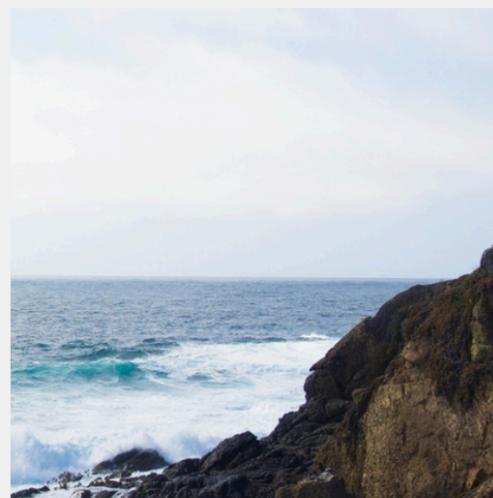
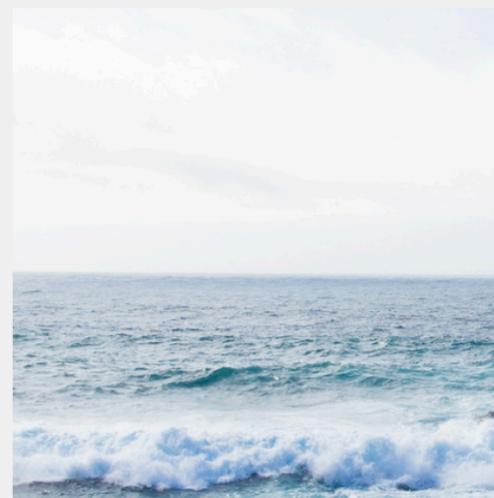
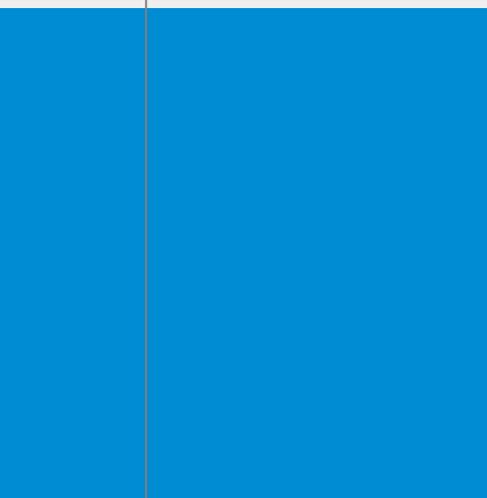
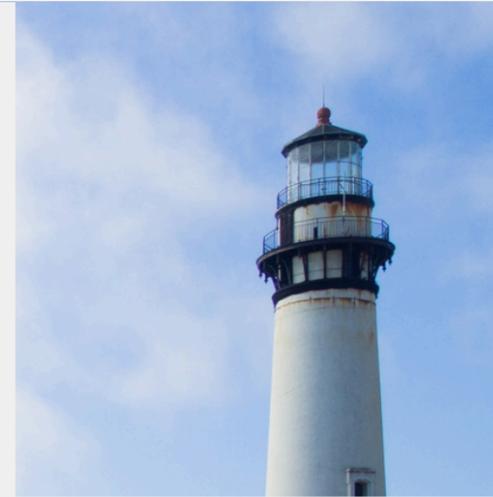
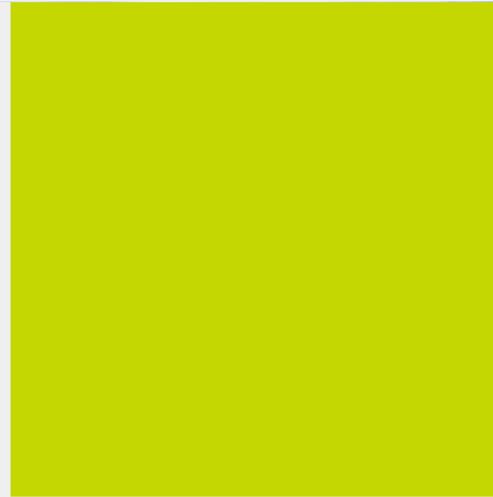
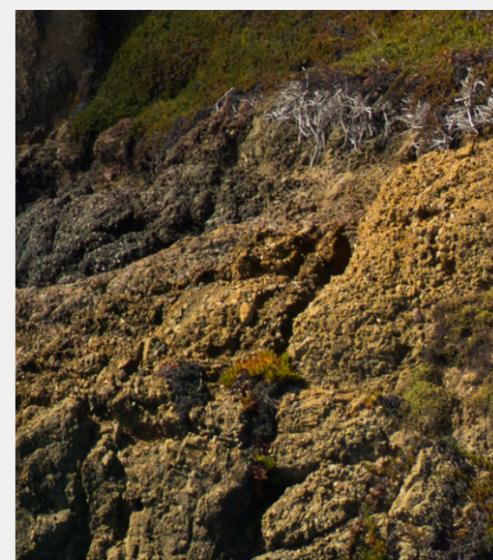
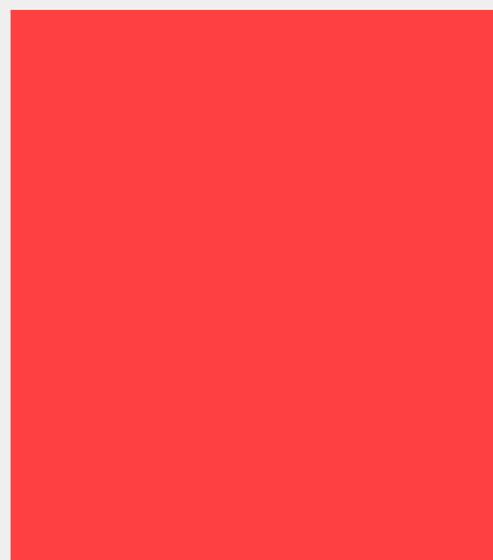


Shetland Public Protection Committee Annual Report 2023/2024

“Working together to keep Everyone Safe in Shetland”



Explore More



Introduction from SPPC Chair

I am delighted to have been appointed Independent Chair of the Shetland Public Protection Committee, and I am very pleased to introduce the Shetland Public Protection Committee Annual report for 2023-24.

Firstly, I would like to give my thanks to my predecessor Tam Baillie, for his commitment and support to Shetland over the past 6 years, this time saw the establishment of our joint Protection Committees.

Tam now chairs CPC Scotland and we look forward to working with him in the future.

Our Lead Officer, Audrey Edwards stood down from her post in December 2023, I thank Audrey for her work and valued contribution to the committee.

During a period of significant change, I have been extremely impressed at the commitment and continued work of the Public Protection Support Team, who have continued to drive forward improvements and priorities identified by the committee.

I was very pleased to welcome our new Lead Officer Sandra Summers to her post in May. Sandra brings a wealth of experience, enthusiasm and commitment to improve, and build on the services and support we deliver to the most vulnerable in Shetland.

Last year, our report reflected the findings of our ongoing Audit work and the Care Inspectorate inspection of adult protection services. Through a partnership approach, we are committed to ensuring priority focus on areas of improvement identified, such as training, emphasis on children's rights, and the voice of lived experience.

The content of our report demonstrates that despite a number of challenges and change, the Public Protection Support Team, members of the sub-committees and partners across all services, have continued to deliver the improvement to service in protection necessary to keep Shetland safe.

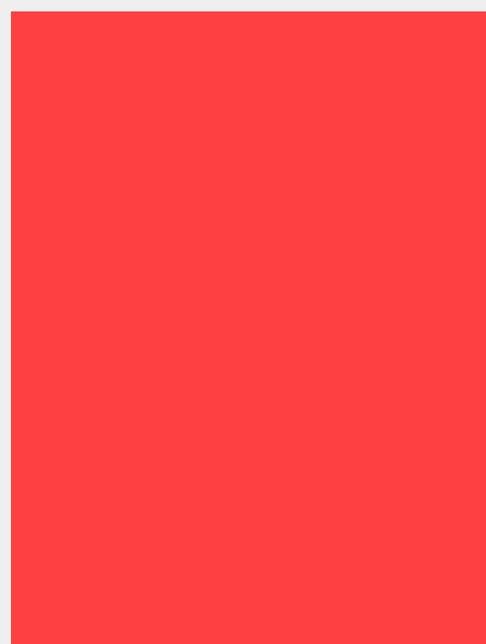
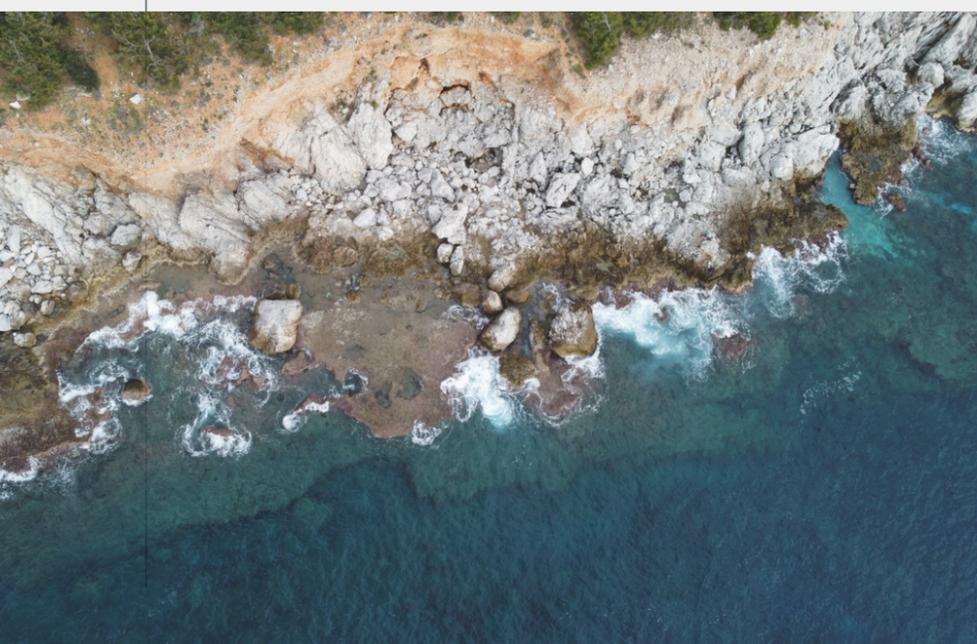
Lindsay Tulloch

September 2024



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Executive Summary

2023/24

What went well?

- The outcomes of the Adult Support and Protection Inspection of the Shetland Partnership area were drafted into an Improvement Plan
- Transition to a new Lead Officer Public Protection involved a thorough handover process; however, Audrey Edwards departed in December 2023, leaving the position vacant until April 2024.
- A Guided Record Reading Exercise was conducted for the Care and Protection of Children, showing progress from the 2021 exercise and highlighting additional areas for improvement.
- Dedicated time given to preparing for the upcoming joint inspection of Children at Risk of Harm in the Shetland Partnership area.
- Progress was made in the part-time co-ordinator role for the Shetland Domestic Abuse Partnership.
- The revamped Safer Shetland website was launched successfully.
- Revision of the Shetland Public Protection Committee constitution was completed;
- A new vision was developed for the Shetland Public Protection Committee: "Working together to keep everyone safe in Shetland."

What could have been better?

- Development of ways to include lived experiences in the work of Shetland Public Protection Committee
- Publicity and awareness raising slipped due to staffing issues
- Due to new Lead Officer appointment, delays in updating the Child Protection Procedures and the Adult Protection Procedures
- Approaches to joint training in the Partnership

What are we going to do now?

- Complete updates to the Adult Protection Procedures and Child Protection Procedures Protocols and make accessible on Safer Shetland Webpage
- Share the learning from the 2023 Guided Record Reading exercise for children in need of care and protection
- Build on the shared outcomes of the Public Protection Inter-Agency Training Group
- Develop a process to involve the lived experience of people affected by support and protection issues in the development of services
- Complete the rebrand of the Shetland Domestic Abuse Partnership, to be the Shetland Violence Against Women and Children and Young People Partnership; complete the review of the Strategy and raise awareness locally of violence against women and children and young people using the 16 Days of Activism 2024, and the Survivors' Voices project.
- Prepare for the anticipated inspection of services to children at risk of harm in the Shetland Partnership area



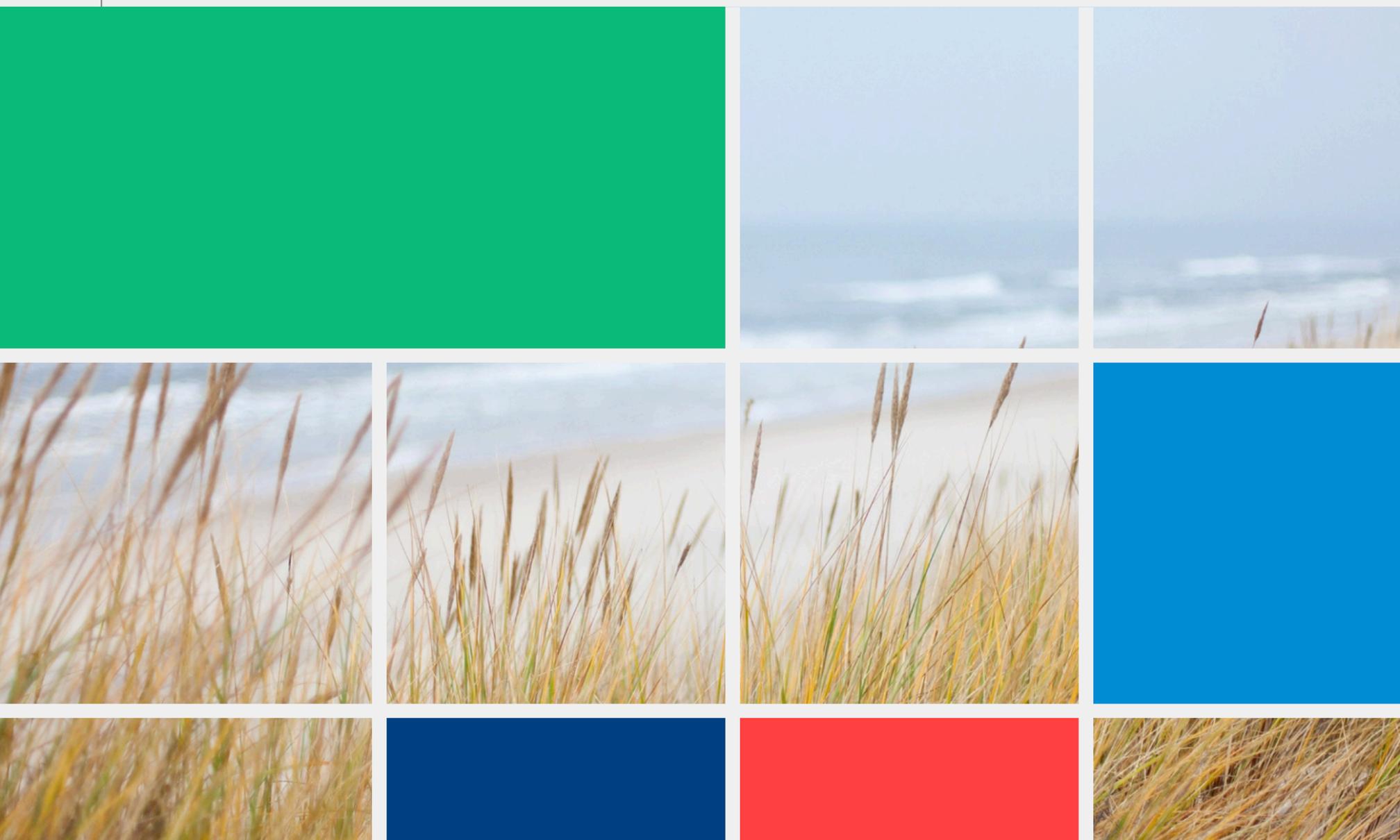
SVAWCYP

Shetland Violence Against Women , Children and Young People Partnership

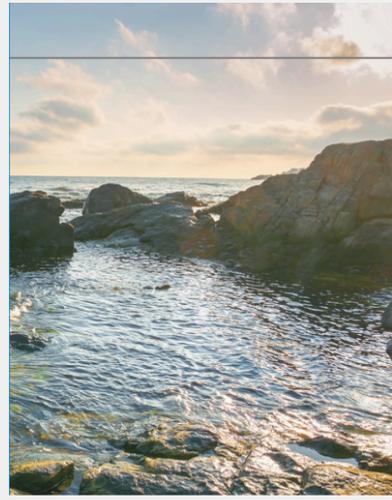
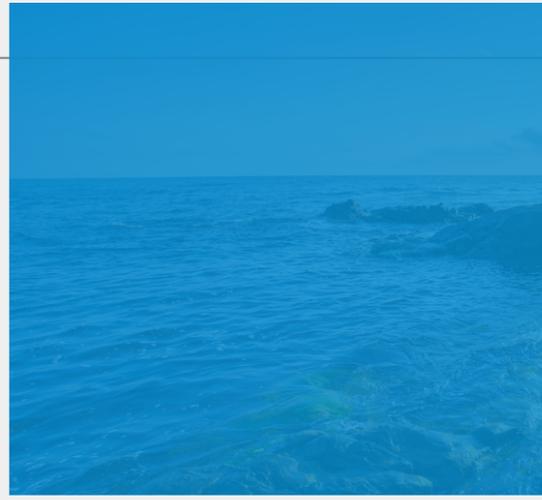
The creation of a 20 hour/week Business Support post, funded by Delivering Equally Safe, established at Shetland Women's Aid has been significant in increasing the pace of improvement work, training and awareness raising in the Partnership. The Business Support post became vacant in February 2024 and recruitment is pending for replacement.

The key outcomes for the post over the year have been:

- Updating the Business Plan which accurately reflects the priorities of the Partnership
- Participation in 16 Days of Activism in 2023
- Key work in re-branding the Partnership, to be the Violence Against Women and Children and Young People Partnership
- Progress in updating the Shetland Domestic Abuse Strategy, for 2023-2025
- Delivery of Safe and Together training locally, and the development of a plan to embed it, through the creation of a Governance Group to secure future Safe and Together training opportunities
- Development of Gender Based Violence training at awareness raising level, and at practitioner level, ready to roll out across the Partnership
- Updating the Domestic Abuse pages on the Safer Shetland website.
- Co-ordinating, facilitating and communicating with stakeholders business arrangements for VAWCYP Partnership.



Quality Assurance



Child Protection

Quality Assurance of Child Protection procedures have continued to be overseen by the Integrated Children Services Quality Assurance Group. In February 2024 it was agreed that due to changes in structure and remit that the group's name would change. Members had discussion on the focus of this group and work coming from the Self Evaluation and Guided Record Reading exercises. Lindsay Tulloch wanted to see ownership of actions moving forward as a Quality Assurance for Child Protection Issues. Members agreed this group would be called Child Protection Quality Assurance Sub-Committee normally meeting quarterly however currently meeting 6 weekly to include preparation for forthcoming joint inspection of Children at Risk of Harm.

A Guided Record Reading exercise took place in June 2023 to examine the interagency records of 25 children who were subject to child protection processes or looked after.

The exercise evidenced further improvement in several areas, which were already evaluated as positive from the 2021 exercise. These included:

- Referrals to other agencies for specific interventions and the effectiveness of those interventions
- Progress of work towards permanency where this was required
- Support and guidance provided to care leavers
- Improvements in children and in family wellbeing as a result of the help provided
- Staff effectiveness in involving parents, carers and families in key processes
- Formal supervision of staff
- Quality of initial response to wellbeing concerns
- Quality of plans to address risks and needs

There were no areas evaluated through the exercise which had regressed from 2021, but there were some aspects evaluated as almost the same in both the 2021 and 2023 exercises, and these areas will be the focus of the action plan arising from the exercise. These were:

Quality of assessment of risk and needs

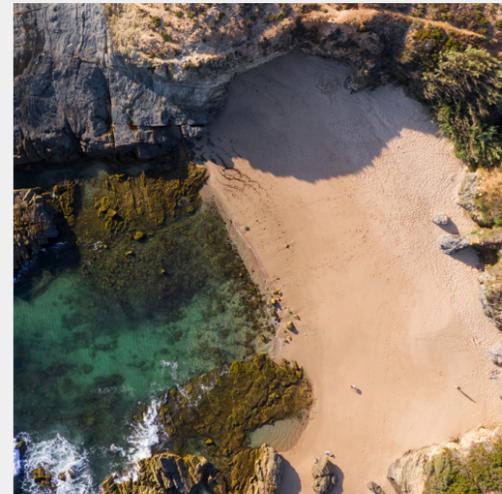
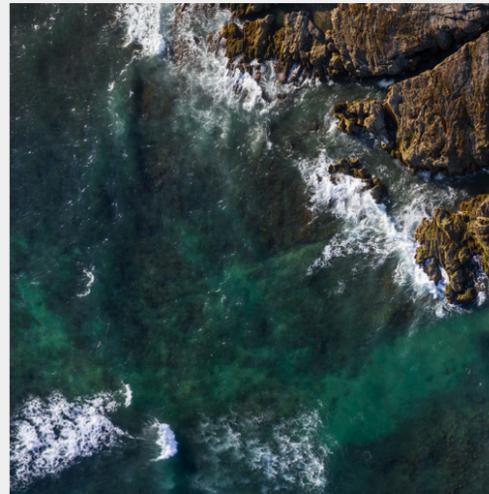
SMART plans for Child Protection Planning

Improvement in Chronologies

Adult Protection

The adult protection Quality Assurance Sub-Committee continued to meet quarterly, led by the Independent Chair of Shetland Public Protection Committee. The sub-committee has had the following priorities:

- Monitoring progress of the **Improvement Plan** arising from the published outcomes of the **Adult Support and Protection Inspection** held during December 2022 to March 2023.
- Oversight of ensuring that Phase 1 of the new required quarterly **National Minimum Dataset for Adult Support and Protection** was accurately completed and submitted and preparation to commence Phase 2 in April 2024. Resulting in a change in the recording of Adult Support and Protection referrals.
- A focus on **National and Local data** looking at trends.
- To set up a Short Life Working Group on participation for living and lived experiences and exploring how this is shared within the wider SPPC meetings.
- Develop Level 3 Adult Support and Protection training.



Participation

Young People

As noted in the 2022-23 report, Shetland Public Protection Committee asked OPEN to develop a workshop for young people to support them and keep themselves safe. This project came from a previous case review which identified that young people needed to be better supported to understand what action to take if they felt unsafe, particularly in situations which may arise outside of their family.

The workshop has been shared with the Public Protection Team in May 2023. It was showcased at the Shetland Public Protection Development Day in August 2023, and will be trialled in a secondary setting in the autumn of 2023.



The key messages we cover in the workshop are:

1. **UNCRC rights overview** – we ask the young people to identify the top 5 most important rights for them (so they can research all of the rights to pick five)
2. **Types of abuse** – we ask the young people (in small groups) to write down examples of a type of abuse that they are given.
3. **Agree/Disagree** – following on from the types of abuse we run an task for all to identify when a situation would merit a disclosure, and they should pass it on to a trusted adult
4. **Disclosure timeline** – we cover the 4 R's (recognise, respond, refer, record)

Adult Participation

As noted in the 2022-23 annual report, Shetland Public Protection Committee continue to seek ways to meaningfully involve adults who require support, and adults at risk in the work of the Committee. This is reflected in the **Shetland Public Protection Committee Improvement Plan for 2023-24**, and was discussed at the Shetland Public Protection Committee Development Day on 30 August 2023. This is a priority for 2024-25, exploring experiences of those who have received support through Adult Social Work services and those accessing other support organisations. We are aware that the **Recovery Hub** have an established living and lived experience group that we will link in with and learn more about how that became established.

Our **“I am me” project** has not progressed as we had hoped over the last year due to various reasons. A focus to get it launched in the summer of 2024 is a priority and we will be exploring other organisations to sign up as safe places. As mentioned in last year’s report we have agreements with Islesburgh Community Centre, the Shetland Recreational Trust and UHI Shetland. This project offers safe places, to anyone who is feeling vulnerable whilst out and about.

The SPPC Team continued to visit community groups mainly to speak about **scams and financial harm**. The infographic summarises the sessions.



The Shetland Public Protection Committee will continue to improve the inclusion of adults at risk of harm, and their carers, in the development of the work of the Committee.



SPPC

Development Day - 30 August 2023



Some of the information from Development Day was contained in our 2022-23 report however we do not want to lose focus on our achievements and actions from 23/24 and so we have included it again for information. Our annual Development Day was held on 30 August 2023 in the Town Hall. In attendance, were colleagues from NHS Shetland, Shetland Islands Council, Voluntary Action Shetland, Women’s Aid, Shetland Domestic Abuse Partnership, Children’s Hearings Scotland and the Shetland Recreational Trust. The day started with an exercise where attendees considered what they personally bring to Shetland Public Protection Committee and what they gain from being part of Shetland Public Protection Committee. The feedback supported us to shape a vision for Shetland Public Protection Committee which we revisited at the end of the day.

The programme then asked attendees to learn and have discussion about different ways to gather feedback from people with experience of public protection systems in Shetland. This was followed by a presentation by OPEN of the work they have done to develop a Child Protection Workshop for young people around keeping safe. This piece of work had been commissioned by Shetland Public Protection Committee.

We also took the opportunity to have a soft launch of our new look Safershetland website, and sought feedback on any aspect of it. Our final presentation was from Anchor for Families, who shared the impact of all the work they have done to support families early in Shetland. The day closed with re-visiting the Shetland Public Protection Committee Vision which was agreed as:

“Working together to keep everyone safe in Shetland.”

We also asked two key questions on this issue at our Development Day, about Participation, and were grateful for the rich responses which came from those who attended.

DEVELOPMENT DAY

FEEDBACK ON PARTICIPATION
from Shetland Public Protection Development Day
30 AUGUST 2023

QA How can we ensure people with experience of public protection systems in Shetland are involved in shaping the work of the Shetland Public Protection Committee, including vulnerable adults and care experienced young people?

- Valuing the time and effort people with lived experience contribute - offering a voucher / paid opportunities where relevant or required and ensuring there is support
- Seeking feedback routinely in our protection work, and using feedback we already have, to tailor better questions for specific groups, and to use a variety of means of gathering feedback
- Have lived experience representation at public protection committee level
- Share examples of the stories we hear to be inclusive and encourage others
- Identify teams where within we find staff who can act as coaches and mentors, and offer peer support
- Empower our staff. Build on trusting relationships and ensure a mechanism for feeding back to managers
- Use audit and evaluation processes
- Use evidenced based practice to support our improvement
- Feed individual feedback from services into committees

QA What are the barriers to gathering feedback?

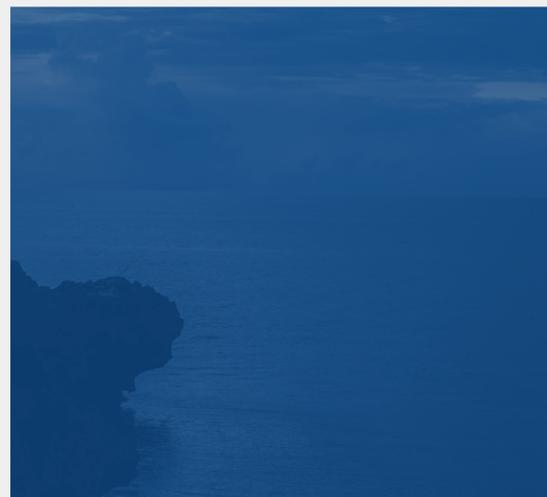
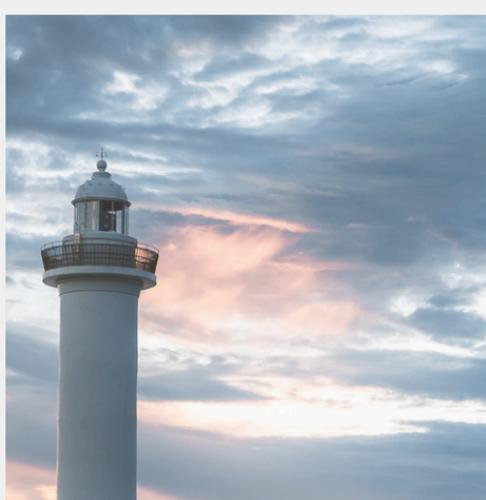
- Knowing who is best placed to ask
- Making actions from feedback
- Trust feedback directly
- Owning up to something that does not work
- Psychological safety
- Unknown expectations
- Lack of resources to ensure support

Work of

Sub Committees

Protection in the Community

- Members attended the **Sports Conference** in October arranged by Shetland Sport and Leisure to provide input to their service and to raise awareness of Adult and Child protection for Community Sports Groups. It had been well attended by a range of organisations which gave the opportunity to have discussion about Adult and Child Protection.
- Continued work on the **I Am Me “Keep Safe” project**. Local organisations approached and staff training has been delivered with a view to launching the Keep Safe project in Autumn 2024.
- Members were kept up to date and held discussion on the change in laws around the **PVG scheme**. All PVG checking and applications are now processed through Volunteer Scotland. The committee keep informed on any changes to the scheme to ensure the information is shared with community groups
- Made links with **Street Pastors Initiative** – a new initiative being set up over the coming year.
- Members attended **16 Days of Activism** Networking Event to share awareness and discussion around Adult and Child Protection
- Adult and Child Protection basic awareness information shared for **Licence Holder Training**.



Financial Harm

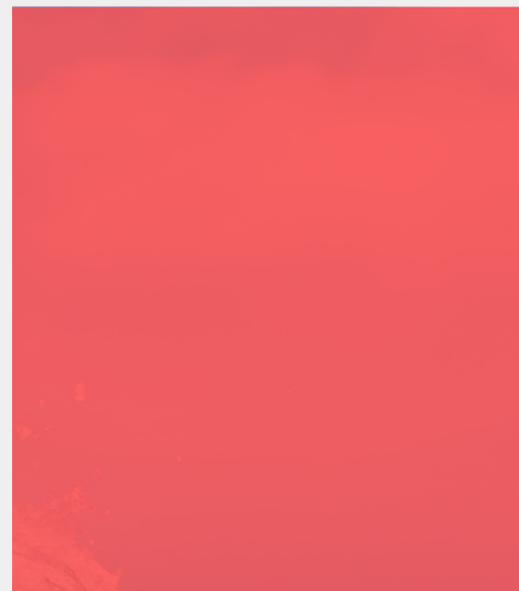
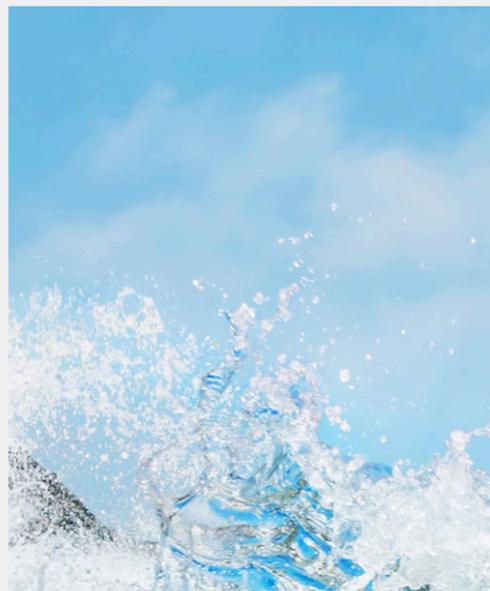
There was discussion early in the year how to move forward with the Financial Harms Sub Committee. There had been no attendance from banks at the meetings. SPPC agreed to disband the Financial Harms Sub Committee and asked that key players still meet twice a year to keep the Financial Harm work going. The Lead Officer, SPPC, Business Support, SPPC, Trading Standards Colleagues and Police continued to meet.

- Local advertising, social media and the SPPC Team at Cunningsburgh Show had resulted in a lot of requests for **Call Blockers**. In 2023-2024 our Trading Standards team secured 206 trueCall scam and nuisance call blockers for Shetland residents through a nationally funded project. The team installed 131 of those units before the end of the financial year, and are continuing with the remaining installations during 2024-2025.
- **Scambusters Sessions** were held with clubs and groups from RVS, Ability Shetland, Macular Society, Care Home Day Care and the SPPC team linked up with Community Planning and Development Officer colleagues to deliver sessions at the Winter Pop In areas at Whiteness, Whalsay and Sandness Public Halls reaching more than 80 people.
- **Scambusters packs** were taken by Community Planning and Development Officers to some of our more remote locations.
- In April 2023 the team did some awareness raising and public information work as part of the Scotland-wide **Shut Out Scammers campaign**. An advertorial was published in The Shetland Times and a Scambusters Shetland 'Shut Out Scammers' Bulletin which was distributed widely by e mail and leaflets placed in home deliveries by Tesco and the Co-op and with prescriptions from Freefield Pharmacy reached approximately 200 people.
- Our Trading Standards Team take the opportunity to engage with any individual who has been referred to them from the **National Scams Team**. The outcome of one referral received in 23/24 involved the return of money which the person had sent in cash in response to a scam mailing. This had been recovered, along with other monies and paperwork, in an enforcement operation and then passed to the National Scams Team for return to the individuals.

Digital Safety and CSE

Because of SPPC Chair, Lead Officer and SPPC Business Support staff vacancies the Digital Safety and CSE Sub Committee were unable to meet for a period of time. However, work around VSVS events and information shared for Safer Internet Day continued:

- For **Safer Internet Day** February 2024 resources were circulated to schools around AI Analysis for 7-11 year olds as well as some further information and resources for secondary age pupils. Messages were posted on the safersheland website throughout the week.
- **#VSVS events** were held in AHS and Aith and topics covered in the workshops included Internet Safety, Drama, positive relationships, yoga and consent.



Publicity and Awareness Raising

As the restrictions arising from the pandemic have eased, we have been able to return to more normal activity to raise awareness of protection issues as follows:

- Shetland Public Protection Committee supported the Trading Standards Scotland and Police Scotland's nationwide **Shut Out Scammers Campaign** which ran from the 17 April to 14 May 2023. The campaign raised awareness of doorstep crime, the mis-selling of energy efficiency measures and other forms of financial harm to which consumers are susceptible. The campaign aimed to empower consumers rather than make them fearful and to encourage the reporting of scams.
- The Public Protection Committee Team attended the **Cunningsburgh Show** in August 2023. A very busy day raising awareness of protection issues in general, and in turn, hearing a huge number of stories from visitors to the Show of a wide range of issues, but particularly phone scams, and financial scams.
- **National Adult Support and Protection Awareness Day** is held every year on 20 February. This year, 2024, had dual focus which centred on both a general awareness of ASP and a spotlight on Sextortion Scams.
- Local response to national campaigns led to information shared on safershetland website for **#NoBlameNoShame campaign** launched in November 2023 to encourage people to talk about scams / Care Day, 16 February 2024 / Suicide Prevention Week September 2023 / National Hoarding Awareness Week May 2023.
- The SPPC Team attended the **Shetland Sport and Leisure Sports Conference** in October 2023 which gave opportunities for discussion around protection training
- Information was shared with colleagues to take to the **Developing the Young Workforce event** held at Clickimin in November 2023.
- **Safershetland website promotion video clip** was shown in Mareel Café during October and November 2023.

As well as this, in response to the outcomes of the Adult Support and Protection inspection, our Chair has developed a **Communications Plan** for Shetland Public Protection Committee which will augment our existing Publicity Plan. We will keep this up-to-date.



Website Activity

The www.safershetland.com new look website was launched at our Shetland Public Protection Committee Development Day on 30 August 2023. Content is checked regularly and updated.

The “Keeping Adults and Children Safe” Level 1 E learning had 1442 sessions* through the period of April 2023 to March 2024. The number of sessions continue to increase from year to year.

It’s Everyone’s Job Level 1 ELearning

Total Users	809
New Users	808
Sessions*	1442

Introduction to Trauma Informed Practice ELearning

Total Users	128
New Users	124
Sessions*	305

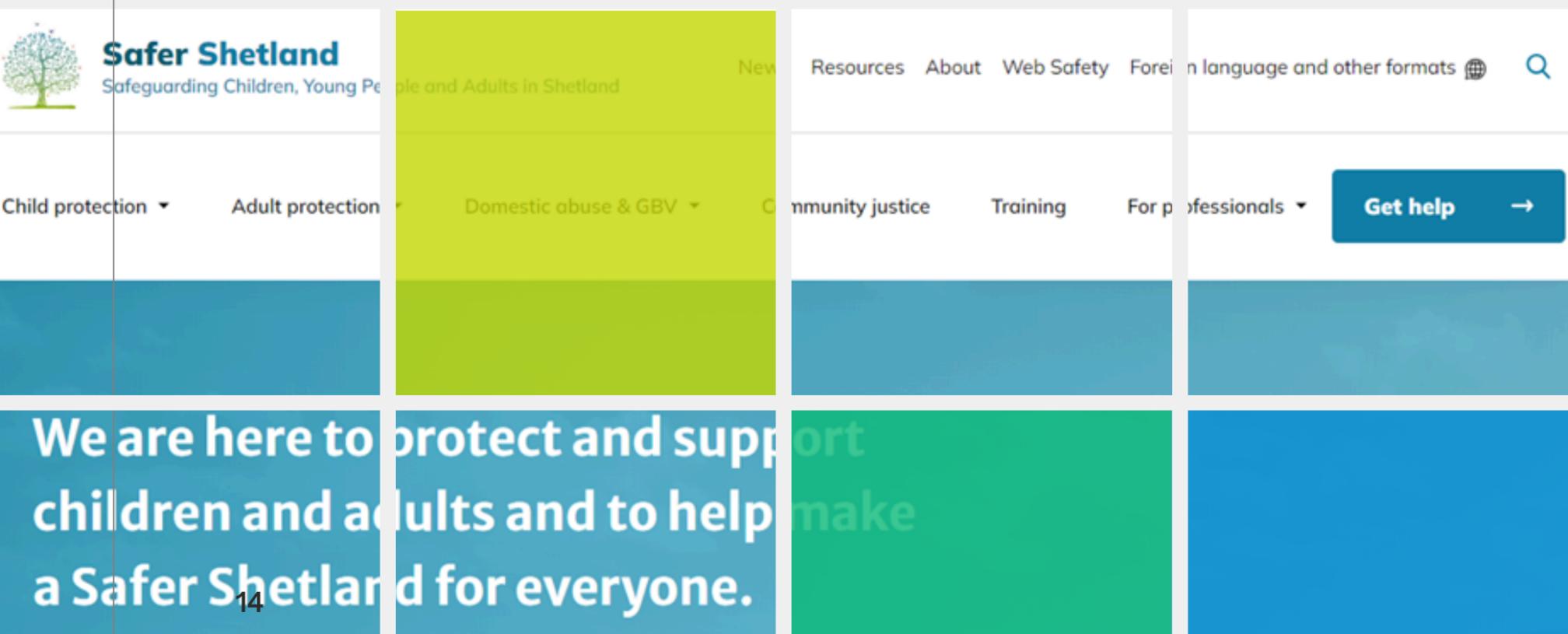
*A session is a period of time during which a user interacts with your website or app

Understanding Gender Based Violence ELearning

Total Users	115
New Users	115
Sessions*	181

Throughout April 2023 to March 2024 the data shows a decrease in sessions for each of the pages on the the website. The decrease in numbers could be due to the addition of a consent widget when the site was redeveloped for users to opt out of data collection.

	Sessions	Users	New Users
Child Protection	518	363	306
Adult Protection	190	132	111
Community Justice	98	52	44
Domestic Abuse	52	38	24
Training	117	77	44



Training

This is an area that has not progressed over the last year in part with the change in Lead Officer roles from Kate Gabb to Audrey Edwards and the vacant post from December 2023-April 2024. **The Inter-partnership Training Group** had set a wider framework for training development and delivery across the Partnership, however the Training Strategy was not finalised. The group met in November 2023 and with a new Lead Officer starting in April 2024 this is a priority on the Shetland Public Protection Improvement Plan for 2024-2025.

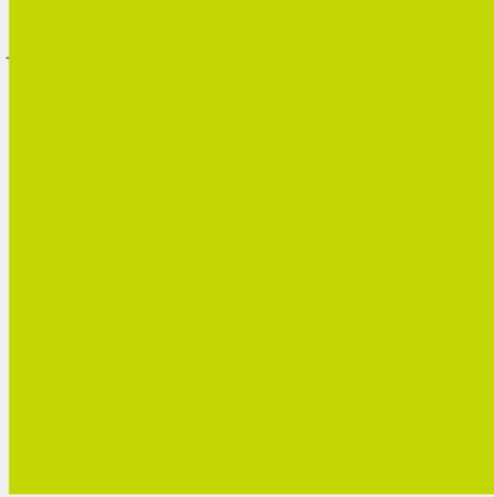
Training has continued to be delivered with more **face to face sessions** being available, which is best wherever possible. Training for Adult Protection and Child Protection has been updated to take account of updated **national advice and guidance**. Over this year **Level 3 Child Protection training** has been a priority with commitment from the trainers to deliver a number of courses to ensure those who need an update get the opportunity in a timely manner.

Level 3 Adult Support and Protection has been created and is being delivered regularly to ensure easy access to those who require it. A priority for 2024-2025 is to create and deliver Council Officer Training in Shetland for those who conduct Adult Support and Protection duties.

Workshops will be delivered to Education staff, management teams and named persons on **updates to Child Protection Procedures** from the update of National CP Guidance 2021 (updated 2023) and consideration given on how to do this for Adult Support and Protection once these procedures are made available online.

Please see Appendix 2 for more information about courses and evaluations





Analysis

of Adult and Child Protection Data

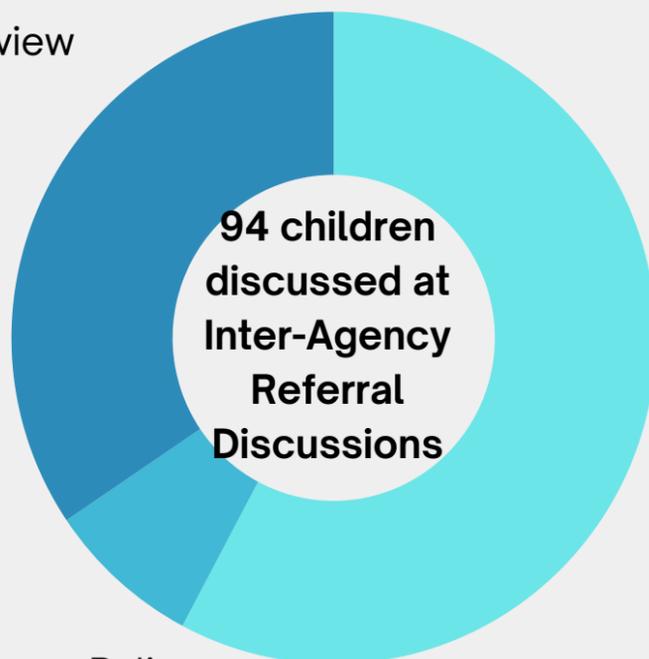
Child Protection

During the period 1 April 2023 to 31 March 2024 there were:



Number of Children on Child Protection register		
1 April 2023	1 April 2023 - 31 March 2024	31 March 2024
13	34	12

Joint Investigative Interview
31



Single Agency social work
52

single Agency Police
7

There are still **areas for improvement for Child Protection Planning Meetings**

- Improvement in young people attending their meetings
- Continued work to support professional staff to understand their role at Planning Meetings. Making recommendations about registration is still very difficult for staff.

Adult Protection

Adult Protection Data

Normally SPPC would share a comparison chart of data from year to year however the recording system has changed with data being recorded on a **national dataset**. The Adult Protection Quality Assurance sub committee continue to analyse the statistics and can report that the same number of referrals are coming to the attention of Social Work however the new way of recording data will show a decrease in numbers. As data is collected and built up a comparison chart will be shared in future Annual Reports.

Adult Support and Protection Case Conferences

There were two Adult Support and Protection Case Conferences held during the period 1st April 2023 to 31st March 2024. Relevant professionals were routinely invited to attend these, with representatives from Health and Police being present on both occasions.

Both adults at risk of harm were invited to attend their case conference but chose not to attend. This was recorded in the Minutes. Where appropriate, family members or unpaid carers were also invited to attend and attended on all occasions. Adults at risk of harm were well represented at case conference even when they chose not to attend.

Both case conferences effectively determined what needed to be done to ensure the adult at risk of harm was safe, protected and supported

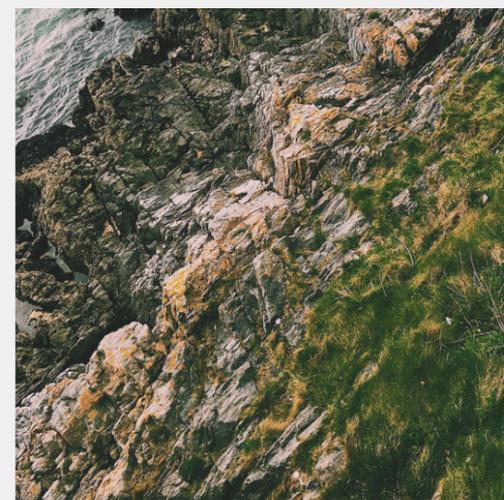
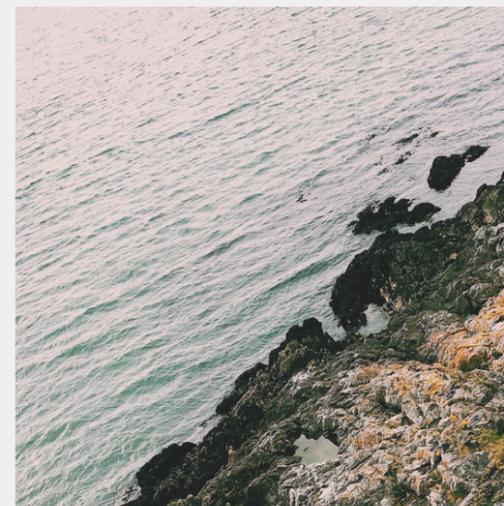
Conclusion

In 2023-24 the priorities for the Shetland Public Protection Committee have been:

- Complete the updates to the **Adult Protection Procedures** and the Child Protection Procedures;
- Re-start the **Inter-Agency Training Group**;
- Continue to build on the good work of Shetland Domestic Abuse Partnership to increase awareness in our community of **gender-based violence**;
- Ensure the priorities in the Improvement Plan following the **Adult Support and Protection Inspection** continue to move forward;
- Ensure that, some progress on including **adults with lived experience** in the work of Shetland Public Protection Committee can be practically demonstrated;
- Ensuring we continue to prepare for an **inspection of services to children at risk of harm**, through taking forward the outcomes of our Guided Record Reading, and completing self-evaluation work for the Scottish Government on the extent to which we have implemented the National Guidance for Child Protection in Scotland 2021

In 2024-25 the priorities for Shetland Public Protection Committee will be to:

- Continue to monitor and progress the actions from the ASP inspection improvement plan;
- Develop an **interagency training plan** for mandatory training within the Inter-Agency Training Group;
- Lead Officer to review all Adult and Child Protection Training and re design where necessary;
- Develop protection work in raising awareness and **improve publicity awareness** through public engagements in Adult and Child Protection;
- Support the preparation for the **Joint Inspection of Children and Young People at risk of harm** to be protected and safe in the Shetland Partnership Area;
- Develop the work led by **Shetland Violence Against Women, Children and Young People Partnership** to improve training, publicity and awareness of gender-based violence and support the roll out of level 2 training;
- Work to complete the update to the **Adult Protection Procedures** in line with the New ASP guidance,
- Deliver workshops as required to update professionals on changes within Child and Adult Protection Procedures updates.



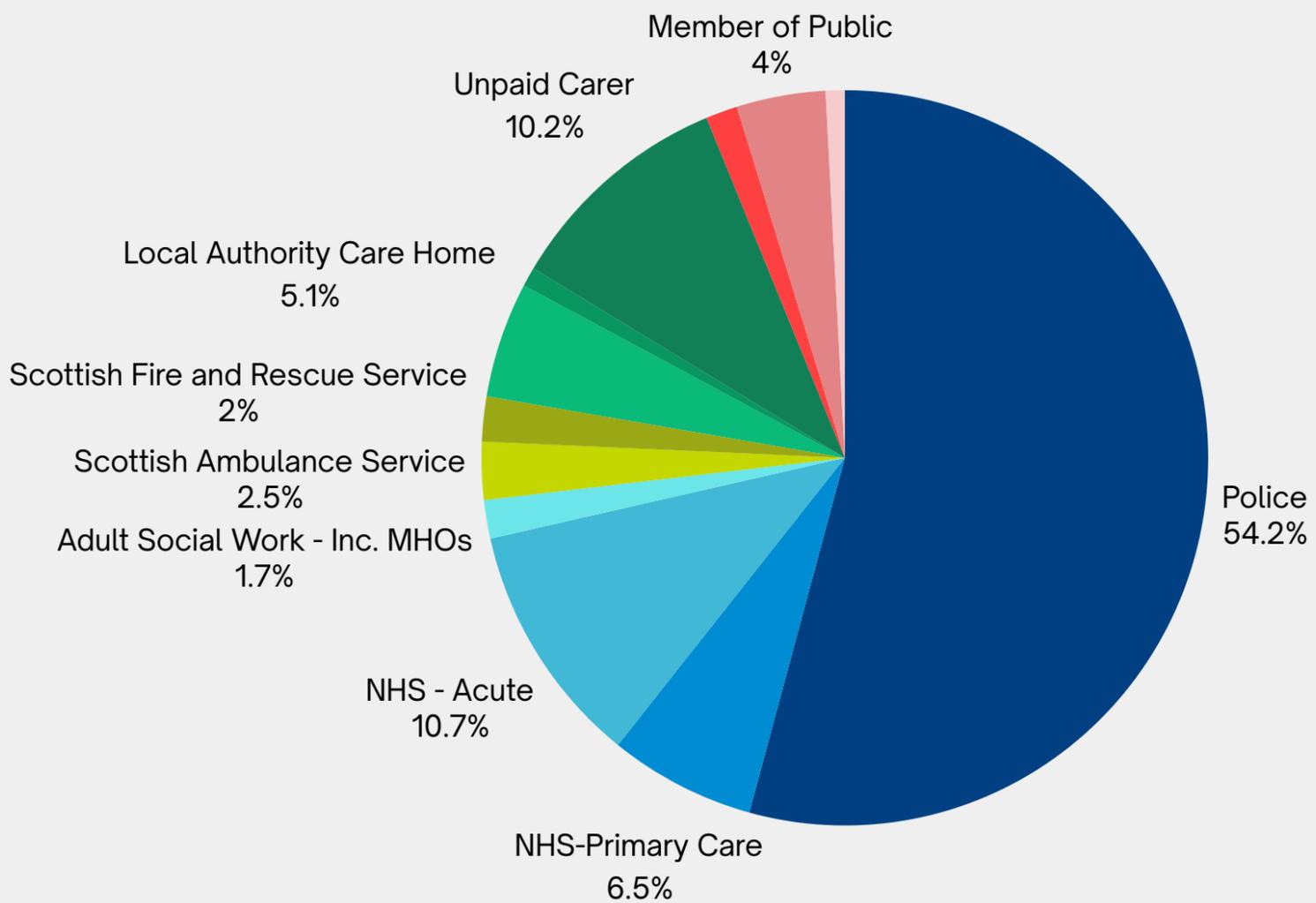


Appendix 1 - Adult support and Protection Data

Statistics

Shetland Public Protection Committee Adult Support and Protection Statistics

Number of Referrals	354
Adult Concern Referrals	334
ASP Referrals (3 pt criteria)	20



Number of cases of harm for those who met 3 point criteria	Type of harm caused (some cases may be referred for more than 1 cause)
6	Physical Harm
<5	Sexual Harm
<5	Psychological / Emotional Harm
<5	Financial or Material Harm
<5	Self-Harm
<5	Not known

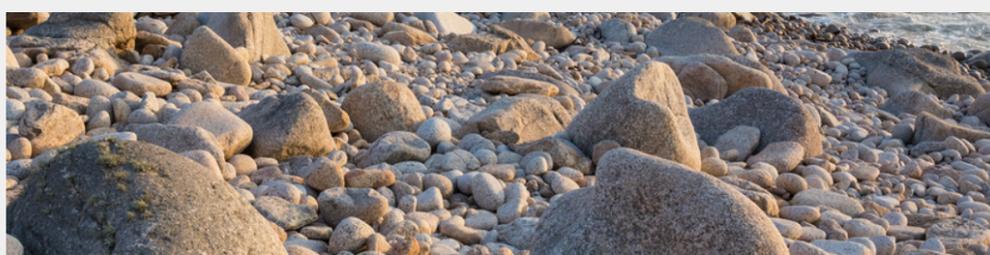
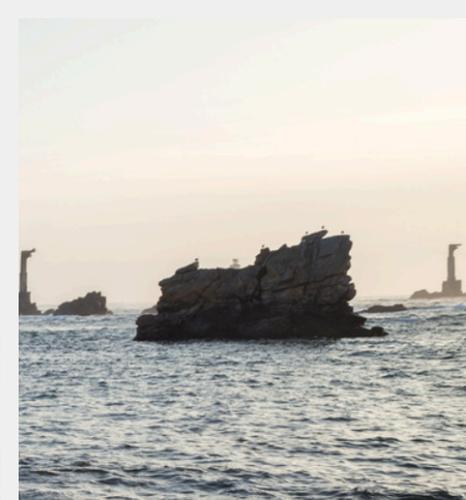
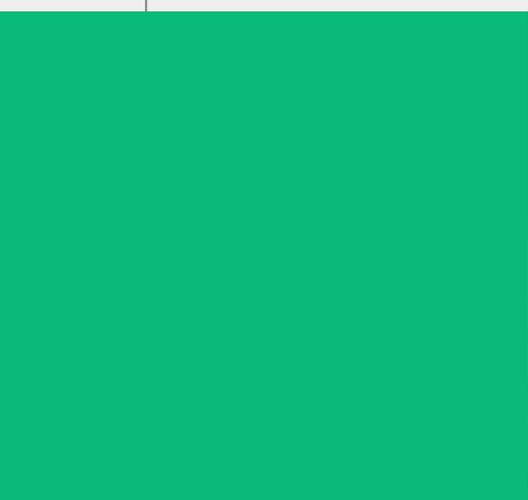
Appendix 1 - Adult support and Protection Data

Total inquiries using investigatory powers	8
Number of Adult Protection Case Conferences	<5
Number of protection plans established	<5
Any legal orders	0
Assessment Order	0
Removal order	0
Banning Order	0
Any Legal Orders as at 31 March 2023	

Actions Taken - Inquiries without use of investigatory powers		
Does not meet 3-point criteria	No further action (for Social Work)	282*
Does not meet 3-point criteria	managed through existing care plan involvement	10
Does not meet 3-point criteria	referred to non-ASP services	8
Meets 3-point criteria	managed through existing care plan	19
Meets 3-point criteria	ongoing ASP work	0
	Pending/Unknown	15

Actions Taken - Inquiries using investigatory powers		
Does not meet 3-point criteria	No further action (for Social Work)	7
Does not meet 3-point criteria	managed through existing care plan involvement	1
Does not meet 3-point criteria	referred to non-ASP services	0
Meets 3-point criteria	managed through existing care plan	4
Meets 3-point criteria	ongoing ASP work	3
	Pending/Unknown	5

*Of the 282 cases that did not meet 3 point criteria with No Further Action, these cases would have been signposted to a more appropriate service.



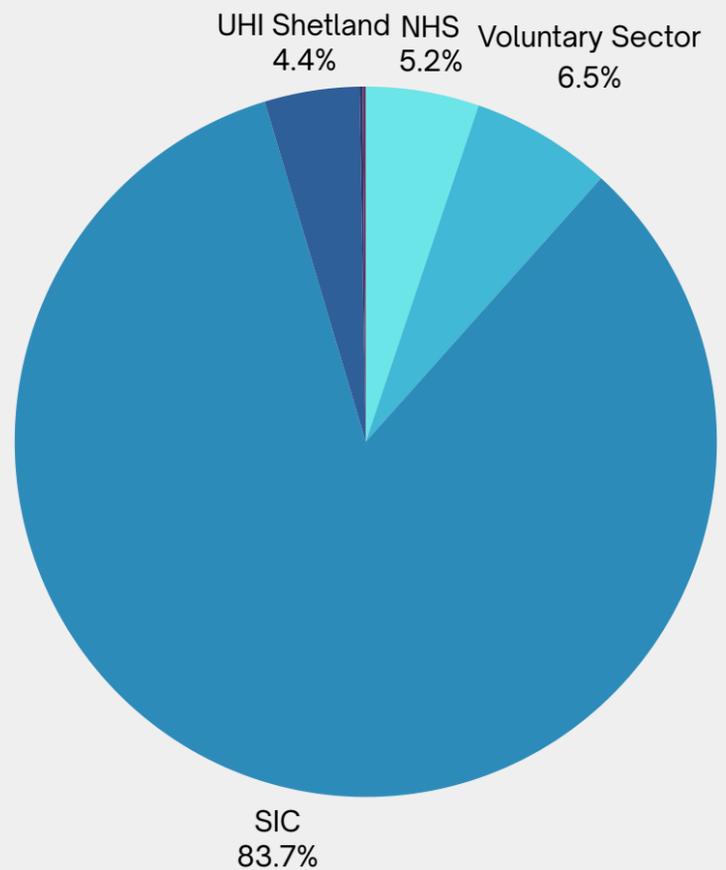
Appendix 2 - Training statistics

Adult and Child Protection Training

Reporting Period 1 April 2023 - 31st March 2024

Total number of people trained	710
Number of Training sessions held	62
Elearning course completion (SIC staff)	655

NHS	37
Voluntary Sector	46
SIC	594
UHI Shetland	31
Orkney Islands Council	1
Shetland Amenity Trust	1



Number of Training Sessions	
ASP Level 2	23
ASP Level 3 Blended Learning	4
Appropriate Adults	1
CP Level 2	28
CP Level 3	6

eLearning Course Completion SIC/NHS staff	
ASP Level 3	106
Child and Adult Protection - It's Everyone's Job	923
Child Protection Level 3 Refresher	32
Level 1 Understanding Gender Based Violence	44

