

Independent Chair –
Child and Adult
Protection Committees
Candidate Information Pack



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Welcome

Thank you for your interest in the role of Chair and for considering Aberdeen as a place where you can use your knowledge, experience and passion to make a difference.

The Executive Leadership Group for Public Protection which is made up of partners from Aberdeen City Council, NHS Grampian, Police Scotland, Scottish Fire and Rescue Service, Scottish Ambulance Service, Scottish Criminal Records Association, Alcohol and Drugs Action and our Third Sector Partners are working together to appoint an Independent Chairperson for each of our Adult and Child Protection Committees.

In Aberdeen city we are committed to working collaboratively to improve the outcomes for the most vulnerable children and adults in our city. We are keenly aware that this requires the identification of areas for development quickly and accurately and of the significance of the Group in supporting and encouraging that improvement work.

The success of improvement activity hinges on the statutory sector and other services working together, sharing resources, challenging and supporting each other. This is modelled and led by the Executive Leadership Group.

This key role is responsible for ensuring that both the Child and Adult Protection Committees fulfil their duties and that core responsibilities are effectively discharged in accordance with legislation and national guidance.

This is a fantastic opportunity to be at the heart of what we are trying to achieve and playing a key role in helping to drive improvement in child and adult protection within Aberdeen. If this sounds like the sort of challenge you're looking for, please read on. I look forward to working with you to turn our aspirations into reality on the ground.

Angela Scott
Chief Executive
Aberdeen City Council



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Aberdeen City Child Protection Committee cover the Aberdeen City local government area. The Child Protection Committee works with child protection agencies locally and nationally and, more widely, with colleagues across Integrated Children's Services in each area. It aims to support the multi-agency workforce and members of the public to ensure Aberdeen is the best place in Scotland to grow up, to promote the care and welfare of our children and to protect them from abuse and harm.

We are committed to partnership working to ensure the protection and safety of the city's children and young people in the north east of Scotland. We are committed to understanding the child protection concerns which arise in our city and to making improvements together to address these.

The Child Protection Committee has representatives from social work, police, health, education, housing, Children's Reporter and the third sector. Ensuring that all children in Aberdeen are safeguarded and protected from harm and abuse is taken very seriously by all those agencies involved in Aberdeen city. The commitment of all agencies is apparent in the day to day delivery of child protection services. It can also be seen in their contribution to the strategic improvements and developments carried out over the last few years. Recent emphasis has included work in the areas of child sexual exploitation, on-line safety, significant case reviews, the provision of consistent child protection services and making the best use of data.

What is the role of the Child Protection Committee?

The Aberdeen City Child Protection Committee (CPC) is a locally based, interagency strategic partnership responsible for the design, development, publication, distribution, dissemination, implementation and evaluation of child protection policy and practice across Aberdeen city. The CPC is committed to its responsibility to keep all children in Aberdeen city safe from that harm whether abuse or neglect has already taken place or looks likely to take place. In working to achieve that, the functions of the CPC are continuous improvement, strategic planning, public information and communication. Professional and public bodies work collaboratively to promote and improve child protection across all areas of their agencies and services.

Who are the members of the Child Protection Committee?

The CPC has a membership across the full range of agencies and services with child protection responsibility including Aberdeen City Council (including social work, education and housing), Police Scotland, NHS Grampian, the Reporter to the Children's Hearing, the Alcohol & Drugs Partnership and the third sector. All members aim to consistently improve upon the delivery of robust child protection practices across the public, private and wider third sectors.

Who is responsible for and to the CPC?

The National Guidance for Child Protection in Scotland 2014, requires that each CPC be governed by a Chief Officer Group. The Local Police Commander and the Chief Executives of NHS Grampian and each Local Authority are the Chief Officers responsible for the leadership, direction and scrutiny of the local child protection services and the Child Protection Committee. They have strategic responsibility for the CPC.

Some areas of child protection activity are shared across Aberdeen City, Aberdeenshire and Moray local authority areas. These are delivered under the identity of the Child Protection Partnership. These activities are the Child Protection Register (CPR) and the delivery of child protection learning and development opportunities to the multi-agency workforce, including Joint Investigative Interview training.

The CPC also works in partnership with the Scottish Government and other CPC's nationally to take forward child protection policy and practice across the local area and across Scotland.



How does the CPC work?

The CPC meets four times each year as well as having an annual development day. All the members have child protection skills and knowledge. They consider information from a variety of sources such as the local Child Protection Register, Childrens Reporter, the Alcohol and Drugs Partnership, significant case reviews, formal inspections of Childrens Services, case file audits and national developments. Identified areas for improvement and emerging trends in relation to child protection are then incorporated into Child Protection Programme.

The Operational Sub-Committee, which meets six times each year, has responsibility for delivering the multi-agency Child Protection programme and reports directly to the CPC. A professional group to drive on work in relation to Child Sexual Exploitation and Child Trafficking reports to the Operational Sub Committee. The Significant Case Review Sub Committee progresses and SCRs locally and to ensure that the learning from SCRs around the country is disseminated in the Aberdeen city area. A Learning & Development Sub Committee has been established to identify and address the areas where multi agency child protection learning will benefit professional practice across the range of services in Aberdeen city.

What are the CPCs current priorities?

The child protection programme is comprehensive and far reaching. The main areas of priority at the moment are:

- Addressing neglect and supporting consistent risk assessment across Aberdeen city.
- Developing a strength-based approach to our child protection services and to improving children's and families participation in the child protection process
- Making best use of our data
- Making sure we disseminate the learning from Initial and Significant Care Reviews across the multi-agency children's workforce
- Continuing to address CSE and child trafficking, particularly with the night time economy and ongoing on-line safety work
- Domestic abuse and child protection issues
- Responding to the Scottish Government's child protection improvement programme
- Strengthening alignment with our COG and with other local strategic partnerships such as Alcohol & Drugs Partnership, Adult Protection Committee, and the Violence against Women Partnership
- Embedding our Learning & Development sub Committee and making sure our training programme meets local need.

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Adult Protection Committee

The Aberdeen City Adult Protection Committee has a range of responsibilities and operate in accordance with the Adult Support and Protection Act 2007. The committee has oversight of all adult protection activity in Aberdeen and ensures all adult protection practices across statutory partners are effective.



The Committee meets bimonthly and aims to monitor and advise relevant agencies on adult protection procedures to make sure that all partners work together effectively, improving skills and knowledge and promoting good communication. It has a key role in making recommendations to ensure adult protection activity is effective in Aberdeen. Identified areas for improvement and emerging trends in relation to adult protection are then incorporated into the Action Plan.

The Independent Conveners of Scottish APCs meet regularly with representatives from Scottish Government and are represented on the National Adult Protection Policy Forum.



What is the role of the Adult Protection Committee?

The Aberdeen City Adult Protection Committee (APC) is a statutory committee established in accordance with the Adult Support and Protection Act 2007. It is a locally based, interagency strategic partnership responsible for the design, development, publication, distribution, dissemination, implementation and evaluation of adult protection policy and practice across Aberdeen city. In working to achieve this, the functions of the APC are continuous improvement, strategic planning, public information and communication. Professional and public bodies work collaboratively to promote and improve adult protection across all areas of the agencies and services. The APC is also required to submit a Biennial report to Scottish Ministers.

Who are the members of the Adult Protection Committee?

The APC has a membership across the full range of agencies and services with an adult protection responsibility including Aberdeen City Council, Aberdeen City Health and Social Care Partnership, NHS Grampian, Police Scotland, Advocacy Services Aberdeen, Aberdeen Council for Voluntary Organisations, Scottish Ambulance and Scottish Fire and Rescue. All members aim to consistently improve upon the delivery of robust adult protection practices across the public, private and wider third sector.

Who is responsible for and to the APC?

The Adult Protection Committee is governed by the Chief Officers Group. The Local Police Commander and the Chief Executives of NHS Grampian and Aberdeen City Council are the Chief Officers responsible for the leadership, direction and scrutiny of the local adult protection services and the Adult Protection Committee.

They have strategic responsibility for the APC. The Care Inspectorate have responsibility to scrutinise the work of adult protection services and do so via formal inspection activity. The APC also works in partnership with the Scottish Government and other APC's nationally to take forward adult protection policy and practice across the local area and across Scotland.



How does the APC work?

The APC meets every two months. All the members have adult protection skills and knowledge. They consider information from a variety of sources including data, inspections and significant case reviews to identify areas for improvement and emerging trends in relation to adult protection. These are incorporated into the Adult Protection Programme. Collaboration occurs across neighbouring authorities to support and develop shared improvement and learning opportunities. The Independent Conveners of Scottish APCs meet regularly with representatives from Scottish Government and are represented on the National Adult Protection Policy Forum.

What are the APCs current priorities?

In 2018 Aberdeen city has undergone a strategic inspection of its Adult Protection services. Areas for improvement have been identified and it is the role of the APC to oversee the delivery of the required improvement plan. In addition, learning and practice development arising from local and national significant case reviews forms part of the continuous improvement agenda.



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The Role

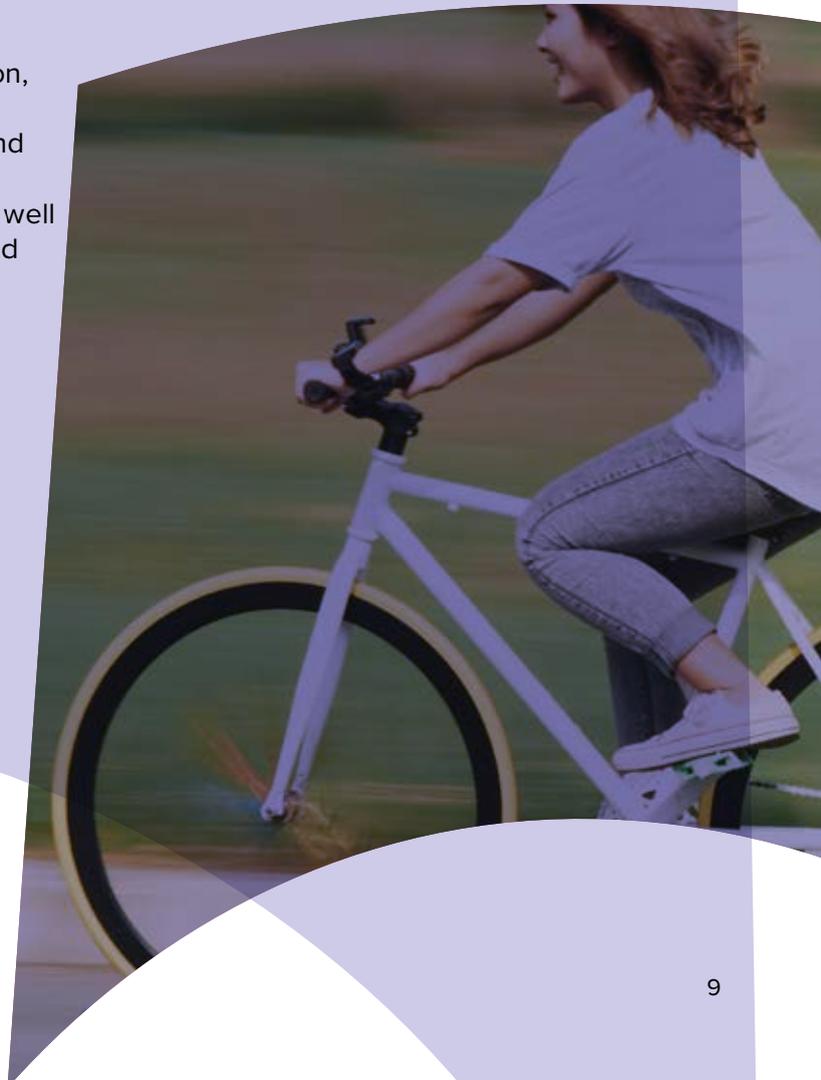
£300 per day (plus expenses)
(6 days per month - initial time commitment)

As Independent Chair, you'll ensure that both Aberdeen City Child and Adult Protection Committees fulfil their duties in accordance with national legislation and guidance, whilst providing the Executive Leadership Group for Public Protection with assurance on the effectiveness of the policy framework and professional practice within the multi-agency environment of adult and child protection services.

You'll be educated to degree level with a relevant academic and or/professional qualification in social care, health, education, policing or in an appropriate discipline and have a detailed professional knowledge and understanding of the policy and legislative framework of adult and child protection as well as national developments in child, adult and public protection.

With extensive experience at a senior management level in a safeguarding arena, you'll come with a track record of directing multi agency activity for change and improvement, and to challenge practices and hold agencies accountable. In addition, you will have significant experience of self-evaluation and the ability to carry forward a challenging partnership agenda, be innovative and drive change.

For full details of the role, please see the job profile on page 11 of this pack.



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How to Apply

We hope that you have found the information in this pack useful and informative and that we have inspired you to make your application.

To apply, please submit your cv and a supporting statement (no more than 2 pages), outlining how you meet the requirements of the role as set out in the job profile to Lesley Strachan, Talent Acquisition Lead on Lstrachan@aberdeencity.gov.uk by Sunday 18 November 2018.

If you would like to discuss the role(s), in confidence, please contact: Graeme Simpson, Chief Social Work Officer, on 01224 523496 or by email: gsimpson@aberdeencity.gov.uk

Selection Timetable



JOB PROFILE

1 Job Details	
Job Title:	Independent Chair of Child and Adult Protection Committees
Job Profile No:	
Rate:	£300 per day (plus expenses)
Version Date:	October 2018

2 Job Purpose
<p>To ensure that both the Child and Adult Protection Committees fulfil their duties and that core responsibilities are effectively discharged in accordance with legislation and national guidance.</p> <p>To provide the Executive Leadership Group for Public Protection with regular reports on the effectiveness of the policy framework and professional practice within the multi-agency partnership of adult and child protection services.</p> <p>To ensure the work of both committees informs the wider planning of universal services for children and adults.</p> <p>To advise the Executive Leadership Group for Public Protection of advanced and emerging practice in the area of safeguarding children and adults.</p>

3 Reporting Relationships
<p>The Chair will be accountable to the Executive Leadership group for Public Protection.</p> <p>The appointment will be on a consultancy basis as under the Section 43(6) of the Adult Support and Protection (Scotland) Act 2007 the convenor must be independent of the Council. The contract will be for a period of 2 years whereupon it will be reviewed. The contract will be monitored in accordance with the Local Authority's Social Care Contract Monitoring Framework.</p> <p>The post holder will be hosted, for the purposes of employment provisions by the Council and will be required to adhere to the Council's terms and conditions of employment and expected behaviours.</p> <p>The chair of the Executive Leadership Group will undertake a quarterly review of performance of the independent chair.</p>

4 Outcomes
<p>The post holder will be expected to:</p> <ul style="list-style-type: none">• Ensure that the APC and CPC coordinates, monitors, reviews and evaluates child and adult protection practices and that member agencies are adhering to good practice in line with guidance and policy requirements• Provide independent professional direction to child and adult protection committees to ensure both fulfil their core functions as outlined in legislation and specifically, the National Guidance for Child Protection in Scotland and the Adult Support and Protection (Scotland) Act 2007 as well as related codes of practice.• Engender the development of a comprehensive programme of self-evaluation within both committees and use this to foster a culture of continuous improvement within the partnership.• Ensure a performance management framework is in place for both committees and in the case of CPC, ensure the framework is aligned to the emerging Care Inspectorate dataset; ensure the performance information is presented to committees on a regular cycle, including the development and publication of annual and biennial reports.

- Challenge poor practice and performance and ensure that the member agencies work together to take corrective action and make improvements.
- Ensure effective co-ordination of the work of the Committees through regular contact with senior officers, lead officers, service managers across the public, private, and voluntary sectors and with service users and attendance and participation in committee's.
- Provide visible leadership and work with CPC and APC Lead Officers and other staff as required to drive relevant action plans forward.
- Review the adequacy of the child and adult protection training programmes in place both for specialist and universal staff within the partnership and report any concerns to the Executive Leadership Group for Public Protection.
- Ensure members of the CPC and APC have the skills necessary to participate in the work of the committee and ensure a balanced and collaborative approach is taken within board meetings.

Significant Case Reviews

- Meet the requirements of the partnerships framework for Significant Case reviews.
- Promote an active and continuous learning culture across all agencies within the partnership, ensuring that the lessons learnt from serious case reviews (our own and those of other systems and related processes are securely embedded.
- In the event of a Significant Case Review being undertaken, act as the interface with local and national media in relation to the case.

External Inspections

- Critically review the portfolio of evidence submitted by the partnership to an external inspection body to ensure it provides an accurate and current view of how the agencies are safeguarding children and adults and promoting their welfare.
- On behalf of the Executive Leadership Group for Public Protection, ensure that any actions, decisions and timescales are clearly agreed and followed up, following an external inspection.

Accountability

- Be accountable to the Executive Leadership Group for Public Protection, by ensuring the development and delivery of regular business plans and reports.
- In addition, provide assurance to the Council's Chief Social Work Officer and the Public Protection Committee (or equivalent committee) regarding the delivery of the Committee's functions.
- Adhere to the contract monitoring assessment and provide work plans and regular reports on achievements of tasks and duties undertaken as detailed within conditions of contract.
- Ensure that there is effective joint working between the CPC and APC, and with other key governance groups and boards, for example, the Integrated Children Services Outcome Group, The IJB and community safety structures.
- Develop the participation of, and feedback from, children, young people and their families and adults regarding the work of both committees.

Wider Influencing Role

- Attend relevant regional and national seminars and networks in the capacity as independent chair.
- Engage and participate in national developments relating to the protection of children and adults, learning from research and ensuring that both committees and the members of the partnership are responding to these developments in an effective and timely way, challenging where this is not the case.
- Champion the public protection agenda in the local area by ensuring organisations and agencies work together with communities to effectively to protect children and adults at risk.

5 Knowledge and Experience

The post holder needs to be able to demonstrate knowledge, understanding and experience as follows:

- Extensive experience of working in a senior management role in the safeguarding arena and evidence of achieving an impact in this role.
- Detailed professional knowledge and understanding of the policy and legislative framework of adult and child protection as well as national developments in child, adult and public protection.
- Significant experience of chairing complex professional meetings at a senior and strategic level, in an efficient and effective manner.
- Experience of self-evaluation and the ability to carry forward a challenging partnership agenda, be innovative and drive change.
- The ability to direct multi-agency activity for change and improvement, and to challenge practices and hold agencies accountable.
- The ability to communicate effectively with a wide range of stakeholders and organisations, including the media, both verbally and in writing.

6 Requirements of the job

The post holder must:

- Be educated to degree level with a relevant academic and or/professional qualification in social care, health, education, policing or in an appropriate discipline.
- Have the ability to travel as required by the job.