



Item No: 7

Meeting Date: Wednesday 11th April 2018

Glasgow City Integration Joint Board Public Engagement Committee

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IMPROVING CULTURAL COMPETENCE IN CHILDREN'S SERVICES

Purpose of Report:	To update committee on commitment to continuous improvement ensuring a culturally competent workforce with specific reference to working with Black African Families.
Background/Engagement:	Increasing concerns noted by services advocating on behalf of Black African Families in North East locality prompted data analyses confirming Black African Families where disproportionately represented on the child protection register. This prompted review of learning needs and requirement to improve engagement with Black African community.
Recommendations:	The IJB Public Engagement Committee is asked to: a) Note the contents of this report; and b) Note the progress made ensuring culturally competent workforce.

Relevance to Integration Joint Board Strategic Plan:

The IJB Strategic plan outlines 5 key priorities that apply to all HSCP services. This report is relevant to :

- Early Intervention and Harm reduction.
- Providing greater self determination and choice.
- Shifting balance of care.
- Public protection – including keeping young people safe from harm.

Implications for Health and Social Care Partnership:

Reference to National Health & Wellbeing Outcome:	All 9 outcomes are associated with this report
Personnel:	Officers will remain involved wherever necessary to deliver culturally competent workforce.
Carers:	Engagement and participation of carers remain critical features of this development.
Provider Organisations:	Community participation and utilising support of Black African network of providers remain key areas of development.
Equalities:	Equalities Act (2010) sets out the public sector general duty that requires public sector bodies to pay due regard to the need to eliminate unlawful discrimination victimisation and harassment, advance equality and opportunity and foster good relations.
Financial:	Costs associated with child protection registration can vary considerably with recent analysis indicating a cost of £20,000 for one child remaining on register for a year.
Legal:	Children Young Peoples (Scot) Act (2014) Community Empowerment (Scot) Act (2015)
Economic Impact:	Adopting approaches which seek to intervene earlier and reduce risk is more cost effective than addressing consequences.
Sustainability:	None
Sustainable Procurement and Article 19:	None
Risk Implications:	None
Implications for Glasgow City Council:	None
Implications for NHS Greater Glasgow & Clyde:	None

1. Background

- 1.1 Child protection registrations significantly increased during 2011/12 from the lowest 350 to the highest during this period reaching 500. Since 2012 there has been no significant change in trends and the figure of approximately 500 remained fairly static until January 2017. During 2017 there was a significant drop in Child Protection registrations of 37% to a city wide total of 314 (Feb 2018). During the same period each of the three localities experienced a reduction as follows;
 - NE reduction from 229 to 116 49%
 - NW reduction from 148 to 106 28%
 - South reduction from 117 to 86 26%
- 1.2 Minority ethnic population has more than doubled in the last decade, with growth across most ethnic groups, significantly amongst African, Polish and Roma communities. (Mainstreaming Equalities Plan 2016-18.)
- 1.3 Concerns around an increase in referrals to Social Work Services for Black African Families were highlighted by both education and health services during 2014/15 period. This concurred with what chairs of the Child Protection Case Conferences had anecdotally been experiencing with specific reference to the category of physical abuse.
- 1.4 North East locality also experienced an increase in enquiries from Black African Families and community advocacy during 2014/15 in relation to practice around child protection process and assessment.
- 1.5 A comprehensive audit review of 53 families on child protection register in North East during 2015 confirmed that Black African children were over-represented in the audit sample
 - Black African families account for a population of 4440 (2.7%) of the city's North East population, in comparison to 88.9% of the city's White Scottish, British and Irish population.
 - 28.5 % of the sample group were Black African children, compared to 45.2% who were White Scottish.

2. Developments

- 2.1 Audit and analyses confirmed need for significant learning and development resulting in small working group of two locality managers established contact with AFRUCA (Africans Unite Against Abuse) and attendance at two day 'Safeguarding Black African Families ' training held in Tower Hamlets London Nov 2015.

- 2.2 The Working Group presented findings of training to local management events and established clear need for the development of full and comprehensive training programme ensuring Glasgow City HSCP Children's services are equipped in recognising cultural needs of African Families.
- 2.3 The Working Group expanded during 2017 with additional representative from Child Protection team in recognition of scope and breadth of work and requirement to retain city wide focus.
- 2.4 The Working Group has established crucial links with community representative and founder/ project manager of 'African Challenge, a voluntary organisation dedicating to supporting and promoting the lives of African people living in Scotland.
- 2.5 African Challenge confirmed they are supporting 50 families in the north east and north localities of Glasgow and suggested that there was a deep rooted fear of statutory Social Work in African community, being further fuelled by myths and belief in racist professional practice.
- 2.6 This relationship culminated in workshop presentation on 'Safeguarding African Families' at African Challenge summer 2017 event and remains a pivotal point in improving relations and ensuring collaborative approach.
- 2.7 The Working Group presented workshop to national "Pride in Practice" conference towards late 2017. Feedback consolidated the Glasgow approach and was well received by those in attendance. Reflections of this event have confirmed Glasgow is very progressive in this area of work resulting in requests for collaboration across other local authorities sharing Glasgow learning.
- 2.8 During the same period the working group presented their findings to the Glasgow City HSCP Equalities board and resulted in further training requests from Strategic Policy and Planning team.
- 2.9 More recent figures indicate that Black African Families currently account for 5% of all child protection registrations in North East in keeping with city wide average (Feb 2018) reflecting a significant reduction of 23.5% when compared with the sampled review in 2015.

3. Next Steps

- 3.1 More recently the members of the working group have been approached by Kenyan Women in Scotland Association (KWISA) praising Glasgow for their innovation and commitment to this area of work and requesting a need to draw upon Glasgow produced research and findings.

- 3.2 Relationships with local groups continue to flourish with 'Cultural Competence with Black and Minority Ethnic Families' (BAME) training delivered to local BAME groups facilitated by women's support project. Whilst the event was positively received with strong indications that relations are improving there nonetheless remains a need for increased community engagement.
- 3.3 The Working Group members are now affiliated members with 'Safeguarding the African Child in Scotland' national forum with a commitment to present Glasgow improvements and continual commitment to national conference in June 2018.
- 3.4 Since the development of the awareness training sessions the working group have consolidated their findings and research into a comprehensive training for trainers course providing greater reach and efficiencies in training delivery.
- 3.5 Progress in this area should be recognised in the context Of Children's Services transformation strategy and the governance arrangements which drive Equalities Outcome Planning.
- 3.6 Draft report discussed at Children's Core Leadership Group and confirmed that training and findings should be mainstreamed across HSCP with agreement that this become incorporated into mandatory training requirements delivered and coordinated by Glasgow City HSCP Child Protection Team.
- 3.7 Summary of findings and activity including training proposal will be discussed at Child Protection Committee and all relevant Governance fora agreeing next steps.
- 3.8 Whilst the basis of this work focused on child protection registrations it remains clear that the need to develop a culturally competent workforce is not unique to Children's Services and consideration should be applied to the broader learning across the organisation.

4. Recommendations

- 4.1 The IJB Public Engagement Committee is asked to:
 - a) Note the contents of this report; and
 - b) Note the progress made ensuring culturally competent workforce.