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Current employment: Senior Lecturer, Department of Applied Social Studies, University of Bedfordshire

Qualifications:

BA (Hons) Philosophy and Sociology 1974
Post Graduate Diploma in Social Administration 1975
Post Graduate Diploma in Applied Social Studies 1977
CQSW 1977
Certificate in Training and Development 1993
MSc in Social Work 1999

Memberships:

Member of the British Association for the Study and Prevention of Child Abuse and Neglect
Member of the Society of Expert Witnesses
Expert Member of the Association of Child Abuse Lawyers
Registered as an expert with the Association of Personal Injury Lawyers

Teaching Interests:

Child Protection, with particular interest in work within Social Services, Health, Police and Education sectors
Child and Family Welfare
Social Work Education

Professional Background:

1975 – 1980 Generic Social Worker
1980 – 1982 Child Care Social Worker
1982 – 1985 Team Leader (Child Care)
1985 – 1992 Section Manager (Child Protection)
1992 – 1994 Staff Development Officer, Social Services
1994 - Senior Lecturer and Tutor (University of Bedfordshire)
1997 - 2004 Programme Manager (MA in Applied Social Studies/CCETSW Advanced Award in Social Work)
2000-2002 Programme Manager (MSc in Research and Evaluation)
2002-2003 Programme Manager (BA in Child and Adolescent Studies)
2003-2007 Family Court Advisor (CAFCASS)

Research/Consultancy Interest Areas:

1993 - 2004 Member of Bedfordshire and Luton Child Protection Committee
1995 – 1999 Member of team undertaking research into its provision of residential care for children on behalf of a local authority Social Services Department

- 1995 – 1999 Leader of team undertaking research into Significant Harm for an Area Child Protection Committee
- 1997 – 1999 Member of editorial group preparing ‘Safeguarding children: Everybody’s business’ video-assisted child protection training package for Home Office/NSPCC
- 1997 - Member of GSCC panel of External Assessors for Post Qualifying and Advanced Awards
- 1997-1999 Lone researcher investigating Comprehensive Family Assessment in two local authorities
- 1998 – 1999 Associate Editor, *Social Work in Europe*
- 1998 – 1999 Leader of team evaluating a residential project for young adults on behalf of a voluntary organisation and a London Borough
- 1999 – 2002 Co-editor, *Social Work in Europe*
- 1999- Member of team evaluating Graded Care Profile assessment tool
- 2000-2001 Leader of team inspecting the implementation of child protection procedures within a local authority
- 2000-2002 Academic representative within Somewhere Safe Consortium, a consortium of statutory agencies and major voluntary organisations working with excluded young people in London.
- 2001- QAA Specialist Subject Reviewer, Social Work and Social Policy
- 2002- Member of panel of contributors to *Research into Practice* and *Risk Factor* streams in *Community Care* magazine
- 2003 - Chair of Serious Case Reviews for Area Child Protection Committees
- 2003 - Member of CAFCASS approved panel of training providers
- 2003-2004 Independent manager of an investigation into the care offered by local authority foster carers
- 2003 Development project for a local authority on implementation of the recommendations of the Climbié inquiry
- 2003-2005 Project to develop protocols for working with parents with problematic drug and alcohol use
- 2003 Project to develop procedures for working with hostile or unavailable families
- 2003- 2007 GSCC External Assessor for the Far South West Post Qualifying Consortium
- 2004-5 Member of Luton Area Child Protection Committee
- 2004 Analysis of proposals for Local Safeguarding Children Boards on behalf of an Area Child Protection Committee
- 2004 Consultation on the management of complex cases for Department of Human Services, Melbourne, Australia
- 2004- Author of expert witness reports in negligence and breach of duty of care claims against local authority social work departments.
- 2005- Member of Luton Local Safeguarding Children Board
- 2006 Expert contributor to the SCIE e-learning object ‘*Courtroom skills*’
- 2007- Member of the Child Protection Committee of the Lawn Tennis Association
- 2007-2008 Joint Network Coordinator for *Preparing tomorrow’s professionals for integrated children’s services: the HE role* on behalf of the Higher Education Academy and Subject Centre for Social Policy and Social Work [SWAP]

- 2007- Editorial Consultant and editorial board member for Community Care Inform online reference source for professionals working with children, young people and their families.
- 2008- Member of Government Office East Serious Case Review Overview Report Writers consultative group

Publications and Reports

- Ayre P. (1998) Assessment of significant harm: Improving professional practice, British Journal of Nursing 7(1), 31-36 (re-printed in British Journal of Community Nursing 3(4), 196-201)
- Ayre P. (1998) The division of child protection from child welfare: Problems in applying the concept of 'significant harm', International Journal of Child and Family Welfare 3(2), 149-168
- Ayre P. (1998) Significant harm: Making professional judgements, Child Abuse Review 7, 330-342
- Brodie I., Berridge D., Ayre P., Barrett D., Burroughs L., Porteous, D. and Wenman H. (1998) Family support for adolescents: An evaluation of the work of the Adolescent Community Support Team, report to Stockport Social Services
- Ayre P. (1999) Judging significant harm. In: Bedfordshire ACPC, Child Protection Manual of Procedures, Bedfordshire ACPC
- Ayre P. and Brodie I. (1999) Preparing for adult life: an evaluation of the Rosslyn Road Project for Adolescents, report to St Christopher's Fellowship and London Borough of Richmond
- Ayre P. (2000) Child abuse on the front page: learning lessons from the British experience. In Proceedings of Children and violence: the 4th international conference on the child, Montreal, Canada: Organisation pour la Sauvegarde des Droits des Enfants. Available: http://www.osde.ca/Congres/4e_Congres/s19.pdf.
- Ayre P. (2000) Young People and Prostitution: Back Through the Looking Glass. In Proceedings of World Forum 2000: International Forum for Child Welfare Annual World Conference, Sydney: Association Of Children's Welfare Agencies. Available: <http://acwa.asn.au/wf2000/Thur.html>
- Ayre P. and Barrett D. (2000) Young people and prostitution: An end to the beginning?, Children and Society 14, 48-59
- Ayre P. and Barrett D. (2000) Young people involved in prostitution: The journey to justice, The Magistrate, 56(6), 179
- Ayre P., Bartlett W., Myers J. and Norman J. (2000) Safeguarding children: Everybody's business, NSPCC
- Barrett D. and Ayre P. (2000). 'Hard lives, hard cases', Guardian 2 (Society), 24.5.00 p3
- Ayre P. (2001) Inspection of the implementation of ACPC procedures on significant harm. Bedfordshire and Luton ACPC
- Ayre P. (2001) Child protection and the media: Lessons from the last three decades, British Journal of Social Work 31(6), 887-901
- Ayre P. (2002) Best for the child: Independent comment, Community Care, 13-20 June 2002
- Ayre P. (2002) 'Child protection and the media' in J Reynolds and others (Eds) Managing Care: Perspectives and Practice, Routledge

- Ayre P. (2002) Confidentiality agreement: Independent comment, Community Care, 28 November - 5 December 2002
- Ayre P. (2002) Research into practice: The balance between child protection and child welfare, Community Care, 24-30 January 2002, p49
- Ayre P. (2002) Research into practice: Child protection and parents with a mental illness: a report of a European study, Community Care, 7-13 March 2002, p45
- Ayre P. (2002) Research into practice: Working effectively in partnership with depressed mothers, Community Care, 28 March – 4 April 2002, p47
- Melrose, M. and Ayre, P. (2002) 'Child prostitution in the 1980s and 1990s' in A. Browne and D. Barrett Knowledge of Evil: Child Prostitution in Twentieth Century England, Willen
- Ayre P. (2003) Mechanisms by which Bedfordshire Social Services' compliance with the requirements set out in the Climbié audit may be ensured and monitored, Bedfordshire Social Services
- Ayre P. (2003) Transformed by confinement: Independent comment, Community Care, 15 –21 May 2003, p47
- Ayre P. and Barrett D. (2003) Theory and practice: The chicken and the egg, European Journal of Social Work 6(2), 125-132
- Srivastava O., Fountain R, Ayre P and Stewart J, (2003) 'The Graded Care Profile' in M. Calder and S. Hackett (Eds.) Assessment in child care: using and developing frameworks for practice, Russell House Publishing, p227-246
- Ayre P. (2004) Attack the roots: Independent comment, Community Care, 9–15 September 2004, p47
- Ayre P. (2004) Home life can quell threat: Independent comment, Community Care, 3–9 June 2004, p41
- Ayre P. (2004) Mother's day of reckoning: Independent comment, Community Care, 29 July–4 August 2004, p47
- Ayre P. (2004) Only fools rush in: Independent comment, Community Care, 18–24 November 2004, p45
- Ayre P. (2004) Preparing for Local Safeguarding Children's Boards, Bedfordshire and Luton ACPC
- Srivastava O., Fountain R, Stewart J and Ayre P, (2004) 'Common operational approach using the Graded Care Profile in cases of neglect' in J. Taylor and B. Daniel (Eds.) Child Neglect: Practice Issues for Health and Social Care, Jessica Kingsley, p131- 146
- Ayre P. (2005) A clean break with the past: Independent comment, Community Care, 21-28 April 2005, p45
- Ayre P. (2005) It all began with a word: Independent comment, Community Care, 15 -21 December 2005, p43
- Ayre P. (2005) Should he stay at home?: Independent comment, Community Care, 6-15 October 2005, p41
- Ayre P. (2005) Survival skills first: Independent comment, Community Care, 28 July-4 August 2005, p38

Ayre P. (2005) Working with violent or inaccessible families. In: Luton ACPC, Child Protection Manual of Procedures, Luton ACPC

Ayre P. (2005) Working with families with problematic drug or alcohol use. In: Luton ACPC, Child Protection Manual of Procedures, Luton ACPC

Ayre P. (2006) Beyond the blame game: Independent comment, Community Care, 23 -29 March 2006, p41

Ayre P. (2006) 'Giving evidence in court', in Preston-Shoot, M and Braye, S (eds) Courtroom skills [e-learning object], London: Social Care Institute for Excellence. Available at: <http://www.scie.org.uk/publications/elearning/law05/resource/flash/index.htm>

Ayre P. (2006) 'Messages for effective practice in court', in Preston-Shoot, M and Braye, S (eds) Courtroom skills [e-learning object], London: Social Care Institute for Excellence. Available at: <http://www.scie.org.uk/publications/elearning/law05/resource/flash/index.htm>

Ayre P. (2006) Play fills the void: Independent comment, Community Care, 15 -21 June 2006, p40

Ayre P. (2006) 'Responding to cross examination', in Preston-Shoot, M and Braye, S (eds) Courtroom skills [e-learning object], London: Social Care Institute for Excellence. Available at: <http://www.scie.org.uk/publications/elearning/law05/resource/flash/index.htm>

Ayre P. (2006) 'Roles of other personnel', in Preston-Shoot, M and Braye, S (eds) Courtroom skills [e-learning object], London: Social Care Institute for Excellence. Available at: <http://www.scie.org.uk/publications/elearning/law05/resource/flash/index.htm>

Ayre P. (2006) Roles of social workers in court, in Preston-Shoot, M and Braye, S (eds) Courtroom skills [e-learning object], London: Social Care Institute for Excellence. Available at: <http://www.scie.org.uk/publications/elearning/law05/resource/flash/index.htm>

Ayre P. (2006) Sexual healing: Independent comment, Community Care, 14 -20 September 2006, p43

Ayre P. (2006) She ate with the dogs: Independent comment, Community Care, 12 -18 October 2006, p43

Ayre P. (2007) A guardian steps in for the sisters: Independent comment, Community Care, 23-29 August 2007, p25

Ayre P. (2007) A Victory for reflection: Independent comment, Community Care, 22-28 March 2007, p37

Ayre P. (2007) 'Blaming culture', in K309 Communication in Health and Social Care [CD-ROM], Milton Keynes: Open University

Ayre P. (2007) Common Ground: Child Neglect, Community Care, 29 March-4 April 2007, p36-7

Ayre P. (2007) Life's drama gets an encore: Independent comment, Community Care, 24 - 30 May 2007, p25

Ayre P. (2007) Threatening behaviour: Independent comment, Community Care, 25 - 31 January 2007, p41

Ayre P. (2007) Time to change lives: Independent comment, Community Care, 26 April-2 May 2007, p31

Ayre P. (2007) Victim of a violent pecking order: Independent comment, Community Care, 28 June-4 July 2007, p31

Calder M. and Ayre P. (2007) Emotional Abuse: a Reference Manual, Community Care Inform [Online] Available at:
<http://www.ccinform.co.uk/Articles/search.aspx?SearchType=Browsed&SearchBrowse=Emotional%20abuse&Topics=16288>

Calder M. and Ayre P. (2007) Neglect: a Reference Manual, Community Care Inform [Online] Available at:
<http://www.ccinform.co.uk/Articles/search.aspx?SearchType=Browsed&SearchBrowse=Child%20neglect&Topics=16159>

Calder M. and Ayre P. (2007) Physical Abuse: a Reference Manual, Community Care Inform [Online] Available at:
<http://www.ccinform.co.uk/Articles/search.aspx?SearchType=Browsed&SearchBrowse=Physical%20abuse&Topics=16287>

Ayre P. (2009) Drama averted a crisis: Social worker's view, Community Care, 5 – 11 February 2009, p23

Ayre P. (2009) Schooled in curbing his anger: Independent comment, Community Care, 5 – 11 March 2009, p33

Ayre P (2010) Banish Managerialism, Community Care, 1 – 8 July 2010, p10

Ayre P. (2010) Should dad have the kids: Independent comment, Community Care, 1 – 8 July 2010, p21

Ayre P and Calder, M (2010) 'The Deprofessionalisation of child protection: regaining our bearings' in P Ayre and M Preston-Shoot (2010) (Eds) Children services at the crossroads: A critical evaluation of contemporary policy for practice, Russell House, Lyme Regis

Ayre P and Preston-Shoot M (2010) (Eds) Children services at the crossroads: A critical evaluation of contemporary policy for practice, Russell House, Lyme Regis

Ayre P and Preston Shoot, M (2010) 'Children's services: reversing the vicious spiral' in P Ayre and M Preston-Shoot (2010) (Eds) Children services at the crossroads: A critical evaluation of contemporary policy for practice, Russell House, Lyme Regis

Chard A and Ayre P (2010) 'Managerialism at the tipping point?' in P Ayre and M Preston-Shoot (2010) (Eds) Children services at the crossroads: A critical evaluation of contemporary policy for practice, Russell House, Lyme Regis

Preston Shoot, M and Ayre P (2010) 'For my next trick: Illusion in children's social policy and practice' in P Ayre and M Preston-Shoot (2010) (Eds) Children services at the crossroads: A critical evaluation of contemporary policy for practice, Russell House, Lyme Regis

Recent Papers and Presentations

1999 Research Evidence relating to Young People Involved in Prostitution, Tackling Child Prostitution, arranged by Infolog at the Barbican, London (with D. Barrett)

1999 Using Research into Significant Harm in Supervision, Making Research Count Programme, Hatfield

1999 Child protection on the front page: Learning from the British experience, Children and violence: the 4th international conference on the child, Montreal, Canada

2000 Young people and prostitution: back through the looking glass, World Forum 2000, Sydney

2000 The Graded Care Profile, Annual Congress of the British Association for the Study and Prevention of Child Abuse and Neglect, York (with OP Srivastava and R Fountain)

- 2000 Theory and practice: the chicken and the egg, Theorising Social Work, Manchester
- 2001 Why do we have problems with neglect?: Using the Graded Care Profile, Inaugural Annual Child Protection Conference, Gloucester Health, Cheltenham (with OP Srivastava, R Fountain, J Stewart and D Parkin)
- 2003 What councillors need to know about child protection, Invited presentation to the Executive Committee of Bedfordshire County Council
- 2004 Assessing the quality of parenting: a multi-agency perspective, Salford Area Child Protection Committee, Salford
- 2004 Learning from experience, Safeguarding children, Bedfordshire LEA, Silsoe
- 2004 Managing complex cases, Victoria Department of Human Services, Melbourne, Australia
- 2004 Significant Harm Revisited, keynote address at launch of new Child Protection Procedures, Luton ACPC and Bedfordshire ACPC, Police Headquarters, Bedford
- 2004 The deskilling of social work: Turning the tide, Global Social Work 2004, Adelaide, Australia
- 2004 The Graded Care Profile: An objective measure of care? Preparing for the future of child protection: New structures, old fears, fresh challenges, Nexus, Leeds
- 2004 The Graded Care Profile: An objective measure of care? The future of child protection: Structures, systems and assessment tools, Nexus, London
- 2004 The learning ladder: A lecturer's perspective. Invited presentation for GSCC, Community Care Live 2004, Business Design Centre, London
- 2005 Effective Court Reports, Confidence in Court, Community Care, London
- 2005 Judging significant harm in a mental health context, Bedfordshire and Luton NHS Trust, Bedford
- 2005 Serious Care Reviews, Association of Child Abuse Lawyers Annual General Meeting, Manchester
- 2005 The punter, the paedophile, the slag and the survivor: competing paradigms in youth justice policy, Social Policy Association annual conference, Bath University, Bath
- 2005 The 'write way' to effective Serious Case Reviews, The Write Way national training conference, Pride Park, Derby
- 2006 Effective recording, North West Belfast HSS Trust, Belfast
- 2006 Judging significant harm, Luton LSCB Practice seminar series, Luton
- 2006 Learning from Serious Case Reviews: messages for senior managers, North West Belfast HSS Trust, Belfast
- 2006 Messages from Serious Case Reviews, Luton LSCB Practice seminar series, Luton
- 2006 Preparing effective court reports, Confidence in Court, LexisNexis, Manchester
- 2006 Procedures and Serious Case Reviews, keynote address at launch of new Child Protection Procedures, Luton LSCB, Newlands Conference Centre, Luton

- 2006 Reporting to the Court, Community Care Live!, Manchester
- 2006 'The Risk Factor Live!', Community Care Live!, London and Edinburgh
- 2007 A common operational approach to practice:, National Conference on Neglect and Graded Care Profile, Luton Children and Family Services, Luton
- 2007 Assessing neglect: the Graded Care Profile, Emotional Abuse and Neglect of Children: Identification, Assessment and Intervention, Policy Spotlight, London
- 2007 Learning from Past Mistakes, CAMH Child Safeguarding Conference, Bedfordshire and Luton Partnership NHS Trust, Flitwick
- 2007 Managing the Second Step: Why Organisational Initiatives Fail, the 14th International Conference on Learning, University of Witwatersrand, Johannesburg
- 2007 Safeguarding children and parental substance misuse, Luton LSCB Practice seminar series, Luton
- 2007 The Graded Care Profile (GCP) – a Common Operational Approach, Neglect: the Most Neglected of Abuses?, Community Care, London
- 2007 The New Working Environment: Working Under Every Child Matters:, Luton LSCB Practice seminar series, Luton
- 2007 The Pitfalls of Recording, The Write Way, Do the Right Thing, London
- 2007 The Risk Factor Live!, Community Care Live!, Community Care, London
- 2007 Working with Resistant Families, Luton LSCB Practice seminar series, Luton
- 2008 Assessment and analysis in child safeguarding, Making Research Count, Barnet
- 2008 Assessing neglect: What practitioners can do, Northampton LSCB Annual conference, Daventry
- 2008 Graded Care Profile and the assessment of neglect, Wirral LSCB, Birkenhead
- 2008 Identifying and recording neglect, North West Belfast HSS Trust, Belfast
- 2008 Learning from Serious Case Reviews, Wirral LSCB, Birkenhead
- 2008 Now You See It, Now You Don't: Why Practitioners Lose Sight of Neglect, XVIIth International Congress on Child Abuse and Neglect, International Society for the Prevention of Child Abuse and Neglect, Hong Kong
- 2008 Understanding and assessing neglect, Wirral LSCB, Birkenhead
- 2008 Using the Graded Care Profile, Child Neglect & Emotional Abuse: Identification, Assessment and Intervention - Improving Knowledge and Practice', NSB Dialogues and Forums, London
- 2008 Working with Resistance and Engaging Families, Making Research Count, Barnet
- 2009 The elephant in the room: a review of learning from Luton's recent Serious Case Reviews, Luton LSCB, Luton
- 2009 The sword and the scales: Writing outstanding Independent Management Reviews, Bedfordshire LSCB and Luton LSCB, Flitwick

- 2009 Fighting back!: Re-establishing credibility in the aftermath of Baby P. Partnership in Learning Seminar series, Centre for the Development of Social Care Practice, University of Bedfordshire
- 2009 Effective court reports. The Write Way, Do the Write Thing, Derby (forthcoming March)
- 2009 Assessing risk, Safeguarding Children: Aspiring to Excellence in Practice, University of Plymouth, Plymouth
- 2009 Fostering success, Annual Foster Care Awards, Devon Children's Services, Exeter
- 2009 Understanding Neglect, Lewisham Local Safeguarding Children Board Annual Conference, Lewisham
- 2010 Child protection and the media: Adaptation and survival or reverse evolution in action, Child Protection Roundtable, University of West England, Bristol
- 2010 Learning the latest lessons, Luton Local Safeguarding Children Board business plan launch, Luton
- 2010 Performance Management: Assessing Neglect, Devon County Council, Exeter
- 2010 Serious Case Reviews and Child and Adolescent Mental Health Services, Cheshire and Wirral Partnership NHS Trust Annual Child Safeguarding Conference, Crewe
- 2010 The deprofessionalisation of child protection, Making Research Count, London
- 2010 The Sword and the scales: achieving good IMRs, Charing and writing serious case reviews, Tavistock Consultancy Service, London
- 2010 The deprofessionalisation of child protection, Making Research Count, London
- 2010 Understanding and recognising neglect, Derbyshire Children's Services, Chesterfield