



East Dunbartonshire
**Child Protection
Committee**

BUSINESS PLAN

2025-2029

AUGUST 28, 2025

EAST DUNBARTONSHIRE CHILD PROTECTION COMMITTEE

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Foreword

Welcome to the East Dunbartonshire Child Protection Committee Business Plan 2025-2029 continuing the delivery of our aims and objectives to match our scope and ambitions. To align with other plans effective in the period, we have opted to develop a four-year business plan which fully describes our medium-term ambitions and sets out our robust and aspiring direction of travel. Delivery of the business plan will be supported by the development of an annual action plan to ensure the work continues to have focus and drive and responds to local and national issues.

The CPC will continue to further develop this shared vision, values and aims which are collaboratively formed and are understood by children, young people and their families, the workforce and the public. This shared vision and understanding will support the implementation of the business plan.

The aims, objectives and resulting priorities in the business plan are informed by the work of our CPC's dedicated sub-groups and short life working groups as they evaluate and report their progress towards planned outcomes and targets. In addition, the Child Protection Committee has reflected on emerging national guidance and priorities, as well as the learning identified in Learning reviews.

Jacqueline Forbes

Independent Convenor for the Child Protection Committee

Vision

“That all children in East Dunbartonshire are seen, heard and helped; they are effectively protected, safeguarded, properly supported and their lives improved by everyone working together”

The vision is translated into this three-year Business Plan. Each East Dunbartonshire Child Protection Committee work stream has a dedicated subgroup or working group. They each have a delivery plan with annual priorities, actions, timescales and responsibilities that are aligned to the strategic Business Plan and overall priorities.

The purpose of East Dunbartonshire Child Protection Committee (ED CPC) is to develop, implement and improve child protection strategy across and between agencies, bodies and the local community as outlined in [Protecting children and young people: Child Protection Committee and Chief Officer responsibilities - gov.scot \(www.gov.scot\)](https://www.gov.scot/publications/protecting-children-and-young-people/child-protection-committee-and-chief-officer-responsibilities/pages/2.aspx)

The oversight of this Business Plan lies with the Strategic Partners.

Our Principles

The commitment of East Dunbartonshire Child Protection Committee (EDCPC) is to work together to make the lives of children safer by protecting them from harm; preventing impairment to their health and/or development, ensuring they receive safe and effective care at the right time; and ensuring a safe and nurturing environment for them to live in.

EDCPC aims to make sure that everyone who works with children across East Dunbartonshire has the protection of vulnerable children and young people at the heart of what they do, by adopting basic principles of child protection practice.

In practice, this means that children are seen, heard and helped:

- **Seen:** in the context of their lives at home, friendship circles, health, education and public spaces (both off-line and on-line).
- **Heard:** by professionals taking time to hear what children and young people are saying - putting themselves in their shoes and thinking about what their life might truly be like.
- **Helped:** by professionals remaining curious and by implementing timely, effective and imaginative solutions that help make children and young people safer.

Priorities

In 2022-2025 the East Dunbartonshire CPC has had a focus on continuous learning and improvement which has been supported by the creation of our quality assurance tracker. The EDCPC utilises regular audit activity, quarterly minimum dataset collation, review of NHS GGC Sudden Adverse Event Reports (SAERs), wider learning reviews and consultation with families to inform improvements to child protection practice.

Our priorities for 2025-2029 are based on this improvement practice and reflections shared by the committee.

On 3rd April 2025 we held a development morning with the Child Protection Committee to review what the EDCPC achieved in 2022-2025, and used data, audit reports and discussion to spend time highlighting areas for improvement in 2025-2029. (See figure 1) The development morning was successful and has supported the committee to bring together a strategic, realistic but ambitious plan for 2025-2029 which aims to 'say it like it is'.



Figure 1 - Committee members at CPC development morning on 3rd April 2025

Our priority areas are therefore straightforward and achievable, with local and national priorities embedded throughout. Particular consideration is given to the National Guidance for Child Protection (2021 updated 2023), The Promise (2020) and UNCRC Incorporation (Scotland) Act 2024.

1. **The Voice of Children and Young People.** It is essential that EDCPC continue to improve their capacity and ability to listen to children, young people and their families. Empowering them to have the ability to influence decisions about them but also about the child protection system itself.
2. **Multi-agency Practice.** East Dunbartonshire has strong multi-agency networks at its heart. Multi-agency practice should be supported, nurtured and made better by systems, processes and leadership. Learning and development opportunities for practitioners in East Dunbartonshire should make working together easier, resulting in better outcomes for children and young people and ensuring they get the right help at the right time.
3. **Continuous Learning.** To help and support children and young people in need of care and protection, practitioners need to have the most up to date knowledge and understanding of what is impacting on their wellbeing, both at home, in the community and online. Learning and Development and public information needs to reflect the ever-changing society we live in.

What we want to achieve

Priority Area	Overall aims
Voice of the child	<ul style="list-style-type: none">• UNCRC principles will be further embedded within the child protection system in East Dunbartonshire. Any changes of practice should be widely understood by practitioners working with children and young people.• There will be a number of ways in which children and young people can provide their views independently if they choose to, including advocacy. No child should be prevented from sharing their views if they want to.• EDCPC should foster a culture of listening and responding to the views of those who have accessed the child protection system through regular consultation in a variety of forms.
Multi-agency practice	<ul style="list-style-type: none">• Practitioners have the confidence and safe space to reflect and learn together, whilst building their professional curiosity and skills in child protection practice relevant to their role.• Relationship based practice is valued and nurtured within the child protection system.• An ongoing focus upon trauma principles and developing a greater understanding of the complex nature of child abuse within an ever-changing landscape.• Processes, systems and training supports good communication between all partner agencies resulting in children and young people receiving the right support and help at the right time.
Continuous Learning	<ul style="list-style-type: none">• EDCPC and frontline practitioners have a good understanding of the wider societal issues impacting on children, young people and their families, both at home, in the community and online.• Multi-agency practitioners come together to understand contextual safeguarding risks and concerns in East Dunbartonshire and make recommendations and improvements based on local need.• EDCPC has an increased knowledge and understanding of their child protection population, with distinct needs and risks considered and acted upon.• Domestic abuse and its impact on children and young people is better understood by leaders and frontline practitioners. Any changes made to policies and practice will support children and their families to be safer, with the non-abusing parent being supported to build on their strengths.

Action Plan

Priority Area 1 – Voice of the Child

Outcome	Action	Responsible
<p>There will be a number of ways in which children and young people can provide their views, if they choose to, including advocacy.</p> <p>No child should be prevented from sharing their views, if they want to.</p>	A leaflet will be created which provides up to date and accessible information for children and young people about the child protection process and how to share their views	Joint Public Information and Communication
	Training is offered regularly on the Joint Learning and Development training calendar on Alternative and Augmentative communication and talking mats and is widely promoted.	Joint Learning and Development Subgroup
	Advocacy provision in EDC should continue to be reviewed resulting in more opportunities for children to choose who they share their views with.	Advocacy Strategy Implementation group
	National consultations held by key organisations such as CELCIS, IRISS, The Promise, STAF and WhoCares? Scotland should inform practice.	<ul style="list-style-type: none"> • EDCPC • Lead Officer Child Protection • Child Protection Coordinator
<p>UNCRC principles will be further embedded within the child protection system in East Dunbartonshire. Any changes of practice should be widely understood by practitioners working with children and young people.</p>	All CPC led training courses should be reviewed to ensure UNCRC principles are embedded into all areas of learning and development	Joint Learning and Development Subgroup
	Website will be reviewed and updated at a minimum of 6-monthly. Information should be relevant and up to date to support children and young people and their parents and carers, as well as professionals, to understand the child protection process	Joint Public Information and Communication
	EDCPC involvement in the development of child friendly complaints.	GIRFEC Steering Group
EDCPC should foster a culture of listening and acting on the views of those who have accessed the child protection system through regular	Audit work should support a better understanding of care experienced parents and their journey within the child protection system. This should include listening to the voices of care experienced parents themselves.	Management of Information and Self-evaluation

consultation in a variety of forms.	Consultation Framework (online forms) continues to be monitored and improved as required. Information received from the consultation reports informs wider service improvements.	Management of Information and Self-evaluation
	EDCPC should consult with wider networks and forums in East Dunbartonshire to learn about children, young people's, parents and carers views across the authority, including pupil forum, Champs Board, housing tenants forum and EDVA. Opportunities to learn from lived experience should always be considered.	EDCPC

Priorities Area 2 – Multi-agency practice

Outcome	Action	Responsible
Practitioners have the confidence and safe space to reflect and learn together, building their professional curiosity and skills in child protection practice relevant to their role.	EDCPC will create in-house reflective spaces for multi-agency teams to consider and reflect on learning for complex cases. This will build on the pilot project delivered in partnership by Changing Minds.	CP Coordinator CP Lead Officer House Project Team Lead Learning Review subgroup
	Practitioners will be given opportunities to provide feedback on children protection processes through online consultation and audit processes. This feedback will be regularly reviewed and any recommendations made for practice.	Management of Information & Self-Evaluation subgroup EDCPC
	Professional Curiosity Training will become an embedded course offered within the Joint Learning and Development Calendar	Joint Learning and Development Subgroup
	Practitioners will be provided with more opportunity to learn about the Learning Review process and criteria through multi-agency briefings.	Learning Review Subgroup
Relationship-based practice is valued and nurtured within the child protection system	Practitioners will be offered skills based training which will focus upon relationship based practice and communication skills within a child protection context. This will allow multiagency practitioners to practice their skills and share experiences. This includes introduction of follow up 6 weeks to 3 months post training	Joint Learning and Development subgroup Lead Officer Child Protection Child Protection Coordinator

	Incorporation of relationship based indicators into file audits and quality assurance processes, such as evidence of the child & families voice etc.	MISE
	Introduction of online forms for children, families and practitioners will allow for open and honest feedback about Child Protection process and the possibility for change where possible.	MISE
An ongoing focus upon trauma principles and developing a greater understanding of the complex nature of child abuse within an ever-changing landscape.	Practitioners complete the NES Trauma training which is relevant to their role. Dates are continually embedded within the joint learning and development calendar.	Joint Learning and Development Subgroup Trauma informed practice coordinator
	EDCPC will have a greater understanding of the factors affecting the increase locally in emotional abuse. Any recommendations or considerations will be shared widely amongst practitioners.	Management of Information and Self-Evaluation subgroup
Processes, systems and training supports good communication between all partner agencies resulting in children and young people receiving the support and help at the right time.	Practitioners have more opportunities for networking both informal and formal through consideration of regularly scheduled training / briefings / drop-ins as part of the overall Learning and Development plan.	Joint Learning and Development Subgroup
	Multi-agency chronologies will be prioritised in all cases where there is social work involvement. Multi-agency chronologies should be used as a tool to support common understanding of a child and inform thorough assessment.	EDCPC
	Multi-agency practitioners will encouraged to use accessible and common language through learning opportunities, report and assessment form updates and in supervision. This will be monitored as part of the rolling audit programme.	Management of Information and Self-Evaluation subgroup EDCPC

Priority Area 3 – Continuous Improvement

Outcome	Action	Responsible
EDCPC and frontline practitioners have a good understanding of the wider societal issues impacting on children, young people and their families, both at home, in the community and online.	Learning opportunities should be offered to practitioners regarding wider societal issues, including poverty, misogyny, online safety and suicide amongst other themes. Opportunities should also be responsive to local and national need.	Joint Learning and Development Subgroup
	EDCPC should have a sound understanding of the impact of legislative and policy changes and communicate any learning to frontline practitioners.	EDCPC Chief Officers Group
EDCPC has an increased knowledge and understanding of their child protection population, with distinct needs and risks considered and acted upon.	Changes and improvements to the type of data we collect within the Minimum Dataset supports EDCPC to understand the demographics of the child protection population, including disability / race / religion.	Management of Information and Self-Evaluation subgroup
	When EDCPC have an understanding of the child protection population any necessary improvements and adaptations to training requirements / other elements of accessibility should be considered.	EDCPC
Multi- agency practitioners come together to understand contextual safeguarding risks and concerns in East Dunbartonshire and make recommendations and improvements based on local need.	Awareness raising training should be provided to practitioners at every level and existing child protection pathway should be updated to ensure exploration of contextual safeguarding risks and indicators.	Joint Learning and Development Subgroup
	A working group should be created to review gaps in understanding and practice in relation to contextual safeguarding and create an EDCPC strategy.	EDCPC Missing Steering Group
Domestic abuse and its impact on children and young people is better understood by leaders and frontline practitioners. Any changes made to policies and practice will support children to be safer and the non-abusing parent should be supported to build on their strengths.	Governance structures should be regularly reviewed to ensure links with the Violence Against Woman and Girls partnership and MARAC steering group are clear and foster good partnership in this area.	Lead Officer for Child Protection Child Protection Coordinator Chair CPC
	Partner agencies are clear on the improvements required to embed Safe and Together principals at a single agency level and have appropriate plans in place which are communicated to the steering group	Safe and Together Steering Group

	Practitioners prioritise attending safe and together training at the appropriate level for them.	EDCPC
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This business plan sets out our collective commitment to strengthening child protection processes within East Dunbartonshire. By working together we will ensure that the experiences and outcomes of the children and families we work with are improved. We recognise that child protection is a continuous process which requires reflection and adaptability. Progress against this plan will therefore be reviewed on a yearly basis and submitted to the child protection committee for ongoing monitoring.