

THE EDINBURGH INQUIRY – RECOMMENDATION 55 – THE INDEPENDENT EVALUATION REPORT

Executive of the Council

5 December 2000

1 Purpose of report

- 1.1 To inform the Executive of the Recommendations contained within the Independent Evaluation Report into Recommendation 55 of the Edinburgh Inquiry, and to seek endorsement of the Social Work Department's response to the recommendations.

2 Main Report

- 2.1 The Social Work Committee of 2 March 1999 agreed the recommendations contained within the report Edinburgh's Children – The Edinburgh Inquiry into abuse and protection of children in care, prepared by Kathleen Marshall, Cathie Jamieson and Alan Finlayson and dated January 1999.
- 2.2 Recommendation 55 of that report states:

“With regard to the Calm Training on Care and Control, we recommend:

- (a) an independent evaluation which includes taking account of the experiences of young people and staff who have expressed concerns as to the nature and relevance of that training;
- (b) that the Inquiry's concerns be transmitted to the Care and Control group currently convened by the department;
- (c) that the Director of Social Work raises at national level the need to devise a training programme for Care and Control which takes advantage of the best aspects of those training packages currently available”.

Note: CALM or Crisis Anger Limitation Management, is part of the Council's Care and Control Policy for Looked-after-Children. CALM itself offers safe methods of intervention, including physical restraint to prevent young people harming themselves and others.

2.3 Recommendation 55(b) was dealt with immediately and the views of the Edinburgh Inquiry were taken on board in the development of the revised Care and Control Policy document within the department .

2.4 To take forward recommendation 55(a) the Social Work Department contracted with the University of Strathclyde and the former Centre for Residential Child Care to undertake an independent evaluation.

2.5 The remit set out by the Department (over and above that contained in Recommendation 55(a)) was as follows:

- In relation to the business of the Council would the contract between the Council and Calm stand business scrutiny?
- A scrutiny of the Care and Control Policy as defined within the Department.
- Does the Policy work in practice taking into account the views of the young people and staff who operate it?
- A view of the interpretation of the Policy, the techniques of the procedure and how they are implemented.

2.6 The report of the independent evaluation into CALM has now been received by the Department. The following is a summary of the recommendations and the Department's response (a copy of the full report has been placed in the Members' Lounge):

Recommendation		Response
1	The Council should continue to use CALM, etc.	Accepted – The Head of Operations is nominated to lead the negotiations for a revised contract.
2	CALM training Services and Edinburgh City Council should work together to agree the removal of the prone restraint from it's physical intervention system, and should assess the likely effects of this and develop a strategy for dealing with them.	Accepted – Work is required with unit managers to prepare for this. A nominated Service Manager will take lead responsibility for this.
3	The Council should name CALM in its Care and Control Policy as its chosen method.	Accepted – CALM named in appendix attached to policy document.
4	The Contract between CALM and the council should be reviewed, updated and reactivated.	Accepted – To be the subject of discussions immediately following the Executives endorsement of this report.
5	All external and senior managers and others with significant but not direct involvement with residential care should attend a short course to ensure that these persons have a detailed understanding of the issues around physical restraint in general, and an	Accepted – This will be implemented as part of the review of the contract with CALM.

	understanding of the CALM system in particular.	
6	All external managers for residential child care services should be given a thorough and detailed induction into the work of residential units, which should include working within units for a few shifts, and shadowing an experienced external manager for a set period.	Accepted – A programme to meet this recommendation will be developed by Employee Development Section.
7	The span of responsibility of the existing Service Managers should be reduced. Two external manager positions, responsible directly to the Operations Manager Children and Families Services should be created to manage the residential child care services. Unit Managers of the various units should be directly responsible to these managers, who should have proven experience in the management of residential child care.	This requires more detailed examination.
8	External and senior managers should have ready access to summarised information about the number of violent incidents in the units, and this should reflect giving clear comparative information allowing trends between units, and across time period.	Accepted – This has already been implemented.
9	Regular supervision meetings between Unit Managers and External Managers should always cover care and control issues and safe care issues as agenda items.	Accepted – Instructions to meet this recommendation have been issued.
10	Information technology should be used to enable accurate statistics to be kept on all violent incidents.	Accepted – A proforma, which will enable this to be met, has been developed as part of the new policy.
11	Clear and accessible information about staff's place of work and their qualifications and training should be on a readily accessible database.	Accepted – This is already in place.
12	The Recruitment Development Centre is a welcome innovation. It should be closely tied to operational need, and there should be intensive work to ensure that the requirements of units for staff can be met without delay. The profile of staff so recruited should be monitored, and the overall profile of the workforce in residential care should maintain a balance of gender, age and ethnic group.	Accepted – This is already in place.
13	The issue of physical intervention should be raised at interview to ascertain that staff's personal views are compatible with the Council's policy.	Accepted – This is already in place.

14	The selection and induction of locum staff should be a priority. A timescale should be set for the recruitment and preparation of sufficient locum staff to obviate the necessity for the use of agency staff.	Accepted – This continues to be a priority and the cessation of the use of agency staff is being striven towards.
15	There should be closer links with operations, and a corporate sense of ownership of the training agenda particularly in respect of CALM training.	Accepted – The Head of Operations and Training Manager will lead on this.
16	The number of CALM instructors should be increased urgently, and the role should be recognised, with an allocation of time and financial reward commensurate with the importance of this task.	Accept the need to increase instructors. The issue of financial reward will be considered within terms and conditions of service.
17	Refresher training should be ensured on an annual programme, and accreditation of all staff should be brought up-to-date and maintained. Regular practice sessions should be built in to unit's schedules, and records kept of this.	Accepted – To be negotiated as part of new contract.
18	Staff must understand and have sympathy for the Council's approach to care and control. Efforts must go in to ensuring that staff are given adequate time and information to explore their attitudes to care and control in general and physical restraint in particular, and to develop an understanding of the Council's approach.	Accepted – A seminar will be held for staff.
19	Support for staff should be improved, via better debriefing, and more thought should be given as to how to support staff who are injured in the course of their work.	Accepted – Service Managers will lead on this.
20	Young people must be involved in the Council's thoughts about this issue, and must be consulted on issues that affect them.	Accepted – The Senior Children's rights Officer will lead on this.
21	The Children's Handbook is a useful resource, which could be further improved by making it more age appropriate and user friendly for young people. All young people should have a copy of it.	Accepted – The Senior Children's Rights Officer will lead on this.
22	CROs and External Managers should be personally known to young people and approachable by them, so that young people can directly raise issues about care and control with them.	Accepted – The Senior Children's Rights Officer and Service Managers continue to strive to ensure that as many children as possible know them.

A	The Scottish Executive should establish a National Standing Committee on Physical Intervention Techniques, with multi-disciplinary membership.	Accepted – Director to inform Scottish Executive of these three proposals and seek a national discussion on these matters.
B	There should be a national reporting system of physical restraints.	“ “
C	There should be continued research into violence towards welfare and health workers.	“ “

3 Financial Implications

- 3.1 The current budgetary provision for Care and Control training is £10,000. A detailed three-year training programme is currently being finalised and costed. The cost of the training strategy will be considered in the setting of the three-year revenue budget.

4 Recommendations

- 4.1. Notes the recommendations of the independent evaluation of CALM.
- 4.2. Endorses the Departments response and proposals to implement all recommendations with the exception of 7 and 16 (part) which require further more detailed examination.

Leslie J McEwan
Director of Social Work

Appendices	None
Contact/tel	Duncan MacAulay 0131 553 8289
Wards affected	All
Background Papers	Report to Social Work Committee – No.121 1999/2000 Edinburgh’s Children – The Edinburgh Inquiry into abuse and Protection of children in Care. Revised Care and Control Policy Statement. The Edinburgh Inquiry – Recommendation 55: The Independent Evaluation Report, July 2000.