youth Survey and Health & Wellbeing Census:

Working in partnership with Winning Scotland, a national charity which acts as a catalyst for change, Dundee Children and Families Service and the ADP are part of a Scottish **Planet Youth** pilot. The pilot involves a number of other areas in Scotland, including a totality of thirteen secondary schools, two of which are in Dundee; Baldrigon High School and St Paul's RC Academy. Over 500 pupils from Scotland participated in a questionnaire covering:

- mental and physical wellbeing;
- levels of sleep;
- attitudes to school / their own future;
- adverse childhood experiences;
- social behaviours / interests in their local neighbourhood / community;
- sexual behaviours / attitudes to sex;
- self-harm / suicide and exposure to and use of substances including alcohol, drugs, tobacco, vaping, caffeine.

The questionnaires identified key focus areas for prevention work, including, promoting healthy, positive relationships and developing social and learning opportunities in the community for young people. An action plan encompassing these key areas and the four domains of the Planet Youth approach will be developed with a focus on using improvement methodology. Dundee's Planet Youth survey, carried out in two Secondary Schools, found that:

- Alcohol (37%), tobacco (27%) and cannabis (9%) are the substances of greatest use of those young people surveyed in the 30 days before them taking part.
- 2/3 of young people who have tried alcohol did so for the first time by the age of 13.
- One quarter of young people who have tried alcohol received it from a family member.
- The average age of first-time experiences of trying alcohol, being drunk, smoking, using cannabis, vaping, and using illegal drugs was 12/13 years old for the participants of the survey.

2.2.8 Medication Assisted Treatment (MAT) Standards:

Medication Assisted Treatment (MAT) Standards were introduced in April 2022. These Standards are still in development across the country, utilising a phased approach for implementing each one of the ten Standards. The MAT Standards define what is needed for consistent delivery of safe and accessible drug treatment and support in Scotland. All services and organisations responsible for the delivery of care related to recovery have to implement the MAT Standards. The Standards aim to improve access and retention into MAT, to enable people to make informed decisions about care, and to ensure individuals are treated with dignity and respect by using a trauma-informed approach. During 2022-23, Dundee has been working on implementing the ten Standards. Progress on the implementation can be found in the [National Benchmarking Reports](#). Each area is rated on their progress against each Standard annually using a RAGB (Red, Amber, Green, Blue) assessment.

In the most recent Benchmarking Report, Dundee's ratings improved from 2022 to 2023 for all five MAT Standards that were involved in Phase 1 of the implementation. MAT Standards 2 to 5 are all considered a 'Provisional Green', with MAT Standard 1 improving from a Red rating to Amber.

2.2.9 Experiential Data:

To ensure the MAT Standards of care are making a difference to those accessing services; service users, family and staff are interviewed as part of our local experiential data collection. This is used to inform local developments through a thematic analysis and is one of the three key pieces of evidence required by the Scottish Government and contributes to the national implementation benchmarking ratings across the country. Reported experiences of people using the services directly influences each area's rating. Areas will not be rated as having implemented standards unless there is experiential evidence to corroborate.

2.2.10 Annual Drug Deaths Report:

The Tayside Drug Death Review Group is a multi-agency forum which reviews all suspected drug deaths to provide intelligence and strategic guidance to the three Tayside ADPs. The work of the group provides intelligence, learning and strategic guidance to the ADPs. Each year the group produces an annual report, analysing the information gathered from every drug death in Tayside and providing improvement recommendations. Following the publication of the [2021 Drug Death Annual Report](#), the Dundee ADP will hold a large multi-agency event in October 2023 to discuss the recommendation and agree on specific improvement actions. This will also consider new information from the [National Drug-related Deaths](#) figures for 2022 which were published in August 2023.

2.2.11 Annual Suicide Report:

The Tayside Multi-Agency Suicide Review Group is led by Public Health and reviews all suicide deaths in Tayside to inform future suicide prevention activity. The most recent Suicide Review Group [Annual Report](#) that has been published is for 2021. Due to the higher prevalence of drug and alcohol use and poor mental health amongst those people who completed suicide in 2021 the report made a range of recommendations regarding addressing the prevention of alcohol and drug use and early intervention services, as well as learning and development activities for people working in mental health and drug and alcohol services. The National figures for [Probable Suicides](#) occurring in 2022 was published in September 2023.

2.3 Quality Assurance (QA):

2.3.1 ASP:

The Self-Evaluation and Continuous Improvement sub-group of Dundee City Adult Support and Protection Committee (ASPC): This group brings together professionals from agencies with key roles in PP. For example, Police Scotland, Scottish Fire and Rescue Service, NHS Tayside and the local Health and Social Care Partnership (HSCP) are some of the key agencies who come together to work on reviewing current approaches to keeping people safe and how we might make these better. Following the pandemic, the ASPC re-instated its annual multi-agency case file audit in November 2022, with findings now reflected in the refreshed ASP Delivery Plan. Police Scotland has led work to establish a process for IRD audits, with findings reported back to each ASPC meeting. Increased audit activity has been a significant achievement over the last year and is enabling the ASPC to identify and track improvement priorities more effectively. Moving forward the focus will be on maintaining an annual ASPC multi-agency audit supplemented by in-year targeted audits, as well as supporting the HSCP to implement their audit tool on a routine basis.

2.3.2 CPC:

The CPC established a QA Subgroup when it published its 2022-25 Delivery Plan. The aim of the group is to improve the CPC's strategic approach to learning from single agency QA and develop a multi-agency, co-ordinated and systematic approach to QA, self-evaluation and the use of improvement methodology. The CPC are also very clear that this work links to their other subgroups (data, case reviews and children and young people involvement) and there is a need to triangulate findings and recommendations.

It took time to establish the correct representation for the group, but this is in place and the Independent Chair of the CPC also chairs this subgroup. During 2022 the group developed terms of reference and an action plan (closely linked to inspection finding from 2021). Over early 2023 and onwards we have almost finalised a single agency audit schedule, have revised the PP QA Framework (in draft at present) and have presented a proposal for 4 multi-agency audits to the CPC with the first taking place in September. Whilst the case file audit framework is being finalised, Children's Social Work and other agencies have continued with single agency case file audits, which were commented on positively by the Joint Inspection report published in January 2022.

2.3.3 VAWP:

QA for the VAWP sits within the remit of the Scrutiny Group. The main aims are similar to other committees in terms of gathering and collating single agency quality assurance information as well as developing multi-agency approaches.

The VAWP has been contributing to the development of an integrated PP Quality Assurance Framework and has several activities already underway. For example, the MARAC process, a key mechanism within the VAW sector, is observed annually by Safelives Scotland and the MARAC Steering Group and VAWP receive and respond to the findings of these observations. MARAC also has a performance framework which is scrutinised at the steering group level.

2.4 Learning Reviews:

These are multi-agency reviews of cases where a person has experienced significant harm and there is learning about the way services worked together before, during and after that harm happened to protect and support them. During 2022-23 a total of eight cases were considered for review; six of these were not progressed however, key learning and action points were identified and added to committee improvement plans. In two cases the process is ongoing. During the year, one Significant Case Review (SCR) that was first considered in 2021 was progressed; it is due to report before the end of 2023. You can find out more about the case review process and previously published reports from the [Dundee Protects website](#).

During 2022-23 there has been a focus across the PP Committees on improving our approach to undertaking learning reviews. This includes implementing new national guidance and ensuring that learning from reviews leads to improvements in services and supports. Dundee has worked with the PP Committees in Angus to develop a new Learning Review Protocol. This is based on national guidance and our learning from undertaking case reviews over the last few years. The Protocol introduces a single process for undertaking reviews that will be used in both Angus and Dundee and applies to all types of harm. It has been developed with a clear focus on having a trauma informed process for both family members and the workforce. Over the next year, work will be undertaken to make sure the process is implemented in practice, including continued joint working between Dundee and Angus.

The CPC has also worked over the year to develop a tool and approaches to help them to track the implementation of learning and improvement actions from reviews. The process has been tested for one case and will now be applied to all future cases. Learning from this work is being considered for adoption across all other PP Committees. In the ASPC a series of learning exchange events were held to support the sharing of learning from a previous thematic review of fire deaths, as well as to update on improvement made following the reviews.

2.4.1 Care at Home Services - Response to Thematic Fire Review:

Three of the recommendations made in the thematic review of fire deaths impacted on Care at Home Services provided by Dundee Health and Social Care Partnership (DHSCP) and independent and third sector services. These focused on people working across services being aware of and alert to fire safety risks and addressing these within care and risk management plans, including referring people for home safety checks. They also highlighted the need for any adult who cannot mobilise themselves without assistance to have a fire evacuation plan in place that is known by everyone who needs to know and is updated regularly.

Some areas of existing good practice were identified, including that:

- For every person receiving Care at Home Service their first visit from the DHSCP Care Home Team includes completing a Safety Checklist and Fire Safety Checklist.
- Following the checklists being completed referrals are made to Scottish Fire and Rescue Service (SFRS) for them to complete a home safety visit. Additional equipment can also be installed where fire risk is high - this includes linking smoke alarms to Community Alarms and installing carbon monoxide detectors and heat sensors.
- Care at Home Providers in the independent sector had a range of approaches in place to assess fire risks and refer to SFRS for home safety visits. Some also had experience of using personal evacuation plans.

Some improvements that were made included:

- Additional questions being added to Care at Home Service's Home Safety Checklist to cover personal evacuation plans. A prompt for staff to refer to SFRS for a Home Safety Visit where there might be concerns relating to evacuation was also added. As well as being used for new services users the Care at Home Teams went back and reviewed the checklists for existing service users.
- A series of training sessions were delivered by SFRS to Care at Home staff. A total of seven sessions were held from October 2022 to February 2023. Further sessions are now provided where there is demand for this. The series of training sessions highlighted:
 - the main causes of fire in the home,
 - the people most at risk,
 - how staff can be aware of fire risks when visiting homes,
 - services and safety equipment that SFRS can provide
 - and how to refer for a Home Fire Safety Visit.
 - The DHSCP Home Safety and Fire Safety Checklists and Forms were shared with Care at Home providers in the independent and third sector to consider using these.

3. Protecting People Key Achievements

3.1 Learning and Organisational Development:

3.1.1 Protecting People Learning and Organisational Development (PP L&OD) Framework:

Prior to the COVID-19 pandemic, a cross-cutting learning and development group operated as a subgroup of the COG. It was however, agreed to suspend this in 2019 to take a proactive direction between the PP team and relevant Learning and Development Advisors to:

- Identify key gaps and where activity is already planned effectively within other groups.
- Carry out mapping and evaluation of the PP learning and development areas, current activity and main gaps.

This work was continued over 2022-2023. We have been working to bring PP L&OD into one place, an online location, that is easily accessible and locates protection training and development within a tiered framework. This will span from basic awareness to skilled and expert levels. The training and development opportunities we focused on are multi-agency and cross-cutting, we are not including single agency training at this point e.g., specific training that specific roles would require (social work, health etc).

We carried out a multi-agency consultation in November 2022 with strong support for the proposal. From this event we also identified representatives to form an oversight group for the framework. The oversight group has been meeting since March 2023.

3.1.2 Adult Protection Learning and Development:

Learning and development is a key strength in our local PP arrangements. Significant and sustained investment through the Council's L&OD Service, supplemented through partnership working with NHS Tayside and wider Tayside colleagues has enabled a comprehensive multi-agency programme of learning and development activity to be made available to staff across all agencies and at all levels. NHS Tayside has recently established a dedicated Public Protection Learning and Development role; in the first instance they are focusing on developing NHS Tayside's first Public Protection Learning and Development Strategy and further enhancing collaborative work on multi-agency learning. Some of the most significant developments during 2022-23 were:

- In February 2023 a PP Training Needs Analysis was undertaken for the HSCP, including ASP aspects, and findings have informed the range of training and development opportunities offered over the last 18-months. It is planned to expand the model to additional agencies and professional groups.
- A range of learning and development offers have been targeted to support

practice improvement and implementation of ASP procedures, including an ASP competency tool, risk assessment tool, chronologies E-learning and multi-agency defensible decision-making training. This has included creating more opportunities for practitioners and team managers to become involved in developing and delivering training.

- The well attended HSCP Practitioner Forum has focused on providing learning opportunities such as action learning sets and case discussions for social work staff, but is now moving to be a multi-agency forum.
- NHS Tayside provide single agency training to ensure health staff have the necessary knowledge and skills to carry out their roles effectively. This includes a core e-learning module on ASP and annual programmes of briefing sessions to support this, they are also developing a Level 2 Adult Protection course.

3.1.3 Child Protection Workshops:

Training workshops are fundamental for continuous learning and development, empowering individuals and bolstering organisational success. The L&OD team has successfully conducted workshops in essential areas including:

- Child Protection and Child Sexual Exploitation
- Suicide prevention in children and young people
- Witness familiarisation
- Offering support regarding the Newly Qualified Child Protection workshops and Child Protection Post-Graduation courses.

These workshops are strategically designed to augment participants' knowledge, skills, and competencies, thereby contributing to personal growth. The significance of these training workshops is multifaceted:

- **Skill Enhancement:** Workshops provide learning experiences and practical skills development, ensuring participants remain updated with the latest policies, trends, and best practices.
- **Knowledge Transfer:** Facilitated by experts and professionals, these workshops facilitate the transfer of specialised knowledge to participants.
- **Team Building:** Group activities and interactive sessions within workshops foster collaboration, nurturing teamwork and enhancing overall organisational teamwork.
- **Adaptability:** Workshops play a crucial role in helping individuals navigate policy changes and evolving work methodologies, ensuring they remain well-informed and adaptable.

The benefits of these training workshops are diverse and impactful:

- **Improved Performance:** Participants can directly apply newly acquired skills, leading to enhanced job performance and heightened productivity. Increasing moral and job satisfaction
- **Innovation:** Exposure to novel concepts and approaches stimulates creativity and innovation among participants.
- **Networking:** Workshops serve as platforms for professionals from diverse backgrounds to connect, facilitating networking and knowledge-sharing beyond the workshop setting.

In addition to in-person workshops, L&OD also offers E-Learning and self-directed learning options. E-Learning is designed to accommodate various learning preferences:

- **Flexibility:** Learners can study at their own pace and convenience, making it ideal for busy professionals and individuals with commitments.
- **Diverse Formats:** E-Learning encompasses a range of formats such as videos, interactive modules, quizzes, and simulations, catering to different learning styles.

Meanwhile, self-directed learning empowers individuals to customise their learning journey:

- **Personalisation:** Learner's tailor their experiences based on their interests, goals, and existing knowledge.
- **Ownership:** Self-directed learners take charge of their learning journey, fostering critical thinking, problem-solving skills, and effective self-management.

The L&OD Team also offer a comprehensive array of E-Learning courses regarding Child Protection. These include, but are not limited to: Designated child protection workers course, PP Dundee Children (Equal Protection from Assault) (Scotland) Act 2019, Tayside Chronologies of Significant Events for Children and Young People, Child Sexual Exploitation, GIRFEC, Recognising and responding to Child Neglect and Child Protection and Online Abuse.

L&OD's training workshops, whether through face-to-face, online interactions or flexible E-Learning modules, demonstrate the commitment to individual growth and organisational quality. By encompassing diverse learning methods, L&OD ensures accessibility, flexibility, and effectiveness in catering to the dynamic needs of modern learners within Public Protection.

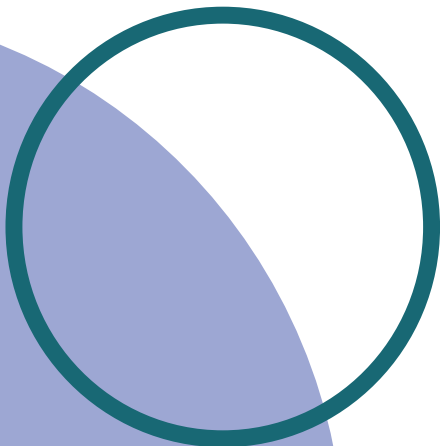
3.1.4 VAW Learning and Development:

In 2022 the Dundee VAWP secured funding for a dedicated GBV L&OD post. Women's Rape and Sexual Assault Centre (WRASAC) and Dundee City Council L&OD service were the partners in this Project, with the worker employed by WRASAC and co-located with the L&OD Team. The aim behind this Project is supported by an expert advisory group made up of key VAW stakeholders. This brings together shared expertise and experience between the VAWP and L&OD Team, Public Protection colleagues and existing initiatives (such as the Gendered Services Project). The Project has built on existing work that is being undertaken which currently aims to embed a culture change and build capacity in relation to VAW across Dundee at every level of the workforce.

To do this, the Project is:

- identifying need;
- designing and delivering training (building on the current local framework and incorporating the national Equally Safe framework as that develops);
- leading ongoing capacity building through critically reflective conversations;
- and developing self-awareness and leadership around understanding the impact of GBV and VAW.

The post holder also now leads the VAW training consortium which is a group of VAW specialist agencies who have worked together to address gaps in training and learning across the multi-agency workforce. The consortium developed a 1.5-day VAW Overview training which has been offered for the last two years and is constantly adapted according to feedback and current knowledge. The consortium is the main source of facilitators for this training, and it has also developed the VAW Training Framework which will feed into the wider PP Training Framework.



3.2 Communication and Engagement:

There is a commitment within the Public Protection Partnerships and Committees to improve communications with the public and the workforce to enhance overall transparency.

3.2.1 Workforce Collaboration Event:

During 2022-23 the COG undertook some focused work aiming to improve communication between them and the multi-agency PP workforce. A small working group of COG members met throughout the year to consider feedback from the workforce about communication approaches that work best for them and to identify opportunities to work more collaboratively in the future. One of the outcomes from this work was a COG Workforce Collaboration Event held in February 2023. As well as offering an opportunity for staff to network with their colleagues across services, the event included presentations celebrating key developments and improvements in PP services. Staff and COG members participated in workshops focused on key improvement areas: trauma informed practice, lived experience and workforce empowerment. This gave members of the workforce an opportunity to share their views and ideas with COG members. The themes from the workshops then directly informed the work of the Committees and their sub-groups who are progressing these areas of work. In total 158 members of the workforce attended the event, with the majority who completed evaluations saying it was 'somewhat' or 'very' helpful in their learning and development. Having considered the feedback from the event in 2023 it is the COG's intention to hold an annual collaboration event, starting in Spring 2024.



3.2.2 Communications Graduate Trainee Role:

During 2022-23 the PP Committees have partnered with Dundee City Council Communications Service to offer a joint Digital Communications Graduate Trainee role. The role was established because there was an identified need to enhance both public and workforce digital communications in relation to the work of the PP Committees and to raise awareness of vulnerability, risk and harm in the community and how to respond to this. Specifically, the role was established to develop improved ways to distribute key information, develop new digital communication channels, develop digital communication materials and improve the accessibility of information produced by the Committees.

Some of the key pieces of work supported by the graduate trainee include:

- Redevelopment of the CPC and VAWP websites and development of a new website for the ADP - launching before the end of 2023. Work on the ASPC website will be progressed before the end of 2023-24.
- Designing a wide range of public facing information materials, including strategic documents, reports and plans as well as awareness raising and learning and organisational development materials. This has focused on using design to improve the accessibility of information published by the Committees and engaging a wider and more diverse audience in the work of the committees.
- Planning and delivering a workshop on workforce communications as part of the COG Collaboration Event (see above).
- Refreshing the COG's workforce communication strategy.

One of the biggest and ongoing pieces of work the Graduate Trainee has contributed to has been the VAWP Instagram account. Following the VAWP meeting in March 2022 to discuss their priorities for 2022-24, with a shift towards prevention and increased public communication, it was proposed that a shared social media presence would be valuable from the Partnership. Following this, the 'StandTaygither' Instagram account was created. This account is used to:

- Provide the public with educational resources about GBV
- To focus on empowerment
- To promote the positive work conducted by the Partnership
- To promote local VAWP public events
- To bridge the gap with the lack of young people accessing local VAW services

Since its launch, there has been good interaction from local services and members of the public. The VAWP continues to utilise this as a resource to communicate information to the public and hopes it will gain more traction in the future.

3.2.3 VAWP and British Sign Language (BSL):

For several years, Deaf Links have been made aware by the Deaf Community that there was a large gap in accessible service provision for deaf women (who use BSL) who had experienced any form of GBV. Due to BSL being their means of communication, they have never been able to access mainstream specialist support services for women who have experienced such issues. Deaf Links carried out research with Deaf Women in 2021 funded by The Scottish Women's fund which further compounded and evidenced this need. Angus, Perthshire and Dundee Women's Aids also identified this gap and partnered with Deaf Links. They successfully applied for Delivering Equally Safe Funding to deliver a bespoke partnership project for Deaf Women in Tayside who have experienced GBV of any form, current or historic. The Violence Against Deaf Women Project (VADWP) provides advocacy for Deaf Women, awareness raising, access improvement and upskilling on BSL/Deaf Culture for Women's Aids staff teams.

The project has been focusing on building trusting relationships with staff and are making progress on the women involved being open to conversations around VAW issues. They have also been developing content and resources to begin a series of workshops and information sessions in BSL for Deaf Women. This is to bring their awareness and understanding levels to a similar point to hearing women on a range of GBV issues. Having Deaf Women involved in how they wish the workshops and information sessions to be delivered has also given them some ownership and control of how this journey of learning will take place. This is something that has never happened for them before and is reducing their anxiety about being involved. The project has also produced and posted BSL videos on social media over the past few months on issues such as:

- being aware of the implications of sending compromising photos to men/boys (317 views);
- awareness of not accepting GBV/abuse following football matches (1.6K views);
- condoms and consent (417 views);
- manipulation and coercive control (208 views),
- how to approach reporting DV incident in a Deaf environment (122 views);
- and posted a visual on how to recognise if your drink has been spiked (190 views).

Finally, the project has been providing awareness sessions to local service providers to help them identify any barriers Deaf Women would face trying to access their services. The sessions give service staff a brief awareness on BSL, Deaf Culture and the barriers Deaf Women face when accessing services. They also provide information on how to make services more Deaf-friendly and accessible, and how to use communication tactics to communicate with Deaf Women.

3.2.4 Development of the ADP Website:

The ADP is currently in the final stages of developing a website dedicated to substance use issues and information regarding the work the Partnership is doing. This new website will include a comprehensive list of support services in Dundee, will host ADP public-facing documents, and will have a workforce resources section. A key feature of the website will be a 'feedback button', allowing for more open communication between the Partnership and the wider public to occur. This website will be launched before the end of 2023.

3.2.5 Workforce Communication - Induction Packs:

To improve communication with stakeholders and partners, induction materials for the CPC, VAWP and Gendered Services Group, and the ASP outlining the vision of the committee, roles and responsibilities have been developed. The induction packs include information about the PP structure, a role descriptor, person specification and key documents such as strategic plans, delivery plans and national guidance. New members of committees are also offered the opportunity to speak to the Chair or lead officer to gain background knowledge of the work of Committees. The ADP has also committed, within their Delivery Plan, to create their own Induction Pack.

3.3 Trauma:

Trauma-informed practice is an approach to Health and Social care support/interventions which is grounded in the understanding that exposure to trauma can impact a person's emotional and psychological wellbeing. This approach to support delivery aims to increase practitioner's awareness of how trauma can negatively impact individuals, and their ability to feel safe or develop trusting relationship with services and their staff. Trauma-informed practice also seeks to avoid re-traumatisation.

3.3.1 Trauma Steering Group:

Dundee's Trauma Steering Group launched their implementation plan in March 2022 and have been progressing actions throughout the year. These have included:

- The development of a toolkit which brings NHS Education Scotland training resources into one place as well as providing templates and resources for managers and teams to use to implement a trauma informed approach.
- A menu of ways for services, teams, and individuals to get involved in trauma informed practice and development.
- A series of manager briefing sessions to introduce the toolkits and resources available.
- A series of learning exchange events focusing on specific themes such as trauma informed supervision or language.
- The development of a trauma ambassador network.
- The development of a workforce lived experience group (see lived experience section).

Future plans include:

- the formal launch of our Trauma landing page and newsletter;
- Trauma communications week in September 2023;
- ongoing training opportunities and;
- the further development of the work outlined above.

3.3.2 Workforce Wellbeing and Capacity:

The PP Committees and COG have identified that workforce wellbeing and capacity is a critically important issue. These have been included as risks within the strategic risk register. Some of the risks reflect the impact of the pandemic on workforces' health and wellbeing, challenges recruiting to the Public Protection workforce and increased absence levels associated with mental health and wellbeing. Throughout the year as services have focused on maintaining the continuity and quality of service provisions to children, young people, adults and families this has meant there has been less capacity to focus on service development, quality assurance and improvement activity. Individual agencies have developed their own approaches to supporting workforce wellbeing and enhancing recruitment and retention, but the COG has supported a collective focus

on workforce recognition. A short-life working group of Chief Officers met over 2022-23 to focus on ways in which the contribution of the workforce could be recognised and celebrated and how the workforce could be better involved in the work of the PP Committees. Key developments included:

- Establishing opportunities for Chief Officers to visit PP services and supports to help them to build their understanding of the operational realities of providing protection services and challenges faced by the workforce. This allowed Officers to also hear and see, first-hand, the successes and strengths of services.
- Creating opportunities for members of the workforce to attend and observe Committee and COG meetings.
- Updating the PP Workforce Communications Plan to support further work in this area during 2023-24.

3.3.3 Dundee Staff Burnout Report:

In July 2022, Scottish Drugs Forum presented a [report](#) on staff burnout in Dundee. The report was based on a survey with frontline staff, in-depth interviews with frontline managers and focus groups with staff. This project investigated and analysed the nature and extent of burnout amongst staff working in substance use services in Dundee. It identified good practice of self-care and self-help as well as formal support and treatment for staff experiencing burnout.

The report highlights that burnout amongst front line workers in drug and alcohol services can impact on their wellbeing and on service delivery and quality. This includes factors such as poor health and wellbeing of staff, staff absence, staff turnover and negative staff attitudes and values towards clients. All these factors impact on the ability of staff to offer high quality support which helps engage and retain people in treatment and support services. This ultimately risks being a contributory factor to Scotland's increasing drug related deaths.

In addition, regular exposure to drug related deaths, non-fatal overdoses, and the cumulative effect of supporting people with complex needs, including trauma, can mean that front line staff and volunteers are vulnerable to both direct and vicarious trauma through the nature of their work. In recent years, the workforce in this sector has increasingly included people with lived experience of problematic substance use and mental ill health.

The report makes a range of recommendations, including:

- staff caseloads are reduced to realistic maximum levels;
- improve awareness and recognition of the signs of burnout, with regular screening, to help develop better prevention;
- that all types of stigma are challenged;
- that all staff have regular access to supervision, including clinical or external supervision;
- and that organisations improve communications (with a clear focus on listening) with frontline staff.

3.3.4 Implementation of the Newly Qualified Social Worker (NQSW) Supported Year:

In 2022, we continued to strengthen the work we had undertaken in 2021 as an early implementation site for the national NQSW Supported Year programme. We adopted a trauma-informed approach to the design and delivery of the NQSW Supported Year, ensuring that the voices and the wellbeing of the workforce was central to the process.

A significant development in this area has been the introduction of a monthly Continuous Professional Learning (CPL) session for all NQSWs across the organisation. The NQSW CPL Sessions provides NQSWs with opportunities for structured learning, reflective discussions, peer support and a safe environment to explore some of the complexities associated to the social worker role. We also made one-to-one coaching from a qualified social worker available to all NQSWs, recognising the social worker identity and the additional support required for NQSWs within their Supported Year.

The success of the nurturing approach we have adopted in Dundee can be evidenced through some of the feedback we have received from NQSWs. For example, one NQSW stated the NQSW CPL Session “helps set out a journey of learning and development as a social worker” whilst another commented that it,

“Provided an opportunity to share experiences and be supported to express our work related issues and experiences in a safe and supported environment.. ..It also allowed us to shape and influence the areas we felt we needed support in making it feel very collaborative”.

Embedding the trauma informed principles and taking a trauma informed lens to the project has enhanced the experiences of our newly qualified workers currently leading on key protection frontline work across the city working with children, families and vulnerable adults. This project has been short-listed for a LGC award, one of only two Scottish local authorities and won recognition at the Dundee OSCAs for the impact and innovative approach.

3.4 Lived Experience:

3.4.1 Workforce Lived Experience group:

The Trauma Steering Group in Dundee has developed an implementation plan around organisational culture change relating to trauma-informed leadership and trauma-informed practice. Part of this work is centred around the idea that as both a cause and consequence of culture change, workers within the workforce with lived experience of trauma can contribute and co-produce services and strategy.

We know that the safe and effective use of lived experience expertise is a powerful tool for strategy, service design and service delivery and evidence has shown that lived experience workers can bridge the gaps between strategy, services and communities, influencing the culture and practices of their organisations. However, traditionally we think of those with ‘lived experience’ or ‘experts by experience’ as being separate from us as workers. By thinking in this way, we were missing the opportunity to utilise the knowledge and experience that exists within our own workforce and to validate this. According to statistics we know that within a team of 10 staff, at least two are highly likely to be workers with lived experience. Within a staff group of 100 at least 20 will be workers with lived experience and we believe that developing our thinking around workers with lived experience could help us break down existing power imbalances and barriers which create an us (workers) and them (service users) environment.

A careful process has been developed to recruit people to become involved with this work and a small group has been established over 2022-23. The group is forming ideas about the role it wants to take and is already involved in a number of developments.

3.4.2 Authentic Voice:

In Dundee, we recognised we needed to develop a robust approach to ensure lived experience has a meaningful contribution and influence within local strategic planning across our Public Protection Partnerships. This led to the opportunity to work with the National Authentic Voice (AV) Project. Dundee partnered with AV as the pilot area for their leadership workstream, focused on embedding lived experience into strategic forums across Scotland.

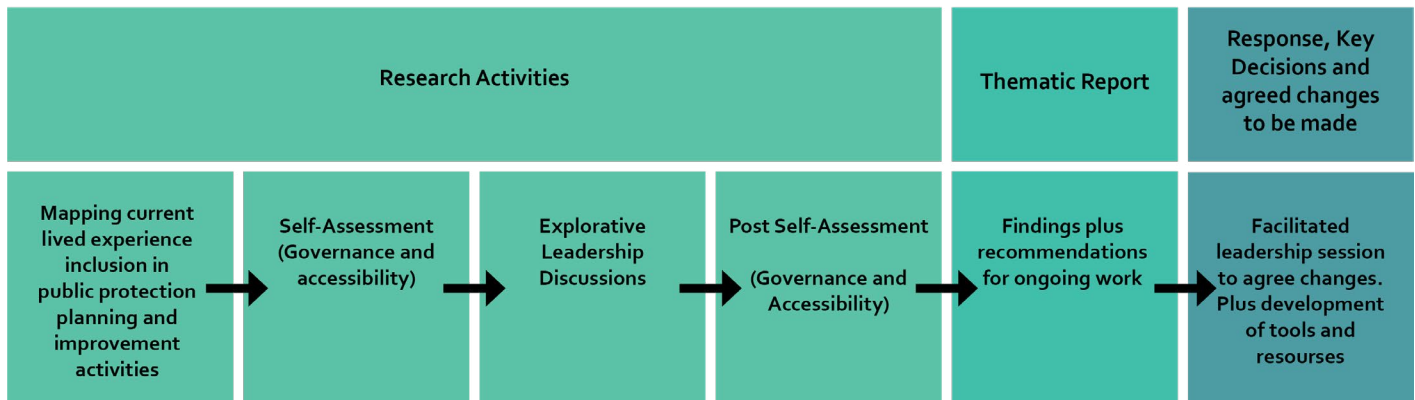
AV is a national project aiming to support local authorities and other community planning organisations to develop the knowledge, confidence, and tools they need to embed survivor voices and lived experience into local systems and service design processes. They do this in a robust, trauma-informed and meaningful way.

Dundee COG have endorsed this as a priority for senior leadership and are committed to engaging in key activities with the project. It is led in collaboration with people who have lived experience, and their input are very much at the heart of the AV project.

3.4.2.1 Project Aims and Outcomes:



3.4.2.2 Projects Key Activities:



Key challenges during these processes were around ensuring key leaders were available to attend the leadership sessions across all of Public Protection amongst the pre-existing variety of priorities and schedules. This was mitigated due to the strong support from the COG. The research was completed in March 2023. We are now working on the thematic report and recommendations with the AV Partners. Once the report is received, we will move onto the next phase of implementation of any recommendations received.

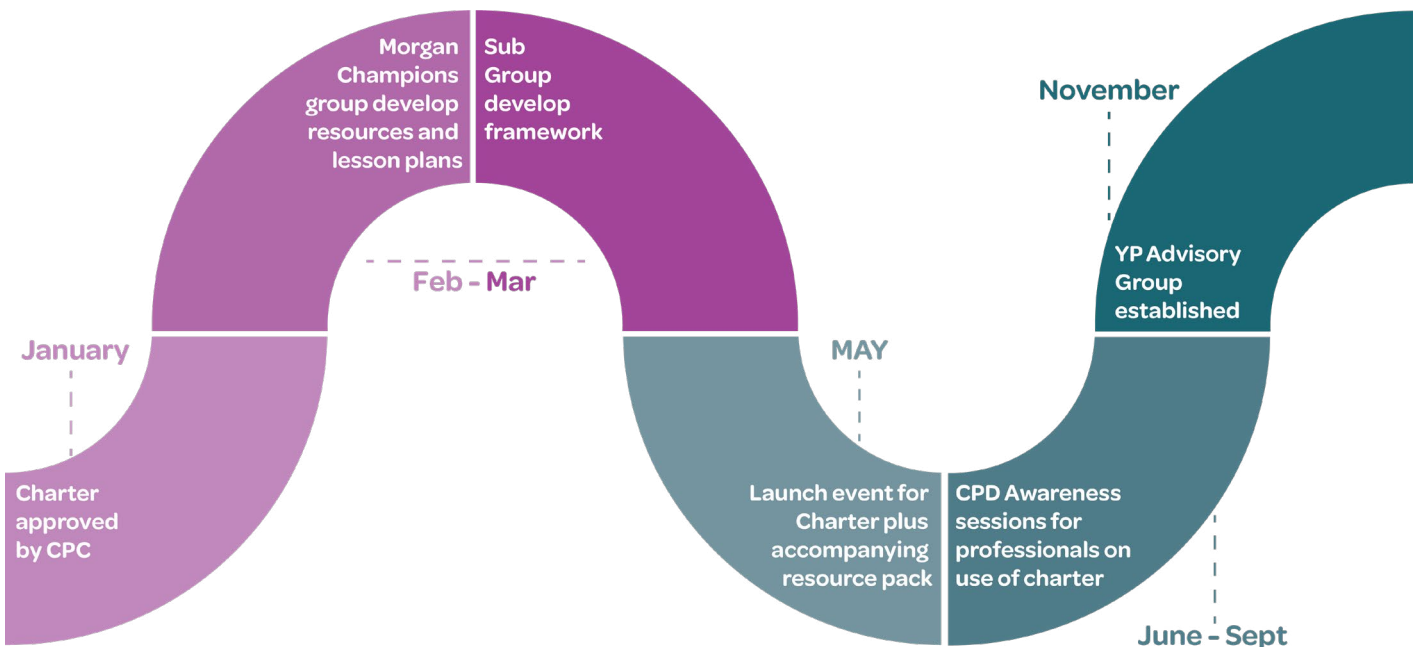
3.4.3 Children and Young People’s Charter:

Improving the involvement of children and young people at both strategic and service level is a key priority for the CPC and we have been working on this for some time. [The Children at Risk of Harm Inspection 2021](#) found that opportunities for children and young people at risk of harm to share their views and influence policy, planning and service delivery were limited. We took on board the need to improve in this area and established a subgroup to progress this work. The Charter and accompanying resources are a result of the subgroup’s work and are the beginning of a longer-term process to getting this right.

Initial conversations took place with a small group of young people who talked to us about their experiences in the Child Protection and Care Systems and what could have been better for them. Their words form the basis of the Charter Principles and the accompanying Framework. What participants mention also aligned with the [Five Principles of Trauma-Informed Practice](#), therefore, these were used as the Charter Principles. We are hugely grateful to all the young people who have been instrumental in developing the Charter and Framework and have sought to be absolutely aligned to everything they have told us.

The Framework that sits alongside the Charter emphasises that this work is not new. It links directly to other strategic priorities and developments and seeks to bring them together into the Framework and show how they all relate to what young people told us was important. We want to focus on how we know all these development and improvements are making a difference to young people and bring that information together into one reporting channel to the CPC.

Young People also developed a resource to assist in raising awareness of the Charter and also of the real issues and challenges that are faced by young people. The 'Fave Five' card game resource has been designed by a group of young people to prompt discussion between young people and staff around the principles of the Children and Young People's Charter. The scenarios are all based on young people's own experiences and are designed to get people thinking about how the principles apply in real life.



3.5 Equalities and Intersectionality:

3.5.1 Gendered Approaches:

The Gendered Services Group (GSG) has been operating since 2020 as a response to a variety of research and recommendations, including those in the [Dundee Drugs Commission](#). The group reports to both the VAWP and the ADP and its main aim is to lead the strategic and operational planning for gender sensitive and trauma informed services in Dundee. This includes women experiencing GBV, substance use, homelessness, Commercial Sexual Exploitation and a range of other complex issues.

Through funding secured by the group they have been able to establish the Gendered Services Project and the main achievements of this have been:

- The development of an assessment tool for services to assist them in identifying how they can become more gendered in their design and reduce barriers for women.
- Delivery of training to over 250 staff from the multi-agency workforce in Dundee.
- Development of videos, animations, podcasts and training resources
- All of the above are fully co-designed with women with lived experience

In addition to the Gendered Services Project, there have also been developments in the following areas:

- Honeygreen Supervised Accommodation (women only)
- Women's Triage - multi-agency, weekly meeting attended by practitioners for women with complex needs.
- Successful funding bid for a Women's Hub in Dundee - over 2022 WRASAC, as the lead organisation, have employed a Hub Coordinator and secured premises for the Hub. The Hub aims to offer a rotating drop-in model for women in a central location, open 5 days a week and provide easy access to a wide variety of services for women. The team at the Hub aim to support women to make informed decisions and provide information, support and advice primarily focused on substance use but recognising the range of additional challenges that women face alongside. This includes:
 - accommodation;
 - mental health;
 - children, families and relationships;
 - gender- based violence;
 - access to education;
 - training and employment;
 - finance;
 - benefits and debt;
 - legal issues;
 - health and wellbeing;
 - commercial sexual exploitation.
- A trauma-informed approach will also be a key element of service delivery. We know that lack of childcare can be a major barrier for women attending services so a critical element of the hub will be to provide childcare to reduce the barriers women may be facing when trying to engage. **The Hub opened in August 2023.**

3.6 Development and Improvement Work:

3.6.1 Adult Protection Key Processes:

There has been a focused effort to ensure that there is a clear distinction between different phases of the adult protection process. This has been achieved through the revisions of ASP procedures, updating of IT systems and learning and development activity. Alongside a focus on supporting practitioners to decisively move to case conference as soon as it is clear that the criteria for doing so has been met, there has also been a focus on the use of multi-agency Initial Referral Discussions (IRD) as part of inquiry and investigation processes. In 2021 partners across Tayside developed a standardised IRD process, which was implemented during 2022, and Police Scotland has also established a process for routine auditing of IRD meetings, which began in April 2023. This has helped the ASPC to identify that further analytical and improvement work is required in relation to IRD practices.

The presence and quality of chronologies, risk assessments and protection plans as distinct documents within case files remains an area for improvement. In June 2022 the HSCP hosted an event for 20 practitioners working across adult services. This event launched a new process for completing risk assessment and chronologies within Partnership services. This followed on from focused work that had taken place over the previous 3 years where practice teams developed and tested new approaches to these important aspects of protection practice. A series of online sessions were also delivered following the launch event. NHS Tayside launched their single agency chronology in October 2022, supported by health specific guidance. These activities are reflected in the small improvements noted in the presence and quality of both chronologies and risk assessments between multi-agency case file audits carried out in 2020 and 2022. However, this remains a priority within both the ASPC Delivery Plan and HSCP improvement plan.

3.6.2 Adolescent Review:

Stages 1 and 2 of a review were completed by June 2023 with proposals submitted to the Children and Families Executive Board and CPC. This involves the development of a co-located multi-disciplinary team; associated workforce development activities; and new governance arrangements. Initial team development sessions are scheduled to occur in May, June and July 2023; risk assessment training will be delivered in May 2023; a new infrastructure has been put in place to support implementation of the Care and Risk Management protocol; and further discussions on a suitable co-located building are ongoing.

3.6.3 Multi-agency Child Protection Procedures:

Over the last year the CPC has been working together to implement the [National Guidance for Child Protection in Scotland](#). The guidance was revised and published in 2021, setting out comprehensive arrangements for achieving best practice across local Child Protection Systems and Services. All CPCs have been asked to make plans for fully implementing the guidance, including updating their local Child Protection Procedures and Practices, supporting learning and development activity for the workforce and making sure there are systems in place to evaluate the impact of Child Protection Systems. During 2022-23 the Dundee CPC has focused on updating the Dundee Multi-agency Child Protection Procedures to fully incorporated the national guidance. These were launched in May 2023, alongside an E-Learning module for the workforce raising awareness of the changes made to the procedures. During 2023-24 the focus will be on evaluating how well other aspects of the national guidance have been incorporated into local practice and arrangements, identifying any gaps that require to be addressed.

3.6.4 Children/Young People Experiencing Domestic Abuse (CYPEDA) Working Group:

The group was established and is providing opportunities for new and established specialist services to ensure strong links are made and this has been achieved across the domestic abuse (DA) social work post, the CEDAR project, Dundee ASSIST and others.

Part of the aim of the group was to produce a clear pathway for intervention/response to CYP affected by DA, considering these new services and initiatives. We have initially produced a service directory, like the services for [vulnerable women directory](#). We will continue to work on a more in-depth pathway and a key element of this will be to align/embed this within GIRFEC guidance and framework. Another aspect of the group's work was that alongside the pathway/guidance, there would be a skills/knowledge framework and a mapping exercise to include; minimum level skills/knowledge around identifying risks/needs, thresholds, referral routes and planning at every stage of intervention.

In relation to this, the group has discussed the needs of different sections of the workforce and work is ongoing as follows:

- Safe and Together (S&T) is a key aspect of this and briefing sessions have now been re-established and Practitioner forums are up and running
- The VAW Training Consortium continues to run and identified needs from this group are being fed into the consortium for planning purposes.
- All of these aspects link to the development of our PP L&OD Training Framework which we hope to launch shortly. The framework captures all multi-agency PP training which is available as well as identifying and finding solutions to gaps in opportunities. Creative approaches such as webinars, online resources and learning exchange events will be integrated into the framework.

3.6.5 Domestic Abuse Test of Change (DA ToC) – CPC:

A post was created using COVID-recovery funding for a manager level post to be established in Children & Families social work, with a focus on improving practice and responses to children and families affected by domestic abuse. The fact that this was recognised as a priority is evidence of the commitment to VAW and gendered approaches within the service. The ToC aims to improve and enhance practice and outcomes in relation to domestic abuse and child protection by developing a consistent, person-centred (flexible), timely and shared response to adults and children affected by the issue. The ToC promotes the Safe and Together model and Trauma Informed Practice Principles to ensure we partner effectively with survivors and hold perpetrators to account. Furthermore, we are working to develop an in-depth understanding of the dynamics of domestic abuse and coercive control across the partnership services involved. Developing a shared language, holding the risks associated with domestic abuse as partners working together and ensuring staff at the front line are sufficiently supported are the key principles of this ToC.

The ToC has implemented:

- Complex case consultancy forum – key practitioners from specialist VAW agencies, Community Justice service and Police Scotland meet to support social workers with complex cases involving domestic abuse.
- Safe and Together briefings
- Safe and Together practitioner forums
- One-to-one consultancy to staff
- Development of a toolkit for staff

3.6.6 Young People’s Intelligence Group:

This group was established as a subgroup of the above working group due to early conversations around particular concerns for young people in their own relationships.

The group is a multi-agency intel sharing session every eight weeks for professionals to share their knowledge around what young people are experiencing in relation to GBV. This is a confidential space, and it is not to disclose cases nor share names. The idea is to equip each other with information that can help us better understand the worlds of young people we work with and build a picture of what they are facing. From there, we can ready ourselves for disclosures, questions and conversations with young people and design intervention with this in mind.

These discussions are leading us to identify:

- Training and resource gaps which are fed into the VAW training consortium.
- Communications/key message that could be developed and shared through the DVAWP Instagram page and other forums as well as development of a workforce briefing.
- Service gaps in provision.
- How the information we are gathering can feed into other developments such as Adolescent review etc.
- Information to feed into national conversations.
- Key information relevant to the Prevention Subgroup.

Key trends we are identifying are mainly based on soft intelligence from group members based on their own interactions with young people and feedback from their wider networks. This is not yet being reflected, in the main, in reported incidents of harm or requests for support from service. It is therefore very hard to quantify the occurrence of abusive / harmful behaviours and how that is changing for young people. In that context there is a need to continue to listen to what young people are saying and ensure that there are safe routes for young people to raise concerns, as well as sources of information that actively challenge harmful narratives in a way that is engaging for young people. There is also a need to ensure that adults who are in contact with children do not inadvertently reinforce these messages. We need to be skilled and confident in challenging harmful narratives, recognising when harm has occurred, and we need to ensure our lack of robust data does not deter us from responding to these issues and having clear, confident and co-ordinated responses.

Work is underway to develop a regular workforce briefing to identify current and emerging trends. This will also include information on dealing with disclosure and appropriate referral/service routes. A learning exchange event was held in May 2023 on these topics. The group hope to be disseminating information by the end of 2023 through the Briefing Paper. Due to the fast-emerging and ever-changing landscape of young people's experiences, the group plan for the Paper to be distributed bimonthly. Information covered should also help inform the VAWP's prevention work.

3.6.7 Transitions (CPC/ASP):

Throughout the last year the CPC and ASPC have continued to consider how arrangements to support joint working and smooth transitions between children's and adult services can be improved. Case review activity during 2022-23 has continued to highlight this as an area for improvement. Whilst changes to multi-agency Child Protection procedures have helped to clarify that legal definitions or age limits should not become a barrier to providing support, there is further work to be done to enhance joint assessment and planning between children's and adult services. During 2023-24, significant developments have been planned in relation to the establishment of a new multi-agency approach to support older young people at risk, with adult services being a key partner to this development.

3.6.8 Alcohol and Drugs Partnership Operational Improvement Work:

3.6.8.1 Near-Fatal Drug Overdoses (NFOD):

During 2022-23 the multi-agency NFOD daily meetings continued to take place (Mondays - Fridays). A Tayside NFOD co-ordinator has been appointed to support, develop and oversee the running of the meeting. The ADP has continued to invest in the Assertive Outreach service delivered by Positive Steps, ensuring all individuals that have experienced NFOD are supported to engage with services. Harm-reduction support is also provided, including the expansion of the take-home naloxone approach.

3.6.8.2 Residential Rehabilitation (RR) and Community Recovery (CR):

Dundee was successful at obtaining CORRA funding to manage the implementation of the Dundee RR and CR pathway. The service, We Are With You have been contracted to manage this project and are able to access additional Scottish Government funding to support increasing number of individuals access residential or community recovery support.

3.6.8.3 Direct Access Clinics:

Dundee introduced community-based direct access clinics to take place five days a week, with Dundee Drug and Alcohol Recovery Service (DDARS) managing four of these clinics and JustBee Production managing a Friday clinic. Individuals are able to drop in to the clinics and, where appropriate, receive same or next day prescribing. Independent advocators and support workers from third sector organisations are also available to provide support as part of the direct access clinics.

3.7 Prevention and Early Intervention:

3.7.1 Prevention Framework Development (ADP):

The Dundee ADP have designed the Alcohol and Drug Prevention Framework for the workforce to support development and action-planning across the city. The core of the content is a series of Evidence Briefings across the lifespan, each providing a summary of current evidence of best practice. The Framework is underpinned by 11 key themes that should be utilised and considered alongside the evidence briefings when monitoring or planning any services, interventions or prevention activity.

The Framework is still in the early stages of implementation, but overtime this should result in a prevention focused system and less individuals' experiences issues with drug and alcohol use. The next year will bring a focus on implementation of the Framework. The Framework will be hosted on the new Dundee ADP website once launched.

3.7.2 Tayside Needs Assessment to Inform the Prevention of Suicide and Self-Harm in Children and Young People:

In August 2022 the Tayside Suicide Prevention Leadership Group published a [Needs Assessment](#) to raise awareness of the importance of suicide and self-harm prevention in young people and to inform local action planning. The report examines data and research evidence as well as mapping current services and sharing stakeholder opinions, all of which inform recommendations for action. The needs assessment was commissioned because the suicide rate in people aged under 25 years in Scotland more than doubled between 2015 and 2019; between 2016 and 2021, 50 young people aged 25 or under died by suicide across Tayside. Whilst recognising there is a significant amount of good work happening to support young people across Tayside, the needs assessment recommended actions under four themes: Prevention, Early Intervention, Services and Working Well Together. In Dundee these areas for action will be considered alongside the new National Suicide Prevention Strategy to inform refreshed Dundee Suicide Prevention priorities and actions during 2023-24.

3.7.3 16 Days of Activism Against Gender-Based Violence (VAWP):

During the 16 Days of Activism campaign (25th Nov - 10th Dec 2022) we saw an amazing response from the public and from the multi-agency workforce. The theme for this year's campaign was 'takeover, take action' and some of the events included:

- Takeover of Stobswell car park with a range of stalls and information on GBV
- Creative workshops and activities - banner making, spoken word nights, pub quizzes, digital arts
- Reclaim the night march
- Social work takeover day
- Ann Summers takeover
- All female club night
- Dundee Women's Aid travelling banner
- Social media takeovers - Dundee International Women's centre and DCC Construction service
- Flashmob and vigil finale events
- And many more



3.8 Governance and Planning:

3.8.1 The Protecting People Strategic Risk Register:

The PP Committees and COG have continued to use the strategic Risk Register to support them to prioritise work throughout 2022-23. The Risk Register has become increasingly embedded in the day-to-day work of the CPC, ASP and the VAWP. At each meeting these groups consider whether or not changes are required to the risks currently on the register and identify any new or emerging risks that need to be considered and added. The Risk Register is increasingly informing improvement work, for example:

- The ASP Committee identified a risk in relation to the identification and response to adults who do not meet the threshold for adult protection intervention but do require other types of services and supports. This has led to changes in the way that adult concern reports are considered and increased use of alternative risk management approaches.
- The CPC added a risk to the register following a joint inspection of services for children at risk of harm relating to response to young people. A range of improvement work has followed on from this, including the development of a new multi-agency service for young people, an operational management oversight group and an intelligence sharing group.
- The VAWP has continued to manage a long-term risk regarding the adequacy of funding for local, specialist services. As well as supporting applications to secure additional investment, representatives have taken a proactive approach to a national funding review commissioned by the Scottish Government. The [report from the review](#) highlights the positive approach being implemented in Dundee.
- The ADP continue to focus on the financial risk and on the specific requirement for sustainable funding to deliver priorities, including the capacity to implement the MAT Standards. The changing landscape of drug and alcohol use, the need to increase the focus on responding to alcohol harm, cocaine and benzodiazepine, will require redirection of funding in the future. There is also the recognition that prevention and early intervention require a greater share of the funding.
- The Committees have also been working together to identify shared risks that are common across all areas of work: for example, the impact of the cost-of-living crisis on levels and complexity of risk.

3.8.1.1 Challenge of the Risk Register:

- The Public Protection Committees can each utilise the Risk Register in different ways. Getting a consistent approach to ensure risks across the Committees are linked where relevant can at times be challenging. This has been an evolving process and still needs work.
- The COG is still working out a process of who takes ownership of risks that cut across all the Committees.

3.8.1.2 Way Forward for the Risk Register:

- The priority during 2023-24 will be to begin embedding the Risk Registers further in the everyday work of the partnership, learning from the approaches used by each of the Committees.
- Continue to develop the cross-cutting Risk Register to ensure it is reflective of all Committees and create a shared PP Committee approach to risk management.

3.8.2 ADP Five-Year Strategic Framework and Two-Year Rolling Delivery Plan:

Over the last year the Dundee ADP developed a local multi-agency **Strategic Framework**. The overall aim of the Framework is to reduce harm from alcohol and drug use, support wellbeing and the recovery of people who experience longer-term challenges associated. The Strategic Framework is an overall guide which sets out what we will do to achieve this. The Framework is supported by a two-year rolling **Delivery Plan (2023-2025)**.

3.8.3 Outcomes Measurement and Reporting:

In common with many other Partnerships across Scotland, the PP Committees continue to find it very challenging to gather, collate, analyse and reporting outcome and impact information. This is information that demonstrates how protecting processes, services and supports have reduced risk, increased safety and had a range of other positive impacts on people's quality of life, health and wellbeing. In general, the Committees continue to be able to report process and output information (for example, the numbers of people supported) much more easily than outcome information that demonstrates the difference that process or support made.

Example of outcomes gathering: as part of the implementation of MAT Standards, a **national Benchmarking Report** is published every 6 months. During 2022-23 the ADP had to gather a range of information demonstrating the outcomes of MAT implementation, including information from individuals with living experience accessing MAT in Dundee.

3.8.3.1 Way Forward:

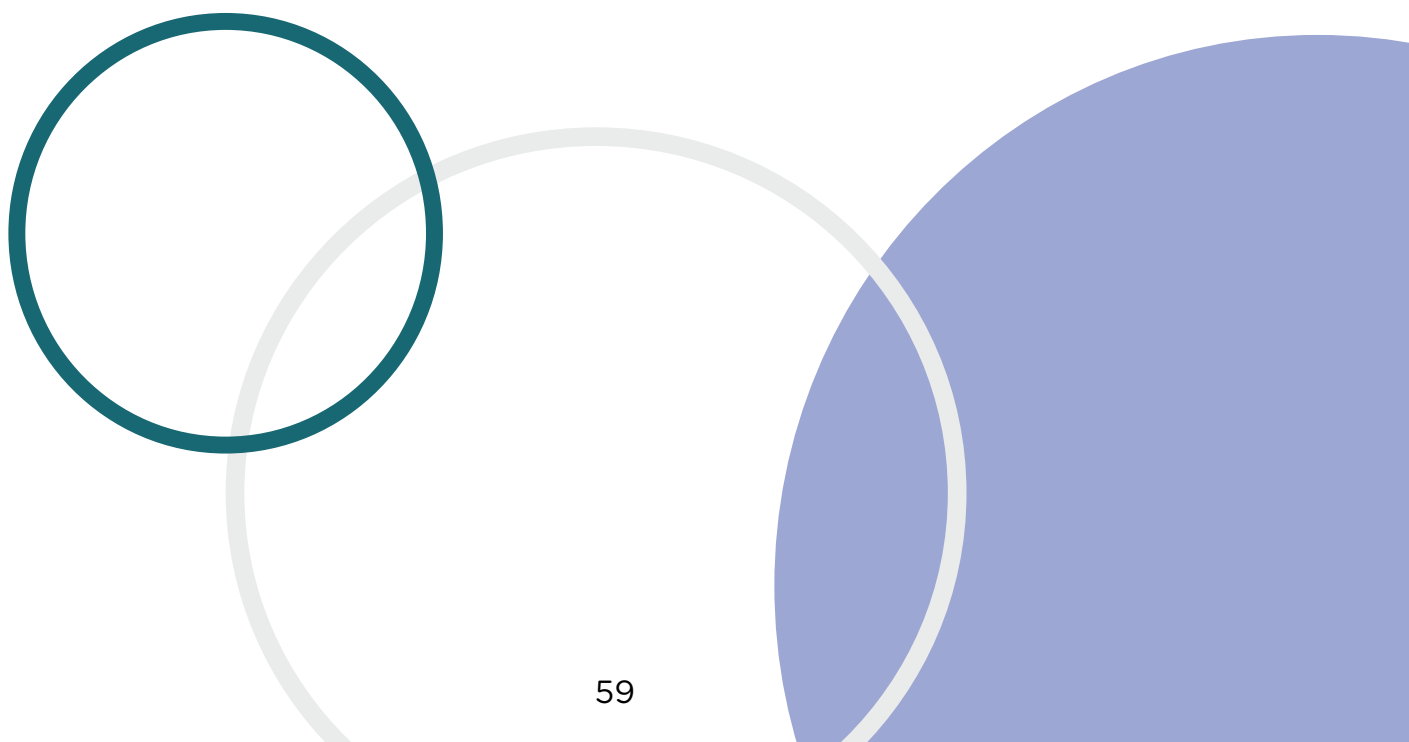
Through self-evaluation and quality assurance groups and activities, the Committees have worked during 2022-23 to enhance their focus on evidencing the impact of improvement work. This has included holding scrutiny sessions focused on the implementation of actions from case reviews and hearing from services about the difference the changes they have made have had on people who are at risk of harm. However, alongside continuing this work there is a need for the Committees to think about how outcome information can be gathered routinely and reported at a larger scale.

3.8.4 Integrated Data Analysis:

Whilst the PP Committees have made further progress during 2022-23 in using data and quality assurance information to inform their improvement activity, there is a need to do more work on integrated data analysis and reporting. Much of the work that has taken place is based around Committee specific approaches to collating, analysis and reporting data. This has been driven by the need to implement separate national minimum datasets for Child and Adult Protection. Moving forward, there is an ambition to build on the good work that has taken place in each committee to develop a more integrated approach to data collation, analysis and reporting; many individuals and families are supported through multiple protecting processes and services, but data is reported in a way that doesn't fully reflect this.

3.8.4.1 Way Forward:

In the future the PP Committees want to work together to learn from one another and find a way to analysis and report data so that it represents the complexity of their experiences. This is particularly important to help services to develop integrated and trauma-informed responses to individuals and families and understanding the impacts of specific protection processes and services across the whole family.



3.9 Funding and Resource Landscape:

3.9.1 Securing New Funds (VAWP):

ASSIST Court Advocacy: We were funded by the Victim Centred Approach Fund to establish Dundee ASSIST in 2022. This project provides advocacy and support to victims (and their children) of domestic abuse who have a case going through court. The service also works with the highest risk cases of domestic abuse in the city, undertaking risk assessment, safety planning and representing the victims voice at the MARAC meetings.

L&OD developments: We were also successful in securing funding for a GBV learning and development officer who is co-located between DCC L&OD and WRASAC. She has been developing a GBV training framework, coordinating training opportunities and developing new resources for the workforce in Dundee.

CEDAR: Another new project has been the CEDAR project (children experiencing domestic abuse recovery) which is a group work programme for children and their mothers who are out of the domestic abuse situation and recovering from the experience. The groupwork programme is well researched and evaluated, originating in Canada, and aims to rebuild damaged relationships between mother and child(ren) and enable mums to better understand and support their children.

The ADP: The Partnership receives a number of different budgets from the Scottish Government to support the local implementation of the National Mission around substance use. Some of these budgets are recurring and are utilised to support some of the core substance use services (within the Third and Statutory sectors). A number of budgets are allocated annually on a rolling basis, and these are utilised for one-off projects, ToC or capital cost. The ADP has appointed a Commissioning Subgroup to manage the budgets on its behalf.

3.9.2 CORRA Funding Allocations (Substance Use and More):

During 2022-23, six applications from organisations in Dundee were successful in obtaining large grants from CORRA, with a total sum of £2,194,696. These projects will be implemented in 2023-24. Successful projects include:

- Positive Steps - to deliver a new Crisis Response Outreach Service (CROS), primarily to people using substances and extending to other vulnerabilities;
- JustBee Production - to provide a free-to-use community launderette and tailored support to individuals and families who are affected by substance use;
- Jericho House - to increase the range of support available to residents; to make the pathway in and out of the Dundee Jericho House more supportive; and to refurbish the Dundee House;
- Hillcrest Futures - to deliver support for 12-15-year-olds to address their own or a family member's substance use, and remain in education;
- Access to Industry - to provide an employability project for people in recovery from substance dependency, helping them progress towards and into work;
- Dundee Volunteer & Voluntary Action (DVVA) - to expand the Gendered Services Project which works with substance use services in Dundee, improving their understanding and implementation of a gendered approach.

3.10 National Influence:

3.10.1 ASP:

The Independent Convenor of the ASPC is also the Independent Chair of the CPC, as well as the current Chair of Adult Support and Protection Convenors Scotland. The Lead Officer and other key staff are actively involved in national networks and working groups.

3.10.2 ADP:

The Working Better Together project is currently testing innovative approaches to improve joint working between substance use and mental health services and the learning will be shared nationally.

The ADP participates on a number of national groups set up to advise and support the implementation of MAT Standards, with specific input on the Experiential Data advisory group/ Information recording and reporting group/ and substance use, mental health.

3.10.3 VAWP:

Dundee VAWP submitted a substantial response to the call for evidence as part of the national strategic review of VAW funding. The work of the Partnership was referenced in the final report from the review as an example of good practice. The gendered services group and project have also gained national attention with Dundee representatives being invited to speak at national level and in other local authority areas.

The Dundee VAWP lead officer chairs the National VAW Network and in this role is also a member of the joint strategic board (CoSLA and Scottish Government) for the equally safe strategy.

Dundee's Trauma work and Gendered Services work are also gaining national attention and recognition and regular requests are made for us to present to other local authority areas or at national events.

4. Protecting People Key Challenges and Way Forward

4.1 Sourcing, Delivering and Releasing Staff for Training Beyond Basic /Awareness Level:

Much of the resource and training that is available at low cost and with easy access (shorter sessions, E-Learning) is aimed at first level, but the workforce is highlighting the need for more advanced level training for specialist staff. To address this challenge the PP team are looking to implement the PP L&OD Framework, including efforts to integrate this into support, supervision and performance review processes. The Framework will encompass all Public Protection Committees (ADP, VAWP, ASPC, CPC and MAPPA). There has also been specific request from front line staff for additional training on the impact of cocaine and benzodiazepines and the ADP has commissioned Hillcrest to deliver this training across Dundee. In the future, information on the changing drug landscape within Dundee will be integrated into the PP L&OD Framework.

Due to continued challenges across services related to recruitment and retention of frontline staff and rising demand for services, it is difficult to release people to allow attendance at training and events and for them to take time afterwards to share and implement their learning and improvement ideas. To address this, the ADP is planning to create a fund for organisations to utilise to cover staff time to support attendance at learning and development events.

4.2 Implementing Improvement Work:

The COG and individual PP Committees have recognised that through the last year it has been challenging to progress all the areas of improvement they have identified, including learning from case reviews. This has been particularly difficult where improvement work has required active input, expertise and skills of people working in frontline protection services. These teams within the workforce have focused on meeting increased demand and complexity of risk, whilst dealing with gaps in normal staff capacity caused by wellbeing, absence and recruitment issues.

Due to the sociodemographic profile of Dundee and the impact that this has on levels of complexity of risk, one of the key challenges experienced during 22/23 has been developing co-ordinated multi-agency responses to adults who are vulnerable and in need of support but who do not meet the statutory threshold for Adult Protection Intervention.

4.2.1 Way Forward:

A priority for 2023/24 will be to review and re-prioritise the improvement plans for both the CPC and the ASPC to ensure a challenging but realistic plan for improvement over the next year in the context of current demands and pressures.

There will also be a large programme of work focused on restructuring the Committees and their working groups to focus on key priorities and allow more time to be used for active improvement work.

4.3 Embedding an Intersectional Approach in All Protecting People Work:

Embedding equalities and an intersectional focus into all our strategic/delivery plans across all areas of PP can be challenging due to the pressures and capacity issues within the system.

Both DCC and NHS Tayside continue to set Equality Outcomes and complete Equality Impact Assessments as part of their statutory duties and in line with requirements set under the Equality Act. In addition, over the last year, DCC Equalities & Fairness Officer has supported DHSCP (including the Integration Joint Board), to develop their own revised Integrated Impact Assessment guidance, system, and processes. This has led to the creation of an agreed improvement plan regarding Integrated Impact Assessments. These are to be utilised within Strategic and Delivery Plans by the Committees to ensure that new proposals do not negatively impact certain characteristics within the Dundee community. Due to this being a new requirement under this format, only the ADP has included it in their latest publications.

The PP Team have already begun to embed intersectional approaches to their work through the Gendered Services Project, Deaf Links partnering and the soon to be launched ADP Prevention Framework. The VAWP Equalities Subgroup also works closely with DCC Equalities & Fairness Officer to ensure that they meet a specific Equality Outcome and set of agreed actions in relation to VAWP and its work within the Council Action Plan. In addition, there is also strengthened Local Community Planning to look at Community Assest transfer to support a range of groups involving/supporting people with protected characteristics as part of the plans for Locality Community Empowerment Teams.

There is however more to be done for all work to be informed by an intersectional approach. This is especially impacted by limited funding, particularly in the VAW sector. For example, we have limited services for BME women in Dundee experiencing VAW.

4.3.1 Way Forward:

- A new sub-group has been created through GSG to address complexities that impact men within Dundee.
- Continued funding of the Gendered Services Project, with working now focussing more on women's health.
- There needs to be more work regarding the LGBTQIA+ community and PP work.
- Closer working with the Equalities Subgroup to ensure equalities are embedded further in all the Protection Committees and utilising the integrated impact assessments.
- Our 16 days campaign 2023 will have a specific focus on the issues facing young women and men in relation to GBV.

4.4 Ensuring staff have access to wellbeing support:

There are ongoing challenges ensuring that individual staff and teams have protected time to access wellbeing support. Across public sector partners there has been significant investment in enhanced workforce wellbeing supports, from low level interventions such as provision of information and resources via staff wellbeing websites through to targeted team development sessions and access to mental health and wellbeing interventions.

4.4.1 Way forward:

As part of an effort to address these challenges, the new [ADP Delivery Plan](#) seeks to address and explore ways to implement recommendations highlighted in the Burnout Report from 2023 onwards. Some of this has already been underway through the Support and Supervision Trauma Informed learning exchanges for managers across public protection.

Our Trauma Implementation plans going forward include a strong focus on workforce wellbeing and there are developments underway to review key policies through a trauma lens and develop guidance toolkits for the multi-agency partnership to support with this area. The trauma work also recognises the importance of informal peer support opportunities as well as more formal mechanisms and development of groups such as the Trauma Ambassador Network and learning exchange events are providing staff with opportunities and space to reflect and learn from each other as well as gain support.

4.5 Improving Communication and Engagement:

Good practice information and local feedback continues to suggest that communication, both with the workforce and the public, requires to be consistent, continuous and through multiple routes/formats. One size does not fit all – different audiences have different needs and preferences. Within the resources available it can be challenging to meet everyone’s need and there often must be a process of prioritisation. Close joint working with the Communications Team in DCC and wider input from other public sector services helps to make the best possible use of the range of resources, skills and experience that are available locally. There is also a focus on using and adapting national communications materials and campaigns for local use.

4.5.1 Way Forward:

- Continue to be proactive in our approach to communications, including with local media.
- Ensure we are making the best possible use of national communication resources at a local level.
- Continue to work collaboratively to secure and maintain enhanced communication and design capacity required to support both public and workforce communications.

4.6 Continue Embedding Lived Experience Work:

There are numerous strands of lived experience work across the PP Committees: AV, Children’s Charter, experiential data and Gendered Services Project. It is important that we continue to embed and expand this work but ensure that all lived experience work is trauma informed and meaningful, not tokenistic. One way in which this is currently being done is ensuring that individuals who are contributing their time are compensated through vouchers.

A further challenge for the Committees is ensuring a more streamlined flow of everyday feedback that services users provide frontline services is communicated back to the strategic groups within the Committees.

It is important we continue to recognise and value all lived experience, no matter who this is. Therefore, it is important to continue embedding the workforce with lived experience work to help inform strategic decision making.

4.7 Increasing Focus on Prevention and Early Intervention:

The PP Committees strive to increase their focus on prevention and early intervention. However, due to the challenging landscape of Dundee, capacity within frontline and strategic teams does not always allow for this focus to be at the forefront, with resources being assigned to crisis driven responses. This can impact and delay the response to new and emerging trends within PP work, including the changing pattern of drug use and emerging risk-taking trends within young people's intimate relationships. It is however important to recognise that a preventative approach to PP work takes a longer time to have the desired outcomes.

4.7.1 Way Forward:

- Implementation of Dundee ADP Prevention Framework.
- Future developments include the creation of the VAWG Prevention Framework.
- Increased capacity to support embedding evidence-based prevention approaches in current practice, funding streams and shift commissioning over the long term across public protection.

4.8 Fiscal Challenges:

The public sector has continued to face a very challenging financial landscape during 2022-23. This has impacted across a range of PP services and supports, particularly those delivered in the third sector. National funding arrangements for specialist drug and alcohol and violence against women services continue to pose challenges in terms of sustainability of services and longer-term strategic and financial planning, with many sources of funding being temporary, short-term allocations and confirmation of funds available being made very close to the start of each financial year.

A large proportion of the funding allocated to ADPs by the Scottish government is either allocated on a one-off basis or for a fixed-term period. This makes the process of utilising this funding more challenging as it could only be allocated to time-limited projects. It is also the case that, as of 2022-23, ADPs are no longer able to hold on to any reserves.

Regarding the VAWP, a high proportion of funding sitting outside of local partners (approx. 75%) limits options for utilising strategic commissioning and procurement approaches to progress change. The heavy reliance on insecure / external funding streams for core specialist VAWG services and the fact that the majority of specialist provision also sits with third sector agencies creates an insecurity in the VAWG system and service provision. This also reduces specialist capacity to influence strategic direction and planning. Managing multiple funding streams reduces the time available to service managers and also creates an environment for staff in these agencies which is never fully secure.

4.8.1 Way forward:

- Throughout the year the PP Committees have focused on taking positive action to mitigate risks associated with financial challenges wherever possible, for example:
- The ADP has established a Commissioning Group to oversee the management of financial allocations that are made by the Scottish Government and to progress financial planning. The group has led the development of an ADP investment and commissioning plan to support the implementation of their new strategic framework and delivery plan.
- The VAWP has established a funding group which has worked to develop a tracker tool which allows us to see the full resource allocated to VAWG services in the city. We are also able to monitor funds which are due to finish and take a more pro-active approach to risks in the system as well as creating an environment of collaboration in terms of funding bids and applications.
- DCC has provided additional funds (£200k over 2 years) to support multi-agency PP activity. Investment of these monies has been focused on capacity building approaches wherever possible, including to improve responses to DA across frontline services, to enhance practice in terms of chronologies and risk assessment in adult services, and to improve approaches to workforce and public communication.

5. Protecting People Priorities for the Upcoming Year (2023-24)

5.1 Cross-Cutting:

During 2023-24 the PP Committees will be focusing on some important areas for further improvement. Over the next 12 months they will be working together to:

- **ENHANCE** our focus on suicide prevention, including developing a new plan for improvement that reflects the national Suicide Prevention Strategy.
- **FURTHER** integrated our work on PP, implementing a new strategic structure that will help the COG and committees to implement priorities for improvement.
- **FOCUS** more on prevention activity, including taking a trauma-informed approach to understanding, responding to and preventing future harm.
- **IMPROVE** our approach to communication, developing more consistent and more easily accessible routes for communicating our work with members of the public and the workforce.
- **ENHANCE** our approach to quality assurance and learning reviews, making sure that these activities inform learning and development and lead to improvements in outcomes for children, young people, adults and families.
- **DEVELOP** an approach to support services to better capture, report and understand outcomes information for people who are supported through protection processes, services and supports.
- **EXPAND** our approach to experiential data collection, making sure that feedback from people involve in protection processes, services and supports is at the centre of our quality assurance approach.
- **FOCUS** on making changes to our strategic and service development approaches to enhance the meaningful impact of lived experience.

As well as these areas for joint work the individual committees will also be focused on some important priorities within their own areas of work:

5.2 Adult Support and Protection Committee:

- **COMPLETING** the work that has started in both Dundee and Tayside to revise our multi-agency ASP policies and procedures and fully implement the revised national Code of Practice.
- **ACHIEVING** a more consistent approach to supporting adults at risk and their unpaid carers / family members to be appropriately involved at all stages of ASP processes (not just case conferences).
- **CONTINUED** efforts to improve the quality of chronologies, risk assessments and plans and to gain a better understanding of the role that IRD meetings have as part of wider approach to information gathering, analysis and decision-making within Duty to Inquire and investigations.
- **MOVING** to a tiered multi-agency pathway that supports adults at risk of harm from the earliest point of identification through to ASP processes, where these are required.
- **IMPLEMENTING** a process for capturing experiential feedback from adults and carers who have been subject to/supported individuals through ASP processes.

5.3 Child Protection Committee:

- **CONTINUE** work to fully implement the National Guidance for Child Protection in Scotland, guided by the results of our ongoing self-assessment.
- **EVALUATING** how well aspects of the National Guidance for Child Protection in Scotland have been incorporated into local practice and arrangements, and identifying any gaps that require to be addressed.
- **CONTINUE** to embed the work of the Children's Charter.
- **CONTINUE** to enhance the work of the CYPEDA working group to develop a more in-depth pathway which will align and be embedded within GIRFEC Guidance and Framework.
- **CONTINUE** to implement the new Joint Investigative Interview Model and Bairn's Hoose.

5.4 Alcohol and Drug Partnership:

- **CONTINUE** to focus on the implementation of MAT Standards 1-5. This will include a review of the implementation to date of MAT standard 1 (access to services) focusing on the work of the direct access clinics. It will also include expanding the scope of MAT3 (responding to high and immediate risk) to include broader risks and vulnerabilities. Work will progress with Community Pharmacies to increase their support for MAT. To support this, the capacity currently co-ordinating the Near-Fatal Overdose Pathway will be strengthened.
- **SHIFT FOCUS** on the implementation of MAT Standards 6 - 10 with a clear focus on improving links with mental health services and strengthening the Shared Care approach with Primary Care.
- **FOCUS** on supporting the specialist substance use organisations to develop an effective Family-Focused Approaches, ensuring carers and families are included and supported.
- **TOGETHER** with the other Tayside ADPs, and within the Dundee PP Training Framework, we plan to focus more on workforce development and training.

5.5 Violence Against Women Partnership:

- **CONTINUE** to develop a collaborative approach to funding for VAW services and implement national actions from the Strategic review of funding.
- **CONTINUE** to develop a collaborative approach to funding for VAW services and implement national actions from the Strategic review of funding.
- **CONTINUE** to grow the following of the StandTaygither Instagram account to ensure a greater cascading of GBV-related education within the public.
- **TO RAISE** the profile of 16 Days of Activism to End Gender-Based Violence within Dundee by investing more resources into the promotion of the campaign.
- **FURTHER** develop the work of the Young People's Intelligence Group and ensure intel is widely disseminated throughout the workforce by creating and dispersing a workforce briefing paper.

More information about the improvement work the committees will be focused on during 2023-24 can be found in their Delivery Plans.

List of Abbreviations Used:

A

ADP: Alcohol and Drug Partnership
ASPC: Adult Support and Protection Committee
AV: Authentic Voices

B

BSL: British Sign Language

C

CEDAR: Children Experiencing Domestic Abuse Recovery
COG: Chief Officers Group
CPC: Child Protection Committee
CPL: Continuous Professional Learning
CPR: Child Protection Register
CR: Community Recovery
CROS: Crisis Response Outreach Service
CYP: Children and Young People
CYPEDA: Children/Young People Experiencing Domestic Abuse

D

DA: Domestic Abuse
DCC: Dundee City Council
DDARS: Dundee Drug and Alcohol Recovery Service
DHSPC: Dundee Health and Social Care Partnership
DVVA: Dundee Volunteer and Voluntary Action

G

GBV: Gender-Based Violence
GIRFEC: Getting it right for every child
GSG: Gendered Services Group

H

HSCP: Health and Social Care Partnership

I

IRD: Initial Referral Discussion

L

L&OD: Learning and Organisational Development

M

MAPPA: Multi-Agency Public Protection Arrangements
MARAC: Multi-agency Risk Assessment Conference
MASH: Multi-agency Screening Hub
MAT: Medication Assisted Treatment

N

NFODs: Near-Fatal Overdoses
NHS: National Health Service
NQSW: Newly Qualified Social Worker

P

PP: Protecting People

Q

QA: Quality Assurance

R

RAGB: Red, Amber, Green and Blue
RR: Residential Rehab

S

SFRS: Scottish Fire and Rescue Service
SIMD: Scottish Index of Multiple Deprivation
S&T: Safe & Together

T

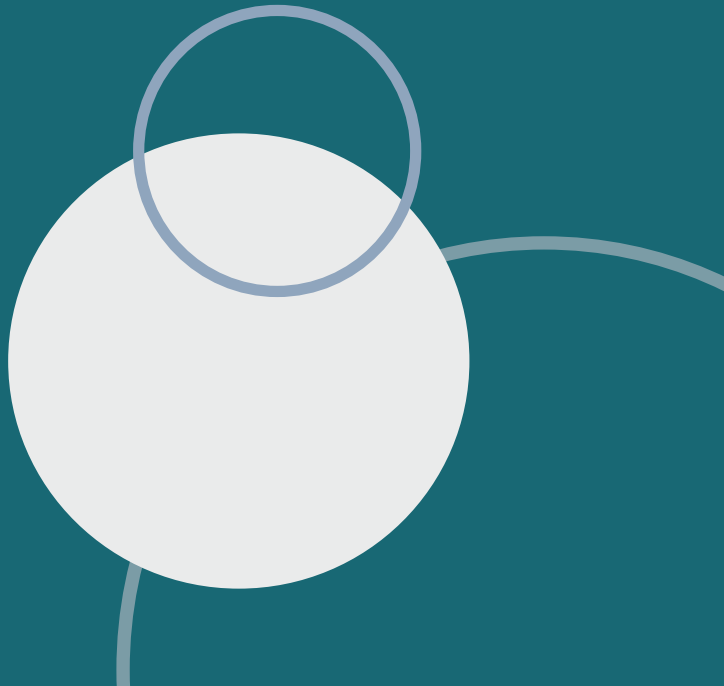
ToC: Test of Change

V

VADWP: Violence Against Deaf Women Project
VAWG: Violence Against Women and Girls
VAWP: Violence Against Women Partnership

W

WRASAC: Women's Rape and Sexual Assault Centre



**Protecting
People**
in Dundee

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