Aberdeen City Council Part D – Abuse and Response

5. Abuse

5.1 Nature

What was the nature of abuse and/or alleged abuse of children in foster care, for example, sexual abuse, physical abuse, emotional abuse?

The nature of the abuse and/or alleged abuse was neglect, emotional, physical, psychological, and sexual.

5.2 Extent

a) What is the local authority's assessment of the scale and extent of abuse of children in foster care?

Aberdeen City Council is aware that there have been complaints and allegations of abuse made by children in foster care. It is known that there have been criminal convictions in respect of the abuse of children cared for in foster care. Whilst it is acknowledged that abuse has occurred within the timeframe of the Inquiry, it is not possible to be sure of the extent and scale of abuse of children in foster care.

b) What is the basis of that assessment?

The basis of this assessment is that the Council knows there have been complaints, allegations, investigations, and convictions. However the Council acknowledges that, from the evidence so far and indeed our knowledge of well publicised incidents throughout the UK in respect of other settings or contexts, it seems reasonable to assume that there were other incidences of abuse which the Council is not currently aware of.

The Council's selection of records has therefore been determined on the basis of risk. The sampling has been carried out on the basis that there have been convictions, allegations of criminality, complaints, and investigations. The methodology is on the basis that these cases are most likely to hold evidence of abuse or allegations of abuse of children in foster care. The sample only offers a 'snapshot' due to the large number of foster carers and children in foster care.

The Council have not always held a database of complaints made in relation to foster carers. The Council's social work electronic information management system careFirst went live in 1999. In 2011 complaints started to be logged in the system as an assessment form.

Although the social work information management system records how many complaints have been made regarding children looked after in foster care from 2001, these relate to all manner of complaints, not specifically complaints of abuse in foster care.

From care First, it has been determined that 405 complaints have been made in relation to the care of Looked After Children who had spent time in foster care. A business objects report was pulled from the system for complaints up until December 2014 for children in foster care and 318 children were identified to be relative to the material time of the case study.

However not all complaints are specifically about alleged or actual abuse in foster care. Of the 318 children, 170 children's records were accessed to meet the terms of reference for the Inquiry which equated to the reading of 285 files. Historically the complaint files are held separately although alongside the social work record. There can be more than one complaint record for each person. They are retained in individual complaint files and may be made up of several individual files.

De-registrations of foster carers have also been interrogated and records of foster carers have been accessed to understand more fully the reason that the foster carer was de-registered. The Council recognises due to historic recording and retention periods that it seems reasonable to assume that there were other de-registrations which the Council is not currently aware of.

Social Work records have been specifically selected, relating to children formerly fostered who have come forward to progress civil claims against the Council and its predecessor organisations. Files have also been

sampled where a foster child has requested access to their records, as an adult, through Right to Access – Subject Access Requests. Any information discovered that could be used to respond to this Section 21 has been extracted to be used as evidence.

- c) How many complaints have been made in relation to alleged abuse of children in foster care? See response at 5.9
- d) Against how many foster carers have the complaints referred to at (c) above been made? See response at 5.9
- e) How many foster carers have been convicted of, or admitted to, abuse of children? See response at 5.8 and 5.13
- f) How many foster carers have been found by the local authority to have abused children? See response at 5.8 and 5.9
- g) Against how many family members of foster carers have complaints been made in relation to alleged abuse of children?

See response at 5.8 and 5.9

h) How many family members of foster carers have been convicted of, or admitted to abuse of children?

See response at 5.13

i) How many family members of foster carers have been found by the local authority to have abused children?

See response at 5.8 and 5.9

j) Against how many other children placed in foster care in the same placement have complaints been made in relation to the alleged abuse of children?

See response at 5.9

k) How many other children placed in foster care in the same placement have been convicted of, or admitted to abuse of children?

See response at 5.8 and 5.9

I) How many other children placed in foster care in the same placement have been found by the local authority to have abused children?

See response at 5.8 and 5.9

5.3 Timing of Disclosure/Complaint

a) When were disclosures and complaints of abuse and/or alleged abuse of children in foster care made to the local authority?

It is known, through research that people do not always disclose or come forward about the abuse they have experienced for many years, often 30 - 40 years after the event. The Council's research shows that some allegations are made immediately, within days, and others many years later.

Examples of timing of disclosure/complaint:

5.3 -1), 5.3 -2), 5.3 -3), 5.3 -4), 5.3 -5), 5.3 -6), 5.3 -6), 5.3 -7), 5.3 -8), 5.3 -9), 5.3 -10), 5.3 -11), 5.3 -12), 5.3 -13)
When researching Post Investigation Strategy Meeting (PISM) Minutes - an internal strategy meeting involving all Council professionals involved with the child, along with appropriate senior management - which range from 2008-2014 the disclosures of abuse are, often within days of the incident.

b) To what extent were complaints and disclosures made while the abuse or alleged abuse was ongoing or recent? See response at 5.3 a.

c) To what extent were/are complaints made many years after the alleged abuse i.e. about non-recent abuse?

See response at 5.3 a.

d) Are there any patterns of note in terms of the timing/disclosure of abuse and/or alleged abuse?

There do not appear to be any patterns emerging in terms of the timing/disclosure of abuse and/or alleged abuse. Some of the disclosures are made days or weeks after the alleged abuse whereas others are made years after the event. In general, the more recent cases tend to be reported in a shorter time frame.

5.4. External Inspections

a) What external inspections have been conducted relating to children in foster care which considered issues relating to abuse and/or alleged abuse of children?

It is known from Professor Norrie's 'Legislative background to the treatment of children and young people living apart from their parents' that inspection duties for social work would often lie with the local authority. The Aberdeen City Council minutes support this assertion, with reference to an Inspector of Boarded out children being appointed in 1935.

- 5.4 -1) Inspector of Boarded-Out children appointed 1935: The letter dated 1 October 1935 states "that the Department have decided to revert to their former practice of having on their staff an Inspector of Boarded-Out Children...duties will include the examination of the arrangements for dealing with children who come under the care of local authorities, the inspection of the children in the homes and institutions in which they are placed, and the carrying out of investigations into questions arising under Part III of the Poor Relief Regulations (Scotland) 1934.
- 5.4 -2) Norrie Legislative background (Pg 114-115) states that it was "following the Regulation of Care (Scotland) Act 2001 there was a recognised need for a regulatory body to uphold the new national care standards... The Scottish Commission for the Regulation of Care ('the Care Commission') has been responsible for the registration and inspection of a range of services, including fostering and related services (sometimes known as family placement services), provided by fostering agencies since April 2002".

These external inspections are not conducted relating to children in foster care which considered issues relating specifically to alleged abuse of children, the external inspections do however consider protecting children from abuse as this is a key function of the organisation and social work services.

- 5.4 -3) CC Inspection Report 09 10 2006 (Pg. 5) states that this was the first inspection by the Care Commission.
- 5.4 -3) CC Inspection Report 09 10 2006
- 5.4 -4) CC Inspection Report 27 11 2007
- 5.4 -5) CC Inspection Report 06 11 2008
- 5.4 -6) CC Inspection Report 24 11 2009
- 5.4 -7) SCSWIS Joint Inspection Report June 2011 This report states SCSWIS has now taken over the CC Inspections
- 5.4 -8) CI Inspection Report 13 03 2013
- 5.4 -9) CI Inspection Report 05 03 2014
- 5.4 -10) CI Joint Inspection Report January 2015

There were also external inspections for Aberdeen City Council, while these did not directly inspect the fostering service, they had ramifications for the overall operation of the service, indirectly impacting on issues relating to abuse and/or alleged abuse of children.

- 5.4 -11) SWIA Performance Inspection 2008
- 5.4 -12) SWIA Follow Up Report March 2011
- 5.4 -13) CI Scrutiny Report 20 December 2012

For each such external inspection please answer the following:

b) Who conducted the inspection?

The Care Commission (CC) carried out external inspections from 2006 -2014. The Social Work Inspection Agency carried out an inspection in 2008 and 2011. There were two joint inspections, one in 2009 and the other in 2015. The 2015 Care Inspectorate inspection was joint with inspectors from the Care Inspectorate, Education Scotland, Healthcare Improvement Scotland and Her Majesty's Inspectorate of Constabulary for Scotland. The inspection team also included young inspection volunteers.

c) Why was the inspection conducted?

- 5.4 -3) The 2006 inspection (Pg. 3) states that "In accordance with Care Commission inspection guidance 2006-2007 the Service was inspected after a Regulation Support Assessment (RSA) was carried out to determine what level of support was necessary. The RSA is an assessment undertaken by the Care Commission Officer which considers: complaints activity, changes in the provision of the service, nature of notifications made to the Care Commission by the service, action taken upon requirements made at the previous inspection. This Service was assessed as requiring a medium level of support.
- 5.4 -4) The 2007 inspection states (Pg. 2) that the service was inspected after a Regulation Support Assessment (RSA) was carried out by the Care Commission to determine the intensity of inspection necessary. The assessment resulted in the service receiving a low RSA score and so a low intensity inspection was required as a result. The Care Commission is satisfied that services are working hard to provide consistently high standards of care.
- 5.4 -5) 5.4 -6) 5.4 -8) and 5.4 -9) The RSA assessments for 2008, 2009, 2013 and 2014 were completed, and a low RSA score received, which meant a low intensity inspection was required for each of these.
- 5.4 -7) SCSWIS Joint Inspection Report June 2011 states that the Joint inspection of services to protect children and young people in Aberdeen City Council area was carried out in March 2011 with the report being published in June 2011.
- 5.4 -10) The inspection of services for children and young people was carried out at the request of Scottish Ministers and was carried out between August and October 2014 with the report being published in January 2015
- 5.4 -12) and 5.4 -13) The Social Work Inspection Agency carried out inspections on Social Work services provided by Aberdeen City Council, these were focussed on the whole service rather than directly focussed on fostering.

d) When was the inspection conducted?

- 5.4 -3) 9 October 19 October 2006
- 5.4 -4) 27 November 2007 to 6 December 2007
- 5.4 -11) June 2008
- 5.4 -5) 28 October 2008 6 November 2008
- 5.4 -6) 16 November 2009 24 November 2009
- 5.4 -12) Not recorded: states ongoing from January 2010
- 5.4 -7) March 2011
- 5.4 -13) Initial scrutiny level assessment May 2012 August 2012, and 30 sessions between 6 September 2012 and 26 September 2012.
- 5.4 -8) 16 January 2013 13 March 2013
- 5.4 -9) 10 February 2014 5 March 2014
- 5.4 -10) August October 2014
- e) What was the outcome of the inspection in respect of any issues relating to abuse or alleged abuse of children in foster care?

5.4 -3) 2006 with regards to complaints the inspection found that no complaints had been upheld, or partially upheld, since the last inspection. It was stated that "foster carers had attended training in child protection, safer caring, life story and attachment".

The inspection included an audit of the service's safer recruitment policies and procedures, and as a result there were two requirements from the inspectors. The policies and procedures examined are listed on Pg. 4 and include: Foster Carer Handbook; Allegations of Abuse - Carer Guidelines; North of Scotland Child Protection Guidelines; "Who Can I Turn To?" - a guide to help young people who are looked after to make comments and complaints.

- 5.4 -4) 2007 there was a request that the service should include in the foster carer agreement, information on what to do if an allegation of abuse or neglect or another complaint was made against foster carers. The Inspection found that information and copies of the policy in relation to allegations of abuse had been given to all carers. The service had also run training/information sessions in relation to allegations against carers which was open to all carers. Approximately 60% of carers attended. The service had also developed and implemented a 'Safe Care Assessment Form' which they hoped to have completed and in place for each child in care by February 2008.
- 5.4 -5) 2008 all staff working within the service were aware of their role and responsibility in relation to child protection issues. All were familiar with the North East of Scotland Child Protection Committee guidelines. In addition, the local authority had a corporate child protection policy in place.

Child protection was included in the induction programme for all new staff and training was also provided by the Area Child Protection Committee. Staff had opportunity to attend further training including a nationally recognised Certificate in Child Protection Studies. Foster carer preparation training included child protection, and this was also part of the core skills training programme for approved foster carers. The foster carers and staff spoken with demonstrated an understanding of the child protection procedures they would follow in the case of concerns.

A procedure was in place for the management of allegations against foster carers. There had been 2 child protection referrals since the previous inspection. During the inspection, the Care Commission Officers discussed these with the service manager and viewed the relevant documentation with regards to one allegation. Appropriate procedures had been followed and a clear note regarding the allegation and outcome recorded.

- 5.4 -6) 2009 with regards to complaints the inspection found that no complaints had been upheld, or partially upheld, since the last inspection and with regards to enforcements, no enforcement action had been taken against the service since the last inspection.
- 5.4 -7) 2011 inspection found that "overall, staff across services are alert to the signs that children may be at risk of abuse or neglect. These concerns are usually reported promptly and effectively, and staff provide the necessary help and support to keep children safe."
- 5.4 -8) 2013 inspection was unable to evidence that individual risk assessments for children and young people moving into a foster carer's home were carried out. Examination of evidence and discussions with foster carers indicated that there were occasions when staff did not fully or effectively challenge the foster carers. The inspection was informed that policies and procedures relating to safe holding and absconding had been drafted. Foster carers were being asked to give feedback on these prior to their implementation. The inspection advised that an area of development was where foster carer feedback had led to change in practice e.g. allegations against a foster carer, and unplanned placement endings meetings. With regards to complaints the inspection found that no complaints had been upheld, or partially upheld, since the last inspection and with regards to enforcements, no enforcement action had been taken against the service since the last inspection.
- 5.4 -9) 2014 There were "some improving trends in important outcomes for children and young people through prevention and early intervention, particularly helping to keep children and young people safe from abuse and safe in their community". The inspection also found that most children and young people "who were unable to live at home experienced positive outcomes through stable and secure care" provided by high

quality Kinship and foster homes. It was noted that the Aberdeen Child Protection Committee had identified training to make sure staff had the skills, knowledge and capacity to deliver high quality child protection services," and had raised awareness on child sexual exploitation.

- 5.4 -10) 2014 the inspection which concluded on 5 March 2014 was an inspection of the fostering service. The inspection found that foster carers stated they had good relationships with their supervising social workers and that they received good levels of support. There was noted to be good communication regarding training and expectations about learning and development within the service. It was assessed that the service had a commitment to involving foster carers in developing the service. Where the service could do better was: taking time to reflect and consider their actions such that foster carers feel their views are valid and valued; how their support groups might work more effectively; develop a more systematic approach to quality assurance and sharing plans for improvement more effectively with a range of people.
- 5.4 -14) 2008 SWIA performance inspection of June 2008 is referred to in subsequent reports; and council minutes and reports. The outcome of this inspection was that the council did not score above 'adequate' in any of the ten areas for evaluation.
- 5.4 -13) 2012 CI Scrutiny Report (Pg.3) used the ISLA system to identify that "social work services attained positive findings in four of the nine areas and, using the new definitions, we assessed the following areas as requiring no scrutiny:
 - · Governance and financial management of social work services
 - · Assessment and care management
 - · Compliance with equality and human rights legislation
 - · Areas requiring urgent attention

"We required further information on particular elements of the following areas:

- · Management and support of staff
- · Outcomes for people who use services and carers
- · Risk assessment and risk management
- · Self-evaluation resulting in improvement planning and delivery
- · Partnership working"
 - f) What was the local authority's response to the inspection and its outcome?

Response to inspection was to implement change also see response at 5.4 h) and 5.4 i) for implementation of recommendations and requirements.

g) Were recommendations made following the inspection?

Yes, in reports for 2006, 2007, 2008, 2011, 2012, 2013 and 2014 recommendations were made following inspection. Whereas in 2009 and 2015 no recommendations were made.

h) If so, what were the recommendations and were they implemented?

9 October - 19 October 2006 - CC Inspection

5.4 -3) CC Inspection Report 09 10 2006 (Pg. 5) states that this was the first inspection by the Care Commission. Therefore the 2006 inspection has no recommendations or requirements listed.

The report outlines (Pg.14-16):

Requirements:

 The service must ensure that all staff undertake training in competency based assessment of foster carers. This is in order to comply with: SSI 2002/114 Regulation 4 - a requirement to make proper provision for the health and welfare of service users. Timescales: Within 6 months of the publication of this report.

The service must ensure that all foster carer assessments are completed within 6 months of the
agency receiving the completed application unless unforeseen circumstances prevent this. This
is in order to comply with: SSI 2002/114 Regulation 4 - a requirement to make proper provision
for the health and welfare of service users.

Timescales: Ongoing.

The service must ensure that all foster carers enter into a written agreement with the agency.
This is in order to comply with: The Fostering of Children (Scotland) Regulations 1996.
Regulation 8.

Timescales: Within 3 months upon receipt of this report.

The service must ensure that copies of placement agreements are retained in case records.
 This is in order to comply with: The Fostering of Children (Scotland) Regulations 1996.

 Regulation 18 (4).

Timescales: Ongoing.

 The service must ensure that all foster carers are reviewed each year. This is in order to comply with: The Fostering of Children (Scotland) Regulations 1996 Regulation 10 - reviews of approvals.

Timescales: Ongoing.

6. The service must ensure that Enhanced Disclosure Scotland checks and local authority checks are carried out in respect of all panel members. This is in order to comply with SSI 2002/114 The Regulation of Care (Requirements as to Care Services) (Scotland) Regulations 2002, regulation 4 (1) (a) – a requirement to make proper provision for health and welfare of service users.

Timescales: Completed applications to be sent to Disclosure Scotland within three months of the publication of this report.

 Where the Local Authority make arrangements with a voluntary organisation in respect of a child for whom they are responsible, they must enter into a written agreement. This is in order to comply with: The Fostering of Children (Scotland) 1996 Regulations - Regulation 16 (2)

Timescales: Ongoing.

8. The provider must ensure that all staff employed are only recruited after all safer recruitment measures are completed in line with organisational policies and procedures and statutory requirements and best practice guidance. In order to achieve this the provider must: carry out an audit of all staff personnel files to ensure that they contain all necessary recruitment checks in line with procedures action disclosure and reference checks for all staff in line with statutory requirements and best practice guidance. This is in order to comply with: SSI 2002/114 Regulation 4 (1) (a) - a requirement to make proper provision for the welfare of service users. SSI 2002/114 Regulation 9 (1) - a requirement to make proper provision for the fitness of staff.

Timescale: 3 months from the publication date of this report.

9. The provider must ensure that all staff employed are both physically and mentally fit for the work they are to perform. In order to achieve this the provider must ensure that a declaration from the candidate regarding their medical fitness is obtained prior to an offer of employment being made. This is in order to comply with: SSI 2002/114 Regulation 9 (1) (a) - a requirement to make proper provision for the fitness of staff.

Timescale: 3 months form the publication date of this report.

Recommendations:

 The service should ensure that the information pack available for applicants contains clear full information about the assessment process. The service should ensure that the standards they have for foster carers to follow are shared with prospective foster carers.

The service should ensure that Enhanced Disclosure Scotland checks are repeated every two years. A system for recording these should be in place.

The service should ensure that unannounced visits are carried out for each carer on an annual basis and there is a system in place to record these visits.

National Care Standards - Foster Care and Family Placement Services. Standard 5 (2, 3, 7,8) Assessing and Approving Carers.

- The service should ensure that they have clear written procedures for reconsidering
 applications and hearing appeals against decisions. These procedures should be provided to
 applicants in writing before the panel considered their application.
 National Care Standards Foster Care and Family Placement Services. Standard 6 (3)
 Completing the Application.
- The service should include in the foster carer agreement information on what to do if an allegation of abuse or neglect or another complaint was made against them.

The service should ensure that the foster carer draft handbook is finalised and distributed to all foster carers

National Care Standards - Foster Care and Family Placement Services. Standard 7 (3) Information and Advice.

The service should ensure that foster carer reviews are chaired by someone who can form an independent judgement.

The service should ensure that the review of foster carers includes the views of each social worker who has responsibility for any child placed with the foster carer since the last review and the views of the child and their parents.

The service should that ensure that the review report includes an action plan to meet the training needs of the foster carer and their family.

National Care Standards - Foster Care and Family Placement Services. Standard 11 (2, 5, 6) Reviews.

- The service should ensure that the membership of the fostering panel is broadened to include people with experience of providing and of receiving foster care.
 - The service should ensure that there is a clear induction programme for all new panel members.
 - National Care Standards Foster Care and Family Placement Services. Standard 12 (1) The Fostering Panel.
- The service should ensure that staff were clear about the managerial roles and responsibilities within the organisation.
 - National Care Standards Foster Care and Family Placement Services. Standard 13 (4) Management and Staffing.
- 5.4 -4) The subsequent report lists 6 recommendations from the previous inspection which had been appropriately or partially met. It also states (Pg. 5) "The Care Commission received an action plan from the service detailing how it would meet the 9 requirements arising from the last inspection. Of these, 5 had been fully met and 4 were outstanding".

27 November 2007 to 6 December 2007 - CC Inspection

- 5.4 -4) The requirements and recommendations were (Pg 18-19):
 - Where the local authority make arrangements with a voluntary organisation in respect of a child for whom they are responsible, they must enter into a written agreement.
 - The provider must ensure that all staff employed are only recruited after all safer recruitment measures are completed in line with organisational policies and procedures and statutory requirements and best practice guidance.

- The provider must ensure that all staff employed are both physically and mentally fit for the
 work they are to perform. To achieve this the provider must ensure that a declaration from the
 candidate regarding their medical fitness is obtained prior to an offer of employment being
 made.
- The service to review and amend the written aims and objectives to reflect the recent restructuring of the service.
- Where children and young people are placed in an emergency situation, relevant information about the child's background and any special needs must be shared with carers.

It states the following recommendations had been made and the actions were:

- The service to develop an information leaflet/pack providing children and young people information about the service and useful names and contact details.
 - Action: Draft leaflets had been developed. The manager wanted to consult with children and young people and the Children's Rights Officer before finalising and distributing them at the time when the next inspection was conducted.
- The service to develop a written policy/code of practice regarding the rights of children and young people when undertaking advertising campaigns.
 - Action: A draft policy/code of practice had been developed and was to be considered by the management team within the next 4 6 weeks.
- The service should ensure that a system of quality improvements based on reviewed practice is implemented in due course and that an annual report is developed detailing the work carried out by the service and highlighted area for future development.
 - Action: the service had produced a Fostering & Adoption Team Plan, 2008.
- The service to ensure that applicants are provided with copies of the written procedures for the
 reconsideration of applications and hearing appeals against decisions prior to their applications
 being considered by Panel.
 - Action: There was a draft appeals leaflet in place which the manager hoped to have ratified and implemented by the end of the year.
- 5. The service's newly developed foster carer review systems and procedures to be implemented.
 - Action: The system to review foster carers on an annual basis were fully implemented by the next inspection.
- 5.4 -5) The report (Pg. 6-7) lists the 6 recommendations from the previous inspection of 2007 stating 5 had been fully met and one had the timescale for implementation as ongoing.

June 2008 - SWIA Performance Inspection

- 5.4 -5) In response to the 2008 SWIA inspection, A special meeting of the council was held on 16 June 2008 where the Accounts Commission findings were (Pg. 2):
 - "We are concerned that the Council believes that the organisational structure is fit for purpose while the findings of Her Majesty's Inspector of Education and the Social Work Inspection Agency indicate that the Council's two largest services lack leadership and direction. We believe that there is a case for the organisational structure to be simplified and for effective leadership, which commands the respect and support of employees, to be put in place for the Council's major services".
 - A number of recommendations were made regarding the structure of Aberdeen City Council, these were approved by the council.
- 5.4 -14) (i) Continuous Improvement Committee Minute dated 17 June 2008 (pg.17) states that the Chief Social Work Officer presented a report to the Continuous Improvement Committee following the SWIA inspection. The minute states "...provided information on the process for the development of the Improvement Action Plan which was required by the Social Work Inspection Agency (SWIA) by 27th

August 2008; and (3) outlined the governance and reporting structure for the improvement process for social work services".

5.4 -11) 17 June 2008, Continuous Improvement Committee Report (Pg. 6-8) confirms that SWIA evaluated the Social Work Service against their 10 Performance Indicators and evaluated2 areas as Unsatisfactory (the lowest rating), 5 areas as Weak and 3 areas as Adequate.

SWIA made 23 recommendations in the report, which it expects will form the basis for the Improvement Action Plan. The recommendations were as follows:

"Key outcomes for people who use services

- Health and care services should review services for children with disabilities. This should include developing a plan for transitions which improves outcomes for those moving into adult services.
- Health and care services should produce and effectively implement a plan to reduce the number of children and young people who are placed out of the city. This should include a re-evaluation of the targets for increasing foster placements within the city.
- 3. Health and care services should improve outcomes for those who use services. Service developments should be effectively linked to these improvements and monitoring systems put in place.

"Impact on staff

4. Health and care services should review the work being undertaken by the employee morale and motivation group to take account of the morale and communication issues raised by staff in this inspection. Front line staff should be fully involved in this process.

"Delivery of key processes

- 5. Health and care services should ensure there are clear and consistent procedures and processes for multi-agency decision making for children and families. Levels of decision making, and lines of accountability must be clarified, including where there are significant resource implications.
- Health and care services should address the capacity and practice issues for teams which are preventing good joined-up working and the smooth transfer of cases.
- 7. Health and care services should take steps to improve the quality and consistency of assessments and care plans. This should include the development of scrutiny processes.
- 8. Health and care services should take urgent action to understand the impact of parental substance misuse on children within the city. Action must then be taken to support services to respond effectively.
- Health and care services should introduce a rigorous process for the monitoring and management of risk. This should include a specified risk assessment tool for adult and children's services.

Policy and service development, planning and performance management

- 10. Health and care services should develop a more inclusive and consistent approach to working with service users, carers, staff and stakeholders in the planning and development of services.
- 11. Health and care services should ensure that plans are developed to integrate front line services where they will improve outcomes for service users.
- 12. Health and care services should ensure that managers and staff understand the purposes of any performance monitoring framework, including CitiStat. There should be an inclusive process for involving them in decisions about its focus and content, in order to improve outcomes.

"Management and support of staff

13. Management should ensure that all staff are clear about the plans for the disaggregation of services. Management should work with staff to identify the possible benefits to being in neighbourhoods. Management should develop risk management plans to address any concerns raised by staff about service delivery where services are disaggregated.

"Resources and capacity building

14. Where adjustments, such as savings, are embedded in an approved budget but are dependent on future strategic/political decisions, elected members should take these decisions in good time to allow the achievement of these adjustments.

- 15. The service plans for the three neighbourhood areas encompassing health and care services should be further developed on a consistent basis and all should be clearly linked to financial plans. The plans should demonstrate that the service priorities and objectives are fully supported by available resources. It is essential that the gap between the level of service provision and the available resources is closed.

 16. Health and care services should improve the quality of data entered into CareFirst and develop robust systems for monitoring this.
- 17. Health and care services should ensure that joint financial management information is developed for partnership arrangements. Appropriate financial monitoring data for the partnerships should be regularly submitted to elected members for scrutiny.
- 18. Health and care services should ensure the continued development of its commissioning strategy in close conjunction with all partners and stakeholders.

"Leadership and direction

- 19. Health and care services should ensure further work is undertaken with elected members to enable them to effectively exercise their responsibilities towards health and care services.
- 20. In accordance with the principles outlined in Changing Lives1, the council must clarify the role and responsibilities of the chief social work officer and communicate these throughout the service.
- 21. Health and care services should ensure that all staff are aware of, and held to account for, their responsibilities as employees of the local authority and within health and care services.
- Health and care services should take urgent action to improve relationships and rebuild trust between staff and managers.

"Criminal Justice

23. Health and care services should ensure that all of the objectives of the criminal justice social work SWIA response plan are delivered as a matter of urgency.

"For criminal justice service managers this will include: the prioritisation of improvement in the quality of assessment, planning and delivery of probation supervision; more rigorous application of compliance and enforcement measures, in line with National Objectives and Standards, in relation to probation and Section 229 orders; and

- ensuring that agreed quality assurance measures are delivered and acted upon, including the
 provision of accurate management information to senior operational, strategic and corporate
 managers. For senior operational, strategic and corporate managers this will include:
- ensuring more rigorous oversight and quality control of service performance; and
- establishing more effective partnership working with the Northern Community Justice Authority.

The Social Work Service has already begun work to address some of the areas SWIA highlighted in their report. This work is not reflected in SWIA's report, as they only focus on the inspection period which ended in December 2007. Examples of actions already undertaken include:

- Improving joint working between strategic and operational services, including the development of SMART team plans which reflect strategic priorities;
- Clarifying lines of decision making and accountability, including those where there are significant resource implications;
- Increasing the target for recruitment of foster carers
- Appointing an experienced person to support the Service Manager Criminal Justice to deliver further improvements in that service;
- Increasing staffing in children's Social Work services, notably the specialist assessment team at Aberdeen Maternity Hospital;
- Establishing a cross party budget monitoring board which scrutinises all financial information monthly, coupled with tighter budget controls for social work services;
- Ensuring the robustness of our Performance Indicators.
- · Establishing financial controls within Social Work.
- 5.4 -12) The follow up report describes improvements made to leadership and vision; strategic partnership working; service re-design; Assessment, care planning and review; and out of authority placements. The report states (Pg. 7) that "There had been some marked improvements in the quality of assessments and

in the level of care plans evident in case files since the performance inspection. Outcomes were being identified for individual service users and where these were being achieved this was mainly due to effective social work practice. Further focus was required on ensuring that chronologies were used more consistently and that plans were more explicit in detailing what was to be achieved, by whom and when". On Pg. 26 of the report It is stated that "...in December 2010 on a significant piece of work developing a priority-based budget for the council covering a five year period. The work was taken forward by a significant number of staff, comprising a core team from financial support services supported by service staff as appropriate. The council were supported in this work by an external consultancy partner". Inspections were completed latterly in 2010/2011 by SWIA and in June 2011 by SCSWIS and there is no reference to outstanding actions.

5.4 -11), 5.4 -14(i) and 5.4 -15)

It is recorded in council minutes and reports that following the 2008 SWIA performance inspection that a process of restructure was undertaken with social work becoming one directorate, and an interim Programme Director for Social Work being appointed.

5.4 -14(i) The SWIA Action Plan and Review provides full details of the improvement plans put in place following the inspection.

28 October 2008 - 6 November 2008 - CC Inspection

- 5.4 -5) The inspection recommendations were (Pg 16 and 20):
 - 1. The manager should give consideration to the development of a formal training plan for the fostering team.
 - The service should conduct equality impact assessments of all their policies and procedures.
- 5.4 -6) In the next inspection of 24 November 2009 (Pg. 4), it is stated that there is now a full-time training officer for foster and kinship carers. The service has reduced the number of out of authority placements. The service has been working towards updating practice in response to the Adoption and Children (Scotland) Act 2007.

16 November 2009 - 24 November 2009 - CC Inspection

- 5.4 -6) What the service could do better (Pg.4):
 - The service was looking to review and develop the foster carers support group.
 - The service is about to pilot a Child's Folder' system. This would be a folder which contained relevant information, would be routinely updated and would stay with the child during their time being looked after.
 - The service was currently reviewing the foster carers handbook.
 - The service was proposing to introduce both an informal 'buddying' system and a more formal 'mentoring' system for foster carers.

January 2010 - March 2011 SWIA Follow up Report

5.4 -12) SWIA Follow up report March 2011 states that areas for improvement were that "Greater clarity was needed about the role and function of the different screening groups" and "The service needed to review its approach to the initial assessment of risk and ensure that any approach used was appropriate, evidence based and that staff used it consistently" (pg.10). The report also states (Pg. 17) that the service needed to complete ongoing work on the performance management framework with staff at all tiers of the service needing to understand contribution to data collection and performance management.

March 2011 - SCSWIS Joint Inspection

- 5.4 -7) Areas for improvement were (Pg. 7):
 - 1. Ensure that vulnerable children and families get the help they need quickly.
 - Make it easier for people to report concerns about children and ensure that staff respond to these concerns without delay.

- 3. Improve the help and support for children to recover from abuse and neglect.
- Develop and put in place effective ways of reviewing the quality of services to improve key processes and outcomes for children.

CI Scrutiny Report 20 December 2012

- 5.4 -13) This was an inspection of all social work services. The recommendations applicable to the fostering service were (Pg 12-15):
 - "The social work services should continue to improve the availability and regular reporting of valid
 outcome data, both quantitative and qualitative, across all the care groups. This should allow senior
 managers to demonstrate how structural and operational changes to service delivery impact on
 performance.
 - The social work services should develop a comprehensive risk framework which provides clear guidance, training and support to staff across all care sectors on the thresholds applicable to the available risk assessment and risk management planning tools.
 - The social work services should rigorously monitor how the continuous improvement framework is being
 applied to ensure effective practice and governance and a consistent impact on service planning and
 modernisation over the next three years".

January 2013 - 13 March 2013 - CI Inspection Report

- 5.4 -8) One recommendation (Pg. 11) was made; that the service should ensure that all matching considerations are fully explored and recorded prior to placement. This should include areas of risk around lifestyle, inexperience in fostering and training.
- 5.4 -9) The subsequent inspection report dated 5 March 2014 states that the service had taken appropriate action in response to the recommendation (Pg 9).

10 February 2014 - 5 March 2014 - Cl Inspection Report

5.4 -9) The following recommendations were made (Pg 14, 25-26),

Requirements:

 The service must notify the Care Inspectorate of incidents in accordance with SSI/2011/28 Regulation 4 (1)(b). Timescale for notification: Upon publication of this report.

Recommendations:

- The service should find ways to better inform foster carers and children and their parents about how their views will be used to improve the service.
- The service should devise a system for supervising and appraising the work of individual panel members. National Care Standards, foster care and family placement services, Standard 13, Management and Staffing.
- The service should undertake systematic auditing of files to ensure that information recorded is of a
 good quality and that information is recorded timeously. National Care Standards, foster care and
 family placement services, Standard 13, Management and Staffing.
- The service should adopt a more systematic approach to service improvement and ensure that
 information about the work of the panel and of the service is shared with people who use the
 service. Plans to develop the service likewise should be effectively communicated to people who
 use the service and stakeholders. National Care Standards, foster care and family placement
 services, Standard 13, Management and Staffing.
- 5.4 -16) 'Inspection Report dated 4 February 2015 (pg.4) states that from the previous inspection (that of 5 March 2014) the following had been done by the service:

"Foster carer profiles had been developed for all foster carers. These were developed in order to provide placing social workers with more information about foster carers prior to a child being placed. The service had implemented the consultation strategy with the results of year 1 having been analysed and with plans for year 2 to be carried out by the Children's Rights Service. More staff had been trained in the "Reclaiming Social Work model" which will aim to bring together small groups of professionals to support

families better. More regular newsletters were being shared with foster carers enabling greater communication and opportunity for feedback on carer involvement in service developments".

August - October 2014 - Cl Joint Inspection

5.4 -10) CI Joint Inspection Report January 2015 (pg. 32) lists the improvements to be made following the inspection and describe the action required by the local authority to achieve this. On Pg. 33 it is explained that "The Care Inspectorate will request that a joint action plan is provided which clearly details how Community Planning Aberdeen will make improvements in the key areas identified by inspectors. The Care Inspectorate and other bodies taking part in this inspection will continue to offer support for improvement through their linking arrangements and will monitor the Partnership's progress in taking forward their action plan." Quality indicators were used by the inspectors to identify areas of weakness.

Improvements suggested were:

- Focus their collective efforts and set ambitious and challenging targets to improve their performance in realising their vision "For Aberdeen's Children" and reduce inequalities
- Ensure processes for joint strategic planning of integrated children's services are systematic, robust and include methodologies to measure impact and outcomes for children and young people
- · Continue to develop priorities for improvement through joint self-evaluation
- Improve planning for individual children including making better use of chronologies of significant events in children's lives to inform assessment and planning
 - i) If recommendations were not implemented, why not?

See response to 5.4) h.

It is documented that improvement plans were put in place to assist Aberdeen City Council in meeting the recommendations of inspections. Where recommendations could not be fully met, there is evidence that work was ongoing or had been partially met prior to the next inspection.

5.5 External Investigations

a) What external investigations have been conducted relating to children in foster care which have considered issues relating to abuse and/or alleged abuse of children?

The Scottish Social Services Council (SSSC) are an external body. Social workers, social work students and most job roles in the social service sector must register with the SSSC. The SSSC investigate fitness to practice. Prior to April 2015, requests from the SSSC were directed to individual social work managers, due to historic record keeping practices, investigations conducted for this purpose are not retained.

No evidence has been found in the records, of external investigations being conducted against Aberdeen City Council, relating to children in foster care and considering issues relating to the abuse/alleged abuse of children. Equally, no evidence has been found of external organisations such as the Social Services Ombudsman or the Scottish Public Services Ombudsman and the Scottish Social Services Council having conducted investigations of Aberdeen City Council staff and processes.

There is evidence however of the Authority learning from such investigations of other authorities.

- 5.5 -1) Is an example of the minute of Aberdeen Town Council meeting of 1 October 1945, where, following the release of the "Monckton Report" (looking into the arrangements to board out children in Shropshire), a review of boarding-out arrangements was requested, to satisfy that "the existing regulations are being properly observed, and that all possible steps open to the Authority are being taken to secure the well-being of the children under their care."
- 5.5 -2) Is another example of the Adoption and Fostering Panel Practice Meeting of 4 April 2003, where it is mentioned that all Panel members had been informed about the "Brighton Hove Inquiry" (investigation following the sacking of two social workers after the death of a four-year-old adopted boy). The Panel

members agreed that there were definite implications of this investigation in relation to the assessment of adopters and carers working for the local authority.

For each such external investigation please answer the following:

b) Who conducted the investigation?

Not applicable

c) Why was the investigation conducted?

Not applicable

d) When was the investigation conducted?

Not applicable

 e) What was the outcome of the investigation in respect of any issues relating to abuse or alleged abuse of children in foster care?

Not applicable

f) What was the local authority's response to the investigation and its outcome?

Not applicable

g) Were recommendations made following the investigation?

Not applicable

h) If so, what were the recommendations and were they implemented?

Not applicable

i) If recommendations were not implemented, why not?

Not applicable

5.6 Response to External Inspections/Investigations

a) What was the local authority's procedure/process for dealing with external inspections and/or investigations relating to abuse, and/or alleged abuse of children in foster care?

External investigations

No evidence was found of external investigations having been carried out during the material time.

External inspections

For external inspections, the procedure/process has been to comply with the requirements of the inspection body. The inspection reports identified have been for announced inspections, where completion of a Regulation Support Assessment (RSA) prior to the inspection is detailed. The reports also indicate that staff, foster carers and care-experienced persons met with the inspectors. Case files, policies and procedures were also made available.

Specific processes have been identified for the following inspections:

5.6 -1) Inspection Report 27 11 2007. The inspection was completed by the inspectors tracking four randomly selected children and assessing the quality of service provided to them. An annual return was completed and submitted, a self-evaluation form was completed and a Regulation Support Assessment (RSA) prior to the inspection. The inspectors were given access to a range of policies and procedures as well as service user records. There were also meetings with staff members – managers and social workers, foster carers and service users.

This inspection report also refers to a SWIA inspection (which took place between August and December 2007) where there was a pilot group set up to speak with care-experienced children and young people as well as the Children's Rights Officer. As part of the project, "both the group and the interview was facilitated by young people who themselves had experience of being looked after and accommodated by a local authority".

5.6 -4) SCSWIS Joint Inspection Report June 2011

The SCSWIS Joint Inspection (2011) was a joint inspection of services to protect children and young people. This was a multi-agency approach with health, police, and the Children's Reporter – as well as voluntary and independent organisations, being involved in the overall process.

b) What was the local authority's procedure/process for responding to the outcomes of such external inspections and/or investigations?

Each inspection report identified recommendations from the previous inspection that the service was required to meet. The reports state that an action plan is received from the service. The report also lists in detail the proposed actions of the service to comply with that requirement.

c) What was the local authority's procedure/process for implementing recommendations which followed from such external inspections and/or investigations?

The inspection reports identified list recommendations and requirements as well as areas for development in detail, including what action has been taken by the service to meet these since the previous inspection. Where the requirement has not been fully met, there is details of the service's timescale to implement the actions required.

- 5.6 -1) Inspection Report 27 11 2007 (pg. 5), states that the service provided an action plan detailing how the 9 requirements from the previous inspection would be met and at the time of this inspection 5 of these had been fully met and 4 were outstanding. The outstanding requirements were continued and on Pg. 18 of the report, timescales for implementation of these are outlined.
- 5.6 -2) CC Inspection Report 06 11 2008 (pg. 7) states that the service had fully met the requirements from the previous inspection. The report had 2 recommendations and no requirements.
- 5.6 -3) CC Inspection Report 24 11 2009. The report had no recommendations or requirements. However, under each of the "Quality Themes" inspected, there was guidance on how the service could be improved.
- 5.6 -4) SCSWIS Joint Inspection Report June 2011 (Pg. 7) states that the inspectors are satisfied that the local authority will be able to make the improvements and will make no more visits in connection with this inspection. Areas for improvement are listed and these are measured against the quality indicators the inspectors used for evaluation.
- 5.6 -5) CI Inspection Report 13 03 2013. The report had 1 recommendation and no requirements, areas for improvement were detailed.
- 5.6 -6) CI Joint Inspection Report January 2015 (pg. 32) lists the improvements to be made following the inspection and describe the action required by the local authority to achieve this. On Pg. 33 it is explained that "The Care Inspectorate will request that a joint action plan is provided which clearly details how Community Planning Aberdeen will make improvements in the key areas identified by inspectors. The Care Inspectorate and other bodies taking part in this inspection will continue to offer support for improvement through their linking arrangements and will monitor the Partnership's progress in taking forward their action plan." Quality indicators were used by the inspectors to identify areas of weakness.

5.7 Impact

a) What is known about the impact of abuse on those children in foster care who were abused, or alleged to have been abused?

Children who were abused have been significantly impacted, the impact will be unique to each person. It is known that survivors have been impacted emotionally and psychologically. The recognition that abuse takes a variety of forms, and that all have damaging, long-term impacts must be acknowledged.

b) Where does the local authority's knowledge/assessment of that impact come from?

Aberdeen City Council's knowledge of such impact has come from conversations with survivors of abuse and during research of social work records and other council records. Records have also been accessed and discoveries made in response to the Inquiry, right to access - subject access requests, Police Scotland investigations, civil litigation claims and advanced payment applications confirm this perspective.

c) What is known about the impact of abuse on the families of those children in foster care who were abused, or alleged to have been abused?

What is known about the impact of abuse on the families of those children in foster care who were abused or alleged to have been abused is that sibling groups have responded to their experiences differently.

d) Where does the local authority's knowledge/assessment of that impact come from?

Aberdeen City Council's knowledge of such impact has come from research of social work records and other council records; in response to the Inquiry, right to access – subject access requests, Police Scotland for investigative purpose, civil litigation claims and advanced payment as well as conversations with survivors of abuse.

5.8 Known Abusers and Alleged Abusers

a) Does the local authority know of specific abusers, or alleged abusers, of children in foster care?

The Council has found it difficult to determine which individuals should appropriately be categorised as "alleged abusers". The individuals listed at 5.8 are therefore only those who are known abusers in the sense of having relevant criminal convictions. However, the details of the various complaints (and those complained against) are provided at 5.9. The Council trusts that this is sufficient for the Inquiry's purposes but will of course endeavour to answer any follow-up enquiries.

Detailed information can be found in the attached 5.8 annex.

- b) If so, what are the names of the abusers, and/or alleged abusers? Detailed information can be found in the attached 5.8 annex.
 - For each of these persons, please provide as much as possible of the following information:
 - the period (dates) during which they are known or alleged to have abused children in foster care

Detailed information can be found in the attached 5.8 annex.

 if they were foster carers, or if not, their relationship with the foster carers or what other role they had during the period of abuse and/or alleged abuse

Detailed information can be found in the attached 5.8 annex.

 the knowledge sought or received about them by the local authority at the point of approval/registration of foster carers and thereafter

For the majority of the cases found, there is no record of the knowledge sought or received about the foster carer by the local authority at the point of approval or registration.

Detailed information can be found in the attached 5.8 annex.

 any information (including regarding abuse or alleged abuse) sought by, or provided to, third parties or future employers at any point after the allegation of abuse was made

For the majority of the cases found, there is no record of any information sought by or provided to third parties or future employers. Detailed information can be found in the attached 5.9.

d) Were known abusers, or alleged abusers, of children permitted to continue as foster carers?

In around half of the cases found, the foster carer was de-registered. However, this was not always as a direct result of the alleged abuse. Detailed information can be found in the attached 5.8 and 5.9.

e) If so, why was this considered to be appropriate?

Where foster carers were permitted to continue as foster carers it was generally due to an allegation being retracted or there not being substantial evidence to support an allegation. Detailed information can be found in the attached 5.9.

f) If so, what process of monitoring/supervision followed?

Detailed information can be found in the attached 5.8 and 5.9.

5.9 Specific Complaints

a. How many specific complaints of abuse of children in foster care have been made to the local authority?

Care Inspectorate Returns

The Care Inspectorate Returns 2005-2013 state that the following complaints were received against foster carers. It should be noted that between 2006 and 2007 the timeframe for reporting changed from financial year to calendar year, so there may be double counting in the 2007 return.

2005 - 1

2006 - 5

2007 – 4

2008 - 4

2009 – 4

2010 - 2

2011 – 3

2012 - 5 2013 - 1

Annual reports for the adoption and permanence panel

The annual reports for the adoption and permanence panel state that there were the following complaints received:

2008/2009 - 0

Jan - Dec 2009 - 0

April 07 - March 08 - 0

For each specific complaint, please answer the following:

- b. Who made the complaint?
- c. When was the complaint made?
- d. Against whom was the complaint made?
- e. What was the nature of the complaint?
- f. When/over what period was the abuse alleged to have taken place?
- g. What was the local authority's process and approach in dealing with the complaint?
- h. What was the local authority's process and approach for investigating the complaint?

Annual Report FP 2008-09 – the fostering and adoption panel identifies that there was policy for any complaints of abuse from a child in foster care.

Allegation of Abuse against a Foster Carer

- 6.1.1 The Social Work Service believes that allegations of abuse should be treated seriously and investigated thoroughly. This is to ensure the safety and protection of children as well as the protection of foster carers. Unfortunately, this process can be time consuming and may impact upon when a review can be undertaken. In those circumstances the policy "Allegations of Abuse against Foster Carers" must be followed. This policy states that following an allegation there should be a Review of the Foster Carers.
- 6.1.2 The purpose of this review is to look at the issues or concerns which may have arisen as part of the investigation. It is also a means of offering support to foster carers who will have had to deal with a very stressful and difficult event.
- 6.1.3 The review should not merely focus on the area of concern but provide an overview of the care provided by the Foster Carer since the last review. This will ensure that a balanced approach is taken and where appropriate what lessons can be drawn, with support being identified for the Foster Carer to enable them to continue in their fostering role.
- 6.1.4 In these circumstances the process of the review will vary slightly from that outlined above. The review will be conducted in 2 stages. The first stage will take the form of a Planning Meeting. In recognition of the issues these meetings may throw up the Planning Meeting will be chaired by the Children's Service Manager with responsibility for Fostering and Adoption. Having given consideration to any identified risks or concerns this meeting will be responsible for identifying an Action Plan to be presented to the Fostering Panel. The Action Plan should identify supports/actions to ensuring the safety and welfare of children in placement and support suitable to the needs of the foster carer and their family. The Action Plan will be presented to the Fostering Panel along with all other papers for their consideration. It will be the responsibility to conduct the review giving consideration to the foster carers registration. The recommendations of the Fostering Panel will be passed to the ADM.
 - i. What was the outcome of the complaint following that investigation?
 - j. Did the local authority provide a specific response to the complaint?
 - k. If so, what was the form of response e.g. apology, redress, pastoral response or any other type of response?
 - I. If there was no response, why not?
 - m. Was the information/content of the complaint passed to police?
 - n. If not, why not?

5.10 Civil Actions

a) How many civil actions have been brought against local authority relating to abuse, or alleged abuse, of children in foster care?

For each such civil action, please answer the following:

- b) Who brought the action?
- c) When was the action brought?

- d) Against whom was the action brought?
- e) What was the nature of the abuse, or alleged abuse, to which the action related?
- f) What were the names of the persons said to have, or alleged to have, committed abuse?
- g) When/over what period was the abuse said, or alleged, to have taken place?
- h) How did the action progress?
- i) What was the outcome?
- j) Was the action settled on a conditional basis of confidentiality?
- k) Who was/were the local authority's legal representative(s) in relation to the civil action?
- Did the local authority carry insurance for meeting civil claims at the time the action was live?
- m) How/where can copies of the court papers relating to the civil action be made available to the Inquiry?

5.11 Criminal Injuries Compensation Awards

- a) Has any criminal injuries compensation been awarded in respect of abuse, or alleged abuse, of children cared for in foster care?
- b) If so, please provide details if known.

5.12 Police

a) How many complaints of abuse of children in foster care have been made to the police?

See response at appendix 5.9 and 5.12.

In relation to each known complaint to the police, please answer the following questions:

- b) Who was the alleged abuser or abuser?
- c) Did the police conduct an investigation in relation to the complaint?
- d) If so, who conducted the investigation and when?
- e) What was the outcome of the police investigation?
- f) What was the organisation/establishment's response?

5.13 Crown

- a) To what extent has the Crown raised proceedings in respect of allegations of abuse of children in foster care?
 - In relation to each time the Crown has raised proceedings, please answer the following questions:
- b) What is the name of the person(s) against whom the proceedings were raised?
- c) What was the nature of the charges?
- d) What was the outcome of the proceedings, including disposal/sentence if there was a conviction?
- e) What was the local authority's response to the proceedings and outcome?