



DUNDEE CYPPC NEWSLETTER

THE VISION FOR CHILD PROTECTION SERVICES IN DUNDEE

Dundee's future lies with its children and young 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.

As you will be aware, the report of the joint inspection of services to protect children and young people in the Dundee City Council area, was published by HMIE on 23rd June.

Along with highlighting the good practice and the dedication and hard work of staff in all agencies, the report identified areas where improvement is required. The report, as a whole, is critical of policy, processes and practices designed to keep Dundee's children safe and those criticisms are a major concern for all of us involved in planning and delivering services.

The Chief Officers (Assistant Chief Constable Bill Harkins, Council Chief Executive Alex Stephen and NHS Chief Executive Tony Wells) have expressed their determination and commitment that they and their services will work together to make the improvements that the report calls for. Information about how we intend to make the necessary improvements is included inside this newsletter.

ALL staff from **ALL** agencies who work with children, young people and their families/carers will be involved in deciding **what** we need to do, **how** it will be done, and **be involved** in doing it, **as will** children, young people and their families/carers. **Please** understand that for these improvements to successfully happen **everyone** needs to be involved.

Chief Officers' Group meets monthly

Under national guidance for child protection committees, the Children and Young Persons Protection Committee (CYPPC) is accountable to the Chief Officers.

The Chief Officers currently meet monthly to overview implementation of the Improvement Plan and fulfil their obligations to provide strategic leadership in the development and delivery of child protection services.

In addition to the three Chief Officers mentioned in the article above, the Chief Officers' Group includes:

- ◆ Caroline Selkirk, Commissioner for Child Health
- ◆ Chris Ward, Asst Chief Executive, Corporate Planning, DCC
- ◆ Alan Baird, Chairperson CYPPC and Chief Social Work Officer
- ◆ David Lynch, General Manager, Dundee CHP
- ◆ Colin MacKay, Temporary Divisional Commander, Tayside Police

David Dorward, Chief Executive (Designate), Dundee City Council, will join the Chief Officers' Group with immediate effect. This will ensure a continuity of leadership after Alex Stephen retires later in 2009.

The Chief Officers are currently expanding their terms of reference so that, as a group, they encompass governance of a wider 'people protection' agenda; i.e. including vulnerable adults and MAPPA arrangements for the management of offenders.

New Chairperson for CYPPC

With the departure of Fred McBride to take up the post of Director of Social Work in Aberdeen, the Chief Officers have appointed Alan Baird as Chairperson. Alan is Director of Social Work. Dr Joy Mires continues as vice-chairperson of the CYPPC.

BEING CLEAR ABOUT OUR PURPOSE AND OUR MESSAGE

The Chief Officers have noted from the finding in the HMIe report that they had, "... not yet created a shared vision or clearly communicated their collective responsibilities for the protection of children."

Before publication of the Inspection report the Chief Officers had considered this and through this edition of the Newsletter are launching their very clear statement of purpose and the principles that underpin that vision statement.

Dundee's future lies with its children and young 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.

STATEMENTS OF PRINCIPLE

To make this happen, we will work to the following agreed principles ...

- ◆ We all share responsibility for protecting children and young people in Dundee. Our agencies will work together to plan and deliver our services.
- ◆ We will work with neighbourhoods and communities to support them in protecting their children and in providing a safe, happy place for them to grow up.
- ◆ We will work hard to support children, young people and their families through difficulties and times of crisis.
- ◆ We will ensure that children and young people who need help get the right kind of help at the right time from the right people and we will deliver services which are appropriate, proportionate and timely.
- ◆ We will always consider the welfare of children and young people to be paramount when we make decisions and plans that affect them.
- ◆ We will quickly share information about children where there is concern for their safety within agreed standards of confidentiality.
- ◆ We will strive to raise awareness of child protection issues and create a culture in which people acknowledge that protecting children and young people is everyone's responsibility. We will consult children, young people and families as we develop our care and protection services .
- ◆ We will provide and participate in joint training to drive forward high quality joint working and services for children and their families.

... and these are what we measure our actions and decisions against.

This is a statement that the Chief Officers hope and believe everyone who works for and with children and families will be able to commit to.

You are asked to consider this statement and the set of principles underneath it. What does it mean for you, your team, your agency and the work you do?

Making the Improvements that are Required

Our early response to the HMIe report has been to develop an Improvement Plan. This lays out the actions we will take to address the key points made in the report.

The Improvement Plan has been welcomed by Scottish Government as being very strong and what is needed at this time. It is now our job to make it happen.

Copies of the Improvement Plan have been widely circulated, so that everyone can see what's included. If you haven't seen this yet, please ask your manager to get you a copy, or contact Dawn at the CYPPC office on dundeeprotects@dundeecity.gov.uk. The note that went out with the plan said that the Chief and Senior Officers wanted to hear from people in all the agencies about **what tasks** need to be undertaken, **how** and by **whom**.

The Chief and Senior Officers are very clear that we all need to be part of making the Improvement Plan work. It cannot be implemented without everyone being involved. Actions are required not only by agency leaders and senior managers. Actions are required not only by operational managers and front line staff. Action is required from everybody.

Underneath each of the 34 primary actions listed in the Plan, there will be many more detailed tasks, each of which will be a part of carrying out the primary action. And this is where everyone needs to be involved. If you haven't seen the Improvement Plan and had the opportunity to make your views known, then **please** get a hold of a copy now.

If there is one key message that we all need to understand and own it is—this is not a Plan that we talk about for a few weeks and then decide to hold meetings to agree we need to **do**. This is about change and improvement now! As you will read in the Plan, the completion dates for actions are not somewhere in the distant future. They are for completion in the next few weeks and months. The vast majority of the actions will be completed by the end of 2009.

Improvement Plan Task Groups

Immediate Response to Concerns

Chairperson—Jane Martin

Integrated Assessment and Care Planning

Chairperson—Lynne Cameron

Policies, Procedures and Guidance

Chairperson—Donald MacKenzie

Integrated Children's Services Planning

Chairperson—Bert Sandeman

Self Evaluation

Chairperson—Michael Wood

Leadership

Lead responsibility—Chief Officers Group

Substance Misuse

Chairperson - Jenni Tocher

Making it Happen

A project management approach will be taken to the implementation of the Improvement Plan. Already, a Project Team comprising representatives of all the key agencies is in place. The Project Team is chaired by Alan Baird, Chairperson of the CYPPC.

The Project team will oversee implementation. Jenni Tocher, head of Strategy and Performance in social work, is the project manager.

Monthly reports will go to the Chief Officers Group.

The Project Team has established 7 task groups, (see panel alongside). Each of these groups will focus on an area identified in the HMIe report as requiring our early attention. It is these task groups that will involve people from all levels of each agency to identify what needs to be done and set out how it's going to be done.

The Task Group chairpersons will meet regularly with the Project Manager to evaluate progress.

Changes in CYPPC Membership

Since the last Newsletter earlier this year, some changes have taken place in membership of the CYPPC. As noted on Page 1, Fred McBride has now moved to work in Aberdeen and Alan Baird has replaced him as chairperson. Jane Martin has taken on the role of Head of Children's Services in social work and has joined the committee.

Janet Flood has left Barnardo's and thus relinquished her role as voluntary sector representative. Janet is replaced by Derek Gray, back in Dundee as service manager with Barnardo's after a spell working elsewhere. Dr Gail Young has moved within Dundee CHP to take on a key role in relation to preparations for managing an outbreak of swine flu. Joan Wilson, Head of Nursing and Public Health with Perth & Kinross CHP, has come through to Dundee and will join the committee.

And finally, Willie Semple has moved up within police to become temporary Deputy Divisional Commander for Central (i.e Dundee) Division. Det Chief Inspector Shaun McKillop now represents Tayside Police on the CYPPC.

The full committee membership is:

Alan Baird
Director of Social Work & Health
(Chairperson)

Rachel Burn
Authority Reporter

Lynne Cameron
Strategy & Performance
Social Work Department

Alison Mckenzie
COPFS

Kenny Lindsay
Leisure & Communities Dept

Elaine Zwirlein
Director of Housing

Jim Gibson
Head of Support for Learning
Education Department

Dr Joy Mires (Vice Chairperson)
Lead Clinician, Child Protection

Joan Wilson
Dundee CHP

Lindsay Ferguson
Nurse Consultant, Child Protection

DCI Shaun McKillop
Tayside Police

Derek Gray
Barnardo's
Voluntary Sector representative

Anita Roweth
Children 1st
Voluntary Sector representative

Jane Martin
Social Work Department

Dundee's future lies with its children and young 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.

And remember, the CYPPC website is full of information to assist you to protect Dundee's children and young people. Check out www.dundeeprotects.co.uk. You can also get details of all the current staff development programmes that are on offer.

If there's something you think should be on the website but is not, please let us know so that we can do something about it. E-mail the CYPPC office at dundeeprotects@dundeecity.gov.uk