



2023/2024

Fife Child Protection Committee

Evaluation Report of the CPC Multi-Agency Training Programme

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Foreword

As the Chair of the CPC Learning and Practice Development Group, I am pleased to present this year's Fife Child Protection Committee (CPC) Evaluation Report of the CPC Multi-Agency Training Programme 2023/24. This report reflects our collective dedication to enhancing the skills and knowledge of our multi-agency workforce in order to safeguard the children and young people of Fife.

I want to extend my heartfelt thanks to all the agencies that have contributed to the development and delivery of our training programmes. Your collaboration and commitment have been instrumental in ensuring that our workforce is equipped with the necessary tools to effectively protect and support the most vulnerable members of our community.

A special note of gratitude goes to our Workforce Development Lead Officer (WDLO) for her tireless efforts in co-ordinating and facilitating the training sessions throughout the year. Her hard work and dedication have been pivotal in making our training programmes accessible and impactful.

As we look ahead, we remain steadfast in our commitment to resourcing and supporting our multi-agency workforce. We understand that continuous learning and development are crucial to keeping our children and young people safe, and we will continue to prioritise this as a key focus in the years to come.

Thank you all for your ongoing support and contributions to this vital work.

Sincerely,

A handwritten signature in black ink that reads "Rebecca Saunders". The signature is written in a cursive style. A large, light grey watermark reading "DRAFT" is visible across the page, partially overlapping the signature.

Rebecca Saunders
Chair, CPC Learning and Practice Development Group

Introduction

This report provides information on the CPC Multi-Agency Training Programme from August 2023 to July 2024. Fife Child Protection Committee (CPC) has overall responsibility for the planning, development, provision and delivery of all multi-agency child protection training across Fife. The CPC is also responsible for monitoring, reviewing, evaluating and quality assuring this training to ensure it continues to be relevant and effective.

For a period in Fife, multi-agency training was interrupted due to the pandemic and staffing issues.

In October 2022 a new WDLO for Multi-Agency Child Protection Training was appointed, and in early 2023 the CPC working group 'Learning and Practice Development' was instated. Learning and Practice Development activity was created and governed by this. It is worth noting that the remit and grade of the WDLO is different in some ways to the previous post holder (LDO) and therefore the activity of both post holders is again, not always suitable for comparison. (APPENDIX 3)

The Training Programme was developed in line with the Scottish Government's '[Common Core of Skills, Knowledge & Understanding and Values for the Children's Workforce in Scotland 2012](#)' and the '[National Framework for Child Protection Learning & Development in Scotland 2012](#)' which outlines the competencies, knowledge and skills required across the three workforce categories; those who:

"... as part of their job are likely to come into contact with children, young people and other family members. The frequency of the contact will vary, but these workers will not usually be involved in any in-depth personal work with them"

"... carry out direct work with children, young people or other family members; and / or form more in-depth relationships with them; and / or provide specific services to them"

"... have specific designated responsibility for child protection issues as part of their role (e.g. where this is linked to their post, or where they are the Named Person or Lead Professional); and / or those who will be involved in undertaking child protection investigations or working with complex cases"

However, the group was cognisant of the [National Framework for Child Protection and Development in Scotland 2024](#) whilst preparing courses in 2023 due to representation on the writing group by Fife's WDLO. Courses designed after the launch date of the updated framework continue to be cognisant of key messages within the document.

Training is open to all Fife practitioners and managers across adult, child and family services, from statutory and non-statutory agencies as well as to members of the CPC. Nearly all courses were delivered by the WDLO, with input from agency specialists. Where this is not the case, this is identified in the report.

Training courses were regularly reviewed and adapted as required throughout the year in response to participant feedback and updated or changed in relation to both local and national strategies, policies, guidance and legislation.

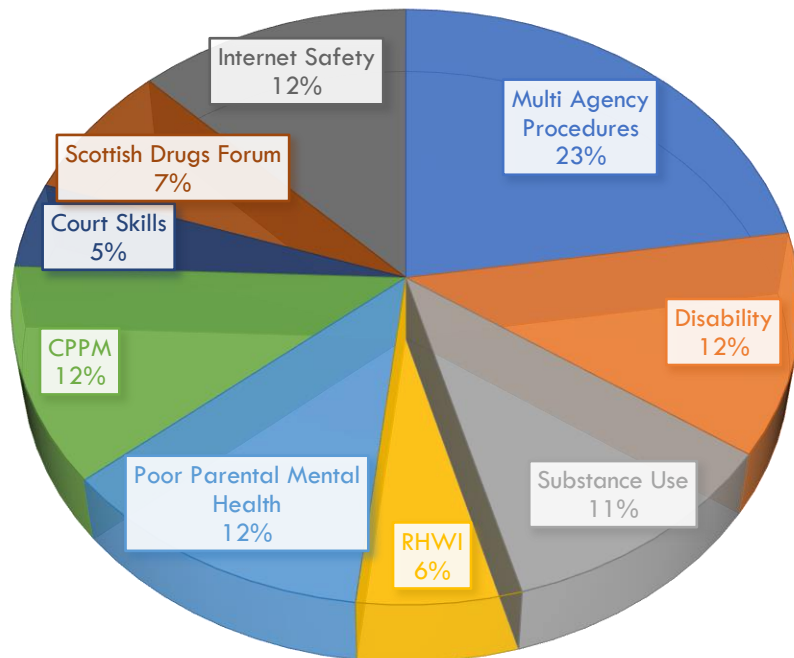
Multi-agency training offered via the Child Protection Committee is designed to complement single agency/service training and offers an opportunity to learn from, and with, a range of professionals from different services and agencies. All training is provided free of charge to those attending. As the training programme supports the [CPC Improvement Plan](#), reference to the Plan's Priorities and Objectives have been included where relevant.

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Summary of Reporting Period (August 2023 to July 2024)

Course Figures Summary 2023/2024

COURSE FIGURES (17 COURSES DELIVERED)



CPC Multi Agency Child Protection – Course Title		Offerings	Attendance / Possible
1	Procedures (2 days)	4 (8 days)	73/80
2	Families Affected by Disability	2	39/40
3	Substance Use – Impact on Children and Families	2	36/40
4	Return Home Welfare Interviews	2 (half day)	35/35
5	Poor Parental Mental Health	2	39/40
6	Child Protection Planning Meetings (delivered by the Social Work Reviewing Service).	2 (half day)	38/40
7	Court Skills	1 (half day)	15/15
8	Scottish Drugs Forum; Every Child Has a Story (External Facilitator Scottish Drugs Forum)	1	24/24
9	Internet Safety (External Facilitator UK Safer Internet Centre)	1 (half day)	40/40
		18.5 full days	339/354

Attendance

A total of 339/354 available places were utilised by Fife practitioners across the 9 training courses (16 offerings) offered in the CPC Multi Agency Training Programme for 2023-2024. This is an 95% attendance rate.

It was noted in the 2018/2019 report that nonattendance was problematic, however this is no longer an issue. Whilst initially there were some non-attendance, since January 2024 all courses have been 'full'. This is likely attributed to stringent and thorough 'pre attendance' checks as well as a desire across the partnership (supported by managers) to attend in person multi agency training post pandemic.

Robust Business Support mechanisms are in place which will be detailed below, and these systems are ensuring all courses are full or almost full.

Evaluation

The evaluation questions for training link directly to the individual course learning outcomes. These ask participants to rate their confidence in their knowledge and skills prior to and after training.

Since the courses were being introduced and conducted for the first time, each one had its own 'pre' and 'post' evaluation forms. As a result, direct comparisons of 'pre' and 'post' responses across the entire training calendar are not possible. However, this will be implemented for 2024/2025. In this report, key questions from each course have been selected to illustrate salient learning outcomes specific to each course.

New Opportunities

Development work during this year, particular in relation to the in National Guidance for Child Protection in Scotland 2021 – updated 2023, has resulted in new courses being planned for the training programme in 2024/2025.

These include but are not limited to;

- Child Protection Awareness for the Wider Workforce,
- National Guidance Training for the General, Specific and Intensive Workforces (workshops, webinars and e-learning)
- e-learnings in relation to UNCRC, ACRA and GIRFEC
- Return Home Welfare Interview Training
- Neglect
- Child Sexual Exploitation
- CARM
- Contextual Safeguarding
- Information Sharing/GDPR

CPC Multi Agency Child Protection Training

The training programme was incepted and delivered for the first time as agreed by the Learning and Practice Development Subgroup. The frequency of courses was determined initially by the demand noted from previous annual reports as well as the learning coming from other areas of the CPC, predominantly Initial Case Reviews, Significant Case Reviews and Learning Reviews. Without an existing template to follow, this training year has been instrumental in creating a framework for future years.

During the pandemic some particular areas for training had been identified from Learning Reviews including multi agency procedures, a focus on joined up working for children under the age of 5, the impact of substance use on children and families, the impact on families where a child has a disability, and partnership working with staff in both independent education and residential care settings. Therefore, whilst the Learning and Practice Development Subgroup was being established, the WDLO organised courses based on these themes.

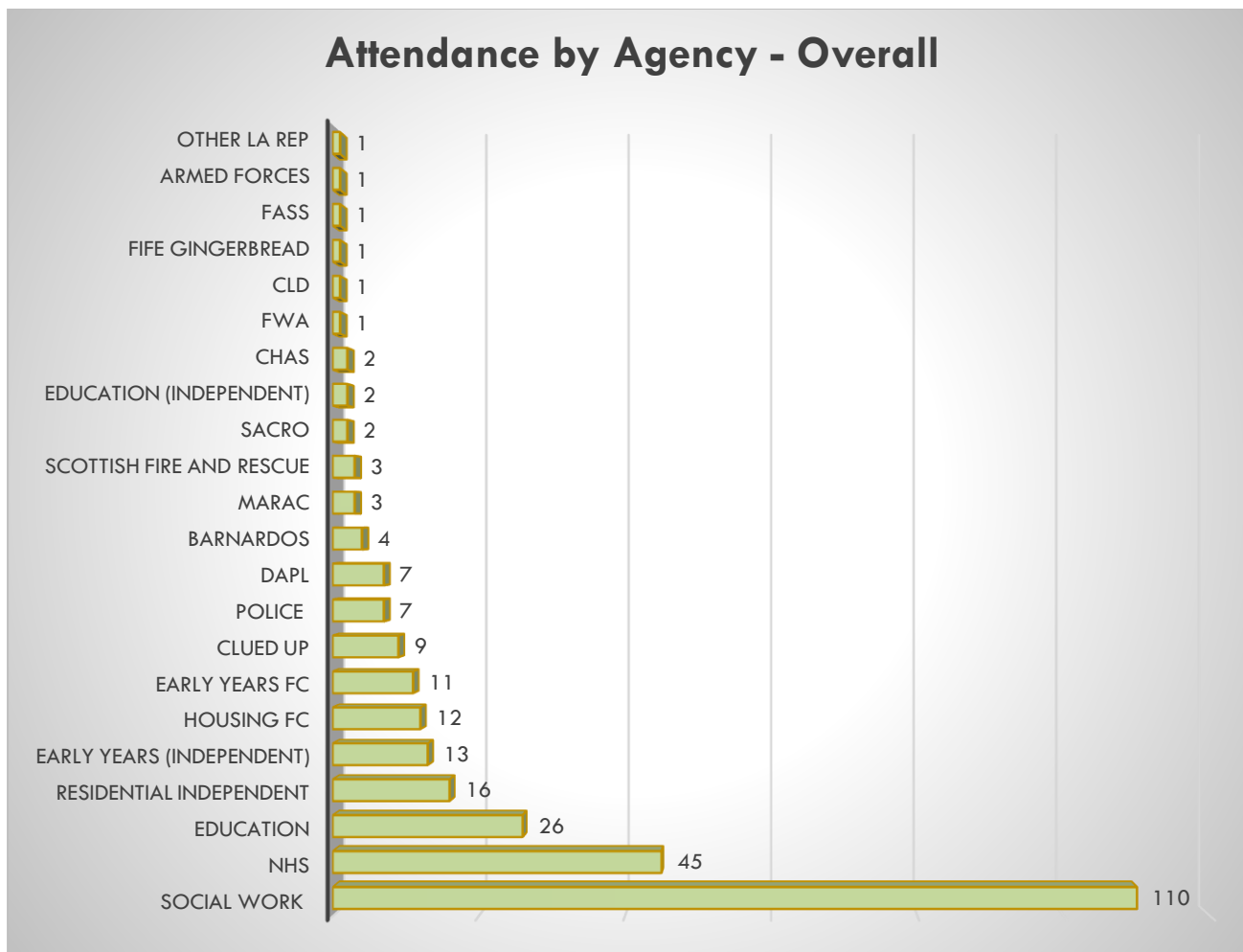
An overhaul of how courses are advertised to the partnership has taken place since the pre-pandemic programme was in place. Courses are advertised through a number of channels within Fife Council through an internal MS Teams page dedicated to advertising training which is accessed by Social Work and monthly updates are sent to Education colleagues via the bulletin. A CPC mailing list is maintained to circulate a monthly update to all partners about upcoming training opportunities.

All courses are advertised to Fife Council employees on Oracle (replaced previous CLMS system) and course registers are checked thoroughly and regularly prior to the course date in order to manage attendance levels and maximise the space. This system has been successful in reaching an almost zero 'no show'

Booking

- Fife Council: Social Work, Education, Housing, CLD can book via Oracle.
- Health, Police and Third Sector colleagues' book via the external website which has been completely overhauled to improve and streamline the booking process.
- The [CPC Training Website](#) is updated regularly, overseen by WDLO and executed by Fife Council IT Department.
- Both booking systems (Oracle and Website) are supported by Fife Council Business Support and overseen by the WDLO. If a multi-agency course does not have representation from a core agency (Police, Social Work, Health or Education) that agency will be notified to allow for representation, if desired.
- Venue management is organised by the WDLO.

Course Delivery and Attendance



The above does not take into account one course **CPC Internet Safety** as this was managed by an external provider; however all 40 seats were full.

It is noted that the figures within this graph do not account for the full attendance detailed above. It can, however, be considered an accurate representation of the spread of delegates across the training calendar.

No courses were cancelled due to low expected numbers. All courses have had more interest than spaces. Whilst there is no official 'waiting list' emails are frequently received asking to attend courses that are full. The training delivered equates to 17.5 days. The courses are incepted by WDLO and the Learning and Practice Development Working Group.

Non-attendance at training is recognised as a reality as services will always have to prioritise meeting service requirements, particularly regarding staffing levels, ahead of training. Emails are sent to any people who fail to attend, and their managers are copied in. In the few instances this has happened, these have been explained as genuine errors.

In order to continue this high rate of attendance, we continue to seek support from participants and managers as follows:

- One applicant per team/school/organisation per course, to ensure that the impact on any one team is minimal and to allow for a spread of teams and agencies to attend.
- Managers protecting learning time supporting participants to be out of work on training days.
- Managers being aware of bookings in the case of sickness, absence or moving on from post, and advising us by email of the need to withdraw the applicant.
- Reminders sent in the weeks before the course to applicants.

All partners have been involved in delivering agency specific inputs at the training. The agencies who have participated in delivering courses are Social Work (Children and Families, Contact Centre, Reviewing Service and Justice Service) NHS Fife (Child Protection Team, Learning Disability, Midwifery, CAMHS and Perinatal Infant Mental Health), Police Scotland Child Abuse Investigation Team, Education, Fife Young Carers, Clued Up, Barnardo's, Fife Council Housing.

Other Training Opportunities within the Partnership

Trauma

Trauma training is now overseen by a new (since last report) Project Manager (Trauma Informed Practice) from Workforce Development. Levels 1, 2 and 3 Trauma Informed Practice is available to relevant workforce groups via a combination of e-learning and face to face.

Fife Violence Against Women Partnership Training

[FVAWP Training Programme](#) hosts a wide range of courses relating to Human Trafficking, Domestic Abuse, Sexual Violence, CSE, Forced Marriage, Female Genital Mutilation, Stalking, MARAC, Engaging Safely with Male Perpetrators, Safe and Together. This training programme is comprehensive and multi agency. The WDLO and the Learning Officer from FVAWP meet regularly to ensure both training programmes are shared in each space.

E-Learning Courses

Within Fife Council there has been a change of e-learning platforms from CLMS to Oracle. E-learning that was available on CLMS migrated to Oracle. The migration of this learning platform was significant and old courses which have migrated over can no longer be updated and require to be rebuilt. The impact of this on e-learning is significant as all courses require to be built from scratch.

In line with the new National Guidance for Child Protection, an e-learning course has been made and uploaded for the Wider Workforce (July 2024). An e-learning for the General, Specific and Intensive workforce is currently being built with an aim of being launched in September 2024.

E-learning remains available to anyone across the wider partnership on the Fife Council webpage: [Learning Nexus](#).

Numbers of those completing e-learning are not recorded and participants are advised to record their own e-learning in line with their agency guidelines. It is a recommendation that for 24/25 we begin capture this data.

Courses available on the Learning Nexus in relation to Child Protection are as follows:

- Child Protection Awareness Refresher (to be rebuilt in 24/25)
- Child Protection: National Guidance in Scotland 2021 – updated 2023 (launched July 24)
- Child Protection: Protecting Children in Scotland
- Child Sexual Exploitation
- CPC GIRFEC and Child Protection (to be rebuilt in 24/25)

Evaluation and Feedback

End of Course Evaluation

All participants complete a 'pre' and 'post' evaluation form. The questions relate in particular to the learning outcomes of the specific course. In order to streamline evaluations, this form will be the same across all courses for 24/25. For the purposes of this report, data is shared regarding learning outcomes for each individual course and the views of participants 'pre' and 'post' training experience have been captured to demonstrate workforce understand and have knowledge (APPENDIX 2). Full evaluations are available from the WDLO in relation to each course on request.

'Pre' and 'Post' Evaluations are not accessible for the below listed courses, this is because they were delivered externally by agencies who captured their own data. It is a recommendation for 2024/2025 that this process is streamlined within CPC evaluation processes.

- Scottish Drugs Forum: Every Child Tells a Story
- Internet Safety

Conclusion

Overall, the newly instated CPC Multi Agency Training programme has been revived successfully. All courses continue to receive high evaluations, with practitioners appreciating the multi-agency engagement, as well as the course topics and content.

Social Work has had the highest attendance at training, driven partly by the Newly Qualified Social Worker Forum's eagerness to participate in multi-agency training, and by the strong support from Service and Team Managers who encourage and facilitate staff attendance. This marks a significant improvement from the pre-pandemic training calendar, where Social Work had the highest levels of no-shows, reflecting a positive change.

The graph on page 9 shows the full breakdown of agency attendance; whilst some may appear quite low it is the opinion of the writer that having at least one rep from this wide spread of agencies within our first year is a success and it is something to build on.

Training has not been held during school holidays to ensure that Education have the opportunity to attend all multi agency training. This will continue to be the case.

The WDLO would like to thank Business Support in CPC and Business Support in Learning Admin, as well as Fife Council IT staff (website and online forms) for all of their help whilst establishing these new processes. It is hoped that 2024/2025 will be working from an established platform with established, smooth processes to follow.

Recommendations

The following are recommendations for the coming year:

- ❖ The Evaluation form will be streamlined so that it is the same across all courses to allow for more robust 'pre' and 'post' feedback.
- ❖ The Evaluation form will consider the long-term impact of training.
- ❖ The WDLO will consider ways in which we can record e-learning completion by agency.
- ❖ Learning and Practice Development links for CPC continue to cascade and encourage staff to attend training.
- ❖ Senior and Service Managers across Police, Social Work, NHS Fife and Education continue to encourage and support staff to create and deliver agency specific input at training events; these inputs are what make the training 'excellent.'
- ❖ Learning is shared with teams/organisations/schools as appropriate to the organisation's structures (e.g., team meetings).
- ❖ Learning is built into evaluation/supervision discussions where managers can begin to 'evidence' the longer-term impact of training.
- ❖ Agencies who have never been in attendance are encouraged by CPC reps to attend. These have been noted as Scottish Ambulance Service, Families Outside, The Cottage Family Centre, Kingdom Abuse Survivors Project, Families First, Scottish Children's Reporter Administration and the Royal Navy. All agencies have been invited to training so it is hoped that we will see representation in the coming training year as delegates from those agencies can enrich group discussions as well as taking current learning back to their organisations.
- ❖ Whilst Education have had a significant number of delegates attend, it is noted that the attendance from Pupil Support Service (PSS) which supports our most vulnerable (mainly Looked After) children has been low (1 delegate). Therefore, we continue to extend the invitation to PSS to attend across the training calendar; both to attend and to deliver, where appropriate.
- ❖ St Leonard's Independent School has been represented 3 times on Multi-Agency CPC Training.

Appendix 1

Training Attendance

A full list of agencies who attended our training is as follows. It is recognised that the breakdown of attendance is done by wider 'agency' and not specific role within the agency. It is a recommendation for the 2024/25 report that this data is captured. There is no comparable data for this attendance list.

Armed Forces

(Army Welfare Service) Area Personal Support Officer

CHAS

Children's Hospice Association Scotland

Clued Up

Supervisors and Youth Workers

Community Learning and Development (Fife Council)

Various

DAPL

Supervisors and Therapists

Early Years

Fife Council (funded providers; Early Years Centres)

Early Years (Independent)

Busy Bees Nursery, Little Beehives Nursery, Peekaboo Nursery, Daisychain and others

Education

Including Primary, Secondary, Special Education, Pupil Support Service, Educational Psychology, 16+ provision) GATE (Gypsy and Traveller Education)

Education (Independent)

Child Protection Co-ordinators (Senior Management) from St Leonard's Independent School

FASS

(Fife Alcohol Support Service) Various

Fife Gingerbread

Various

Fife Women's Aid

Various

Housing (Fife Council)

Lead Officers, Managers and Housing Officers (HMO, HOO), Homeless Support Workers

MARAC

(Multi Agency Risk Assessment Conference) Co-ordinator

NHS

Health Visitors, Midwives, Vulnerable in Pregnancy, Family Nurse Partnership, CAMHS, Child Development Centres and others

Other

CPC Lead Officer from Aberdeenshire

Police Scotland

Responding Officers, Community Sergeants & Inspectors, Detective Constables, Detective Sergeants

Residential (Independent)

Managers, House Managers, Education staff. (Attendees from Aberlour, Starley Hall, Crannoch Care)

Sacro

(Scottish Association for the Care and Resettlement of Offenders) Youth Workers

Scottish Fire and Rescue

Community Safety Advocate

Social Work

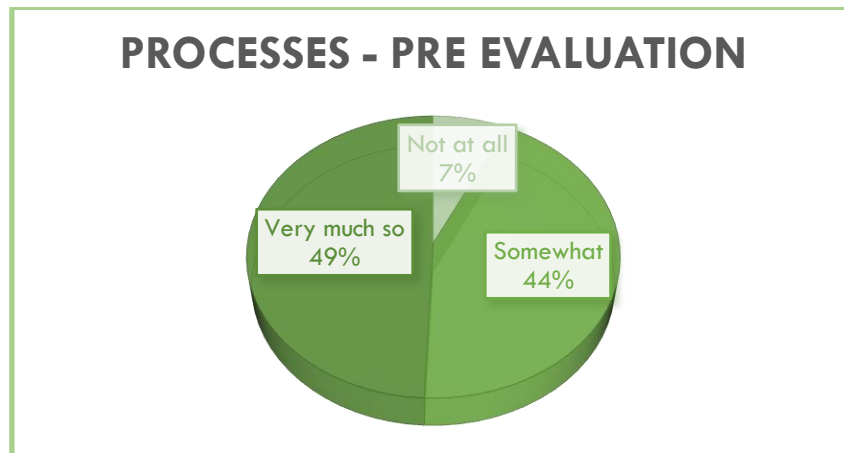
Children and Families, Young People's Teams (16+), Residential Childcare, Adults and Older People, Justice Service

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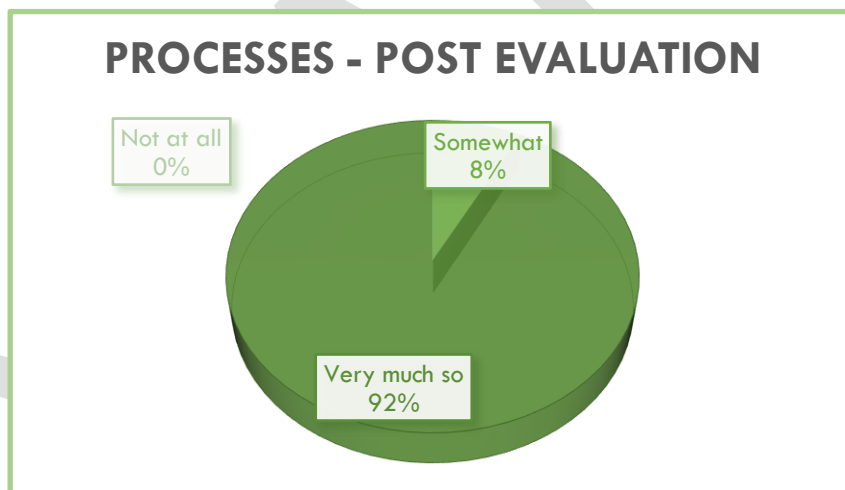
Appendix 2

Course 1: CPC Multi Agency Child Protection Processes (2-day Course)

Pre: I can support my staff with internal reporting of abuse and neglect



Post: I can support my staff with internal reporting of abuse and neglect



Key Question: Describe your overall experience of this course.

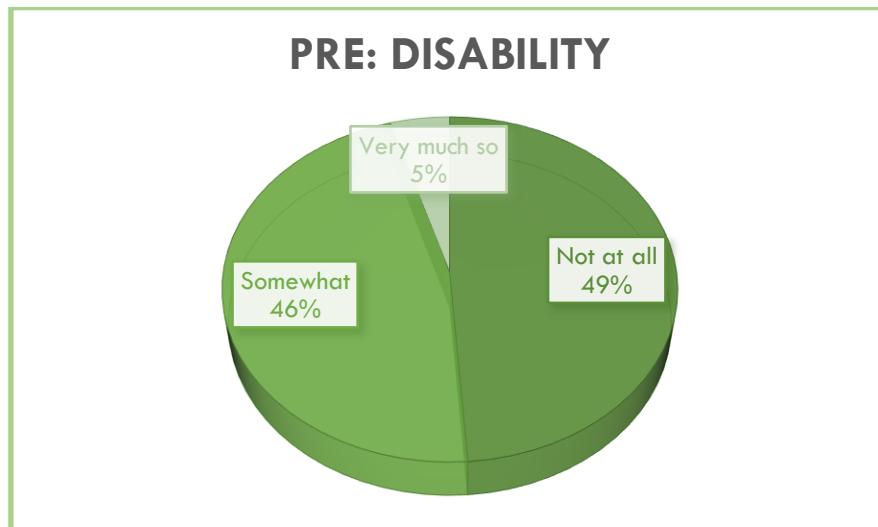
'Probably the best CP course I've done. It was very informative and gave a good insight into to how other agencies work. Also feel it has given me more confidence when it comes to asking for support and/or advice when it comes to CP, as well as having to report any concerns.'

'Excellent, probably one of the best courses I've been on! Very insightful and aimed at management level. Not generalised and applicable across all agencies. It was great to have so many in the room as this enabled you to sense check. Everyone was very welcoming and kind.'

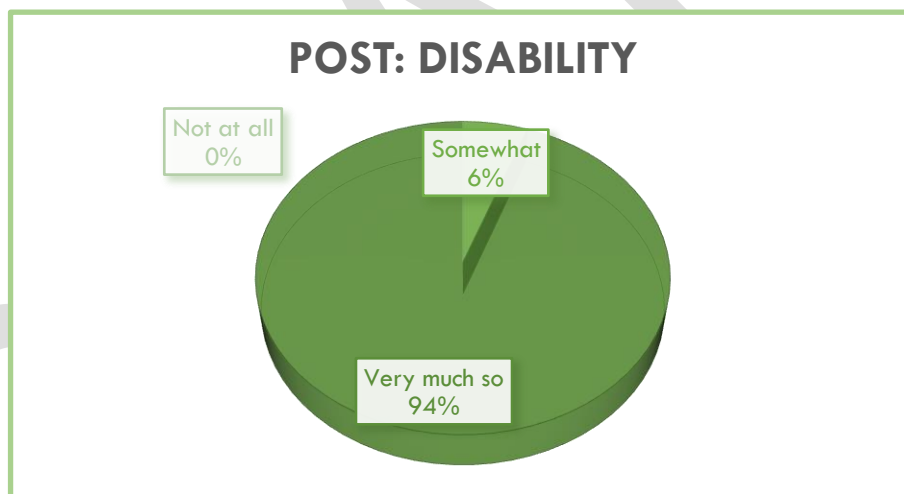
'The training was excellent and all speakers delivered their presentation well. Sara's training is so informative and I would be quick to recommend her courses to any professional!'

Course 2: CPC Multi Agency Child Protection & Children Affected by Disability

Pre: 'I know how partners in Fife work together to support children with disabilities who are at risk of harm'



Post: 'I know how partners in Fife work together to support children with disabilities who are at risk of harm'



Key Question: Would you recommend this course to a colleague? Explain your reasons.

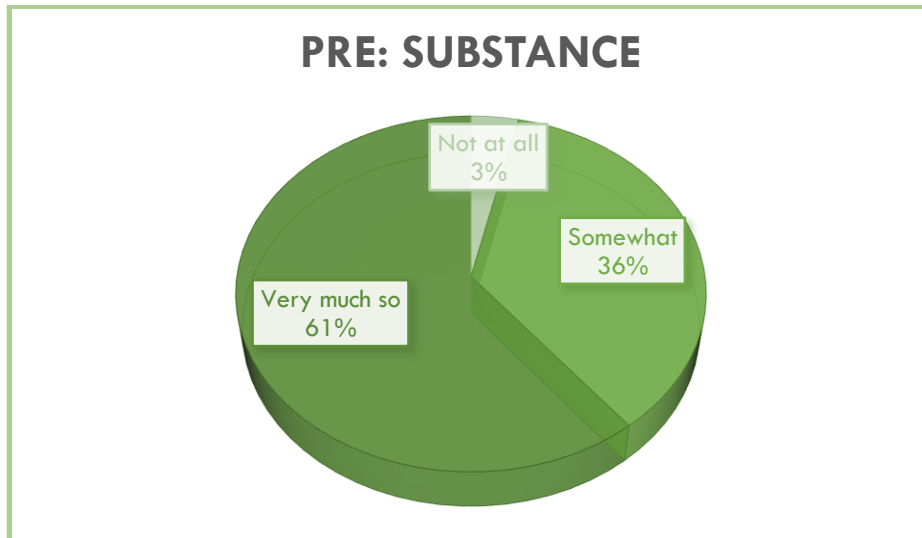
'Without hesitation. It was an excellent training event. I am coming away feeling much more confident about doing my job effectively and in the best interests of the young people in our school'

'I would recommend this course to colleagues as it is so in-depth and being able to mix and see all the other services who do a great job presenting the training and those other agencies who attend. It was great to hear what is available out there for support to the young child(ren) in danger and how flexible everyone is to support them through and process'

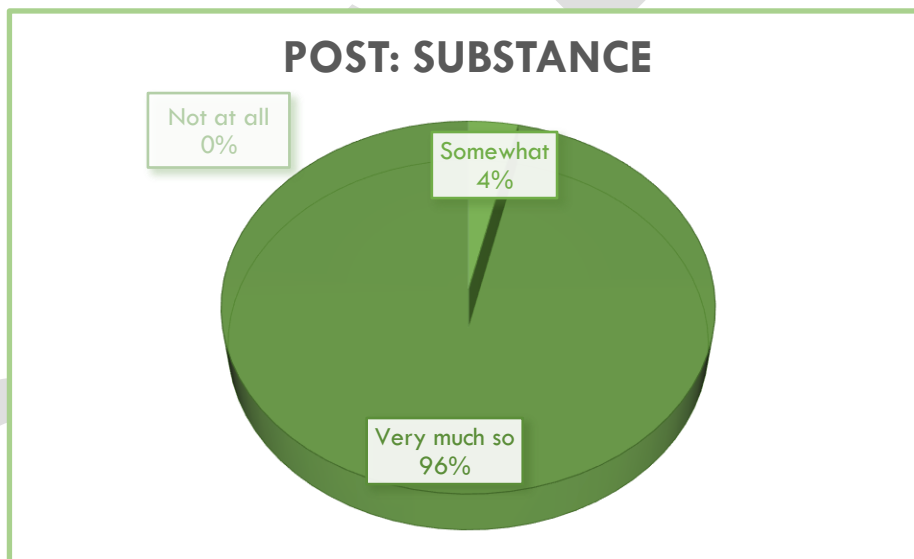
'This ranks among the best training sessions I have experienced in my professional career'.

Course 3: CPC Multi Agency and Substance Use – Impact on Children and Families

Pre: I can recognise the potential and actual impact of parental substance use on children



Post: I can recognise the potential and actual impact of parental substance use on children



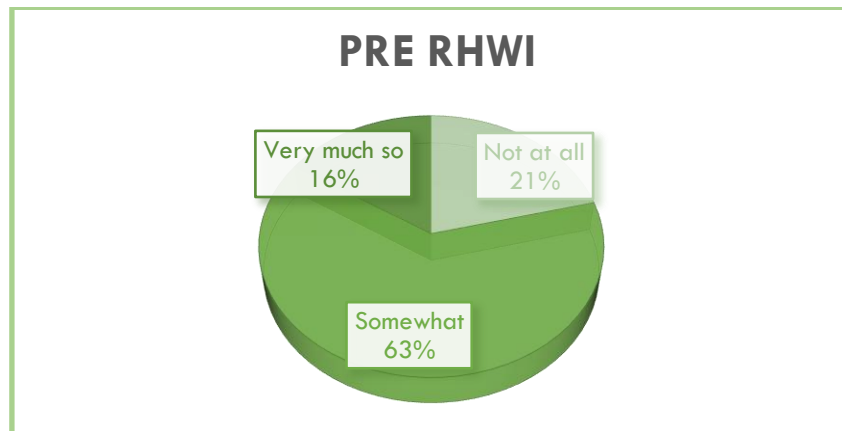
Key Question: Please state your key learning points from today.

‘How substance use impacts children from pre-birth through to adulthood. Further knowledge of police practice and procedures. Awareness of different organisations that can support families. Awareness that sometimes there is no right or wrong way to support families as they are all different and need support in different ways which is right for them.’

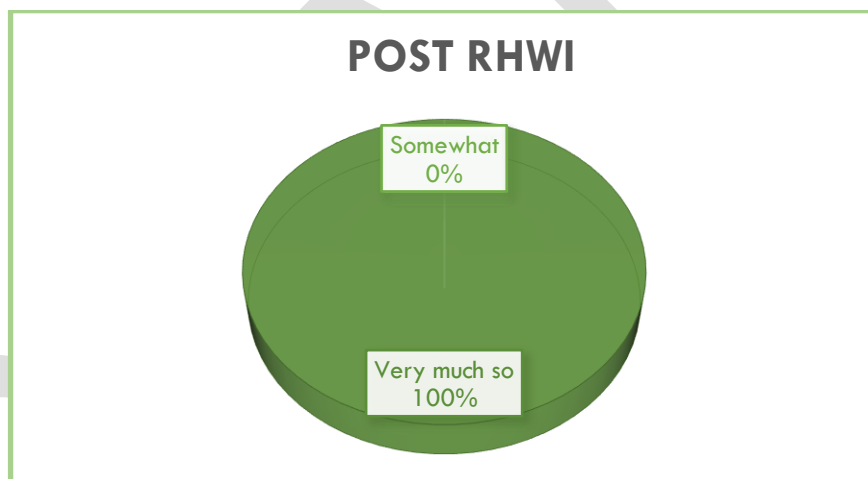
‘You know you have a good training session when the time flies! {NHS Rep} was so easy to listen to, her passion and knowledge shown throughout. The agree/disagree session from Clued up/Barnado’s was very thought provoking! Certainly for me, each circumstance needs to be approached differently. [Police Scotland] gave a very clear representation of their role in investigations and Child Interviews. Although I have previously heard this, hearing again helped to embed my knowledge.’

Course 4: CPC Multi Agency Return Home Welfare Interviews

Pre: How confident are you in planning a Return Home Welfare Interview for a young person after a missing episode (recorded on VPD)?



Post: How confident are you in planning a Return Home Welfare Interview for a young person after a missing episode (recorded on VPD)?



Key Question: Please comment on what you learned today.

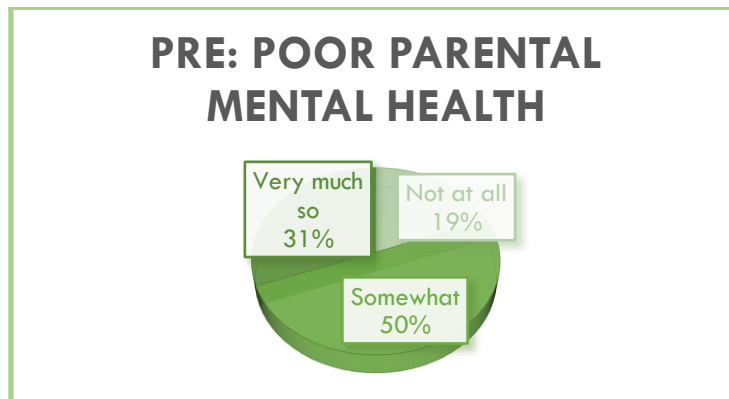
'Really informative and good to get clarification about a number of procedures and issues relating to missing/absent people.'

'[I] felt this was a good way for all areas of the child sector to come together and have an understanding in the roles each area has. Felt [it was] a relaxed and approachable environment.'

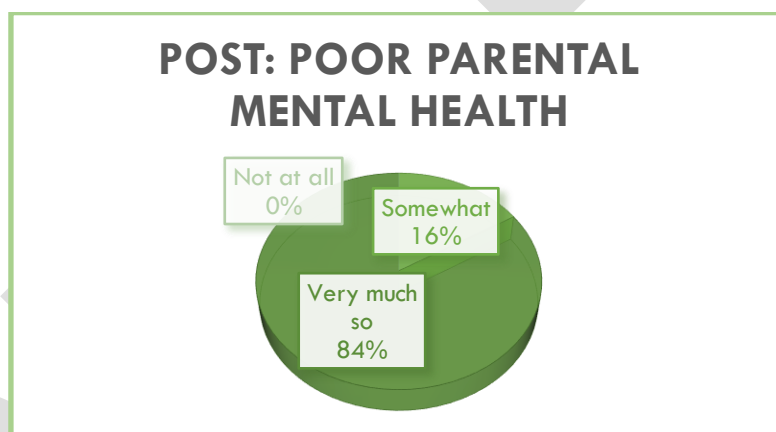
'It gave me food for thought to share with my team about reporting a missing person and how we report. Using different language etc'

Course 5 – CPC Multi Agency and Poor Parental Mental Health

Pre: I have an understanding of what it is like for a child to live with a mentally unwell parent and how the world looks through the child's eyes in this situation



Post: I have an understanding of what it is like for a child to live with a mentally unwell parent and how the world looks through the child's eyes in this situation



Key Question: Please note how you think learning from today will help you in your own role.

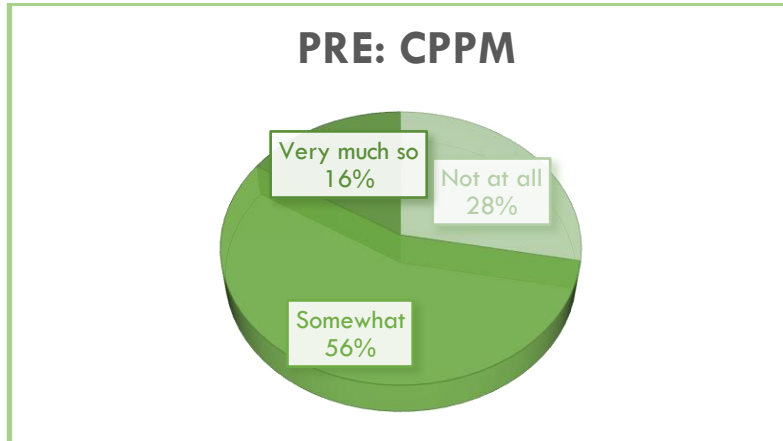
'It will just help me to be more mindful about where people are at with their mental health and how I can adapt my interventions and practices to meet them where they are and hopefully achieve better outcomes. I have a deeper understanding of the extremities of certain mental illnesses and the barriers this can create for people. Also, hearing from a previous Young Carer allowed me to reflect on my approach with young carers and young people experiencing parental mental health.'

'This training provided me with additional knowledge what other agencies are doing and this will improve our collaboration in supporting children and families. I reflected about the approach in working with families affected by mental health issues in relation to Child Protection and definitely will make me more empathetic.'

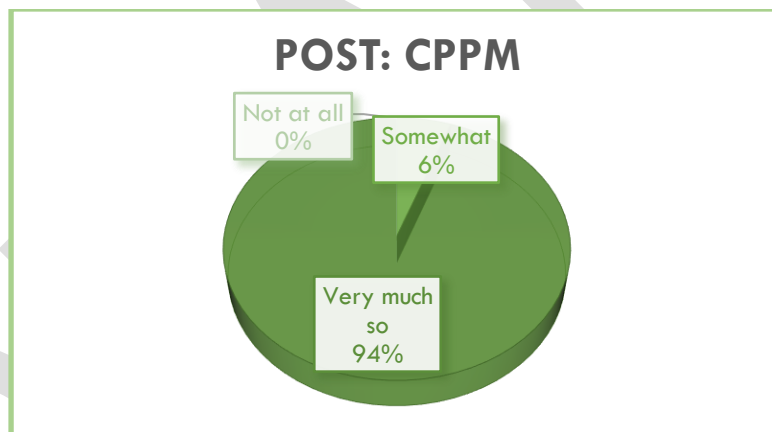
'It will make me listen to my clients more and ask what they want rather than thinking myself and my colleagues know what's best for them.'

Course 5 – CPC Multi Agency Child Protection Planning Meetings (for CPPM attendees)

Pre: I can clearly articulate who is involved in CPPMs and what their roles and responsibilities are.



Post: I can clearly articulate who is involved in CPPMs and what their roles and responsibilities are.



Key Question: How was this training relevant to your role?

‘The content was relevant to my role in that I can now go on and explain the process for a CPPM to my colleagues in Housing.’ (Housing).

‘Very relevant as an overview of processes and how structures all feed into one another.’ (MARAC Rep).

‘Content was relevant to my role, and definitely useful for my everyday practice.’ (Children and Families Social Worker).

Appendix 3

WDLO Post – Update and Developments

The WDLO is an active member of the following CPC Working Groups

- Learning and Practice Development
- Case Review Working Group
- Working Group Chairs' Meeting

The WDLO is currently Vice Chair of the National Learning and Practice Development Group (attending CPC Scotland when the Chair is unavailable) and has also completed a Certificate in Child Welfare and Protection at Stirling University.

The WDLO attends CPC Planning and CPC Scheduling meetings, is involved in the operational aspects of organising CPC business as well as having ownership of certain parts of the CPC Improvement Plan and supporting with execution of certain areas related to Learning and Practice Development within the plan.

The WDLO continues to meet with staff groupings and form connections. Since starting post the WDLO has met with the groups to raise awareness of the CPC Training Calendar and to invite both speakers and delegates to training opportunities. These groups include Social Work Senior Practitioners Forum, Social Work Newly Qualified Forum and NHS Fife Managers' Meeting. A meeting is booked for the end of 2024 to meet with Fife Voluntary Action. The WDLO welcomes invitations to speak and raise awareness about the training calendar with any relevant agency.

Links within Workforce Development (HR)

The WDLOs all sit under the line management structure of Workforce Development within Human Resources. The remits of some WDLOs align with CPC and there have been positive outcomes from this structure. Some examples are:

- **WDLO for Whole Family Wellbeing;** Discussions are held regularly to ensure that CPC and WFW are aware of what each other's training calendars include, both to avoid duplication and to recognise gaps. It is identified within CPC that it is important to have links between Child Wellbeing and Child Protection in all aspects of work.
- **WDLO for Children's Services;** both WDLOs co-manage the MS Teams page (Children's Services Training) and we ensure that courses are advertised appropriately to Children and Families Teams.
- **WDLO for Justice & Residential Childcare Services:** links have been strengthened between CPC and Justice & Residential Services; as a result these agencies have had representation at training. Working with Justice Services and linking themes across Child and Adult Protection has enriched discussion and broadened participants' knowledge; it is recognised that children transitioning into adulthood can be vulnerable.

- **WDLO for Trauma Informed Practice:** Trauma informed practice underpins all aspects of CPC and regular meetings between WDLO for Trauma and CPC have ensured that communications about trauma training, for all workforce levels, are shared across the partnership.
- **Children’s Services Training Discussions:** Regular meetings are held with Social Work Service Managers, relevant WDLOs and Workforce Development Team Manager to share updates about training in each space and identify any gaps that require discussion.

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Appendix 4

The [CPC Improvement Plan 23-26](#) outlines our collective efforts and strategic actions to safeguard the wellbeing of children and young people in Fife. Key Learning and Practice Development Group actions from the CPC Improvement Plan 23-26 are highlighted below and integral to our approach in Fife.

Action No.	Outcome	Action	CPC/CSP	Strategic Lead	Timescale	Progress (%)
2.2	Our workforces are trauma informed and our assessments are iterative, taking account of both current and past information and the child's developmental stage. Our parents and carers experience supportive, trusting relationships, improved capability for sustained change. (ACE and Impact of Trauma).	Our workforces are trauma informed and our assessments are iterative, taking account of both current and past information and the child's developmental stage. Our parents and carers experience supportive, trusting relationships, improved capability for sustained change. (ACE and Impact of Trauma).	CPC	Learning & Practice Development Group	01/04/2024	
2.3	Assessment processes are strength based and include community and wider family assets.	Review all interagency training and practice guidance to ensure that significant adults form part of the assessment and planning for children.	CPC	Learning & Practice Development Group	01/08/2024	
2.4	Practitioners have an awareness of and understanding of how to challenge and identify concerns thereby ensuring that every action taken is in the best interests of the child.	<p>Deliver training and review practice guidance to promote understanding of the need to retain the child at the centre, promoting professional understanding around the potential impact of:</p> <ul style="list-style-type: none"> • Over optimism • parental capacity to sustain change. 	CPC	Learning & Practice Development Group	01/01/2025	

		<ul style="list-style-type: none"> • Lack of professional curiosity • High parental need 				
4.1.1	Staff across the partnership share information effectively to support the assessment of possible or actual risk of harm, in accordance with single agency procedures.	Develop and deliver multi-agency training to support effective and timely information sharing.	CPC	Learning & Practice Development Group	01/08/2024	
6.4	The partnership has a well-informed, highly skilled, and effective workforce. The CPC's Learning and Practice Development Strategy embodies local and national policy and practice developments, is agile and responds to emerging learning and practice development needs.	Develop a Learning and Development Strategy to meet the Learning and Development needs of the partnership.	CPC	Learning & Practice Development Group	01/07/2024	
6.5	There is a Learning and Practice Development Workplan in place that delivers an annual learning and practice development plan for Fife's Multi Agency partners.	Plan, deliver, evaluate, and review the annual multi-agency workforce learning and development programme to support best practice in our workforce and in child protection activity.	CPC	Learning & Practice Development Group		
6.6	The LAPDG Strategy and Workplan can evidence what activities it has implemented that address multi-agency training needs in learning reviews and evaluation of these activities show that the workforce is more effective and confident in their practice.	Areas of learning and practice development that arise in Learning Reviews are helping inform the LAPDG Strategy and Workplan.	CPC	Learning & Practice Development Group		