

<b>Assessment No</b>	1007	<b>Owner</b>	rickeera.kaur
<b>Resource</b>	HSCP	<b>Service</b>	Joint
	<b>FirstName</b>	<b>Surname</b>	<b>Job Title</b>
<b>Head Officer</b>	Rickeera	Kaur	Contracts & Commissioning Officer
<b>Members</b>	Neil McKechnie: Contracts, Commissioning & Quality Manager, West Dunbartonshire HSCP Sharon Laing: Senior Manager, Children's Services, West Dunbartonshire HSCP Lesley James: Head of Children's Services, West Dunbartonshire HSCP Leigh Taylor Ltd: Service Provider		
	<i>(Please note: the word 'policy' is used as shorthand for strategy policy function or financial decision)</i>		
<b>Policy Title</b>	Signs of Safety - Contract		
	<b>The aim, objective, purpose and intended out come of policy</b>		
	The HSCP intends to directly award contract for Signs of Safety model to it's only provider, Leigh Taylor Ltd.  Signs of Safety is a model and programme of child protection practice that is in line with the HSCP Children Services values, aims and strategic plan - with an aim to improve wellbeing and safety outcomes for children in West Dunbartonshire. This can be achieved by embedding skills, values and confidence in the social work and partner agencies workforce. This allows the HSCP to continue meeting statutory safeguarding duties, promote best practice, support the workforce to be confident and competent, and ultimately continue the aim of improving the lives and experiences of children raised in WD.		
	<b>Service/Partners/Stakeholders/service users involved in the development and/or implementation of policy.</b>		
	Neil McKechnie: Contracts, Commissioning & Quality Manager, West Dunbartonshire HSCP Sharon Laing: Senior Manager, Children's Services, West Dunbartonshire HSCP Lesley James: Head of Children's Services, West Dunbartonshire HSCP Leigh Taylor Ltd: Service Provider		
<b>Does the proposals involve the procurement of any goods or services?</b>			Yes
<b>If yes please confirm that you have contacted our procurement services to discuss your requirements.</b>			Yes
<b>SCREENING</b>			
<i>You must indicate if there is any relevance to the four areas</i>			
<b>Duty to eliminate discrimination (E), advance equal opportunities (A) or foster good relations (F)</b>			Yes
<b>Relevance to Human Rights (HR)</b>			Yes
<b>Relevance to Health Impacts (H)</b>			Yes
<b>Relevance to Social Economic Impacts (SE)</b>			Yes
<b>Who will be affected by this policy?</b>			
Leigh Taylor Ltd - (the Provider) workforce West Dunbartonshire HSCP Children's Services, and partner agencies, workforce Children and their families who are in contact with services in West Dunbartonshire regarding child protection issues.			

**Who will be/has been involved in the consultation process?**

Lesley James: Head of Service : Children's Services: West Dunbartonshire HSCP

Sharon Laing: Senior Manager: Children's Services: West Dunbartonshire HSCP

Leigh Taylor: Director, Leigh Taylor Ltd

Neil McKechnie: Contracts, Commissioning and Quality Manager: West Dunbartonshire HSCP

Rickeera Kaur: Contracts & Commissioning Officer, West Dunbartonshire HSCP

**Please outline any particular need/barriers which equality groups may have in relation to this policy list evidence you are using to support this and whether there is any negative impact on particular groups.**

Specific group to consider	Needs	Evidence	Impact
Age	<p>The Provider will deliver training to HSCP and partner agency staff that allows integration of the Signs of Safety model of child protection and wellbeing assessment and care planning. This specialist training is focused on the needs of children from pre-birth to young adulthood, as per national guidance and legislation that directs the duties of statutory services. This will have consideration to the joint work undertaken by services with carers, guardians and families of children in WD.</p> <p>Age is a relevant factor in relation to child protection and welfare work as it is known vulnerabilities and protective factors are changeable across age groups, therefore improved education and understanding of this across the workforce should promote informed assessment and decision making.</p>	<p>GIRFEC, Scottish Gov, 2022 updated guidance</p> <p>National Child Protection Guidance in Scotland 2021, Scottish Gov</p> <p>West Dunbartonshire Child Protection Committee Inter-Agency Child Protection Learning and Development Strategy 2022 – 2025</p> <p>WD HSCP Strategic Plan 2023 - 2026 : "We will shift the balance of care for children and adults by strengthening prevention and our community-based support options, keeping individuals in their community where possible"</p>	<p>Positive- the service will be specialised as required, with an aim to reduce risk and improve safety and wellbeing of children and young people in WD.</p>
Disability	<p>The Provider will utilise best practice evidence that includes the needs of children with disabilities in child protection assessment and care planning.</p>	<p>Supporting disabled children, young people and their families: guidance, Scot Gov, updated 2023</p>	<p>Positive - improved outcomes through increased service understanding of the needs of children with disabilities in child protection processes.</p>

<b>Gender Reassign</b>	As the service aims to improve the assessment and analysis of need for individual children and young people, it will incorporate evidence and best practice for understanding risk and needs for vulnerable groups, including LGBTQI+ and trans people. The service will assist WD workforce to prioritise children's views and rights in safeguarding work.	<p>LGBT Youth Scotland research discussed in their report "Life in Scotland for LGBT Young People: Trans Report" details the challenges that young trans people have had in accessing services that understand and respond appropriately to their needs. There is evidence of disadvantage and lack of awareness in public services.</p> <p>Trans people of colour also experienced transphobia from trans-specific healthcare providers at more than double the rate of white respondents (13% compared to 6%) - Stonewall, 2016</p>	Positive - embedding the Signs of Safety model should allow practitioners increased competence and confidence in responding to each child or young person's unique needs in safeguarding work.
<b>Marriage &amp; Civil Partnership</b>	NA - there is no recent evidence available that marital status impacts child safety or child protection issues however there is some evidence that marital status can impact on parenting capacity and this is assessed in individual circumstances accordingly through GIRFEC processes. Signs of safety model focuses on individualised assessments of need and risk.	NA	NA
<b>Pregnancy &amp; Maternity</b>	The model includes recognition, response and assessment of risk and need for unborn babies and best practice guidance based on legislation and policy.	<p>GIRFEC, Scottish Gov, 2022 updated guidance</p> <p>National Child Protection Guidance in Scotland 2021, Scottish Gov</p>	Positive - an embedded model of practice should allow further consistency in quality of care and protection for unborn babies and their families.

<b>Race</b>	The service should ensure that the identified workforce is upskilled in understanding how race, ethnicity and culture can affect parenting, family life and child protection issues.	<p>Research from SCRA " An exploration of ethnic minority communities" and other agencies evidences how child protection issues can affects people from different ethnicities and cultural groups in different ways, and that services need awareness and understanding in how to respond then.</p> <p>DoE research highlights that children from Black and Asian families were more likely to be received into care than white English children. Given the diversity within WD's population, it is crucial that services understand the needs of children within their communities and that services are able to provide care that meets their cultural and identity needs.</p>	Positive - if learning is applied and adapted to suit WD communities.
<b>Religion and Belief</b>	As above, the service should allow the workforce more understanding of religious and cultural factors in child protection and welfare duties.	As above	As above
<b>Sex</b>	As sex and gender identity seem to impact on child protection and care admission outcomes for young people (Who Cares Scotland research; CYCJ research) it is crucial that the service empowers WD staff to understand the vulnerabilities and risk factors relevant to their CP work.	<p>GIRFEC, Scottish Gov, 2022 updated guidance</p> <p>National Child Protection Guidance in Scotland 2021, Scottish Gov</p> <p>West Dunbartonshire Child Protection Committee Inter-Agency Child Protection Learning and Development Strategy 2022 – 2025</p>	Positive

<b>Sexual Orientation</b>	<p>Numerous agencies have researched the impact of both parents sexual orientation and that of young people and the impact on child protection outcomes (NSPCC, BMJ, Children 1st).</p> <p>Stonewall highlight that 1 in 8 LGBTQI+ people reported that they had experienced unequal treatment from statutory services because of their LGBTQI+ identity.</p> <p>Given the diversity of WD population, it is crucial that HSCP services are able to identify and respond to any issues of such within CP processes and procedures.</p> <p>Upskilling through integration of the Signs of Safety model should allow individualised and child centered assessments and interventions.</p>	Stonewall, 2016 LGBTQ+ facts and figures	Positive
<b>Human Rights</b>	<p>There are numerous rights based issues in child protection and welfare work. The service will seek to embed children's rights focus into the workforce to ensure a rights led decision making process.</p>	<p>UNCRC - "The Convention on the Rights of the Child"</p> <p>UNICEF - "Child rights and human rights explained"</p> <p>National Child Protection Guidance in Scotland 2021, Scottish Gov</p> <p>Keeping the Promise implementation plan, Scot Gov 2022</p>	Positive

<b>Health</b>	<p>Child protection duties include close working of professionals from various disciplines. The service will extend to training staff with child protection duties or leadership roles within health, education and police services, alongside the SW workforce in WD.</p> <p>Families with significant health issues are more likely to have contact with services, including statutory services.</p> <p>Antenatal, maternity, health visiting and universal health services are a key protective factor in child protection work.</p>	<p>GIRFEC, Scottish Gov, 2022 updated guidance</p> <p>National Child Protection Guidance in Scotland 2021, Scottish Gov</p>	Positive, opportunities for improved partnership working, leading to improved outcomes for children and their families
<b>Social &amp; Economic Impact</b>	The impact of poverty and social wellbeing is closely linked to a child's likelihood to have contact with statutory services, and what that child and their families experiences in those processes will be. There remain many discrepancies in access to services and in outcomes from services for people from different social backgrounds. Alleviation of the impact of poverty can be a key child welfare task.	<p>GIRFEC, Scottish Gov, 2022 updated guidance</p> <p>National Child Protection Guidance in Scotland 2021, Scottish Gov</p>	Positive
<b>Cross Cutting</b>	There are numerous cross cutting factors, that should be analysed within the child protection/welfare assessment. The service from Signs of Safety seeks to upskill the workforce in recognising and responding to these considerations.	It would be useful to obtain data re equality outcomes for both the workforce and the people using services, and impact of this model of work.	NA

**Actions**



**Policy has a negative impact on an equality group, but is still to be implemented, please provide justification for this.**

**Will the impact of the policy be monitored and reported on an ongoing basis?**

Yes, through Children's Services audit and reporting processes.

**Q7 What is your recommendation for this policy?**

Introduce

**Please provide a meaningful summary of how you have reached the recommendation**

Embedding the Signs of Safety model into the WD children's workforce should allow consistency in quality of child protection focused work, increased confidence and competence in undertaking child protection and welfare tasks, and ultimately lead to improved outcomes for children in the area. This should allow for children and families to receive a more consistent service across different local authority areas, where the same model is applied. Leigh Taylor Ltd is the only provider of this training. The introduction of this training should have benefits for a number of protected groups.