East Lothian and Midlothian
Public Protection Committee

Learning and Practice Development
Multi–agency Workforce Strategy
2018-2021
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1) Introduction and Context

East Lothian and Midlothian Public Protection Committee (EMPPC) was established in July 2014 and incorporates the Adult Protection Committee, Child Protection Committee, Offender Management Committee and Violence against Women and Girls Partnership and maintains robust links with Midlothian and East Lothian Drug and Alcohol Partnership (MELDAP).

Public Protection cuts across all sectors of our communities, as do our services, and the aim of EMPPC is to create a more integrated approach to public protection across the lifespan. Our approach will provide innovative opportunities for a seamless response and will support operational staff in partner agencies to improve outcomes for our most vulnerable service users.

EMPPC are responsible for ascertaining local workforce learning and development needs with regard to Public Protection and providing a high standard of multi-agency training to address this need. This is achieved via the East Lothian and Midlothian Public Protection Learning and Practice Development sub-group which includes representation from both Health and Social Care Partnerships, East Lothian Council, Midlothian Council, NHS Lothian, Police Scotland (‘J’ Division), Scottish Fire and Rescue Service, Midlothian and East Lothian Drug and Alcohol Partnership (MELDAP), STRiVE (East Lothian) and Midlothian Voluntary Action / MVA, who represent 3rd sector organisations. This ensures Public Protection Learning and Practice Development needs are considered within the broader context of wider professional and workforce development.

2) Learning and Practice Multi-Agency Workforce Development Strategy

This strategy spans a 3 year period and requires being flexible enough to respond to emerging issues and regular review is essential to take account of changes both locally and nationally. Thus, the strategy will be reviewed on a regular basis, and delivery against the strategy reported on a regular basis, to ensure it is still appropriate. The strategy links to the EMPPC Learning and Practice Development Action Plan. Both will be reviewed to ensure they remain responsive to need and any emerging themes / issues. To help in this process the EMPPC Learning and Practice Development Improvement Plan will be monitored through the EMPPC Sub-group.

We aim to support the development of the workforce at a multi-agency level by helping to develop and enhance skills and knowledge through the practice newsletters, workshops, seminars, eLearning modules and training courses we offer.

The scope and remit of this strategy includes:

- Adult Support and Protection
- Child Protection
- Alcohol and drugs
- Violence against Women and Girls
- Multi-agency Public Protection Arrangements (MAPPA)

The overall strategic aim of the EMPPC Learning and Practice Multi–agency Workforce Development Strategy 2018 – 2021 is to support a confident, competent and skilled workforce who; help prevent abuse/harm, protects those at risk and intervenes and supports those abused/harmed”. The priorities under the strategic aim are:

<table>
<thead>
<tr>
<th>Priorities</th>
<th>Outcome over the 3 years</th>
</tr>
</thead>
<tbody>
<tr>
<td>Agencies have an awareness of the Safe and Together approach to domestic abuse and how this links into existing frameworks.</td>
<td>Children and their non-offending parent feel safer. Perpetrators address their abusive behaviours.</td>
</tr>
<tr>
<td>Agencies have access to Neglect Guidance that includes a risk assessment toolkit.</td>
<td>Agencies are using universal Neglect Guidance that includes a risk assessment Toolkit to enable people to be safe, healthy, nurtured, achieving and included.</td>
</tr>
<tr>
<td>Adult Support and Protection Agencies have training in inter-agency chronologies.</td>
<td>Agencies have a shared understanding of what is an inter-agency chronology.</td>
</tr>
<tr>
<td>Within existing training across the thematic areas share and help embed the learning from Initial / Significant Case Reviews (ICR / SCR), Significant Adverse events and LSIs.</td>
<td>Agencies will have a shared understanding of the learning from relevant reviews and inquiries to help embed into practice.</td>
</tr>
<tr>
<td>Deliver the agreed training from a locally developed improved approach in working with perpetrators of domestic abuse.</td>
<td>Agencies will have a shared understanding of an agreed local domestic abuse perpetrator programme.</td>
</tr>
<tr>
<td>Deliver multi-agency training on what is a SMART Plan for Child Protection and Adult Support and Protection.</td>
<td>Agencies have a shared approach to SMART plans that safeguard any child and adult at risk.</td>
</tr>
<tr>
<td>Deliver multi-agency training on how to recognise and respond to adults at risk of self-neglect including hoarding.</td>
<td>Agencies will have a shared approach in identifying, assessing and action plans in cases of self-neglect and hoarding.</td>
</tr>
</tbody>
</table>

There is a need to develop wider public awareness of what is Public Protection and the impact of abuse/harm for the person affected. Priorities will be identified. This is linked to the EMPPO Engagement and Communication Strategy.

The central theme of all the learning and development opportunities links to the national trauma informed practice level framework. This provides a level of basic knowledge and skills for our workforce [Appendix 2]. This is part of the National Trauma Framework for Scotland.

[http://www.nes.scot.nhs.uk/media/3971582/nationaltraumatrainingframework.pdf]
The EMPPC Learning and Practice Multi-agency Workforce Development Strategy will reflect lessons from case reviews, any relevant new research and local and national guidance and procedures. The Public Protection Training Guide (Appendix 1) has been adapted from the National Child Protection Learning and Development Framework to incorporate Adult Support and Protection, Violence against Women and Girls and MAPPA competencies, as well as the SSSC knowledge and skills requirements. Reinforcing the message that **Public Protection is everyone’s Responsibility.**

Our strategy links to the Scottish Social Services Council (SSSC) Learning Strategy 2017-2020.


## 3) Aims

This strategy aims to provide:

- A range and variety of approaches: recognising the need to be inclusive and to recognise different systems, learning styles and staffing requirements.
- A pragmatic approach where the required knowledge is accessed via learning that is relevant, meaningful and accessible, and the content is proportionate to the requirements of the workforce.
- Empowerment: participants will be provided with information, guidance and support to meet their own identified learning and development needs.
- Sharing good practice and establishing a common language.
- The use of e-learning.
- Learning opportunities are outcome focused and reflect trauma informed practice.
- Quality assurance processes to identify the impact of learning and development and the overall effectiveness of the learning on outcomes for children, adults and their families.

## 4) Principles

The strategy is underpinned by the following set of principles.

All multi-agency Public Protection Learning and Practice Development activity will:

- Promote a joined up approach to supporting children and adults to be safe from abuse and harm.
- Reflect the appropriate legislation and national / local policies and procedures.
Create an ethos that values working collaboratively with others, promotes equality, respects diversity, and encourages the participation of individuals, families, carers and unpaid carers in Public Protection processes.

Reflect and be aware of / responsive to the needs of everyone in East Lothian and Midlothian (including those who currently experience difficulty in accessing services whether on the grounds of age, disability, gender reassignment, marriage and civil partnership, pregnancy or maternity, race, religious belief or non-belief, sex and/or sexual orientation).

5) Public Protection Learning and Practice Development sub-group

The Public Protection Learning and Practice Development sub-group has a role in ensuring there is sufficient high quality training available including the development, commissioning and delivery of multi-agency training, and ongoing training needs analysis to identify gaps and future training needs. We will do this by:

- Facilitating partnership working across agencies.
- Providing leadership across agencies for best practice and standardisation.
- Providing guidance on who should access what training.
- Providing reports and statistics on training delivery.
- Sharing information throughout local and national Public Protection forums.
- Identifying and delivering learning and developmental needs with regard to Public Protection across the geographical areas of East Lothian and Midlothian.
- Maintaining links with Practice Learning and Development Team in Midlothian, Workforce and Carer Development Teams in East Lothian and Health and Social Care Partnerships (Workforce Development once these have been identified).
- Responding to the identified learning needs across all sectors including service users and carers.
- Reviewing, evaluating and responding to training feedback.

It is essential that we have a workforce across all partnership agencies and sectors that is trained and supported in all work relating to Public Protection. This Learning and Practice Multi-agency Workforce Development Strategy provides a framework to guide individuals in their continued professional development. For managers to consider their employees relevant and appropriate training needs according to the needs of the service and professional development.
Each thematic client group has a Practice and Training Delivery Group. Each group meets 4 times a year. Each group comprises of operational and workforce development staff across education (where relevant), health, police, social work and the voluntary sector. The focus of these groups is to implement, review and devise all learning and development relevant to their thematic client.

6) Governance

The Public Protection Learning and Practice Development sub-group will meet as required at least three times in a year to ensure oversight of the Strategy and Action Plan. It is accountable to the East Lothian and Midlothian Public Protection Committee.

7) Multi-agency Training

This strategy commits to providing a high quality comprehensive multi-agency training programme, which supports professionals, volunteers and the independent sector in their work to protect and promote the safety and wellbeing of children, adults and their families.

The East Lothian and Midlothian Learning and Practice Development Action Plan is built around ongoing training needs analysis. Partner agencies are asked to identify key multi-agency training needs of their staff / volunteers so this can be reflected in the training plan. The plan also builds on lessons learned from previous years and evaluations of courses already provided.

The training offered takes into account differing needs at a local level, the outcomes of reviews and inspections as well as the measures introduced by new legislation and Government policy.

The annual calendar of training and respective course descriptors can be found on the East and Midlothian Public Protection website (http://emppc.org.uk/home/). The calendar is regularly updated with additional cohorts and new courses added when approved.

8) Multi-agency Facilitation / Pool of Trainers

Multi-agency representation of facilitators and presenters is required across all strands of Public Protection Training to ensure that opportunities for continuing professional development are available to staff across all sectors. Members of the facilitators groups will be fully supported in their role by the Public Protection Learning and Development Coordinator, and appropriate Lead Officer.

We are keen to consult with service users through our 3rd sector partners on developing training and where it is appropriate to do so co-deliver.
9) Access to Training and Booking Courses

Staff should access training courses through a nominated / supported process via their line manager / agency representative. Each training offered has a course flyer, which includes the dates of each training/the learning outcomes and target audience of who should attend. To help staff and their line managers to identify if a training is appropriate to their needs please follow the link:


The names / designation should be submitted to their respective agency representative who will e-mail emppo@eastlothian.gov.uk a list of those wishing to attend which cohort of training. All courses have a limited number of spaces and therefore it is essential that bookings are made at the earliest opportunity. If necessary, a waiting list will be commenced and, where possible, additional cohorts will be provided. All EMPPO training is offered to the 3rd sector and private sector who provide a service in East Lothian and Midlothian

10) Cancellations

Cancellation of confirmed places must be made as soon as possible so that the place can be offered to someone else. In all instances, Line Managers of any candidates who have confirmed bookings and fail to attend will be notified.

In exceptional circumstances a course may need to be cancelled. In such an event, notification will be provided at the earliest opportunity and the participants will be offered a priority place at the next available cohort.

11) Data Protection

Under General Data Protection Regulation (GDPR) legislation, we are required to inform individuals about the information we hold about them. Please note we keep names, job titles and work e-mail addresses on a computerised database for the purposes of training course management. We may also pass on attendance lists to the delegate’s own agency for training recording purposes.

In addition, we retain copies of application forms and course evaluation forms electronically on a secure shared folder within the EMPPPO which is only accessible to EMPPPO employees.

There may also be times when requests for information are made from participants who have attended our training, course attendee lists (providing name, agency, role and contact details) may be shared to assist colleagues who have shared training and learning experiences to continue with and strengthen multi - agency working relationships.
12) Evaluation of Training

All training will be evaluated at the end of a course. Our evaluation ensures we gather evidence in respect of the learning outcomes, an increase in knowledge, quality of the information provided and the initial impact on the workers practice. Continuing the process of evaluation, where appropriate, the relevant thematic practice and training delivery group will have oversight of all evaluations. The Learning and Development Coordinator will present the data for these groups and for the EMPPC quarterly reports.

Where at all possible the evaluation criteria will be the same and the overall aim will always be to ensure the course provided is:

- Relevant to the needs of the individual and the service.
- Is of the highest standard as can be achieved.
- Responsive to the changing environment in which public protection operates.

A follow up evaluation of 3 randomly selected attendees from each face to face training will be conducted 3 months on from the initial training. Those selected will asked: How have you put the learning into practice? What helped you put this into practice? What were the challenges?

13) Training Audience

All courses (unless otherwise stated) are applicable to members from either the voluntary, universal, statutory and or private sector (where appropriate), who work in or whose remit incorporates East Lothian and or Midlothian. Courses have been designed and are delivered from an awareness level up to a level 3 standard (most advanced).

The delivery action plan provides information to learning and development across the lifespan; these are complemented by a broader range of single agency training provided via the Practice Learning and Development teams in Midlothian and the Organisational Workforce Development teams in East Lothian.

<table>
<thead>
<tr>
<th>Author’s name</th>
<th>Neil Whettam</th>
</tr>
</thead>
<tbody>
<tr>
<td>Designation</td>
<td>Learning and Development Co-ordinator, EMPPO</td>
</tr>
<tr>
<td>Date</td>
<td>2018</td>
</tr>
<tr>
<td>Review date</td>
<td>June 2020</td>
</tr>
</tbody>
</table>
Appendix 1

Training Guide

Public Protection – Is Everyone’s Responsibility training **is mandatory** for all staff, partnership agencies and agencies contracted to undertake work on behalf of the Local Authority.

Everyone working with the public – children, young people or adults who may be at risk of harm must work together to ensure that the best outcomes are achieved. This includes:

- Paid and unpaid staff / volunteers/foster carers working directly and indirectly with children, young people and adults who may be at risk of harm;
- Those working with family members such as parents/carers;
- Those managing and supervising staff working with children, young people and adults who may be at risk of harm and/or family members.

The East Lothian and Midlothian Public Protection Committee is fully committed to ensuring that staff, partnership agencies and agencies contracted to undertake work on behalf of the Local Authority have access to appropriate levels of training for them to carry out their roles and responsibilities effectively. It is our position that anyone who has contact with the public - children, young people or adults who may be at risk of harm, no matter how minimal should undertake an appropriate level of Public Protection Awareness training and that they should keep their Public Protection knowledge up to date and in accordance with their roles and responsibilities.

Other courses will be identified for the workforce as highly recommended whereby it is **not mandatory** to their role but would be relevant to their ongoing professional development. It is important to note that just because a role falls within a group for a particular type of training, it may well be within a different group for other types of training e.g. a criminal justice social worker will be within the intensive contact workforce for Adult Support and Protection but the specific contact workforce for Child Protection.

The East Lothian and Midlothian Public Protection training calendar is maintained by the East Lothian and Midlothian Public Protection Office and reflects the Public Protection training delivered and is accessible to workers in each council area including health and 3rd sector partners.

Managers have an overall responsibility to ensure that their workers undertake an appropriate level of training in line with this guidance.

The East Lothian and Midlothian Public Protection Committee reserve the right to monitor agency compliance with the training requirements as set out in this document for quality assurance purposes.
Training Quick Guide

General Contact Workforce
The general contact workforce is defined “as those who, as part of their job are likely to come into contact with children, young people and vulnerable adults. The frequency of the contact will vary, but these workers will not usually be involved in any in-depth personal work with them. However, these workers need to have the confidence an awareness to recognise when a child or young person or vulnerable adult maybe in need of protection, and how to respond. It is essential that they complete the Public Protection - Is Everyone’s Responsibility Learnpro module or attend a face to face Public Protection – Is Everyone’s’ Responsibility for those who do not have access or able to use a PC.

There is a requirement to complete the PREVENT Learnpro module or attend face to face PREVENT Awareness Training. (Prevent = People from being drawn into terrorism/radicalisation and ensure that they are given appropriate advice and support).

Specific Contact Workforce
The specific contact workforce is defined as those who: carry out direct work with children, young people or vulnerable; and / or form more in-depth relationships with them; and / or provide specific services to them. These workers may carry out regular work with a child, young person or adult (although this will not always be the case). Contact may take place in the home or another setting. It may involve one to one work, or work in a group. These workers may be asked to contribute to the risk assessment and risk management process and may be involved in providing ongoing support to some children, young people and vulnerable adults. These workers require the competences, knowledge and skills associated with the general contact workforce, and some additional competences, knowledge and skills to reflect the nature of their involvement with children, young people and vulnerable adults.

- Level 1 – Child Protection Awareness Raising and Response;
- Level 1 – Adult Support and Protection Basic Awareness;
- Level 1 – Adult Support and Protection Train the Trainers (Care Homes and Care at Home)
- Level 1 – Improving our Practice on Violence Against Women & Girls (Domestic Abuse)
- Level 2 – Inter - Agency Child Protection Risk Assessment and Processes;
- Level 2 – Adult Support and Protection, Investigations, Case Conferences, Roles and Responsibilities;
- Level 2 - Understanding and Responding to trauma in children & young people with experience of Domestic Abuse;
- CAPSM – Children and Young People Affected by Parental Substance Misuse Awareness;
- The Vulnerability of Babies;
- Protecting Children and Young People with Disabilities;
- CSE – Child Sexual Exploitation Awareness;
- Supporting Families who find it Difficult to Engage with Services
- Adult Support and Protection Capacity and Consent; (LearnPro module)
- Adult Support and Protection Financial Harm; (LearnPro module)
- Adult Support and Protection - Interaction of the 3 Acts;
- Helping and Supporting Survivors of Honour Based Violence
- Human Trafficking and Exploitation Awareness;
Working with Adult Survivors of Rape and Sexual Assault;
Working with Survivors of Childhood Sexual Abuse.
Protecting people from serious harm: assessing risks from domestic abuse and referring to MARAC. (Multi-Agency Risk Assessment Conference)

**Intensive Contact Workforce**
The intensive contact workforce is defined as those who have specific designated responsibility for child protection or Adult Support & Protection issues as part of their role (e.g. where this is linked to their post, or where they are the Named Person or Lead Professional or Council Officer); and / or those who will be involved in undertaking child protection and adult support & protection investigations or working with complex cases (e.g. providing particular forms of support relating directly to child protection and adult support & protection). These workers require the competences, knowledge and skills associated with the general and specific contact workforces, but need additional competences, knowledge and skills to carry out their tasks.

- Adult Support and Protection Level 3 - Duties and Functions under the Adult Support and Protection Act (mandatory for Council Officers. *Please note newly qualified social workers need to have completed 1 year practice before attending*);
- Joint Investigative Interview /VIR Training for identified qualified Children and Families Social Workers

Best Practice would be for Council Officers to attend Adult Support and Protection Investigative Interview Skills Training.

**Notes:** Public Protection – Is Everyone’s Responsibility training is core for all employees, partnership agencies and agencies contracted to undertake work on behalf of the Local Authority.

**Refresher Training (Any refresher training should be in line with your own organisations policy / guidelines)**

**General contact workforce** – Refresher training should be identified as part of their agreed individual learning and development with their Line Manager. It should reflect changes in job roles and responsibilities, legislation, agency procedures and policies and national practice.

**Specific contact workforce** – Child Protection (Child Protection Level 1) Individuals should complete refresher training via Learnpro within a 24 month period.

Child Protection Inter–Agency Child Protection Assessment and Processes (Level 2) Refresher training within 36 months. (This training is tutor lead)

You are required to attend a further face to face Child Protection Inter – Agency Child Protection Assessment and Processes training a further 24 months on from the refresher training you previously attended.

**Specific contact workforce** – Adult Support and Protection Adult Support and Protection (Level 1. Refresher) individuals need complete a refresher training every 2 years through Learnpro. *(For the care home and care at home workforce where there is no access to Learnpro it is important to attend a face to face training facilitated by your Manager/Team)*
Leader or (someone within your team who has a training role and completed the EMPPO Adult Support & Protection Train the Trainer)

Adult Support and Protection Train the Trainers Refresher is for Care Home Managers/ Day Centre Managers and Care at Home Managers. This enables Managers to train their own staff at a Level 1 Adult Support & Protection. Respective Managers who attended a Train the Trainer need to refresh this training every 2 years.

Adult Support and Protection Level 3 Refresher Training is for those who are identified as Council Officers under the Adult Support and Protection (Scotland) Act. Refresher training should be completed every 2 years. (Senior Practitioners and Managers are expected to attend)

Intensive contact workforce – Child Protection Refresher is discretionary between the worker and their line manager. Adult Support and Protection Level 3 Refresher Training is for Council Officers under the Adult Support and Protection (Scotland) Act and should attend every 2 years. (Senior Practitioners and Managers are expected to attend)

All refresher training should be informed by a worker’s individual learning and professional development needs. It should reflect changes in job roles and responsibilities, legislation, agency procedures and policies and national practice.

Please note:

In some cases a worker may cross between the specific contact workforce and intensive contact workforce. Before attending any EMPPO training a worker needs to discuss with their line manager to ensure by attending the training meets the needs of the service and their own professional development taking into account their current case load.

Competences & Knowledge and Skills

Having a “competence” means being competent in undertaking a particular task, using acquired knowledge and skills, underpinned by appropriate values. Competences are the overarching key strands of a worker’s contribution to child protection and adult support & protection that should be able to be evidenced. “Knowledge” is familiarity with something, such as facts and information (including being aware of issues, recognising concepts and having sufficient understanding to apply the knowledge to associated tasks). “Skills” are the abilities someone has to enable them to achieve and demonstrate a competence.
Appendix 2

Trauma Informed Practice - Baseline Knowledge and Skill

NHS Education for Scotland in partnership with the Scottish Government has developed - Transforming Psychological Trauma. A Knowledge and Skills Framework for the Scottish Workforce. There are 4 practice levels within this framework. The learning and development offered over the next 3 years will reflect – the principles of the Framework Level 1 Trauma informed practice. A baseline of knowledge and skills required by everyone in the Scottish workforce. (Pages 30-36 within the Framework). The following table is an extract from the document of the baseline of knowledge and skills we wish to impart through the multi-agency training offered:

<table>
<thead>
<tr>
<th>Baseline of knowledge we want practitioners to have</th>
<th>The skills we want practitioners to have</th>
</tr>
</thead>
<tbody>
<tr>
<td>A person affected by trauma might understandably want to avoid people, places or situations that remind them and bring back distressing memories of the trauma and associated feelings. The consequences of trauma can affect people's ability to successfully access the care, support and treatment they require in a range of settings (for example physical health, mental health, education justice, employment, and housing). A person's young age when first experiencing trauma, the person(s) responsible for the trauma and its duration are among the reasons for people’s different responses to trauma - People use different ways to survive, adapt to, and cope with trauma and its impact, and that some of these can seem confusing or self-defeating unless viewed as adaptive coping responses to overwhelming threat and its consequences. Situations in which feelings of trust, choice, collaboration, empowerment and safety are compromised can lead to trauma related distress or re-traumatisation, and can lead people to drop out from or avoid care, support or treatment. The importance of services, systems and organisations being trauma informed to reduce the risk of trauma related distress and consequent avoidance.</td>
<td>Be able identify the types situations that can bring back memories of the trauma and associated feelings. Be able to identify the types situations that can bring back memories of the trauma and associated feelings. Hold in mind that a person’s behaviour or reactions might be trauma-related. Make sense of a person's current difficulties by considering “What happened to you?” instead of “What’s wrong with you?” in responding to a person affected by trauma. Appreciate that a person might feel distressed or even re-traumatised in certain situations if they remind him or her in some way of past trauma.</td>
</tr>
</tbody>
</table>

Appendix 3

Signed off at EMPPC on 26/06/18 (v2)
# Contact details for additional relevant training in relation to Public Protection

<table>
<thead>
<tr>
<th>Area</th>
<th>Contact</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>East Lothian and Midlothian Public Protection Office</strong></td>
<td>Neil Whettam – Learning and Development Co-ordinator, EMPPO</td>
</tr>
<tr>
<td></td>
<td><a href="mailto:nwhettam1@eastlothian.gov.uk">nwhettam1@eastlothian.gov.uk</a> / 0131 653 5154</td>
</tr>
<tr>
<td></td>
<td>Bernadette Stein – Business Support Admin, EMPPO</td>
</tr>
<tr>
<td></td>
<td><a href="mailto:bstein@eastlothian.gov.uk">bstein@eastlothian.gov.uk</a> / 0131 653 5152</td>
</tr>
<tr>
<td><strong>Adults and Social Care (Midlothian)</strong></td>
<td>Marianne Hughes - Practice Learning and Development Manager, Midlothian</td>
</tr>
<tr>
<td></td>
<td><a href="mailto:Marianne.hughes@midlothian.gov.uk">Marianne.hughes@midlothian.gov.uk</a> / 0131 271 3647</td>
</tr>
<tr>
<td><strong>Adult Services Health and Social Care Partnership (East Lothian)</strong></td>
<td>John Gibson - Senior Workforce Development Officer East Lothian</td>
</tr>
<tr>
<td></td>
<td><a href="mailto:jgibson@eastlothian.gov.uk">jgibson@eastlothian.gov.uk</a> / 01620 827 771</td>
</tr>
<tr>
<td><strong>Children’s Services Health and Social Care Partnership (East Lothian)</strong></td>
<td>Eileen Marnoch – Workforce Development Officer</td>
</tr>
<tr>
<td></td>
<td><a href="mailto:emarnoch@eastlothian.gov.uk">emarnoch@eastlothian.gov.uk</a> / 01620 829944</td>
</tr>
<tr>
<td><strong>Children’s Services (Midlothian)</strong></td>
<td>Lesley Watson – Service Manager</td>
</tr>
<tr>
<td></td>
<td><a href="mailto:lwatson@midlothian.gov.uk">lwatson@midlothian.gov.uk</a> / 0131 653 5157</td>
</tr>
<tr>
<td><strong>Violence Against Women and Girls</strong></td>
<td>Amanda Rudden – MARAC Co-ordinator</td>
</tr>
<tr>
<td></td>
<td><a href="mailto:arudden@eastlothian.gov.uk">arudden@eastlothian.gov.uk</a> / 0131 653 5156</td>
</tr>
<tr>
<td><strong>Education (Midlothian)</strong></td>
<td>Beverley Thompson - Education Child Protection Learning and Development Officer</td>
</tr>
<tr>
<td></td>
<td><a href="mailto:Beverley.Thompson@midlothian.gov.uk">Beverley.Thompson@midlothian.gov.uk</a> / 0131 271 3939</td>
</tr>
<tr>
<td><strong>Education (East Lothian)</strong></td>
<td>Margo Cunningham – Training and Development Officer</td>
</tr>
<tr>
<td></td>
<td><a href="mailto:mcunningham@eastlothian.gov.uk">mcunningham@eastlothian.gov.uk</a> / 01620 828 767</td>
</tr>
<tr>
<td><strong>NHS Lothian (Children &amp; Young People)</strong></td>
<td>Pauline Macdonald – Child Protection Learning and Development Lead</td>
</tr>
<tr>
<td></td>
<td><a href="mailto:pauline.macdonald@nhslothian.scot.nhs.uk">pauline.macdonald@nhslothian.scot.nhs.uk</a> / 0131 470 5661</td>
</tr>
<tr>
<td><strong>NHS Lothian (Adults)</strong></td>
<td>Christine Bickers – Adult Support &amp; Protection Advisor</td>
</tr>
<tr>
<td></td>
<td><a href="mailto:Christina.Bickers@nhslothian.scot.nhs.uk">Christina.Bickers@nhslothian.scot.nhs.uk</a> / 0131 536 5529</td>
</tr>
<tr>
<td><strong>Police Scotland (‘J’ Division)</strong></td>
<td><a href="mailto:TLDAdminRequestsFettes@scotland.pnn.police.uk">TLDAdminRequestsFettes@scotland.pnn.police.uk</a></td>
</tr>
<tr>
<td><strong>GIRFEC (East Lothian)</strong></td>
<td>Lyn Leslie – Education Support Officer (GIRFEC)</td>
</tr>
<tr>
<td></td>
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