



*Protection*

*Child centred*

*Justice*



# **National Joint Investigative Interviewing (JII) Project**

## **Emerging Learning - Briefing Paper One**

**November 2020**

This briefing paper has been prepared by the National Joint Investigative Interviewing (JII) Team, in partnership with Lanarkshire and North Strathclyde JII Pilots.

The topic of this briefing paper is the emerging learning from the pilot sites in preparing for installation of the new model of joint investigative interviewing. It focuses on the early period where both sites were planning their implementation and beginning to make adjustments and modifications across the local system.

This is the first in a series of briefing papers; the next one will focus on the emerging learning from the period where both sites went live in practice.

*This document is one of a series of papers developed and published as a way of sharing the emerging learning from the implementation of a new approach to joint investigative interviewing in Scotland.*

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## Introduction

This briefing paper has been prepared by the National Joint Investigative Interviewing (JII) Team, in partnership with Lanarkshire and North Strathclyde JII Pilots.

The topic of this briefing paper is the emerging learning from the pilot sites in preparing for installation of the new model of joint investigative interviewing – the Scottish Child Interview Model.

## Background

The National Joint Investigative Interviewing (JII) Project was established to develop a new approach to the joint investigative interviewing of children in Scotland.

The aims of the new approach are to improve the quality of experience of child victims and witnesses, minimise re-traumatisation, and improve the quality of evidence gathered during joint investigative interviews to prevent the need for these children to have to give evidence in person as part of court processes.

This new approach is called the Scottish Child Interview Model (SCIM).

The development of the SCIM for joint investigative interviewing forms part of the response to recommendations within the [Evidence and Procedure Review](#), Scottish Court Service, 2015.

*The Evidence and Procedure Review- Next Steps* report, published early in 2016, set out the findings from further consideration undertaken by Scottish Courts and Tribunals Service (SCTS) in relation to obtaining best evidence from child and vulnerable witnesses. Following publication of this report, the Justice Board commissioned the Scottish Courts and Tribunals Service to lead further work to develop the recommended systematic approach to capturing and presenting evidence in pre-recorded form.

Two work-streams were established, one focusing on the visual recording of evidence in chief, in particular existing approaches to conducting and recording JIIs with certain child witnesses, and one focusing on the pre-recording of further evidence.

The JIIs Work-stream Group focused initially on current approaches to conducting JIIs, the extent of their use in proceedings and barriers to their use. The JIIs Work-stream Group published a report of their work in June 2017.

The Group established that the primary barrier to the use of JIIs as evidence in chief is the quality of the interviews, either in terms of the way in which the interview is conducted by the joint investigative interviewers or in terms of the audio-visual quality of the recording. The

Group identified steps that can to be taken to improve the quality of JIIs and to facilitate their more frequent use as evidence in chief.

Since 2017, Police Scotland and Social Work Scotland have been leading on work (alongside other agencies) to improve the quality and process for joint investigative interviews with children in light of the recommendations of the Evidence and Procedure Review Joint Investigative Interviews Work Stream. Fundamental to that work has been the development of the SCIM.

This new approach to joint investigative interviewing is aimed at providing a higher quality of forensic interview that ensures best evidence for court and for civil proceedings such as children’s hearings and local child protection services. The ultimate outcome is to keep children safe and ensure that they have the right to justice.

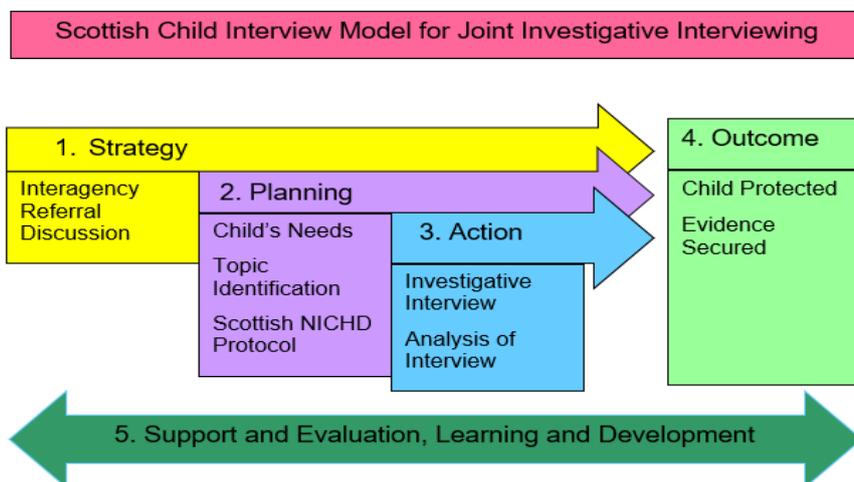
In developing this new approach, care has been taken to ensure that practice within the new model of JII is trauma informed. That is, where the impact of trauma on those affected by it is understood and staff responses and organisational systems are adapted accordingly.

Interviewers are provided with the knowledge and skills to consider the impact of children’s experiences upon their ability to participate in the interview and to actively plan for how the needs of each individual child will be met throughout the interview process.

Critically, the new model has been purposefully designed to minimise re-traumatisation of children.

It is important to be clear that the new model for JII is a new model of practice, requiring system change. It is not solely the improved training of interviewers.

The Scottish Child Interview Model for joint investigative interviewing can be represented as below:



## Pilot arrangements

The Lanarkshire JII Pilot involves both North and South Lanarkshire Councils, Q Division of Police Scotland, NHS Lanarkshire and local representatives from SCRA and COPFS.

### Lanarkshire Vision

- Improving and creating consistency in current approaches to visually recording JIIs
- Interviews can be used more frequently as evidence in chief
- Local implementation of the new model of JII with a smaller and more highly trained cadre of interviewers
- Opportunity to review the wider experience of children in the context of JIIs, child protection and safeguarding to inform future practice, service delivery and resourcing

### Lanarkshire Aims

- To have 12 interviewers trained in the new model of JII
- Operate a pan Lanarkshire cadre for the JII pilot, which will be utilised for all interviews where there is pilot trained staff available and the criteria for the pilot has been met
- Operate a fall back to the current arrangements for JIIs in the area for interviews not undertaken through the pilot trained interviewers
- Whilst implementing the interview pilot into practice, review the local arrangements around the wider context in which JII's are undertaken
- Evaluate the resource needs, opportunities and challenges to inform the future roll out of the new model of JII and practice
- To review and update the local quality assurance and evaluation framework in line with the national framework being considered, including the involvement of Scottish Children's Reporters Administration (SCRA) and Crown Office and Procurator Fiscal Service (COPFS)

Lanarkshire's approach to the piloting of the new model in their area is to build on existing elements of their current JII model, namely:

- Pan Lanarkshire quadripartite Initial Referral Discussion (IRD) process
- Pan Lanarkshire quality assurance processes for IRD
- Pan Lanarkshire quality assurance process for JII
- Rota system arrangement in North Lanarkshire which facilitates central coordination of allocation of JII's across one local authority area

It was agreed that, as part of their pilot, they would test the efficacy of a Pan Lanarkshire rota for the social work interviewers. Lanarkshire wished to test the blend of other social work tasks with interviewing task. That is, social work child interviewers would continue to hold a (reduced) case load and undertake other social work tasks in addition to their joint investigative interviewing tasks. A rota system would facilitate this testing.

## North Strathclyde Vision

### *To create a Holistic Trauma Approach to Joint Investigative Interviewing*

The development brings together the North Strathclyde Partnership and 3<sup>rd</sup> sector partners, Children 1<sup>st</sup>, based on European Promise quality standards.

The North Strathclyde Partnership is: four Local Authorities (East Dunbartonshire, East Renfrewshire, Inverclyde, Renfrewshire), two Police Divisions (G Division for East Dunbartonshire and East Renfrewshire and K Division for Inverclyde and Renfrewshire), one Health Board (NHS Greater Glasgow & Clyde), one SCRA Locality (North Strathclyde), four Sheriff Courts (Paisley, Glasgow, Dunbartonshire and Greenock).

## North Strathclyde Aims

By bringing together a specialist JII Cadre (Police & Social Work) and Children 1<sup>st</sup>, this will ensure;

- The JII cadre have advanced knowledge, skills and competencies and the required experience of forensic interviews that produce best quality evidence and ensure the protection of the child.
- This partnership develops a best practice model based on shared resources, learning and will provide risk sharing arrangements across authority that ensure that the quality of the interventions are not compromised
- We are consistent in improving the experiences for children and their families who are subject to Joint Investigative Interviews.
- The fundamental principle of recovery, that is, trauma informed practice, is to be built into the process from the point of disclosure for children.

North Strathclyde's approach to the piloting of the new model in their area is to develop a new, whole system approach across large number of partners, informed by Barnahus PROMISE Exchange quality standards. The plan is that all eight interviewers will be co-located and will operate as a specialist interviewing team where joint investigative interviewing is their only responsibility. A newly created post of designated coordinator on site to manage the cadre was part of this arrangement. The partnership with Children 1<sup>st</sup> ensures that capturing children's experiences of the new model is at the heart of their pilot.

## First messages

The very first message that the pilot sites would wish to highlight from their experience and learning is that implementing the new model for JII is a whole system change to support improved practice in protecting children and young people. The preparation and "readiness" work undertaken in both areas has been significant.

For each pilot site, their respective starting positions were slightly different.

Lanarkshire aimed to build, grow and improve on their current JII arrangements, taking an iterative learning approach, with a focus on developing a specialist cadre of interviewers.

North Strathclyde took a longer term, more visionary approach, focused on bringing together a wider range of partners to create a new, holistic response to children impacted by trauma.

Both sites embarked on their journey to implement the new model of JII at a stage where elements of the new model were still being finalised and where none of it had yet been tested in practice in the Scottish context.

This meant that, in some respects, local areas bid to pilot a new model for JII without full awareness of what that would entail.

This presented challenges throughout the period in which both sites were preparing for implementation in that local implementation plans continued to develop as understanding of the model developed.

For both sites, preparing for implementation of the new model for JII has been a challenging, complicated and ever evolving piece of work which has required a lot of passion, commitment, negotiation and skilful solution-finding.

They are keen to share their learning to support other areas on their implementation journeys.

In particular, they would note that while both are implementing the same model of JII practice and therefore having lots of the same debates and discussions, they have found that they are able to shape the new model for JII to suit their local contexts and strategic vision.

*“This will not save you time and resource. That’s not what this is about. And we knew that going in. This is about getting it right for children and we need to invest in what we know will help improve protection and justice for them”.*

Angela Latta, Service Manager, Implementation Lead for North Strathclyde JII Pilot

## Interviewer Cadres

Within the Scottish Child Interview Model for joint investigative interviewing, each area will develop a small, specialist cadre of child interviewers. These staff will access the new five module training programme and, following successful completion of this training, be deployed in practice as joint investigative interviewers. Interviewer cadres will operate across local authority boundaries where there is local agreement to do so.

The selection and recruitment of staff for these roles is critical to the success of the new JII model.

Determining the size of interviewer cadre required for a local area is very difficult at this stage of implementing a new model like this which is predicated on training fewer numbers of staff in order to ensure that specialist skill is developed.

The size of the interviewer cadre must be kept relatively small to ensure each interviewer has sufficient opportunity to develop and hone specialist interviewing skills, but there needs to be sufficient numbers of interviewers able to be deployed to meet demand. This is one of the key challenges with the new model for JII.

The interviewers training programme can accommodate up to twelve learners as part of any one cohort. Lanarkshire chose to fill all twelve places as their demand for JII is fairly high (prior to this pilot around 600 per year), while North Strathclyde filled eight places (around 320 JII's per year prior to this pilot).

Both pilot sites recognised that with implementation of the new model, demand for JII was likely to increase due to expanding the criteria to include non - familial concerns and potentially including some other types of interview where proceeding via the new model would be in the child's best interests. This was an added challenge in considering what size of interviewer cadre would be needed.

As having frequent opportunities to utilise their new skills in practice is fundamental to supporting interviewers to develop their skills, this was identified as a key priority for monitoring once the interviewers were live in practice.

In North Strathclyde, the JII Pilot developed an "*Application Criteria and Selection Process*" (see [Appendix A](#)) which set out the expectations of the role of the specialist cadre, the required experience, knowledge and skills of applicants and the interview process. A multi-agency interview panel was established, and shortlisted applicants proceeded through a formal interview before being advised whether they were successful.

Within the partnership, agreement was reached that one social worker per local authority would be recruited, alongside two police officers per division. This cadre of eight would be deployed across the whole partnership area, which includes four local authorities.

In practice, the actual recruitment of the North Strathclyde cadre combined the formal *Application Criteria and Selection Process* with some key pragmatic considerations. Thus, while social work staff were interviewed, those from Police Scotland were selected in part based on their remaining length of time in the Public Protection Unit.

In Lanarkshire, there was a similar combination of pragmatism and principle. Managers from both Police Scotland and the local authorities considered their workforce and which staff may have the right skillset for this work. They then delivered information inputs to police and social

work staff and asked individuals to express interest. From this relatively small pool, they then filled all available places on the interviewer training programme.

Both pilot sites recruited staff from their current 5 day trained JII staff pool (with one exception) and both released their identified candidates at the same time to undertake the interviewers training programme together. These strategies were, in part, a reflection of what was known at the time and, perhaps, the nature of being a pilot. However, there have been a number of benefits to the sites recruiting their interviewers in this way. For instance, recruiting those already experienced in JII has meant the interviewers have been able to reflect on their practice and share their “compare and contrast” experiences with us. This has been of particular value in identifying key improvements in the absence of some baseline data. But the key benefit to draw attention to here, is that recruiting their whole (or majority) interviewer cadre at the one time has meant police and social workers trained together extensively and this learning journey meant that they effectively became a joint team before they were actively deployed as a joint team.

*“The training has enabled a group of social workers and police officers to become a team working together as a team who put the child’s needs first whilst supporting the child to engage in discussions around their experiences of trauma.”*

Viv, Lanarkshire Interviewer Cadre

*“This new model is night and day in comparison to the old model. This is evident in terms of the child’s engagement and presentation throughout with the new model certainly being child centred and pitched at their pace throughout.”*

Jade, Lanarkshire Interviewer Cadre

*“The training course was in-depth, easily accessible, and ensured that we were prepared for practice. As well as learning the skills needed for conducting a successful interview, the Cadre built strong relationships, and gelled as a team.”*

Davey, North Strathclyde Interviewer Cadre

There is a further learning point for recruiters that only emerged once the sites had gone live, but which has particular relevance to the selection and recruitment of staff so it has been included here. Both specialist cadres include a mixture of staff who work full time, part-time and compressed hours. These variances in work patterns presented very real, practical challenges in the live operation of the teams. It is worth bearing this in mind when recruiting staff.

Both pilot sites have noted that they had little time for recruitment and selection due to the short window between being identified as a pilot site and the interviewer training programme beginning. This short window created additional challenges for them, and they would

recommend that other areas build in greater time for this part of the implementation journey where possible.

Being in a position to invest more time in the selection and recruitment of staff helps in factoring in considerations of the resilience of the interviewer cadre in the longer term. This is more pertinent in the new model for JII because of the smaller number of staff trained.

Following selection and recruitment of the interviewer cadre, ongoing support for the interviewer cadres as they progressed through the interviewer training programme was an important part of the pilots' experience. This support was focused around a number of elements including: expectations of the level and nature of commitment to training programme, protected time to meet demands of training programme and queries about how interviewers would be deployed after completing the training programme.

The experience of both pilot sites was that the interviewer cadre had a lot of questions about the developing local context within which they would be deployed once they had completed the training programme.

Learning highlighted that having one key contact person to liaise with the cadre and having scheduled sessions with the cadre to share feedback from the local Strategic Oversight Group and local Implementation/Operational Group, as well as hear the perspectives of the interviewers, was useful in providing the necessary ongoing support to the cadre. [Appendix B](#) includes an example of planning in respect of linking with the interviewer cadre.

Part of the experience of the first pilots has been that the interviewer cadre did not fully appreciate all that would be expected of them, particularly in terms of the demands of the training programme. This is a reflection of the stage of development that the national model was at, at that time, and for other areas, it is recommended that clarity is provided to prospective interviewers about what is required both as an initial commitment to training and the ongoing requirements in terms of continuing professional development.

In addition, due to the timing of the first two pilot sites accessing the interviewer training programme, local areas were developing their strategic and operational plans for the new model alongside the learning journey for the interviewers. This meant that some of the queries being raised by the interviewer cadre, particularly in terms of their deployment post training, could not be immediately answered as these issues were still being explored and resolved at that time.

The recommendation from both pilot sites would be that local areas build in sufficient time to develop their strategic plan for the new model and begin the operational work to realise that plan, in advance of interviewers accessing the training programme. In this way, clear communication with the interviewers, as well as the wider multi-agency workforce, can be disseminated to provide clarity to all.

Bringing together much of the learning from the selection and recruitment of the interviewer cadre, some suggested “*Selection Criteria*” has been developed and is attached at appendix.

*“The training was challenging and intense at times, but also the best training I’ve ever had in my social work career.”*

Dara, Lanarkshire Interviewer Cadre

## **Strategic Oversight Group and Implementation/Operational Group**

Both pilot sites established a Strategic Oversight Group, with multi-agency representation, to develop the strategic plan for implementation of the new model and to provide ongoing strategic oversight, direction and support for this plan. Membership is at senior level, for instance, Head of Children and Families and Detective Superintendent level.

Representation on the Strategic Oversight Groups includes social work, police, health COPFS and SCRA as a minimum. Children 1<sup>st</sup> are a key partner in the North Strathclyde pilot and are represented on the Strategic Group and Scottish Government are also members of the North Strathclyde Strategic Oversight Group. In Lanarkshire, education has representation on the Strategic Oversight Group and an Independent Chair of their local Child Protection Committee is also a member.

Both sites also established delivery groups, termed either an Implementation Group or an Operational Group. These groups, also multi-agency, are responsible for the operationalisation of the plan to implement the new model locally. Level of membership tended to be one, or two, levels below the Strategic Group membership, for instance, senior social worker and Detective Inspector level.

At times during the preparatory period, smaller groups made up of members of the Implementation/Operational Group, were required to take forward specific pieces of work. These did not form formal subgroups as such, but some met a few times on a short - term basis.

Representation on strategic and delivery groups to support implementation of the new model for JII should reflect the local areas vision for how the new model will be installed. For instance, in North Strathclyde, the new JII model is envisaged as a holistic trauma approach and the involvement of third sector partners, Children 1<sup>st</sup>, to support children and their families and to capture the experience of children and their families is integral to this.

In addition, as it is anticipated that the new model for JII will likely be delivered by local authorities coming together to develop a shared service arrangement, representation from each local authority on both the strategic group and the delivery group is essential.

Creating the right culture and dynamic within these groups is as important as having the right people round the table. Improving practice means changing current practice and the process of change is disruptive and uncomfortable. Both groups can play a really helpful role in supporting members and their respective colleagues with this process, but it demands an appreciation of the diverse perspectives around the table and the contribution that all partners can make to change efforts. These diverse perspectives both drive and shape implementation efforts and should be embraced.

Each group needs to be well led, with structured agendas that ensure issues required for successful implementation are attended to in a timely manner. But equally, sufficient space needs to be built in to hear all voices and perspectives with equity.

Reaching decisions within this type of context can take longer than in traditional business meetings and the reasons for this are important to understand. Implementation progress is not linear. It is a dynamic, iterative process and this will be reflected in group discussions where partners will explore ideas, shift positions, propose alternatives and challenge each other.

Anticipating this type of dynamic and reframing this as not as an unfortunate by-product of multi-agency working but rather as critical to successful implementation, may help build tolerance, appreciation and trust.

*“At the time, it sometimes felt as though we were wading through endless amounts of detail, some of it quite mundane, such as shift patterns and annual leave processes for different organisations. But, on reflection I now see that we were beginning to work with the complexity of bringing people together who despite having an evolving shared aim, had very different organisational processes, norms and structures. Early meetings focussed on the minute detail of how the pilot would work in practice and enabled us to attend to critical implementation issues. The early stage enabled us to come together and form as an operational group and the process of reaching decisions was as important as the decisions themselves. All of this effort created the right conditions to support our new model of practice and most importantly helped to prepare us as a group for the task of overseeing quality delivery of the pilot, which would at times require group members to ask potentially tricky questions of each other and of organisations.”*

Anna O'Reilly, Assistant Director, Children 1<sup>st</sup>, Chair of North Strathclyde JII Pilot Operational Group

In both pilot sites, coordination of the meetings of each of the Strategic Group and Implementation/Operational Groups was important in order to maintain an appropriate pace to the implementation work. Commonly, the Implementation/Operational Groups would meet at least twice in between meetings of the Strategic Group in order to progress decisions made at the Strategic Group. Convening the Strategic Group sufficiently frequently to provide support to the Implementation/Operational Group was critical to avoid drift or delay in progress and to ensure that proposals and decisions were signed off timeously.

Both pilot sites experienced changes in agency representatives on their strategic and delivery groups during the period of preparation. This presented some challenges in continuity and maintaining a pace of change.

They also experienced changes in levels of involvement from different organisational teams, due, in part, to the evolving understanding of what was required to fully implement this new model.

*“Because we didn’t necessarily know from the outset, all that would be involved in this change project, we didn’t always have the right staff involved at the right time. Individual members of staff were brought in to undertake time-specific aspects of the preparation and then returned to their core post. This meant start-up work was attended to, but we still needed to resource the ongoing work. Having a clearer view from the beginning of all that would be needed – even something as simple as a list of requirements to consider - would have helped us enormously.”*

Sharon Coats, Locality Social Work Manager, Implementation Lead for Lanarkshire JII Pilot

The pilot sites recognise that changes in representation are likely to be experienced by most areas implementing the new model and their recommendation would be to ensure that sufficient time is dedicated at the outset to the development of a clear strategic vision for how the new model will be implemented in the local area, as this becomes increasingly important to refer back to as implementation challenges are experienced and new colleagues join the work.

(See [Appendix C](#) for examples of Terms of Reference)

One other piece of learning from the pilot sites in respect of group structure would be to carefully consider links with other local strategic groups and with other relevant workstreams. A mapping of any related child protection improvement activity can assist with ensuring that representatives of these other workstreams can be appropriately linked to the groups taking forward implementation of the new JII model.

This type of mapping can also help areas to assess whether the time is right to begin implementation of this new model and to assess how it may fit within other planned change.

For areas undertaking transformational change in children's services, consideration may include an examination of the range of activity already underway or planned and how implementation of the new JII model may impact on this.

There is a balance to be debated between undertaking wide ranging change efforts which, being interlinked may make sense to transform simultaneously, with considering the system's capacity for change.

Effective mapping of this nature may help you avoid the situation where, once you begin to implement this new model, the need arises to accelerate other planned improvement activity to ensure the local system effectively supports the new JII model.

It will also help avoid a potential situation where the commencement of other improvement activity in respect of the local child protection system, can have an unanticipated impact on the work already underway to implement the new JII model.

## **Multi agency ownership and engagement**

The investigation of concerns about children, which may include a joint investigative interview, is a statutory responsibility for police and social work and these are the lead agencies for implementation of the new JII model.

However, JII sits within multi-agency child protection procedures and therefore multi-agency awareness of the new model and shared ownership of implementation of the new model is critical.

The new model for JII is more closely connected to the multi-agency child protection process and until all partners are provided with full information about the new model, there is a risk that some may view the new JII model as not having particular relevance for their agency/organisation/team.

Early awareness raising of the new JII model and local plans in relation to embarking on this change project will be helpful to create a receptive and supportive multi-agency context.

Different agencies will have different roles and responsibilities in respect of supporting implementation of the new model.

For local partners across core agencies such as social work, police, health, education, SCRA and COPFS, large scale awareness raising is useful in order to share information about the new model and intended outcomes of implementing this change in practice.

For those with particular responsibilities such as IRD participants, more focused sessions can be useful in exploring the plan.

*“Being a member of the local Implementation Group for the new JII model has been a valuable opportunity to both influence local planning and proactively consider potential resource implications for our team, given our key role in IRD’s. NHS Lanarkshire is delighted to be able to contribute to this improvement activity, combining our expertise with that of our other child protection partners, so that we can all do our very best for the children of Lanarkshire.”*

Susan Frew, Child Protection Advisor, NHS Lanarkshire

In both pilot sites, capacity to deliver wide awareness raising inputs across the multi-agency workforce, plus additional inputs to those with particular roles in relation to the new model (for example, IRD participants) was very challenging.

The breadth of need for this type of communication and awareness raising was much more than originally anticipated and both pilot sites would highlight this as key learning from their experiences.

These challenges were exacerbated by the short timescales available to the first two pilot sites (as referenced earlier in this paper) and this is another area where the pilot sites would recommend that other areas give early consideration and build into their implementation plan.

As such, it is recommended that local areas give consideration to developing a local Communications Strategy.

(See [Appendix D](#) for an example of a local communication document)

## **Systems and processes**

The new model for JII sits more firmly within the local multi-agency child protection system and part of the process of implementing the new model is to consider and facilitate effective links with other parts of the child protection process. There are three key connection points:

1. Interagency Referral Discussion
2. Planning for the interview
3. Feeding the outcome of the interview into the ongoing investigation

The new JII model has five components, the first of which is strategy. The strategy for a child protection investigation, within which a JII sits, will be discussed and decided upon at an Initial or Interagency Referral Discussion (IRD) (albeit there are variances in IRD process and practice across the country).

Health, Social Work and Police are widely acknowledged to be the core participants of an IRD. In Lanarkshire, Education are also a core participant and their established IRD process is quadripartite.

In relation to implementing the new model for JII, early engagement with all core IRD agencies is fundamental to the success of this work.

For both sites, piloting the new model for JII provided an opportunity to review IRD process and practice which was timely given the imminent publication of revised National Guidance for Child Protection in Scotland.

In Lanarkshire, a review of IRD had already been agreed prior to them becoming a pilot site for the new model and the focus was then on aligning these two work strands.

For North Strathclyde, bringing together four different local authorities and two police divisions as part of the partnership meant a whole scale review of IRD and a collective development for a new process which fitted with the new JII model and the partnership vision for the local implementation of this.

Involvement of IRD partners from an early stage also assists in preparing local conditions to support the improved planning that forms a core component of the new model.

Discussion at IRD will highlight both the particular needs of the child and the particular aspects of the child protection concern that require to be investigated and these strands may require follow up activity for interviewers during the planning stage that takes place between IRD and JII.

For instance, the interviewers may need to make direct contact with those who know the child, such as their allocated social worker, their teacher or their health visitor. Involving IRD partners at an early stage of considering implementation of the new model for JII will help to build effective pathways to support planning activity.

*“Education Services across Lanarkshire have been involved as core partners in local IRD’s for a number of years and it has been exciting to be involved in plans for improving JII practice. The new model for JII places even greater value on the role that partners such as education staff can play in helping to ensure interviews are planned according to the needs of the individual child. It’s been really interesting to work through the links between IRD and planning for the JII, ensuring that we build pathways for the child interviewers to get information from those who know the child well, and keep education staff involved and updated so they know what to expect once we go live.”*

Lindsey Mitchell, Child Protection Development Officer, Education & Families, North Lanarkshire Council

One of the new planning tools which is part of the new model is a Plan for the Child's Needs. This is a written document setting out what is known about a whole range of factors which usefully inform the planning of an interview that is tailored to the needs of an individual child. For example, the child's strengths and resources, their speech, language and communication needs, their cognitive abilities, their experience of trauma and adversity and their relationships.

Those with direct contact with the child, who know them well, therefore play a fundamental part in the new model for JII. They help ensure that each interview is tailored to the needs of the individual child.

They also play a key role in supporting the child.

Supporting children and their families throughout child protection processes is critical to ensure that the best outcomes are achieved. Effective support will aid meaningful participation of children and their parents/carers. Child participation is one of the general principles of the Convention on the Rights of the Child as it plays a fundamental role in realising all the rights in the Convention for all children.

Supporting children in relation to JII will include both practical and emotional support. Preparing them for the interview, explaining what is happening throughout child protection processes, transporting them to/from interview and supporting them during and after the interview are all key aspects of the new model for JII which need to be attended to during planning.

Because the new model for JII is predicated on a specialist cadre of interviewers, it is likely that children will not be interviewed by those who are responsible for the overall child protection investigation. It is critical that local areas consider how effective links can be made between the investigating team and the interviewers in order to ensure that the outcome of the interview is usefully fed back into the investigation to inform ongoing decision-making and safety planning. For instance, staff from the child protection investigation may attend the debriefing, or even, where facilities allow, be able to observe the interview remotely.

Ensuring the interview is recorded in the child's record may involve cross authority agreements in respect of what information must be recorded, in what format, and how this record is made.

It may be important to develop a Data Sharing Agreement across partners to support arrangements for effective sharing of information. Local legal services will be best placed to provide advice and guidance in this regard.

## Data

In considering becoming a pilot for the new model of JII, both Lanarkshire and North Strathclyde examined what data was available to them, both in terms of the JII demand and in terms of current quality of JII.

They looked at numbers of JII's undertaken annually, by local authority area, plus wider interview data such as those child interviews undertaken by two police officers. They also considered data in respect of IRD's.

Both sites found it challenging to secure reliable JII data across the breadth of their respective pilot sites.

Lanarkshire had established quality assurance processes both for IRD and for JII. These operate on a local authority basis but both North and South Lanarkshire use the same quality assurance tool, guidance and mechanisms. This provided Lanarkshire with some baseline data regarding the quality of JII's that they would be able to use to consider the impact of the new model once they went live.

Key learning from both sites is that it is critical to consider, at the earliest stage, what data is currently available with regard to JII and what arrangements can be put in place to gather relevant data. Both pilot sites would recommend that areas make these arrangements at an early point in order that baseline data can be available before the new model for JII is implemented.

The preparatory work required by both pilot sites in respect of ongoing data collection, collation, analysis and reporting has been considerable. Initially, it may be important to local areas to create a JII specific data group for this work, in order to ensure the necessary focus and attention at the development phase, and this could potentially be scoped into broader, existing, data and evidence groups going forward.

Data Capture Tools were developed by pilot sites during the preparatory period in order to be in a position to gather pertinent data from the beginning of going live in practice.

These Data Capture Tools are structured around core statistical data and therefore are similar across both sites. They will be tested once the sites go live, further developed based on learning and shared with other areas. The Data Capture Tool sits alongside a Quality Assurance and Data Framework which has been developed by the National JII Team and is being tested and further developed by the pilot sites. Support in respect of data and evidence for the new model for JII is a key aspect of the implementation support available from the National JII Team.

## Voice of the child

The new model for JII is trauma informed. It is designed to minimise re-traumatisation and keep the needs and rights of the child at the centre of their interview experience.

As such, during the preparatory period, it is recommended that areas consider how to effectively support the child before, during and after the JII process and how to meaningfully capture their views and experiences of the new JII model.

The role of Children 1<sup>st</sup> in the North Strathclyde partnership was initially mainly to capture feedback from children and young people and create a systemic feedback loop so that the interviewer cadre could learn from what children and families said about the process. It was also anticipated that the Children 1<sup>st</sup> worker would meet some of the additional support needs that can go unmet with the focus on investigation, thereby reducing the potential for re-traumatisation within the child protection process. It was however anticipated that the greatest focus would be on gathering feedback, with fewer families requiring support.

Prior to the pilot going live in North Strathclyde, cadre members expressed concern that in some of the local authority areas there were very limited options for families to receive support following disclosure. The interviewers were concerned that if they referred the child or parent to Children 1<sup>st</sup>, they may raise expectations that support could be offered, when the original focus was on offering the opportunity to share their experience. Some cadre members said it was potentially unethical to make the offer of follow up support to families, as they felt sure that the Children 1<sup>st</sup> worker would quickly not have capacity to meet the needs of all those who would welcome support.

As a result of this feedback, the Children 1<sup>st</sup> leaflets were adapted to ensure that the offer of support was made clear, a commitment was made to closely monitor levels of demand and, in event of demand for follow-up support exceeding capacity, to bring this to the Operational Group and Strategic Oversight Group as an issue for commissioning.

In Lanarkshire, discussion took place with Who Cares? Scotland who had differing contractual arrangements across each local authority area. This organisation were keen to support the work and reflected on their familiarity with complex child protection and joint investigative interviewing processes. These conversations highlighted additional complexities in working through what role this third sector partner may have in respect of a shared service across the two local authorities.

Key learning from both sites is to consider the shape of support for children and families from the earliest opportunity and how public and third sector partners may work in partnership to provide what is needed. This may involve developing a greater understanding of roles and responsibilities. Alongside this, consider pathways for routinely providing opportunities for

children and their families to provide feedback on their experiences and how this information will be used to support improvement and how children and their families will be kept informed about how their feedback has been used.

## Managing the transition

During the preparatory period, both sites recognised the importance of developing a plan to safely manage the transition to the new model. It was important to ensure that, in moving to a new model, there was no risk whereby the needs of children who required a JII were not met.

A range of work was undertaken by the pilot sites in respect of managing this transition. Both recognised that the transition plan would involve two ways in which JII's would be undertaken:

1. Specialist cadre using new model
2. Existing JII trained staff using existing model

Both developed a form of "referral criteria" for the initial implementation stage of the new model, working from the definition of a JII which is:

*Joint investigative interviews are formal interviews conducted by trained police officers and social workers where there is a concern that a child is a victim of, or witness to, criminal conduct and where there is information to suggest that the child has been or is being abused or neglected or may be at risk of significant harm.*

In addition to JII's, North Strathclyde included the following in their referral criteria:

*Referrals for JII should be extended to include witness statements from children, when there is agreement that the situation is sufficiently complex and/or the child is assessed to require additional support*

Lanarkshire also agreed that their JII Pilot would extend to child witness statements, where use of the new model was in the child's best interests and where capacity allowed.

As it was not known whether the newly trained specialist cadre would be able to meet the JII demand, both sites considered ways to inform decision-making with regard to which JII's would be allocated to the specialist cadre using the new model and which may be undertaken by existing JII trained staff.

Both sites began from a position of considering what would be in the best interests of the child. For children where there were additional support needs or particularly complex investigations or where the impact of the concern was significant, these children would be prioritised for progression via the specialist cadre and new model for JII.

Also of consideration, in terms of prioritising which JII's would be undertaken by the specialist cadre, was the nature of the potential crime committed.

The Vulnerable Witnesses (Criminal Evidence) (Scotland) Act 2019 creates a new rule for child witnesses under 18 to ensure that, where they are due to give evidence in the most serious cases, they will be allowed to have it pre-recorded in advance of the trial.

This regulation came into force on 20 January 2020. The regulations will ensure that any child witness under the age of 18 giving evidence in the most serious cases in the High Court, will be allowed to have it pre-recorded, sparing them the trauma of giving evidence during a trial.

Thus, for JII's involving children who may be witness to a crime likely to be heard in the High Court, it was agreed that all of these would progress via the specialist cadre.

After agreement was reached about how JII's would be allocated during the transitional period, each pilot site communicated the respective pathways to the wider child protection system to ensure the multi-agency workforce was aware of JII referral pathways prior to going live.

Both pilot sites created a visual diagram to represent the pathway through which JII's would be identified, allocated and linked to the wider child protection system. (See [Appendix E](#) for diagrams)

Interestingly, both pilot sites highlighted that the process of developing criteria for JII's proceeding via their specialist cadres proved extremely useful in flushing out some nuances of varying understanding about what a joint investigative interview was and in what circumstances these should be utilised. They caution that areas should not assume a shared understanding of this as a starting point and that there is value in scoping in sufficient time for partners to share their experiences of, and their understanding of JII, as well as their aspirations.

As part of managing the transition to the new model, each pilot site gave consideration to the location and management of their interviewer cadre.

The two pilot sites adopted different approaches.

In North Strathclyde, the vision for the implementation of the new JII model meant a co-located, dedicated specialist interviewer team with one JII Cadre Coordinator onsite full time to manage the team. A Participation Worker from Children 1<sup>st</sup> was also attached to this team. This involved finding suitable office space to accommodate at least nine members of staff and equipping this with suitable equipment and IT access.

In Lanarkshire, the vision for the implementation of the new JII model meant that interviewers with a police background would be co-located as one specialist team and interviewers with a social work background would remain in their original children and family teams and a rota system would operate. Interviewers with a social work background would be based with police colleagues on the days when they were on the JII rota, therefore consideration of office space for a large team of interviewers was required.

For both sites, there were key practical challenges in securing sufficient space and equipment for these new teams. These challenges were not insignificant.

*“There are lots of practical issues that need to be sorted so the JII service will run smoothly once it’s operational. This takes a combination of problem solving and resourcing. The problem solving can be done at operational level but resourcing needs to be agreed at senior level. To make sure operational decisions are able to be implemented, senior staff, with influence over budgets, must stay connected to this work throughout the preparation period.”*

Linda Dunn, Detective Inspector, K Division, North Strathclyde JII Team

For North Strathclyde, this period also involved recruitment processes for their JII Cadre Coordinator and for Lanarkshire, it involved cross authority negotiation with regard to establishing a shared rota and agreed allocation of work processes.

## **Cross authority arrangements and number of partners**

Both pilot sites involve cross authority arrangements. For Lanarkshire, two local authorities are involved and in North Strathclyde four local authorities are involved. In addition, North Strathclyde involves two police divisions.

Where there is more than one local authority involved in the partnership implementing the new model, it is recommended that one is nominated as the lead local authority within the overall JII partnership. This involves holding responsibility for things such as hosting meetings, facilitating administrative work, coordinating work streams and leading on reporting arrangements.

For the first two pilot sites, a Social Work Service Manager from the lead local authority was nominated to be the implementation lead/single point of contact for each of the pilot sites. Decision making in respect of the implementation lead/single point of contact took into account a range of factors such as the individuals skill set, the fit with responsibilities within their substantive post, and capacity for leading a change project.

Notwithstanding these considerations, both implementation leads would note that this project has taken up more of their time than originally anticipated. While this is often found to have

been the case when reflecting on change projects, it is still worth highlighting this learning as a reminder to those embarking on this change journey.

It is important to take the time to get to know the particular child protection processes of the organisations involved as this will guide understanding of how this new model of practice will best be integrated into the local context. This is particularly pertinent where the JII partnership involves organisations who have the same remit, but their internal processes differ, such as police divisions. In the North Strathclyde partnership, two police divisions are involved, and each has slightly differing internal processes. Ensuring that necessary adaptations to systems to support the new JII model align with these different processes is important to the success of implementation.

The size of the partnership involved in implementing the new JII model can have an impact on the nature of the preparatory work.

On the one hand, the larger the number of partners, and therefore the more organisational boundaries that are crossed, the longer it takes to negotiate and agree on all aspects of implementation planning. This extends from small practical aspects such as agreeing how refreshments for the children are secured to larger issues such as recruiting staff.

On the other hand, the involvement of a larger number of partners can bring benefits. With more voices, there can be more new ideas, more challenge and scrutiny and potentially a greater degree of ambition and lateral thinking. There may also be access to more, and different, resources to help realise the strategic vision.

*“The more organisational boundaries you cross, the longer and more complex it is to negotiate change. But the more boundaries you cross, the more innovative you can be as you are exposed to more new ideas and greater challenge.”*

Angela Latta, Service Manager, Implementation Lead for North Strathclyde JII Pilot

Regardless of the size of the partnership involved in implementing the new JII model, participation is key to the success of the multiagency collaboration.

Participation can be maximised when all partners share the same vision for how the new JII model will be implemented in their area and when all feel jointly invested in realising this vision.

All partners need to feel that what they put into the project is worth what they get from the project. This will look different from each organisational perspective, and partners may need to be prepared to have times where their return on their investment is not immediately visible or which will not be apparent until a later stage of implementation.

An example of this, from a local authority perspective, would be that there may be times where most of the JII's being undertaken by the interviewer cadre are from one particular local authority. Thus, a shared resource is being utilised more in one local authority area than the other local authority areas in the partnership.

## Costs

While the Scottish Child Interview Model is a national model for joint investigative interviewing, it will be implemented in local contexts and costs will vary depending on how each area chooses to implement the model.

However, there are some broad categories of cost which are likely to be common to all areas:

### Staffing

There are costs attached to identifying appropriate candidates for training, releasing them for training, and then deploying them in practice. Developing a specialism means these interviewers will likely undertake this task as a full-time post (as in North Strathclyde) or as their main responsibility, thus workloads will need to be reallocated.

Depending on the local implementation plan, there may be additional staffing costs. For instance, North Strathclyde created a new post of Cadre Coordinator to manage the interviewer cadre. They also plan to recruit dedicated administrative support.

### Office Accommodation and Equipment

Each area will decide where their specialist cadre are based. For some areas, this might be one venue for the whole specialist cadre to be based full or part time. For other areas, there may be arrangements made to utilise the existing locations of the interviewers. In all cases, consideration will require to be given to the work environment that will best support the interviewers in their specialist task.

This is likely to involve identifying dedicated space for use by the interviewers as they undertake the extensive planning for interviewing and then the subsequent analysis and reporting work.

Depending on IT equipment in use by organisations there may be a need to purchase equipment that allows interviewers to work in a mobile way across different locations.

### Running Costs

Again, depending on how the new model will be implemented in each area, running costs will vary.

For the first two pilot sites, there has been learning in respect of preparing and maintaining the interview suites and surrounding environments such as kitchens and waiting areas. For instance, ongoing monies being made available to purchase snacks and refreshments for families and to provide materials to occupy those in waiting areas.

There may also be a need to consider funding for transporting of children to and from interview, particularly within a COVID-19 context.

### Additional

As is already clear, the new model for JII is a national model with integral components which require to be implemented, but the shape of implementation will vary depending on local context and the collective strategic vision. Additional costs will be incurred unique to each area.

The costs outlined above are very broadly based on the experience of the first two pilot sites and are provided to give other local areas some indications of where costs are likely to lie.

*“Preparing to implement this new model for JII has been more complex and taken more resource than we originally anticipated. However, Lanarkshire are excited to be introducing this type of change which sharply re-focuses our attention on keeping children’s needs and rights at the centre of what we do. This will make such a difference to the lives of vulnerable children and we are delighted to contribute to this step change in JII practice.”*

Sharon Coats, Locality Social Work Manager, Implementation Lead for Lanarkshire JII Pilot

## **Capturing learning**

During the preparatory period, consideration was given to capturing learning once the new model was live in practice and systems were put in place to enable this.

Both pilot sites recognised that it was important to set up pathways that enabled learning to be captured and quickly fed back into the system to inform ongoing improvements.

The interviewer cadre were recognised as being key agents within the new model and their experiences of delivering the new model for JII within their local child protection system was seen as a critical perspective to inform ongoing improvements.

Arrangements were made to collate feedback from the interviewers once they were live in practice, using an Interviewer Perspective Form (See [Appendix F](#)).

Creating dedicated agenda time at meetings of the Strategic Oversight Group and Implementation/Operational group to capture learning by considering feedback from the interviewers, from children and their families and from wider professionals across the system will help facilitate this learning to be fed back into the system quickly to support improvements.

## Conclusion

This paper has set out the experiences and key learning from the **preparation** undertaken by the first two sites to implement the Scottish Child Interview Model for joint investigative interviewing prior to going live.

The next briefing paper we will publish will focus on the experiences and learning from both these sites in the period following **going live** in practice.

*“Don’t try and do this in isolation” cautions Linda Dunn, Detective Inspector, K Division. “Get in touch directly with your counterparts in other localities so you can share learning and support each other on the journey. It’s hard work but we have a shared goal and by learning together and working together, we can achieve it together.”*

**If you would like to follow up with either of the pilot sites, please contact:**

Lanarkshire JII Pilot: Sharon Coats [CoatsS@northlan.gov.uk](mailto:CoatsS@northlan.gov.uk)

North Strathclyde JII Pilot: Anna O’Reilly [Anna.oreilly@children1st.org.uk](mailto:Anna.oreilly@children1st.org.uk)

**For general enquiries about the new model and the training programme, contact:**  
[JointInterviewProject@scotland.pnn.police.uk](mailto:JointInterviewProject@scotland.pnn.police.uk)

**For enquiries related to implementing the new model in your area, contact:**  
Jillian Ingram: [jilliani@cosla.gov.uk](mailto:jilliani@cosla.gov.uk)  
Helen Pasquale: [helen.pasquale@scotland.pnn.police.uk](mailto:helen.pasquale@scotland.pnn.police.uk)

## Appendix A

### A Holistic Trauma Approach to Joint Investigative Interview (JII)

#### Application Criteria and Selection Process

North Strathclyde -  
East Renfrewshire, Renfrewshire, Inverclyde,  
East Dunbartonshire, Children 1<sup>st</sup> and  
Police Scotland “K” Division and “G” Division

## Overview

The North Strathclyde Region has been successful in becoming one of the first areas nationally to pilot and implement the learning from the new JII course. Our successful application, 'A Holistic Trauma Approach to Joint Investigative Interview (JII)', brings together the North Strathclyde Partnership (East Renfrewshire, Renfrewshire, East Dunbartonshire, Inverclyde, "K" Division and "G" division) and 3<sup>rd</sup> sector partners, Children 1<sup>st</sup> in a development based on the [European Promise quality standards](#).

Together with Children 1<sup>st</sup> we will design a truly child centred, trauma responsive approach with the best interests of children at the centre.

The North Strathclyde partners will create a specialist JII Cadre (Police & Social Work) to work alongside Children 1<sup>st</sup> to ensure that:

- Staff within the cadre have advanced knowledge, skills and competencies and the required experience of forensic interviews that produce best quality evidence and ensure the protection of the child.
- The partnership develops a best practice model based on shared resources, learning and provides risk sharing arrangements across authorities to ensure that the quality of the interventions are not compromised and are consistent in improving the experiences for children and their families who are subject to child protection processes.
- Recovery that is trauma informed is built into the process from the point of disclosure for children.

The partnership will design a system that ensures;

- Children and their non-abusing care giver will have access to support and advice throughout the JII processes.
- Children and families will have the opportunities to express their views, needs and concerns to inform a best evidence approach.
- All children subject to JII receive high quality forensic interview that support the right to justice and safety.
- All children and their families will receive the practical and emotional support they require to recover.
- All interviews will take place in a safe child friendly, age appropriate way. This will include the time and environment that the interview takes place that also considers any developmental or additional support needs.

In addition to the forensic interview, the planning and the de-briefing, it is expected that the cadre will;

- Undertake reflective peer review

- Gather / promote feedback from children and their families (captures before, during and after the process)
- Support the development of improved risk assessments and safety plans at both IRD and investigation
- Use data and quality assurance to demonstrate / measure how many children's interviews form best evidence by the crown
- Ensure more support to the non-abusing carer throughout the process
- Demonstrate a joined up and more inclusive approach across partnership areas that will include IRD and JII

#### Application Criteria

At this stage in the development, we are seeking applications from qualified social workers and police officers, with relevant experience working with children and their families, wishing to be considered for the JII Cadre. Successful candidates will enrol in the new Joint Investigative Interview Course (Appendix A) and become part of the partnerships specialist JII cadre.

In order to apply for the pilot training programme, prospective candidates should meet the following minimal criteria:

- Demonstrate a sound understanding of the child protection process, from IRD to conclusion and how Joint Investigative Interviews inform this
- Have significant experience of child protection work (A minimum of 2 years post qualifying child protection experience)
- Undertaken at least 20 – 30<sup>1</sup> joint investigative interviews
- Support the strengthening of IRD practice in order to support the preparation, planning and de-briefing for joint investigative interviews
- Demonstrate that their practice is trauma-informed.
- Demonstrate the ability to work well in a multi-agency partnership to keep children safe
- Demonstrate leadership capacity and confidence in being an active participant in the planning, briefing and de-briefing for joint investigative interviews
- Demonstrate an understanding of quality assurance work, how feedback from children and their families is used to improve practice
- Demonstrate an understanding of performance measures to measure strengths and identify areas for improvement

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<sup>1</sup> Proportionate to size and need of your local authority

- Demonstrate a commitment to continuous professional development

Selection Process

<b>Kay Dates</b>	<b>Process</b>	<b>Query for strategic review and implementation team</b>
Monday 5 <sup>th</sup> August 2019	Application Opens	
Sunday 18 <sup>th</sup> August 2019	Application Closes	<i>Suggest applications are supported by manager recommendation</i>
Monday 26 <sup>th</sup> August 2019	Stage 1 Applications	<i>Successful candidates at this stage are invited to interview</i>
Monday 2 <sup>nd</sup> September 2019 (Week Beginning)	Stage 2 Interview	<i>Suggest one agreed interview panel to include police, social work and Children 1<sup>st</sup> representative</i>
Monday 9 <sup>th</sup> September 2019 (Week beginning)	Successful applications confirmed	
November 2019	Course Start Date	

## Appendix B JII Cadre Timeline



(NB This timeline changed due to the COVID-19 global pandemic, however is included here as a useful example of a planning tool)

## Appendix C

### North Strathclyde Joint Investigative Interview (JII) Pilot – Strategic Oversight Group Terms of Reference

**Name of Group:** North Strathclyde Joint Investigative Interview (JII) –  
Strategic Oversight Group

#### Short Title (NS JII SOG)

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**Context:** The North Strathclyde Partnership, comprising of four local authorities; East Dunbartonshire, East Renfrewshire, Inverclyde and Renfrewshire, two police divisions; K Division, G Division and 3<sup>rd</sup> sector partners, Children 1<sup>st</sup> aims to design a truly child centred, trauma responsive approach to Interviews with the best interests of children at the centre based on European Promise quality standards.

The partnership will create a fully trained specialist JII Cadre (Police & Social Work) and Children 1<sup>st</sup> we will be able to ensure that:

- The JII cadre will has advanced knowledge, skills and competencies and the required experience of forensic interviews that produce best quality evidence and ensure the protection of the child. This partnership will be best practice model based on shared resources, learning and will providing risk sharing arrangements across authority that ensure the quality of the interventions are not compromised and are consistent in improving the experiences for children and their families who are subject to child protection processes.
- A fundamental principle of the partnership is for recovery that is trauma informed to be built into the process from the point of disclosure for children. Children 1<sup>st</sup> have considerable national expertise in delivery whole family trauma recovery.

**Remit:**

The Strategic Oversight Group has responsibility for:

- a. Overseeing and facilitating the use of the new Scottish Child Interview Model (SCIM) across the North Strathclyde Partnership areas
- b. Agreeing quality assurance arrangements linked to the use of the model and its application to child protection processes across the partnership

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**Chair and Vice Chair:**

- c. The analysis of data collated across the pilot
- d. Contributing to the learning and evidence base for Joint Investigative Interviewing nationally
- e. Ensuring that the rights of children and families are at the heart of the models use and future development of child protection processes across the partnership
- f. Ensuring that the commitment to a child centred and trauma informed approach is applied at each stage of the child's journey, from referral to recovery

The Strategic Oversight Group will be Chaired by a Local Authority Head of Service and the Vice Chair be Police Scotland (Detective Superintendent).

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**Membership:**

The Strategic Group shall include in its core membership the following who shall represent their organisations in decision making through the group:-

- Head of Children and Families – East Dumbarton Council
- Head of Children and Families – East Renfrewshire Council
- Head of Children and Families - Renfrewshire Council
- Head of Children and Families - Inverclyde
- Detective Superintendent –Police Service Scotland (K & G Divisions)
- CEO Children 1st
- Locality Reporter Manager SCRA
- Associate Chief Nurse Child Protection (NHS GGC)
- Principal Procurator Fiscal Depute / Procurator Fiscal Depute
- Scottish Government

The core Members of the Group shall be entitled to be represented in their absence by a named deputy.

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**Responsibilities of Members:**

Each member of the group is responsible for representing their individual organisational perspective in respect of remit. Members should provide appropriate support, challenge and scrutiny to all plans.

The Strategic Oversight Group, working in partnership with the National JII Governance Group, holds overarching responsibility for the implementation of the SCIM across North Strathclyde. Members are expected to prepare sufficiently for each meeting in order to be able to participate fully in decision making.

Members are expected to contribute relevant agenda items, with supporting papers to support the progress of the group.

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Members are expected to provide, if available, relevant data and evidence from their own agency, which may be required to support the resourcing and development of the pilot.

Members will appoint a relevant person from their organisation to assist in the formation of an Operational Planning Group with will support the application of the groups decisions in practice across the partnership

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**Meeting Arrangements:** The Group shall meet at such place and time as they may determine and frequency will be determined by key stages of pilot development; for instance it is envisaged that early implementation will require regular monthly meetings.

Additional meetings may be called at request of any member and shall specify the purpose of the meeting.

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**Accountability:** The Group will be accountable to and shall report to the Responsible Authorities Chief Officer Groups – Public Protection or equivalent body

The Chair will be responsible or having minutes of meetings prepared and submitted to the next available meeting for adoption.

Additionally the Group will report to the National JII Governance Group, in supporting the application of the SCIM nationally, by sharing learning and relevant findings from the pilot.

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**Progress Reporting:** Members will analyse and approve progress reporting from the Operational Group. The reporting periods will include;

- 1 month (10<sup>th</sup> August 2020 – 10<sup>th</sup> September 2020)
- Q1 Report (10<sup>th</sup> August 2020 – 10<sup>th</sup> November 2020)
- Q2 Report (10<sup>th</sup> November 2020 – 10<sup>th</sup> February 2021)
- Q3 Report (10<sup>th</sup> February 2020 – 10<sup>th</sup> May 2021)
- Q4 Report (10<sup>th</sup> May 2021 – 10<sup>th</sup> August 2021)
- JII Pilot Annual Report

Progress Reporting will include the following standing items;

- Feedback and Participation of children and families
  - Core Data from Pilot
  - Interviewer Feedback
  - Audit Findings and recommendations
-

## **Joint Investigative Interview Pilot, Lanarkshire - Implementation Group**

### **TERMS OF REFERENCE**

#### **Purpose**

The group has been established to consider the operational arrangements for the Joint Investigative Interview Pilot and implementation of the Scottish Child Interview Model in Lanarkshire.

#### **Membership**

Locality Social Work Manager, North Lanarkshire Council (Chair)  
Fieldwork Manager, Children & Justice Services, South Lanarkshire Council  
Team Leader, Children & Justice Services, South Lanarkshire Council  
Detective Inspector, Police Scotland  
Detective Sergeant, Police Scotland  
Senior Officer, North Lanarkshire Council  
Team Leader, South Lanarkshire Council  
JII National Implementation Coordinator  
Detective Inspector, Joint Investigative Interviewing Project  
Child Protection Advisor, NHS Lanarkshire  
Education North Lanarkshire Council  
Education South Lanarkshire Council  
SCRA  
COPFS

#### **Reporting**

The JII Implementation Group will report to the JII Strategic Group, Lanarkshire

#### **Remit of the Implementation Group**

The implementation group will:

- support the implementation of the new model for joint investigative interviewing in Lanarkshire by the specialist cadre of Scottish Child Interviewers from Police Scotland and North and South Lanarkshire Social Work.
- seek and review feedback about the operations of the pilot to inform any changes and developments in the operations of JII team and the wider CP arrangements in Lanarkshire.
- work with the JII National Implementation Team to share learning about the experience of, and the progress with the implementation of the new JII model in Lanarkshire; and support and inform the national roll out of the new model.
- Review the local arrangements for the evaluation of the new model and propose future local evaluation arrangements
- work with the JII National Team to review and evaluate the JII pilot in Lanarkshire.
- consider the longer term operational arrangements of the JII team to inform the Strategic Group.
- consider information sharing with partner agencies and proposals to the Strategic Group to support wider awareness raising and dissemination of information.

- Report on learning and progress to the Strategic Group, including escalation of any issues that cannot be resolved by the Implementation Group

### **Frequency of Meetings**

The JII Implementation Group will meet 2 weekly as a group.

There may be occasions when smaller sub groups will meet to take forward agenda items and report back to the Implementation Group.

### **Agenda**

The agenda will be sent out prior to the meeting with any attached papers required.

The agenda will include core items:

- Update from the JII team re implementation
- Update from national JII programme and other Meetings/ Forums
- Data Capture Tools/ tracking documentation
- Evaluation of interviews and pilot
- Information Sharing
- Additional items will be included in the agenda as proposed

A minute of the meeting will be circulated with action points within 7 days. The minute will be agreed at the next meeting of the group.

## Appendix D

### Joint Investigative Interviewing of Children in Lanarkshire March 2020

#### What's happening and why?

We are introducing a new model of joint investigative interviewing of children. These are interviews that are undertaken jointly by police officers and social workers as part of a child protection investigation.

We are changing what we do because we want to improve this part of the child protection investigation so that children have a less traumatic experience overall.

By improving how we interview children, the interviews will be more child centred and we will be more able to gather the information we need to better protect the child. This includes gathering evidence that might be used in a court or the children's hearing system. If we are able to capture good quality evidence in the joint investigative interview, this could help avoid the need for a child to have to give evidence in person.

The new model is called The Scottish Child Interview Model for Joint Investigative Interviewing. It has been developed by a national team over the past two years and is now being piloted. Lanarkshire are the first area in Scotland to pilot this new model in practice.

#### How you can help

One of the main features of the new model is improved planning of interviews. Individualised information about the child is necessary for this and interviewers may need to make direct contact with professionals who know the child, such as teachers and social workers, when they are planning an interview.

The type of information being sought may include:

- Information about the child's communication needs
- Information about how any health need or condition may impact on the child's capacity to participate in an interview
- Information about a child's strengths and coping skills
- Information about the child's interests (to aid rapport building)

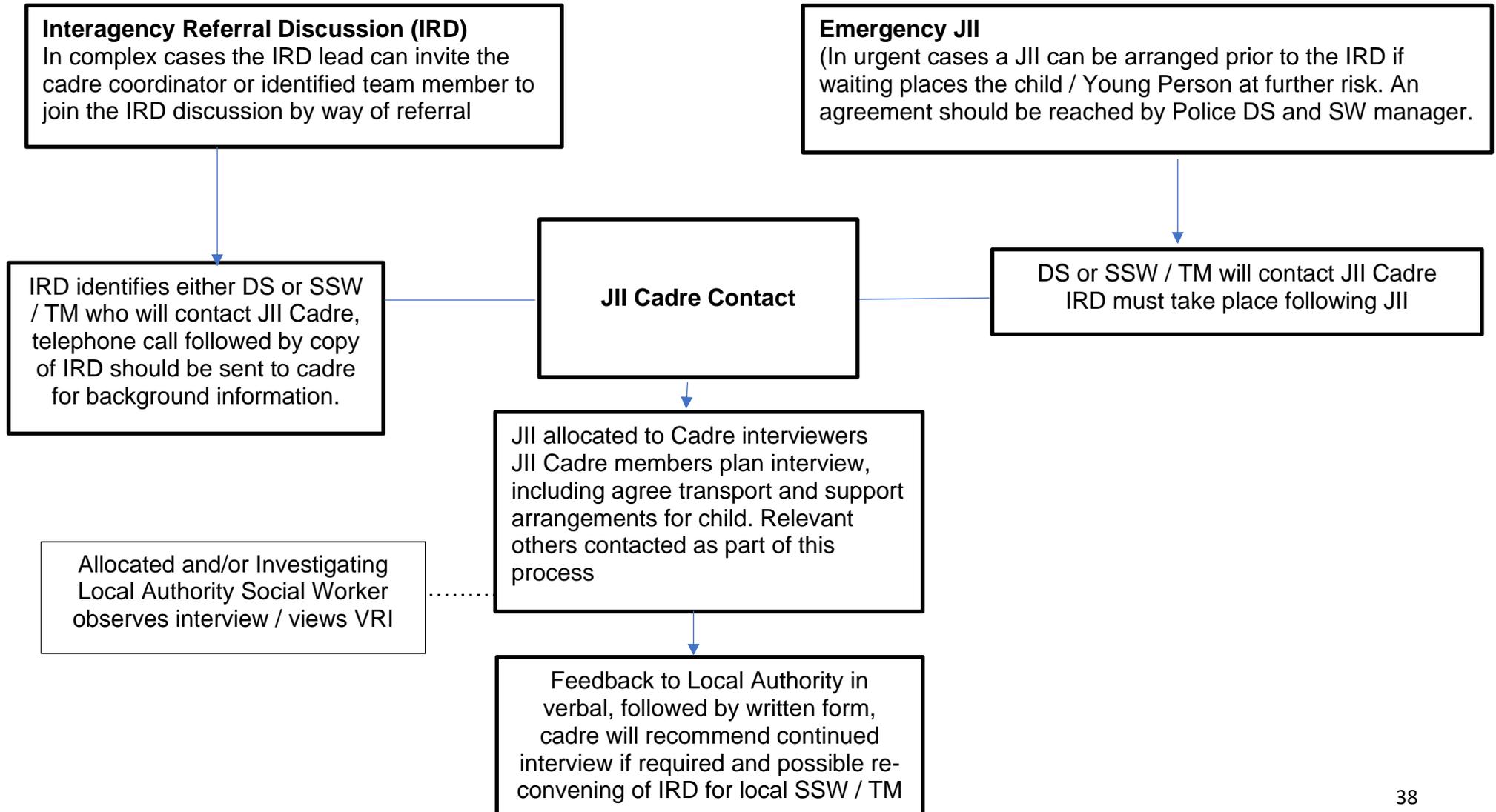
#### Important details

We now have a team of twelve interviewers who have been trained in the new model of interviewing over the past several months. This team of police officers and social workers work on a Pan Lanarkshire basis. Their names and contact details are below. (TO BE INSERTED)

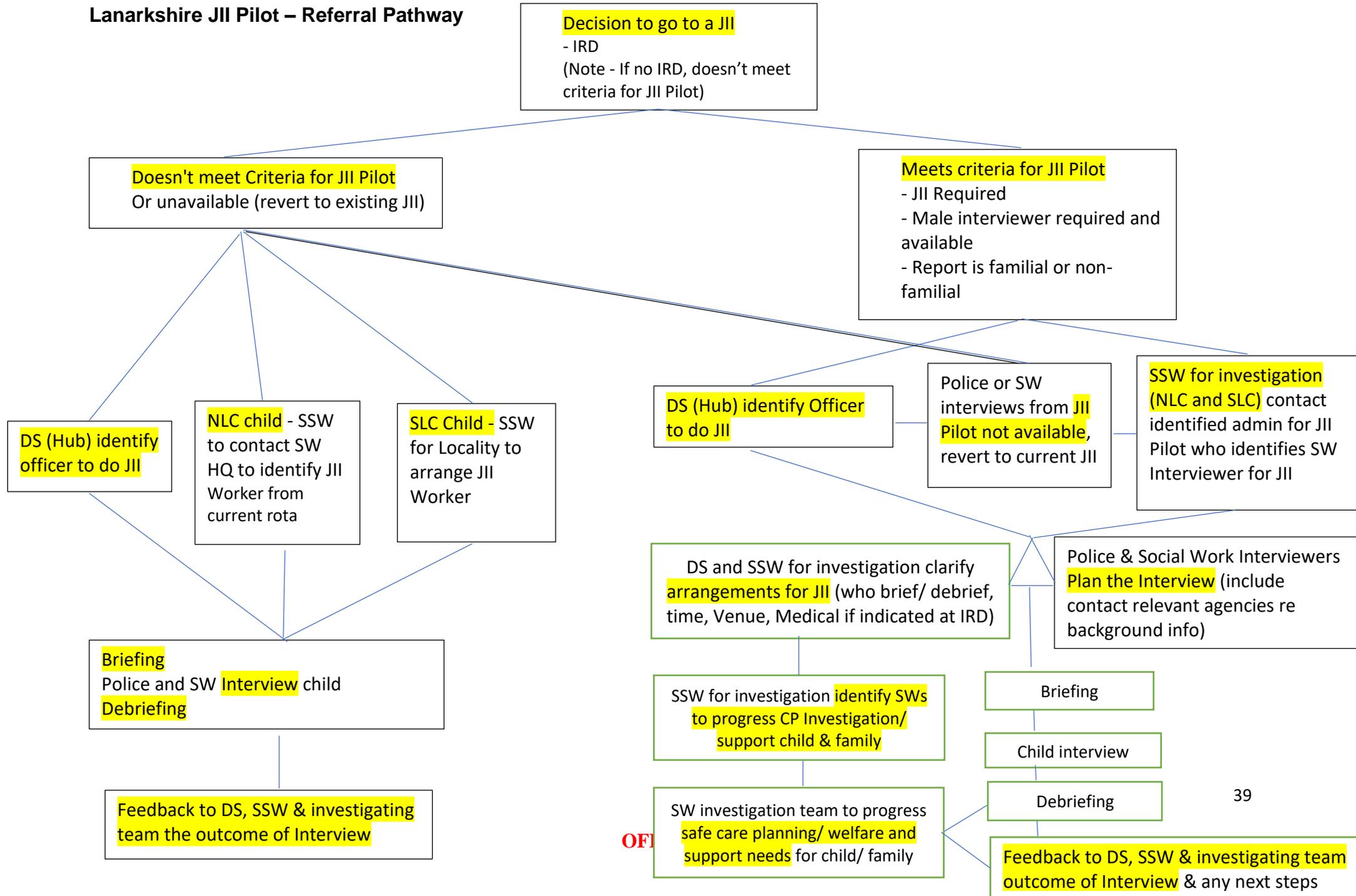
If you are contacted by one of these interviewers, please share the information requested as soon as you possibly can. Effective protection of children can be time critical and the information you share could make a real difference to the quality of experience for children.

## Appendix E

### North Strathclyde Joint Investigative Interview (JII) Pilot – Referral Process



### Lanarkshire JII Pilot – Referral Pathway



## Appendix F

### Interviewer Perspective Form

The purpose of this form is to gather information from the perspective of the interviewer. This information should be used to inform system improvements. If this data highlights an issue with any aspect of the process, further evaluation is necessary to fully understand the issue in order to resolve it and support improvement.

**After each interview, lead and second interviewers should individually reflect on the process and each complete their own form within 48 hours of the interview and send to: INSERT LOCAL CONTACT**

	Very much so	Somewhat	Not at all
Sufficient strategic direction from the IRD was provided to inform interview planning			
Sufficient information about the child was made available to plan the interview accordingly			
Sufficient information about the concern/crime was made available to plan the interview accordingly			
Both interviewers contributed to planning the interview			
The location of the interview met the child's needs			
The interview equipment worked well			
Transportation arrangements for the child worked well			
The output from the interview was analysed and shared with a manager/supervisor in order to inform next steps for the child			
Date of interview: _____ Name: _____ Pilot Area: _____			

<p>If you have answered "somewhat" or "not at all" to any of the above, please provide some further information to help us understand how improvements can be made.</p>
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<p>Are there any system improvements you would like to suggest?</p>
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THANK YOU