



Fife Child Protection Committee **Learning & Development Annual Report 2024-2025**



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Welcome

I am pleased to present the 2024–2025 Learning & Development Annual Report for the Fife Child Protection Committee. A confident, skilled and well-supported multiagency workforce is central to keeping children and young people safe, and this report highlights the collective efforts across our partnership to build capability, strengthen shared understanding and support consistent, child-centred practice.

Over the past year, practitioners across services have continued to demonstrate a strong commitment to learning together, developing their practice and contributing to a shared approach to safeguarding. Their engagement in multiagency learning, reflection and collaboration is valued and plays an important role in improving outcomes for children and families.

The Learning & Practice Development Group has delivered a broad and responsive programme that supports the implementation of updated guidance, contributes to continuous improvement across the partnership and reinforces the importance of confident, informed child protection practice. I would like to thank all agencies and contributors who have supported this work, including those who have facilitated training, shared expertise or enabled staff to participate.

As we look ahead, we remain committed to ensuring our workforce has access to high-quality, accessible learning opportunities that reflect emerging needs and national developments. Continued collaboration and shared commitment will be essential as we move into the year ahead.

As Chair of the CPC Learning and Practice Development Group, I am pleased to introduce the 2024/2025 Evaluation Report for Fife Child Protection Committee's (CPC) Multi-Agency Training Programme. This report highlights our shared commitment to strengthening the knowledge and capabilities of our multi-agency workforce to protect and support Fife's children and young people.

I would like to express my sincere appreciation to all partner agencies who have played a role in shaping and delivering this year's training. Your collaboration and dedication have been vital in ensuring our workforce is well-prepared to meet the complex needs of the most vulnerable in our communities.

A heartfelt thank you also goes to our Workforce Development Lead Officer (WDLO), whose coordination, versatility and unwavering commitment have been central to the success and accessibility of our training programme throughout the year.

Looking ahead, we remain firmly committed to investing in the development of our workforce. Ongoing learning and collaboration are essential to keeping children and young people safe, and we will continue to prioritise this work in the years to come.

Thank you for your continued support and contributions to this.

Rebecca Saunders,
Chair

1. Introduction

The Learning & Practice Development Group (LaPDG) supports Fife's multiagency workforce to protect children and young people by providing highquality learning that complements singleagency training and strengthens shared understanding across services. This report summarises the multiagency workforce development activity delivered between August 2024 and July 2025, highlighting key themes, participation, and the impact on practice. It is designed for practitioners, managers, partners, elected members, and the wider public, and forms part of the Fife Child Protection Committee's commitment to continuous improvement, collaboration, and confident, childcentred practice.



2. The Role of the Learning & Practice Development Group

The Learning & Practice Development Group (LaPDG) leads Fife's multiagency child protection workforce development by identifying shared learning needs, coordinating accessible multiagency learning, and ensuring that training complements singleagency programmes across Social Work, Education, NHS Fife, Police Scotland, Housing, and the third sector. The group brings practitioners together to build a shared understanding of roles, thresholds, and procedures, supports the implementation of updated guidance and improving practice, and works closely with CPC subgroups to ensure that learning reflects local priorities such as neglect, contextual safeguarding, and strengthening the voice of the child.

The LaPDG's remit includes evaluation of impact, ensuring feedback and reflective insights inform future programme design and align with the CPC Improvement Plan.



3. Workforce Development Overview 2024–2025

During 2024–2025, the Learning & Practice Development Group delivered a broad programme of multiagency workforce development that supported practitioners across Fife to build confidence, strengthen shared understanding, and apply consistent approaches to child protection practice. Activity focused on core child protection processes, neglect, disability, parental mental health, substance use, return discussions, support for young people aged 15+, and reflective workshops designed to assess longerterm impact. Demand remained high across agencies, and practitioners continued to value the opportunity to learn together, share perspectives, and embed updated guidance and procedures into everyday practice.

Achievements

- Streamlined evaluation methods across all courses to support consistent pre and posttraining measurement.
- Introduced a new MultiAgency LongTerm Reflective Workshop to assess the sustained impact of training.
- Continued strong managerial support for staff participation in multiagency learning.
- Promoted the integration of training reflection into supervision across agencies.
- Proactively engaged services with low representation to broaden participation across the workforce.

New Courses

During this reporting period the following sessions were added to our calendar

- **Introductory Workshop: National Guidance for Child Protection (Fife 2020, updated 2023):** A threehour multiagency workshop supporting practitioners to understand recent national guidance updates and apply these within their own service context.
- **Vulnerable Young Persons Protocol – MultiAgency Information Session:** A onehour webinar introducing the new guidance for supporting 16 and 17yearolds, outlining pathways and practitioner responsibilities.

The following pages provide a detailed breakdown of each course delivered during 2024–2025, including attendance patterns, agency representation, and key learning outcomes.



4. MultiAgency Workforce Development Activity

CPC MultiAgency Child Protection Procedures (2 days)

✓ Key Learning Outcomes

Participants will:

- Understand the updated National Guidance for Child Protection (2021, updated 2023)
- Recognise abuse and neglect and know how to respond
- Understand Fife's child protection processes (IRD, JII, medicals, SCIM, CPPMs)
- Know how agencies work together, including Housing, SCRA and CAIT
- Understand consent, confidentiality and key legislation
- Be aware of the principles of contextual safeguarding

✎ Post Training Survey Summary

- 85 delegates completed the posttraining questionnaire
- 94% rated 3/3 for confidence in identifying signs of abuse and/or neglect

★ Impact Highlight

"Practitioners reported a broader understanding of how agencies work together to keep children safe."

📄 Course Delivery Summary

- 5 Sessions offered
- 5 Sessions delivered
- 0 Sessions cancelled
- 86 Attended
- 21 DNAs

👤 Breakdown by Agency

- **Early Years (FC Funded Provider)**
14 Attended • 3 Did not attend
- **Education (Fife Council)**
3 Attended • 1 Did not attend
- **Housing (Fife Council)**
3 Attended
- **Residential Childcare (FC)**
1 Attended • 1 Did not attend
- **Residential Childcare (Independent)**
5 Attended • 1 Did not attend
- **Medical Centre / Independent School**
1 Attended
- **NHS Fife**
11 Attended • 2 Did not attend
- **Police Scotland**
4 Attended • 1 Did not attend
- **SACRO**
1 Attended
- **Social Work**
15 Attended • 7 Did not attend
- **Third Sector**
22 Attended • 5 Did not attend

💬 Top Comment

"I now have a much broader understanding of how agencies across Fife work together to keep children safe, and a clearer sense of the information I should share and why context matters."

CPC MultiAgency Child Protection & Children and Families Affected by Disability

✓ Key Learning Outcomes

Participants will:

- Increase knowledge about the abuse and neglect of children and young people with disabilities
- Understand relevant legislation, guidance and terminology
- Learn about specialist teams in Fife and how multiagency child protection procedures operate for children with disabilities

✍ Post Training Survey Summary

- 17 delegates completed the posttraining questionnaire
- 100% rated 3/3 for confidence in identifying signs of abuse and/or neglect in their role

★ Impact Highlight

“Practitioners reported improved knowledge and understanding of child protection procedures for children with disabilities.”

📄 Course Delivery Summary

- 2 Sessions offered
- 1 Sessions delivered
- 1 Sessions cancelled (Cancellation due to lastminute unavailability of NHS and Education speakers)
- 17 Attended
- 7 DNAs

👤 Breakdown by Agency

- **Residential Childcare (Fife Council)**
7 Attended
- **NHS Fife**
1 Attended
- **Police Scotland**
1 Attended
- **Social Work**
6 Attended • 7 Did not attend
- **Third Sector**
2 Attended

💬 Top Comment

“The course was well thought out and planned to ensure I had the knowledge and understanding of child protection procedures in my role. The speakers were professional and knowledgeable.”

CPC MultiAgency Child Protection & Children and Families Affected by Substance Use

✓ Key Learning Outcomes

Participants will:

- Understand the local and national context of substance use and its impact
- Recognise the impact of parental substance use and children's own substance use
- Strengthen multiagency partnership working in cases involving substance use
- Consider the child's perspective, recovery journeys and wholefamily approaches
- Apply child protection procedures in the context of chronic substance use

✍ Post Training Survey Summary

- 33 delegates completed the posttraining questionnaire
- 99% rated 3/3 for confidence in identifying signs of abuse and/or neglect

★ Impact Highlight

"Facilitators and speakers were praised for strong expertise and for improving confidence in assessing risk linked to substance use."

📄 Course Delivery Summary

- 2 Sessions offered
- 2 Sessions delivered
- 0 Sessions cancelled
- 39 Total Attended
- 9 DNAs

👤 Breakdown by Agency

- **Education**
1 Attended
- **Housing (Fife Council)**
1 Attended • 1 Did not attend
- **Residential Childcare (Fife Council)**
1 Attended
- **NHS Fife**
8 Attended
- **Police Scotland**
1 Attended
- **Social Work**
19 Attended • 5 Did not attend
- **Third Sector**
7 Attended • 2 Did not attend
- **MARAC**
1 Attended
- **Safer Communities**
1 Did not attend

💬 Top Comment

"Overall, a very positive learning experience. All facilitators and speakers were knowledgeable in their fields and able to answer questions. Very good."

CPC MultiAgency Child Protection and Return Discussions

(formerly Return Home Welfare Interviews)

✓ Key Learning Outcomes

Participants will:

- Understand the National Guidance for Child Protection (2021, updated 2023) in relation to missing children
- Feel confident conducting Return Discussions
- Know how to record and share information arising from Return Discussions
- Understand the term “Contextual Safeguarding” in the context of missing episodes
- Recognise the role of SCRA when dealing with multiple missing episodes or VPD notifications

✍ Post Training Survey Summary

- 24 delegates completed the posttraining questionnaire
- 100% rated 3/3 for confidence in identifying signs of abuse and/or neglect

★ Impact Highlight

“Practitioners valued the clear, multiagency explanations of how services support young people through missing and returnhome processes.”

📄 Course Delivery Summary

- 2 Sessions offered
- 2 Sessions delivered
- 0 Sessions cancelled
- 43 Attended
- 5 DNAs

👤 Breakdown by Agency

- **Residential Childcare (Fife Council)**
34 Attended • 5 Did not attend
- **Residential Childcare (Independent)**
2 Attended
- **Police Scotland**
3 Attended
- **Social Work**
4 Attended

💬 Top Comment

“Delivery was very good and captured all aspects of the services that support young people during missing and return-home processes.”

CPC MultiAgency Child Protection & Children and Families Affected by Poor Parental Mental Health

✓ Key Learning Outcomes

Participants will:

- Raise awareness of risks and protective factors relating to poor parental mental health
- Strengthen confidence in responding appropriately to concerns
- Keep the child at the centre when considering parental mental health and risk

✍ Post Training Survey Summary

- 41 delegates completed the posttraining questionnaire
- 93% rated 3/3 for confidence in identifying signs of abuse and/or neglect

★ Impact Highlight

“Participants gained clearer understanding of how parental mental health affects children’s lived experiences and what signs to look for.”

📄 Course Delivery Summary

- 3 Sessions offered
- 3 Sessions delivered
- 0 Sessions cancelled
- 41 Attended
- 19 DNAs

👤 Breakdown by Agency

- **Early Years (FC Funded Providers)**
1 Attended
- **Education (Fife Council)**
5 Attended
- **Housing (Fife Council)**
3 Attended • 1 Did not attend
- **Residential Childcare (Fife Council)**
1 Attended • 1 Did not attend
- **NHS Fife**
5 Attended • 4 Did not attend
- **Police Scotland**
1 Attended
- **Social Work**
20 Attended • 7 Did not attend
- **Third Sector**
2 Attended
- **Community Learning & Development**
1 Attended
- **Fife Violence Against Women Partnership**
1 Attended
- **MARAC**
1 Attended
- **Unknown absentees**
6 Did not attend

💬 Top Comment

“I learned about the barriers adults face when managing their mental health and how to explain poor parental mental health to children to help them understand their experiences.”

CPC MultiAgency Child Protection Planning Meetings

✓ Key Learning Outcomes

Participants will:

- Understand their role before, during, and after a Child Protection Planning Meeting (CPPM)
- Understand the CPPM format, including the responsibilities of the Chair and other professionals

✍ Post Training Survey Summary

- 30 delegates completed the posttraining questionnaire
- 80% rated 3/3 for confidence in identifying signs of abuse and/or neglect

★ Impact Highlight

“Participants valued clear explanations of CPPM structure and improved confidence in their contribution to the planning process.”

📍 Course Delivery Summary

- 3 Sessions offered
- 2 Sessions delivered
- 1 Sessions cancelled (Cancellation due to clash with Social Work service redesign; all delegates rescheduled)
- 30 Attended
- 2 DNAs

👤 Breakdown by Agency

- **Education (Fife Council)**
3 Attended
- **Housing (Fife Council)**
4 Attended • 1 Did not attend
- **Residential Childcare (Fife Council)**
2 Attended
- **NHS Fife**
8 Attended • 1 Did not attend
- **Police Scotland**
4 Attended
- **Social Work**
7 Attended
- **Third Sector**
2 Attended

💬 Top Comment

“Good group discussions involving all participants, clear and concise breakdown of what CPPMs entail.”

CPC MultiAgency Child Protection and Court Skills (Proof Hearings)

✓ Key Learning Outcomes

Participants will:

- Develop understanding of the proof hearings court process
- Strengthen confidence in presenting evidence within a proof hearing

✍ Post Training Survey Summary

- 12 delegates completed the posttraining questionnaire
- 100% reported that all learning outcomes for this session were met

★ Impact Highlight

“Participants valued hearing directly from a Sheriff about expectations and the structure of court proceedings.”

📄 Course Delivery Summary

- 1 Sessions offered
- 1 Sessions delivered
- 0 Sessions cancelled
- 12 Attended
- 2 DNAs

👤 Breakdown by Agency

- **Social Work**
10 Attended • 2 Did not attend
- **NHS Fife**
2 Attended

💬 Top Comment

“This was a very informative and valuable session, hearing directly from a Sheriff about expectations, roles, and how proceedings work.”

CPC MultiAgency Child Protection for Social Workers and Others Working with 15+

✓ Key Learning Outcomes

Participants will:

- Confidently discuss types of abuse, neglect, and the principles of contextual safeguarding
- Understand overlaps in legislation affecting young people aged 16, 17 and 18, across Child Protection and Adult Support and Protection
- Consider scenarios involving older young people and explore appropriate professional responses
- Understand how Fife's procedures apply to this age group, including the Vulnerable Young Persons Protocol and Care and Risk Management (CARM)

✍ Post Training Survey Summary

- 34 delegates completed the posttraining questionnaire
- 100% rated 3/3 for confidence in identifying signs of abuse and/or neglect

★ Impact Highlight

“Participants highlighted improved clarity on the crossover between child and adult legislation for young people aged 15+.”

📄 Course Delivery Summary

- 3 Sessions offered
- 3 Sessions delivered
- 0 Sessions cancelled
- 34 Attended
- 5 DNAs

👤 Breakdown by Agency

- **Social Work**
33 Attended • 5 Did not attend
- **Third Sector**
1 Attended

💬 Top Comment

“Teams training can be difficult at times, but the facilitator was clear, approachable and kept the delivery focused and relevant — really helpful given how broad child protection can be.”

CPC MultiAgency Introductory Workshop: National Guidance for Child Protection in Fife 2020 (Updated 2023)

✓ Key Learning Outcomes

Participants will:

- Understand how the National Guidance for Child Protection in Scotland 2021 (updated 2023) is being implemented in Fife
- Gain awareness of the key changes to local child protection processes
- Strengthen understanding of their responsibilities under updated multiagency procedures

📝 Post Training Survey Summary

- 44 delegates completed the posttraining questionnaire
- 100% rated 3/3 for awareness of the updated National Guidance and related changes in Fife

★ Impact Highlight

“Practitioners valued the clear explanation of how new processes replace previous systems, with jargonfree delivery that supported staff not in core child protection roles.”

📍 Course Delivery Summary

- 3 Sessions offered
- 3 Sessions delivered
- 0 Sessions cancelled
- 44 Attended
- 11 DNAs

👤 Breakdown by Agency

- **Education (Fife Council)**
5 Attended • 1 Did not attend
- **Community Learning & Development**
1 Attended
- **Housing (Fife Council)**
13 Attended • 2 Did not attend
- **Fife Violence Against Women Partnership**
1 Attended
- **Residential Childcare (Independent)**
1 Attended
- **NHS Fife**
4 Attended • 1 Did not attend
- **SCRA**
2 Attended • 1 Did not attend
- **Social Work**
6 Attended • 2 Did not attend
- **Third Sector**
11 Attended • 2 Did not attend
- **Residential Childcare (Fife Council)**
1 Did not attend
- **Independent Nursery**
1 Did not attend

💬 Top Comment

“This session was really clear — what helped most was understanding what the new processes were replacing. The trainer avoided jargon and supported those who are not in core child protection roles.”

CPC MultiAgency Reflective Workshop

✓ Key Learning Outcome

Participants will:

- Reflect on the longterm impact of previous CPC multiagency training in a supportive, multiagency forum

✍ PostTraining Survey Summary

- 11 delegates attended
- 0 DNAs recorded

(No formal questionnaire statistics provided – this is consistent across the WDLO material.)

★ Impact Highlight

“Participants reported that reflective discussions strengthened their confidence and helped them apply learning to real practice over time.”

📍 Workshop Delivery Summary

- 3 Sessions offered
- 3 Sessions delivered
- 0 Sessions cancelled
- 11 Attended
- 0 DNAs

👤 Breakdown by Agency

Agency not recorded for this anonymous workshop.

💬 Top Comments

Participants said:

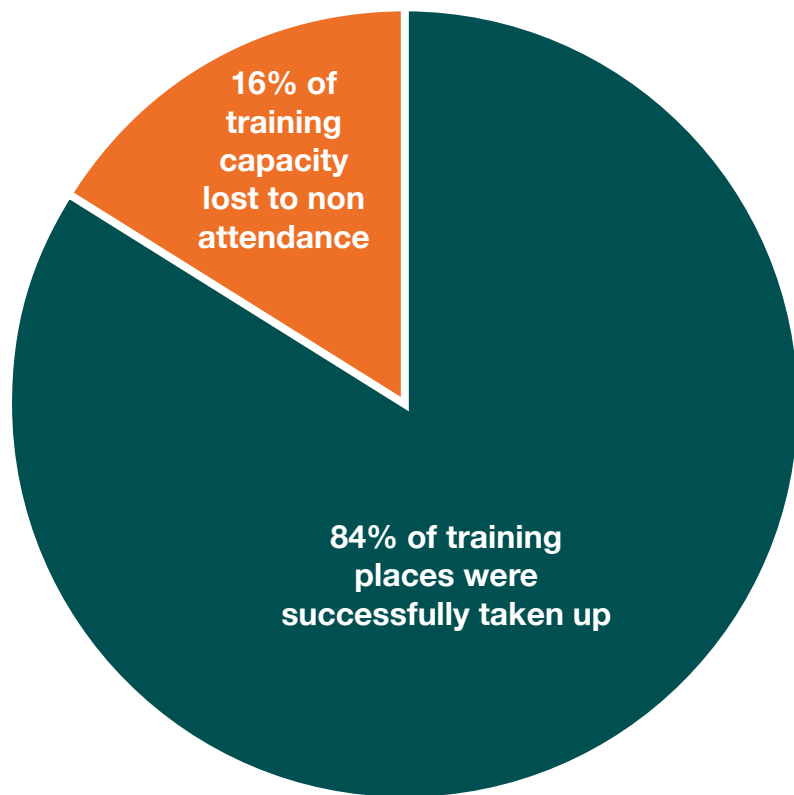
“I learned more on a two day course than I had in six months new to post.”

“Following the child protection procedures, I identified three children with petechial bruising and notified the CP team immediately.”

“I felt empowered spending the day with other professionals and learning from them.”

5. Engagement and Attendance Patterns

Across the 2024–2025 programme, 327 practitioners attended multiagency workforce development sessions, with representation from social work, health, education, residential childcare, housing, police, and thirdsector services. While demand remained strong and feedback consistently positive, nonattendance continued to impact capacity, with 62 places lost after the administrative cutoff point. Reminders and clear guidance helped reduce avoidable DNAs, but operational pressures and staffing challenges remained contributing factors.



6. Impact of Workforce Development

Multiagency workforce development continued to have a strong and measurable impact on child protection practice across Fife during 2024–2025. Delegate feedback consistently highlighted increased confidence in identifying risk, improved understanding of thresholds and procedures, and clearer knowledge of roles across agencies. Reflective Workshops provided evidence of sustained changes in practice, including strengthened analysis, better information sharing, and more confident decisionmaking in complex situations. Practitioners also described feeling more supported in their roles, particularly when learning alongside colleagues from different services. Key themes from impact feedback are illustrated in the visuals that follow.



7.

Priorities and Development Actions 2025–2026

The Learning & Practice Development Group will take forward the following priorities and development actions over the coming year. These reflect workforce needs, learning from practice, and wider CPC improvement activity, and continue our commitment to strengthening a confident, skilled and collaborative multiagency workforce.

Broadening Engagement and Increasing Flexibility Across the Workforce:

- Increase participation across all agencies by offering more flexible formats, timings and access options.

Embedding Lived Experience and Children’s Voices:

- Strengthen the use of lived experience and children’s views within training design and delivery.
- Expanding Reflective Practice Opportunities:
Extend reflective learning sessions to support deeper, longerterm application of training.

Strengthening Supervision and the Embedding of Learning:

- Reinforce the role of highquality supervision in embedding learning into everyday practice.

Enhancing MultiAgency Balance Within Training Cohorts:

- Encourage balanced representation across agencies to support richer learning and shared understanding.

Developing Flexible and Accessible Learning Options:

- Expand modular, digital and hybrid formats to improve accessibility and meet workforce needs.

Aligning Workforce Development With Updated Guidance and Emerging National Priorities:

- Ensure training reflects updated guidance, local priorities and national developments.

9. Conclusion

The 2024–2025 multiagency workforce development programme has strengthened child protection practice across Fife by building confidence, supporting collaboration, and embedding updated guidance and procedures. High engagement levels, strong feedback, and evidence from reflective workshops demonstrate the ongoing value of learning together across agencies. The Learning & Practice Development Group will continue to work closely with partners to ensure that future workforce development remains accessible, relevant, and aligned to the CPC’s strategic priorities, supporting practitioners to deliver effective, childcentred practice across Fife.

10. Acknowledgements

The Learning & Practice Development Group would like to thank all partner agencies and subjectmatter experts who contributed to the delivery of the 2024–2025 programme. Their commitment ensures that practitioners across Fife have access to highquality, meaningful learning that supports improved outcomes for children and young people.

11. Contact Information

For any questions about multiagency workforce development, please contact:
childprotection.training@fife.gov.uk