



# LSCBN

## Annual

Safeguarding Report

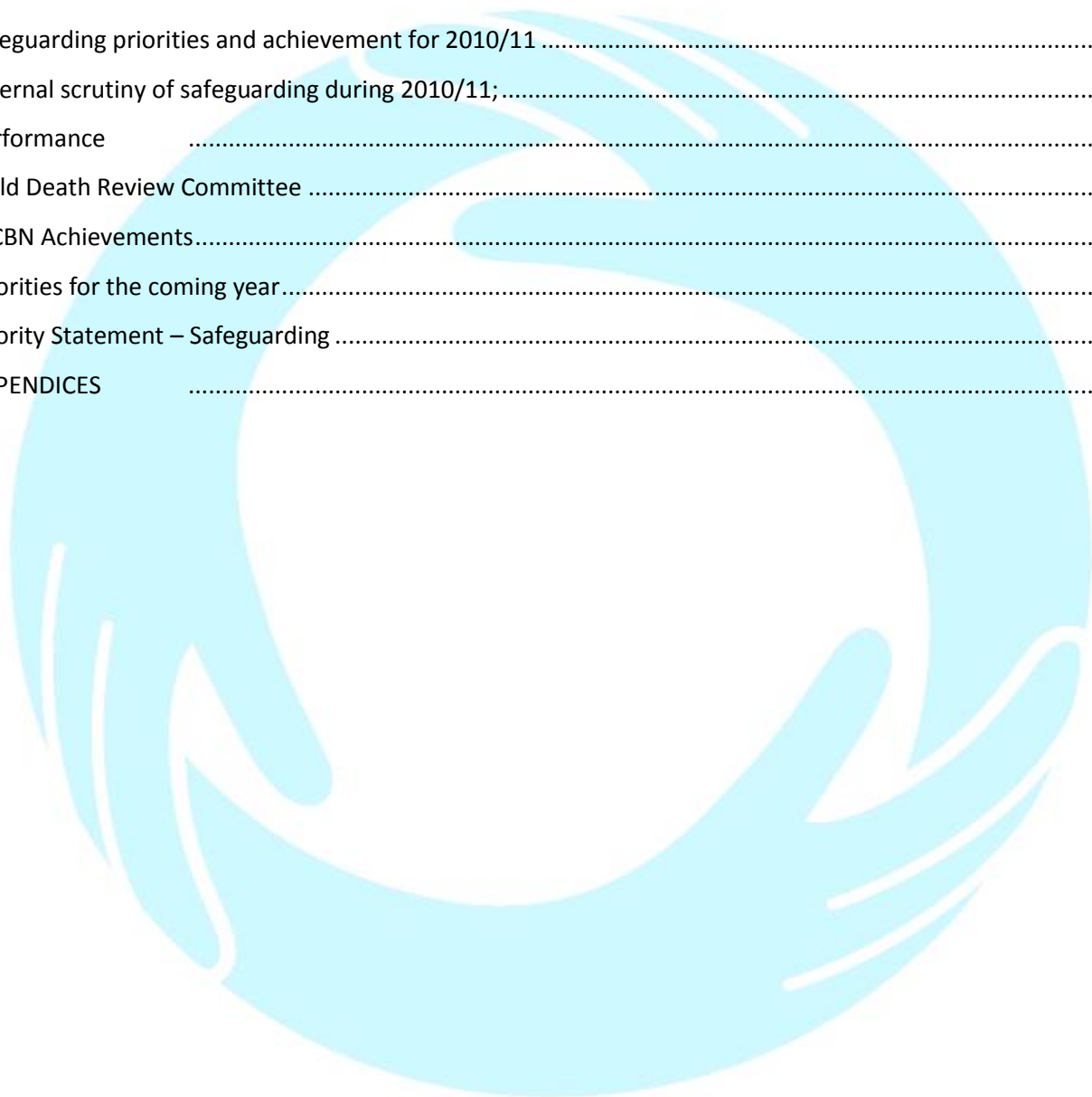
### 2010-2011



Date: May 2011

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## *Foreword from Janet Galley, Independent Chair*

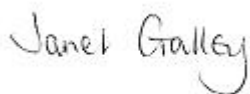
I am pleased to introduce this annual report of the LSCBN; the first one I have been responsible for as the independent chair. It summarises the main activities and achievements for 2010/11 and sets out the priorities for 2011/12.

I took up my post in September 2010, at a time of major change and challenge for many partner agencies. These include major organisational changes in health, police and Northamptonshire County Council, and a significant reduction in resources across all agencies. This has inevitably led to changes in membership of the LSCBN, with the loss of some key people, and a reduction in the overall budget available to the LSCBN. In particular we have with great regret said goodbye to our vice chair, Adrian Bell, whose skilful chairing, dedication, and support will be greatly missed.

Despite these challenges, LSCBN partners continue to prioritise children's safety and the work of the LSCBN. The structures and functions of the board have been further developed and refined, providing a sound basis on which to take forward the work of the board. Key pieces of work have included the completion of an audit of agencies' own safeguarding activities; the introduction of quality standards for the completion of serious case reviews; the preparation of a checklist for safe recruitment, and a quality framework for training.

The coming year will continue to present major challenges as agencies address resource pressures and organisational changes, at a time when pressures on families, and workers are also increasing. Improvements in the assessment, planning and support for children in need of protection has led to more children being safeguarded through a child protection plan, and more children and young people being looked after. The priorities for the coming year reflect the determination of the board to build on its achievements and to ensure sound systems are in place to scrutinise and monitor the work of all agencies in safeguarding children and young people, and to support improvements where needed.

I should like to take this opportunity to thank all board and committee members and business support staff for their support to me as chair, and for their ongoing commitment and dedication to safeguarding children and young people in Northamptonshire. I commend the report to you.



Janet Galley  
Independent Chair LSCBN

## *Introduction*

The annual report of the LSCBN fulfils the statutory requirement published in the interagency guidance, 'Working Together to Safeguard Children' published in March 2010. The report aims to reflect the strengths and weaknesses of safeguarding arrangements and practices in Northamptonshire and to set out what more needs to be done by each partner agency to improve safeguarding. Through the annual report, the LSCBN must challenge the work of the Children's Trust (the Children and Young People's Partnership Board in Northamptonshire) to ensure that the necessary overarching structures, processes and culture are put in place to ensure that children are fully safeguarded.

The LSCBN is therefore not an operational body that directly delivers services to children, young people or their families. Its role involves:

- ensuring that policies and procedures are in place relating to safeguarding all children in the area;
- ensuring that all partners have a common understanding of thresholds and processes so that all respond appropriately to safeguarding and child protection concerns;
- monitoring and evaluating how well partners work individually and collectively to safeguard children, including the effectiveness of recruitment, supervision, support and development of the children's workforce;
- Raising awareness of the need to safeguard children and young people across the area;
- Contributing to broader planning, commissioning and delivery of services which safeguard and promote the welfare of children in the area;
- Collecting and analysing information about child deaths;
- Undertaking serious case reviews where a child has died or been seriously harmed through abuse or neglect and there is cause for concern about the way in which agencies have worked together to safeguard the child.

This report summarises the work of the Local Safeguarding Children Board Northamptonshire (LSCBN) for 2010-11, the development of its relationship with the Children and Young People's Partnership Board and the safeguarding priorities for Northamptonshire in 2011-12, for which a separate business plan provides detail of actions and milestones.

## *Safeguarding priorities and achievement for 2010/11*

Whilst a significant amount of work has been done by LSCBN board members to develop the structures and functions of the board which have provided a sound basis on which to develop the work of the board, the main challenge now facing the board is to use the structure and processes to achieve a more strategic and outcome focused approach, and to identify, collate and provide

evidence to demonstrate its effectiveness in delivering better outcomes for children's safeguarding, as efficiently as possible.

Staff changes in other organisations resulted in the loss of the chairs of the Communications and Engagement Committee, the Serious Case Review Committee, and the Child Death Review Committee. The Business Office has had staff sickness absences and administrative support has been provided through a number of temporary staff. The vice chair has retired and to date, we have not identified a replacement from amongst the ranks of board members.

Despite these challenges, the LSCBN has been successful in achieving significant progress against the ambitious targets in the 2010-11 business plan. Four key priorities were identified within the business plan for 2010/11 and these are set out below with a summary of the key achievements against each priority.

***Priority 1: The LSCB has effective structure, processes and resources in place to secure better outcomes and carry out its functions***

The board must have effective mechanisms to support and deliver its business. Under the leadership of a new chair, it has evaluated how it works, in an away day in October 2010, resulting in some significant changes. These include:

- The development of an introductory pack for new members, and a mentoring process;
- A commitment to closer working with the CYP Board and the SOVA Board, which has led to:
  - Joint meetings between the Chairs of LSCBN and SOVA, and an agreement to share agenda items, developments and committee processes where possible;
  - A joint meeting with the CYP Board resulting in a combined process for agreeing priorities for the CYP Plan and the LSCBN Business Plan;
  - Joint projects to develop shared provision of some aspects of the work, including business support, training and development, and communication.
- Rationalising the structure of LSCBN to provide more effective leadership of the board through a small but representative executive support group and creating an operational planning and coordination group led by the vice chair to coordinate the work of the sub-groups and delivery of the business plan.

The LSCBN now has a sound and effective structure in place. Members are all agreed that the focus must now be on measuring and monitoring key outcomes for children's safety. This focus will be reflected in the business plan for the coming year.

The board has created an audit tool and implemented the audit for all partner agencies to self audit their safeguarding practice against standards which are set nationally and enshrined in duties under Section 11 Children Act 2004. This provides an important benchmark from which partner agencies have set their targets for improvement and which has been used to develop safeguarding priorities for 2011/12. The S11 audit achieved a 90% response rate (20 self assessments out of a possible 22). Most agencies scored themselves as meeting, or exceeding requirements. Areas where agencies were less effective, and which will be included in the 2011/12 business plan, included:

- Staff supervision

- Commissioning arrangements
- Staff induction
- Engagement with children and young people
- Safe staff recruitment, allegations and whistle blowing

***Priority 2: Staff Recruitment, Training and Support arrangements meet or exceed the national standards for safeguarding children and young people***

The learning and development committee has developed a quality assurance framework for safeguarding training and this together with the training needs analysis will be presented by the sub-group chair to the LSCBN board meeting in May 2011.

A checklist for safe recruitment practices was developed and agreed by the board in September 2010. This was incorporated into the Section 11 audit to enable partner agencies to fully evaluate their recruitment practices against these standards. A full report on the outcome of the Section 11 audit will be presented to the July Board.

The learning and development committee has also overseen the delivery of a comprehensive multi-agency training programme and has established a pool of trainers to support a programme designed to address safeguarding priorities arising from the work of the committees and lessons from serious case reviews. A priority for 2011/12 is to ensure that the board is able to measure the impact of these developments through the implementation of the quality assurance and performance management framework.

***Priority 3: The LSCBN engages communities and organisations in safeguarding children & young people***

The work of the communications and engagement committee has been reviewed and revised during the year following the departure of the committee chair. A 4 month gap in filling the role of chair resulted in the need to rationalise and be more realistic about what could be achieved with reduced capacity. The committee has re-focused on communication, and made the recommendation which has been accepted by the board that engagement of children and young people through the Shadow Board within the Children and Young People's Partnership Board, and that priorities for engagement with specific communities will be the responsibility of a designated task and finish group in future years. The communication and engagement committee has led on the communications plans for two historical serious case reviews published in 2011/12 and the a process has been established which can be used for any further publications or media responses to safeguarding matters.

The LSCBN website has been developed for public access with a secure area for board business. A children and young people's area has been created but this needs further development in 2011/12. There have also been specific engagement activities with children and young people, notably an anti-bullying event attended by the chair of the board and Director for Children and Young People's Services and engagement work in the area of e-Safety. Both these areas have been highlighted by the board as particular achievements and are described in more detail below in the section on achievements.

In 2011/12, the communications group will also focus as a priority on producing the communication strategy for the LSCBN business plan and raising awareness amongst partners and the public about safeguarding priorities.

***Priority 4: All children and young people are safeguarded through universal, proactive targeted and responsive protective services***

The business plan contained 8 objectives within this priority, reflecting the fact that ensuring that children are safeguarded is the fundamental purpose of the board. This priority therefore focused on how well we identify and respond to children whose welfare needs to be safeguarded through the provision of services and how well we respond to protect children who are suffering abuse and neglect. Much has been achieved in this area, particularly in relation to responding to children referred to social care services, many of whom are referred as a result of abuse and neglect.

*Ensuring that basic child protection practice is effective and ii) ensuring that safeguarding practice for vulnerable groups of children and young people is effective:*

The management of thresholds for initial contact and referral to social care services has been strengthened through a single point of contact within the county council's customer service centre. Common assessment framework (CAF) coordinators have been appointed as part of the development of integrated working led by the Children and Young People's Partnership Board and provide coordination and support to assessment and case management for those cases referred but which do not meet the threshold of need for social care involvement. Interagency working guidance has been reviewed following 6 months of implementation, revised and re-issued under the joint governance of the LSCBN and Children and Young People's Partnership Board. There has been some evaluation of supervision practice but it is recognised that this is patchy with an example of good practice within a health provider trust, set out in more detail below, which needs to be disseminated more widely across the partnership in 2011/12; together with agreed LSCBN supervision standards for the multi-agency partnership.

*Ensuring that robust processes are in place to conduct serious case reviews and ensuring that all learning from serious case reviews is identified and recommendations are fully implemented*

Two serious case reviews have been conducted in 2010/11, only one of which has to date been evaluated by Ofsted and was rated as 'good'. The impact of the revised process is therefore self evident. The serious case review committee has overseen the implementation of the action plans and has coordinated and collated themes to ensure that the board and its partners adopt a systemic approach to improvement. Two key themes have been identified as priorities for the board to take forward in 2011/12. These are:-

- Implementing a new model of assessment, 'Strengthening Families', for children and families which provides a more holistic approach to assessing risk and protective factors in families

- Developing practice in working with the most vulnerable adolescents who have been harmed as a result of neglect and abuse early in their lives

*Children are better safeguarded through a multi-agency 'children in need' framework which improves the quantity and quality of initial and core assessments and child protection plans*

The LSCBN responded to lessons from previous serious case reviews which identified that services were intervening too late where children were suffering from neglect. Led by the county council, the family support framework which had been in place since 2005 was reviewed and through its social care transformation programme restructured social care services to create children in need teams. The rate of children subject to child protection plans has therefore risen to just below the national average from one which the board accepted was too low. A neglect assessment tool has been implemented; the rate and quality of initial and core assessments has improved but it is nevertheless recognised that more can be achieved through the implementation of the Strengthening Families Framework.

*Safeguarding children is a priority within all service provision to adults by organisations within Northamptonshire and improving multi-agency awareness of known parental and family risk in particular in relation to mental health, learning disability, substance misuse and domestic violence.*

The principal developments in this area have been to develop links with the Safeguarding Vulnerable Adults Board (SOVA) with plans to strengthen these in 2011/12 with combined business offices and updates of procedures. Findings from serious case reviews have been presented to SOVA and joint actions agreed to raise awareness of key safeguarding issues for children within adult services. Multi-agency partnership work was regarded as good in the recent Ofsted inspection with good oversight of domestic abuse cases.

*Northamptonshire child death review service is effective, bereaved families are supported and learning from reviews are embedded in procedures and practice*

The work of the child death review service is summarised elsewhere in this report.

### ***External scrutiny of safeguarding during 2010/11;***

#### ***Ofsted inspection of safeguarding services***

Ofsted conducted its unannounced inspection of initial contact, referral and assessment in October 2010 and found that the services were meeting the statutory standards and did not identify any priority actions. They inspected at a time when the initial contact services were transferring from 5 separate teams across the county to a single point of contact and they recognised that this would improve consistency of response.

Ofsted conducted their announced inspection of safeguarding and looked after children's services in March 2011 and found those services to be adequate overall with adequate capacity to improve,

with some good features relating to safeguarding in health services, equality and diversity and participation and engagement of children and young people. They recognised the improvements made since the unannounced inspection and the overall direction of travel.

With regard to the effectiveness of the LSCBN, Ofsted judged the effectiveness to be adequate, meeting statutory responsibilities. The report acknowledges the good work in completing the multi-agency safeguarding audit, resulting in clear identification of issues, good oversight of serious case reviews, good training and good professional leadership through the new independent chair. The area for improvement specifically identified for the board is to 'strengthen governance arrangements between LSCBN and the Children and Young People's Partnership Board to improve accountability and challenge. However, in addition, services to care leavers were found to be inadequate and therefore the board will wish to monitor and evaluate the area for improvement identified in this regard. The action plan to address the areas for improvement will be presented to LSCBN and the Children and Young People's Partnership Board in due course for approval. The report is to be published on the Ofsted website on 6<sup>th</sup> May.

***A summary of the areas for improvement is appended to this report and can be found at: [Inspection of Safeguarding and Looked After Children - Northamptonshire](#)***

#### *Northamptonshire Council's Scrutiny of Safeguarding*

Northamptonshire County Council Children and Young People's Scrutiny Committee conducted a scrutiny of safeguarding during 2010/11. The recommendations include two which directly relate to LSCBN business. The first is a request that the Scrutiny Committee receive 6 monthly reports on the business plan. The second is that the board works with the leadership and governance manager in the county council to coordinate an approach to increasing uptake of safeguarding training for governing bodies. The latter will be built into the LSCBN performance framework for 2011/12.

### ***Performance***

The LSCBN has monitored performance during the year through its scorecard developed to capture the national safeguarding indicators. Simultaneously, the quality assurance committee has developed a new and more comprehensive performance management framework, recognising that the existing framework does not sufficiently evidence the quality of practice or impact of intervention. The new framework will be implemented incrementally as the new reports are developed within the integrated children's system.

The key performance data monitored by the board in 2010/12 is as follows:-

#### **Numbers of children in need of protection**

The national indicators which are used as quantitative measures of the responsiveness of child protection services relate to the number of referrals into social care services, the percentage of those referrals which go on to initial assessment and core assessments and the rate per 10,000 child population of children subject to a child protection plan. In addition, the indicators relating to child protection reviews in timescale, the percentage of children subject to a plan for over 2 years and the rate of children subject to a plan for a subsequent time are all indicators of the

effectiveness of intervention. With regard to looked after children, the indicators are proxy measures for outcomes and provide some indication of whether comparatively the number of children in care is right for the area, and their experience when in care. None of the measures are substitute for qualitative analysis through audit and case review and therefore the two must be taken together.

The Northamptonshire story with regard to performance shows that the 'Baby Peter effect' which resulted in most authorities experiencing increased numbers of looked after children from 2009/10 occurred in Northamptonshire a year earlier, directly as a result of findings of its own serious case reviews. An overly optimistic family support framework had resulted in too many children remaining in their families without recognition that the family had failed to respond to support and intervention. However, although a more proactive approach to cases of neglect had resulted in an increased care population, it had not resulted in a significant increase in children subject to child protection plans. This situation changed and in 2010/11, management action was taken with the full support of LSCBN to introduce the children in need framework and to strengthen child protection processes. The performance data therefore needs to be understood within this context.

*Please note that the data is the latest validated data and the end of year outturn will not be available until mid-May.*

The percentage of referrals leading to initial assessments was reported as 55% for 2010/11 when compared with statistical neighbours 62% for 09/10, the most recent comparative data. However, this is not unduly concerning since these local authorities do not differentiate initial contacts from referrals in the same way. The evidence from inspection and internal audit is that the thresholds for initial assessment are generally working well.

74.4% of Initial Assessments were completed within 7 days against an average for statistical neighbours of 74.1%. Overall just over 3,000 Initial Assessments were completed during 2010/11.

The percentage of Core Assessments completed on time during the year was 76.1%, an increase from 69.5% in 09/10 and compared with 78% for statistical neighbours. Over 1,200 core assessments have been completed in 2010/11.

#### **Child protection data**

The number of children subject to a child protection plan has risen from 233 at 31<sup>st</sup> March 2010 to 409. This represents an increase from 15 per 10,000 to 27 per 10,000 child population which is regarded as appropriate for Northamptonshire when compared with the national average at 31<sup>st</sup> March 2009 (the last available data) of 31 per 10,000.

#### *Categories of abuse*

Emotional	93
Neglect	185
Physical	61
Sexual	31
Multiple	98

99.4% of child protection review conferences took place within timescale with only 2 reviews out of timescale for reasons which were entirely unavoidable.

The number of children subject to a plan for a second or subsequent time has increased this year from 15 (5.7%) children in 2009/10 to 33 (9.1%) in 2010/11. This can partly be explained by the overall increase in the rate of child protection and the current rate is not cause for concern. However, this needs to be carefully monitored in 2011/12.

The number of children subject to a plan for over 2 years is comparatively low at only at 1.5% or 3 children. Performance in this area has been consistently good and performance of 5% or below would be acceptable. All children subject to plans for 18 months have been subject to rigorous review to ensure that plans do not drift and their protection is actively secured.

### **Looked after children data**

With regard to looked after children, the most significant indicator relating to safeguarding is placement stability. Both indicators for placement stability have improved this year and the long term placement stability performance is the best ever reported by Northamptonshire at 63.5% and just below the statistical neighbour average of 66.4%. Of concern however are the outcome indicators for looked after children that measure the percentage living in suitable accommodation and in education, training and employment. These are subject to comprehensive improvement plans for 2011/12.

The LSCBN has also received information on a range of other performance indicators and the full dataset will be available on the LSCBN website when the end of year data is fully validated. The key messages drawn from these indicators are:

- Assessments using the common assessment framework have increased
- The thresholds for social care intervention are satisfactory
- The rate and timeliness of initial and core assessments has improved
- There is an improved rate of child protection and evidence of appropriate intervention
- The focus for 2011/12 needs to be on improving the quality of:
  - Strategy meetings/discussions and investigations
  - Core assessments
  - Child protection planning through core groups
- Improvements available through implementing Strengthening Families Framework

For looked after children there is evidence of:

- Improved 'processes' in care planning and review of cases
- Improved placement stability
- A need to improve outcomes:
  - Quality of health planning
  - Emotional health and wellbeing
  - Educational attainment
  - Education, training and employment
  - Suitable accommodation

All areas for improvement are reflected in the Children and Young People's Plan, 'Going for Gold', the partnership's Corporate Parenting Strategy and Northamptonshire County Council's Outcome Plan for Children and Young People. Improvements will be monitored and scrutinised through the LSCBN business plan 2011/12.

### *Child Death Review Committee*

From April 1st 2008, all LSCBs were expected to have in place a rapid response process to respond to unexpected child deaths and a Child Death Overview Panel (CDOP) to collate and analyse information about the deaths of children and young people (up to the age of 18) in their area. The CDOP reviews all child deaths occurring in Northamptonshire in order to understand why children die and to make recommendations with the aim of improving services to bereaved families. The panel will also consider whether some child deaths were preventable and will examine trends and patterns to identify ways of preventing similar deaths in future. In Northamptonshire CDOP is referred to as the Child Death Review Committee.

The aims of the child death review process are:

- to learn from all child deaths, enabling changes which may prevent future deaths.
- to identify whether deaths are preventable and work to reduce the numbers of preventable deaths over time.
- to improve the way in which each death is responded to ensuring a process that provides good information and support to families at all stages.
- to ensure that families are offered bereavement services.

The Child Death Review Committee meets regularly to review anonymised data on all child deaths occurring in Northamptonshire, with the potential to carry out more detailed specific or thematic reviews if required.

The Child Death Review Committee will consider:

- The factors (health, environmental, social and cultural) that led to the death of the child and any service involvement prior to that death.
- Groups of deaths to identify any emerging patterns or trends which indicate preventative factors that might impact on future deaths
- The committee will refer to the LSCBN Chair any deaths where they feel there may be grounds for a Serious Case Review and explore why this has not previously been recognised.

The Child Death Review Committee in Northamptonshire has considered 19 deaths during the period 1 April 2010 to 31 March 2011. 15 Deaths were unexpected and 4 were expected.

Age	Expected Deaths	Unexpected Deaths	Number
<b>0 – 28 days</b>	11	0	11
<b>Under 1 year</b>	1	1	2
<b>1 – 5 years</b>	1	0	1
<b>5 – 15 years</b>	2	1	3
<b>16 – 18 years</b>	0	2	2
<b>Total</b>	15	4	19

## *LSCBN Achievements*

### EXAMPLES OF NOTABLE ACHIEVEMENTS & IMPACT ON CHILDREN, YOUNG PEOPLE AND FAMILIES

#### **Rainsbrook Secure Training Centre**

Rainsbrook is inspected twice yearly by OFSTED in line with National Requirements and has successfully achieved an overall outcome of **OUTSTANDING** for the past 3 years running, achieving outstanding in all the outcomes in 2010. It is the only centre of its kind in the country to have achieved this rating.

The Centre strives to protect all young people where their care and welfare is paramount. A comprehensive and effective regime revolves around 25 hours of National curriculum education, Offending Behaviour Programmes and targeted sessions addressing aspects of criminogenic need and individual risk / protective factors. A comprehensive Rewards and Sanction policy exists based on a Cognitive Behavioural approach, where good behaviour is rewarded and negative behaviour is challenged appropriately and immediately.

Physical Intervention is used as a last resort and occurs only as a result of significantly challenging behaviour which meets specific criteria. Physical Control in Care (PCC) is a system of holds developed by The National Instructors at the Prison Service College, Kidlington, in 1998 for use with young people in the secure estate. A report entitled the Use of PCC in the Secure Estate for Children and Young People and detailing Rainbrook's approach to safeguarding within this can be found at [LSCB Northamptonshire Website - Rainsbrook STC Annual Report 2010-11](#)

EXAMPLES OF NOTABLE ACHIEVEMENTS & IMPACT ON CHILDREN, YOUNG PEOPLE AND FAMILIES

**Supervision in NHS Northamptonshire Provider Services**

Safeguarding supervision was indicated as an issue in more than one serious case review and was also cited by the clinicians as lacking in Provider Services. A decision was made at the Internal Safeguarding Board to address this.

A new policy was written that clearly defined the purpose and role of individual clinicians and the named nurses in relation safeguarding (the policy is attached).

All named nurses and some senior clinicians are trained as safeguarding children supervisors. This training was accessed outside of the organisation and is updated every 2 years. All Health Visitors and Children's and Young Peoples Nurses and their teams are required to attend child protection supervision once per quarter and can also access supervision when required. Quarterly audit is performed to monitor attendance, which is now consistently above 95% and also to monitor the quality of supervision the findings of these audits are monitored through the Internal Safeguarding Board. Non attendance is followed up by the named nurses.

Further to this Provider Services has invested in clinical supervision recognising that practice will be improved overall if reflection and clinical supervision is part of normal practice. This has been independently evaluated by South Bank University to assure provider services that this has led to improvements in record keeping and in practice and a greater understanding of managing stressful situations. Although not required for child protection specifically this clinical supervision has enhanced practice within the teams. Audit of Clinical Supervision is performed annually as part of the Audit Calendar and the findings of this shared at the Clinical Governance Committee.

The policies are available from the following hyperlink:

[LSCB Northamptonshire Website - Useful Links and Publications](#)

**Inspection of Children's Homes**

All Northamptonshire County Council's children's homes have been rated good or outstanding in their Ofsted inspections during 2010/11.

The full Inspection reports can be found at [Ofsted - Northamptonshire Children's Home Inspection Reports](#)

EXAMPLES OF NOTABLE ACHIEVEMENTS & IMPACT ON CHILDREN, YOUNG PEOPLE AND FAMILIES

**E-Safety**

The LSCBN employs an e-safety Officer who is responsible for developing and implementing an e-safety Strategy, providing advice, support and training and acting as a key point of contact, across partner agencies. This includes supporting the development and delivery of materials to parents, children and young people as required in a range of settings such as schools and other multi-agency groups.

The e-safety strategy is modelled on examples of good practice from neighbouring LSCBs and BECTA's 'Safeguarding Children in a Digital World' guidance. It was developed by a multi-agency e-Safety Strategy Group under the auspices of the Practice & Procedures Committee.

All members of the strategy group are CEOP (Child Exploitation and Online Protection) trained and accredited to deliver internet safety training to 11-16 year olds. The aim is for members to become CEOP Ambassadors which will allow them to cascade the CEOP course to other adults and professionals within the county and continue to raise the profile of e-Safety.

The achievements of the e-Safety Strategy Group have included delivering training on CEOP and cyber bullying to a range of audiences including religious and ethnic minority groups, schools, police, foster carers and young people. The e-Safety Officer has also been involved in regular radio broadcasts at a young persons radio station, has launched Safer Internet Day and associated materials on the e-Safety web pages and has lead the development of multi-agency policy and procedures. Please click here for a more detailed report – [Appendix 6 – E-Safety Report](#)

**Anti-bullying Strategy**

The Children and Young People's Partnership employs an Anti-bullying Officer who is responsible for developing and implementing the Anti-bullying Strategy This countywide strategy is linked to the LSCBN through the Practice and Procedures Committee of which the Anti-Bullying Officer is a member. During 2010/11 the strategy has seen a number of achievements around the engagement of children and young people, the accreditation programme and training delivery. A key highlight was the success of the Anti-bullying song writing competition which had over 90 entries and culminated in a showcase evening with an audience of 400 people at Wicksteed Park. Please click here for a more detailed report on the achievements of the Anti-bullying Strategy – [Appendix 7 – Anti-Bullying Report 2010](#)

EXAMPLES OF NOTABLE ACHIEVEMENTS & IMPACT ON CHILDREN, YOUNG PEOPLE AND FAMILIES

**Northamptonshire Mental Health Stigma Programme**

The Northamptonshire Mental Health Stigma Programme is a joint initiative supported by the Northamptonshire CAMHS Partnership, NHS Northamptonshire and Northamptonshire County Council. The programme is part of a national Tackling Stigma campaign and Northamptonshire was one of five areas selected to pilot the development of a local programme, around 20 Northamptonshire based young people, from diverse backgrounds, came together to form the group and lead the project.

The main objectives of the programme are to educate young people on mental health problems and the issues associated with them whilst also informing them how and where they can get help and support. The group wants to encourage young people to challenge their own perceptions of mental health and empower them to take responsibility for tackling the inequalities and stigma that young people with mental health problems experience.

The Northamptonshire Mental Health Stigma Project group is a group of young people who are voicing their opinions to change the stigma of mental health. Approximately 20 young Northamptonshire based young people, from diverse backgrounds, have come together to form the group and drive the project.

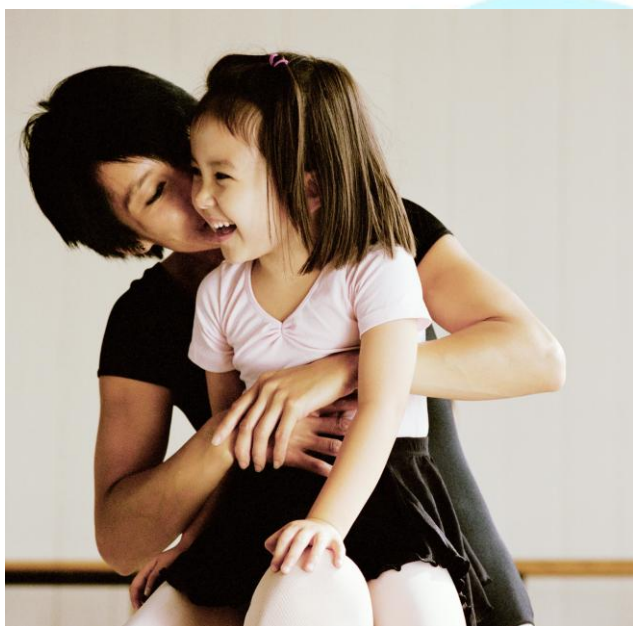
Through their work, the Northamptonshire Mental Health Stigma Project Group has successfully launched a film to challenge people's perceptions of mental health. Entitled 'Talk Out Loud', the film was researched, written, filmed and produced by the group and was premiered at The Core, Corby Cube, Northamptonshire. The group has also created and launched a website [www.talkoutloud.info](http://www.talkoutloud.info) and is now working with Northampton schools to develop a tackling stigma education pack.



## *Priorities for the coming year*

The Local Safeguarding Children Board Northamptonshire has developed its priorities for the coming year in conjunction with the Children and Young People's Partnership.

The following priority statement and actions have been agreed as a result of joint work between the LSCBN and Children's Trust. These priorities together with the associated actions have been incorporated into the business plan for 2011/12.



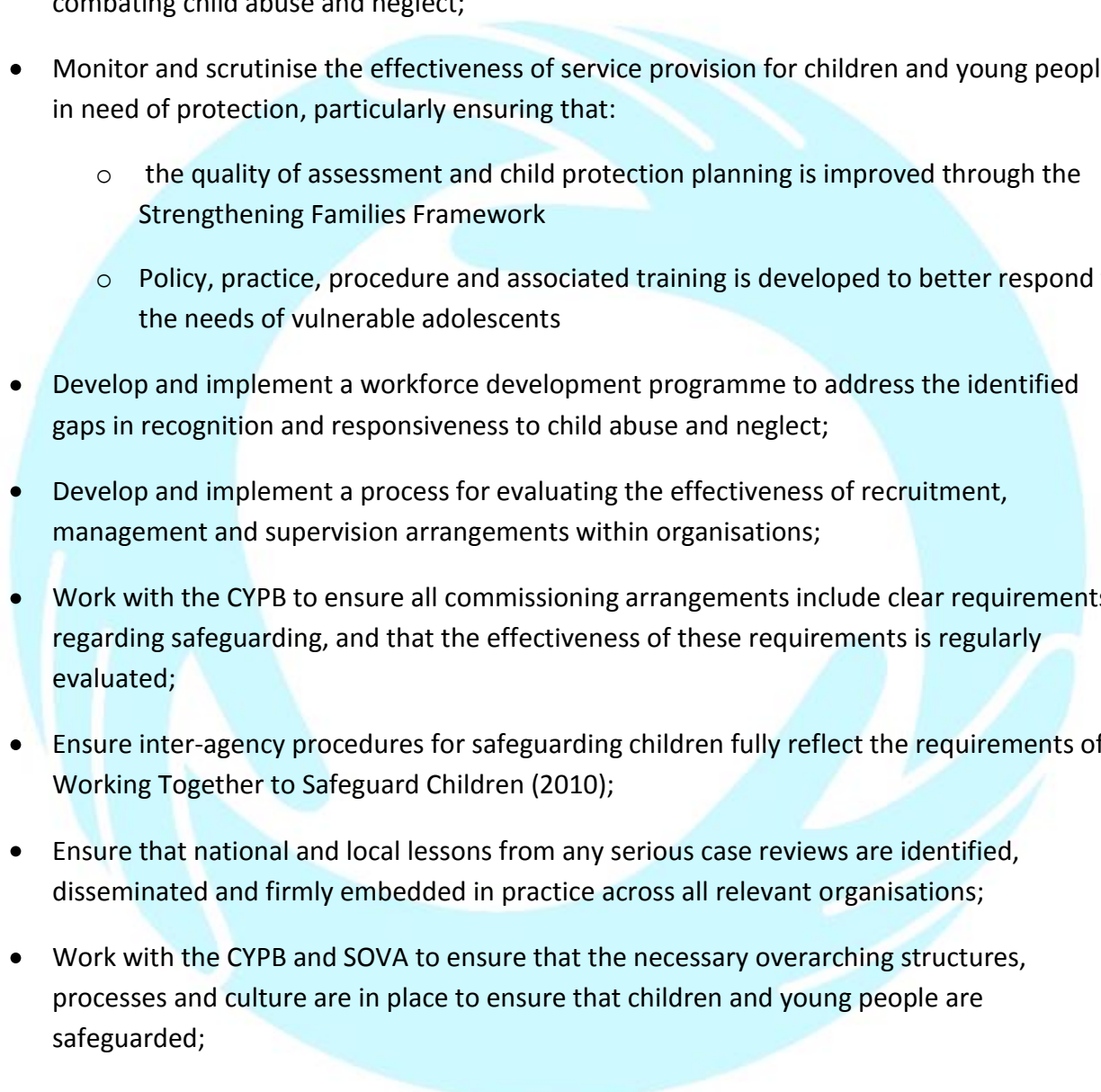
### *Priority Statement - Safeguarding*

We will ensure children and young people in Northamptonshire are better safeguarded through:


- Improving the recognition and awareness within the general public, of child abuse and neglect so that they understand the risks to children and young people, and how they can help to minimise the impact of abuse and neglect;
- Improving the recognition and awareness within the workforce of all organisations of child abuse and neglect so that they better understand their roles and responsibilities in preventing and confronting child abuse and neglect, and;
- Promoting safe recruitment, management and supervision practices within all organisations to ensure that all staff are recruited, managed and trained to equip them fully to respond to children whose welfare needs to be safeguarded or who are in need of protection from harm.

### **Actions**

- Develop and implement a marketing plan to raise the awareness of the general public of the work of the LSCB, and how they can support the LSCB in keeping children safe;

- 
- Recruit lay members to the LSCB to ensure the general public is represented, and their voice is heard;
  - Establish clear processes whereby the views and experiences of children and young people are reported to, and acted on by the LSCB;
  - Improve the links with voluntary organisations in order that they can play a full part in combating child abuse and neglect;
  - Monitor and scrutinise the effectiveness of service provision for children and young people in need of protection, particularly ensuring that:
    - the quality of assessment and child protection planning is improved through the Strengthening Families Framework
    - Policy, practice, procedure and associated training is developed to better respond to the needs of vulnerable adolescents
  - Develop and implement a workforce development programme to address the identified gaps in recognition and responsiveness to child abuse and neglect;
  - Develop and implement a process for evaluating the effectiveness of recruitment, management and supervision arrangements within organisations;
  - Work with the CYPB to ensure all commissioning arrangements include clear requirements regarding safeguarding, and that the effectiveness of these requirements is regularly evaluated;
  - Ensure inter-agency procedures for safeguarding children fully reflect the requirements of Working Together to Safeguard Children (2010);
  - Ensure that national and local lessons from any serious case reviews are identified, disseminated and firmly embedded in practice across all relevant organisations;
  - Work with the CYPB and SOVA to ensure that the necessary overarching structures, processes and culture are in place to ensure that children and young people are safeguarded;
  - Ensure Child Death Review processes are in place and that the work and findings of the panel are publicised, and used to inform strategic planning to safeguard and promote the welfare of children.

## *APPENDICES*

1. [Budget](#)
  2. [Membership of the Local Safeguarding Children Board Northamptonshire](#)
  3. [Board, Steering Group and Committee Summary](#)
  4. [OFSTED Announced Inspection of Safeguarding and Looked After Children March 2011](#)
  5. [Role and Work of Committees](#)
  6. [E-Safety Report](#)
  7. [Anti-Bullying Report 2010](#)
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## Budget

The Local Safeguarding Children Board Northamptonshire is funded under arrangements arising from Section 15 of Children Act 2004. The budget for each LSCB and the contribution made by each member organisation is agreed locally. The member organisations' shared responsibilities for the discharge of the LSCBN's functions include determining how the resources are to be provided to support it.

The biggest area of expenditure for the board is on its establishment and infrastructure costs. During the last financial year the LSCBN has had significant pressures on its budget relating to undertaking Serious Case Reviews and the development and implementation of policy, procedures, and guidance; website and training delivery. While costs have risen as a result of this activity the board has managed to achieve savings through efficiencies around venue and facilitation costs. There was no increase in contributions from agencies and the board was able to secure some additional income to fund the e-Safety delivery as well generating income from training delivery.

As shown in the budget tables below, despite the pressures outlined above the board achieved a balanced budget in 2010/11 with the final under spend being achieved through efficiencies and increased income generation.

In line with government expectation and reduced revenue within partner agencies the expenditure budget agreed for 2011/12 has been reduced by 19%. This will be achieved through further efficiencies in business support, workforce development and performance management functions. In order to ensure that partner contributions are fair and transparent the LSCBN has introduced a funding formula mechanism derived from an algorithm based on total agency budget, statutory membership and the size of the workforce delivering services to children and families.

<b>LSCBN INCOME</b>	
B/Fwd from Previous Year	29,559
Child Death Grant	73,000
Connexions	2,101
District & Boroughs	7,000
Northamptonshire Police	29,123
Northamptonshire Teaching PCT	74,286
CAFCASS	550
Probation Service	4,410
NCC	77,547
Schools Forum	32,000
St Andrews Healthcare	3,000
Rainsbrook STC	1,000
Income Training/e-Safety Delivery	6,850
Other Grants/Contributions	25,500
<b>TOTAL INCOME</b>	<b>£365,926</b>

<b>LSCBN EXPENDITURE 2010/11</b>	
Employees	204,860
Office Costs	3392
BOARD Costs	28806
Training Delivery	40557
E-Safety Delivery	24290
SCR	45097
CDR Delivery	1825
Third Party Payments	9760
Cashable Business Plan Activities	6430
<b>TOTAL EXPENDITURE</b>	<b>£365,017</b>

<b>UNDERSPEND 2010/11</b>	<b>£909</b>
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## *Membership of the Local Safeguarding Children Board Northamptonshire*

The core members of the LSCBN are those who are designated as statutory members under Section 13(3) of the Children Act 2004. In addition, the NSPCC a national voluntary organisation with experience in safeguarding is represented, and a designated doctor and designated nurse provide appropriate expertise and advice to the Board.

Representatives from Primary Schools, Special Schools and Children's Health Services providers are also core members. New core members will be added during the coming year in line with national guidance and statutory legislation. It is intended to recruit Lay Members to support stronger public engagement and contribute to improved understanding of the LSCB's work. There has also been work with the Children's Shadow Board to improve the linkages between the two boards to improve their understanding of the safeguarding agenda and to enhance the Board's understanding of the views and wishes of children and young people.

Through its work and the work of Committee's, the LSCBN will also secure the involvement of other key agencies that have responsibility for safeguarding and promoting the welfare of children and young people. The Chief Officer or senior strategic manager for each core member agency has designated named representatives with a strategic role in safeguarding to attend the LSCBN and as far as possible to ensure consistency and continuity in the membership.

All core members and associate members of the LSCBN have been provided with a written statement of their roles and responsibilities and their organisation has confirmed that they are able to:

- Speak for their organisation with authority
- Commit their organisation on policy and practice matters
- Hold their organisation to account (in matters of safeguarding children).
- Ensure implementation of key policies and strategies in their organisation

A written constitution and terms of reference have been established for the LSCBN, and terms of reference established for each Committee. All of our statutory partners have participated in the work of the LSCBN through attendance at the Board, involvement in Serious Case Reviews and agencies have also benefitted from training delivered through the LSCBN multi-agency training programme.

The membership of the Board, Steering Group and Committees has also recently been reviewed and the new structure and arrangements will be in place from May 2011. The new Board structure involved changes to membership of the main board, the abolition of the steering group and the creation of an executive support group and a coordination and planning group to support the chair in maintaining strategic direction and in planning and coordinating the board's activities. The resulting revised structure, constitution and terms of reference can be found on the LSCBN website.

## **Appendix 2 – Membership of the Local Safeguarding Children Board Northamptonshire**

### *Partnership agencies represented on the main Board during 2010/11:*

CAFCASS
Connexions
East Midlands Ambulance Service
East Midlands Strategic Health Authority
Kettering General Hospital NHS Foundation Trust
NHS Northamptonshire, Commissioning
NHS Northamptonshire, Provider Services
Northampton General Hospital NHS Trust
Northamptonshire County Council, Children & Young People's Services
Northamptonshire County Council, Lead Member for Children & Young People
Northamptonshire County Council, NorDAF
Northamptonshire County Council, Northamptonshire Fire & Rescue Service
Northamptonshire County Council, Youth Offending Service
Northamptonshire Healthcare NHS Foundation Trust
Northamptonshire Police
Northamptonshire Probation Trust
National Society for Prevention of Cruelty to Children (NSPCC)
Rainsbrook Secure Training Centre
Schools, Primary School Heads Consultative Forum
Schools, Secondary School Heads Consultative Forum – Vacancy
Schools, Special School Heads Consultative Forum
St Andrew's Healthcare

### *Attendance*

The chart below shows the attendance of members of the Local Safeguarding Children Board Northamptonshire at their main board and extra-ordinary meetings from April 2010 to March 2011. The performance threshold of 80% attendance was met by all statutory members with the exception of the Northamptonshire Probation Trust, the Youth Offending Service, Strategic Health Authority, CAFCASS and Rainsbrook Secure Training Centre. The Independent Chair has been working to strengthen and improve attendance and has spoken with or met the representatives from a number of key agencies including those from Schools Forum and CAFCASS.

<b><u>LSCBN BOARD ATTENDANCE April 2010- March 2011</u></b>									Attended - Total to date	Apologies - Representative attended on behalf of board member - Total to date	Apologies - No representative attended - Total to date	Absent - Total to date	Attendance %
ORGANISATION	MAY	JULY	SEPT	NOV	DEC Extra-Ordinary	JAN	FEB Extra-Ordinary	MARCH					
East Midlands Strategic Health Authority	A	A	A	A	1	1	1	A	3	0	5	0	38%
CAFCASS	0	A	1	REP	A	A	A	A	1	1	5	1	25%
Northamptonshire County Council	1	1	1	1	1	1	1	1	8	0	0	0	100%
Connexions	1	1	1	1	1	1	A	1	7	0	1	0	88%
County Councillor, Portfolio Holder for Children and Young People	0	REP	REP	REP	REP	REP	1	1	2	5	0	1	88%
Designated Doctor, NHS Northamptonshire	1	1	1	1	1	1	1	1	8	0	0	0	100%
Designated Nurse for Safeguarding Children and Looked After Children.	1	1	1	V	V	V	V	1	4	0	0	0	100%
District & Borough Council Representative	V	V	V	V	V	1	1	1	3	0	0	0	100%
East Midlands Ambulance Service	1	1	1	1	A	1	REP	1	6	1	1	0	88%

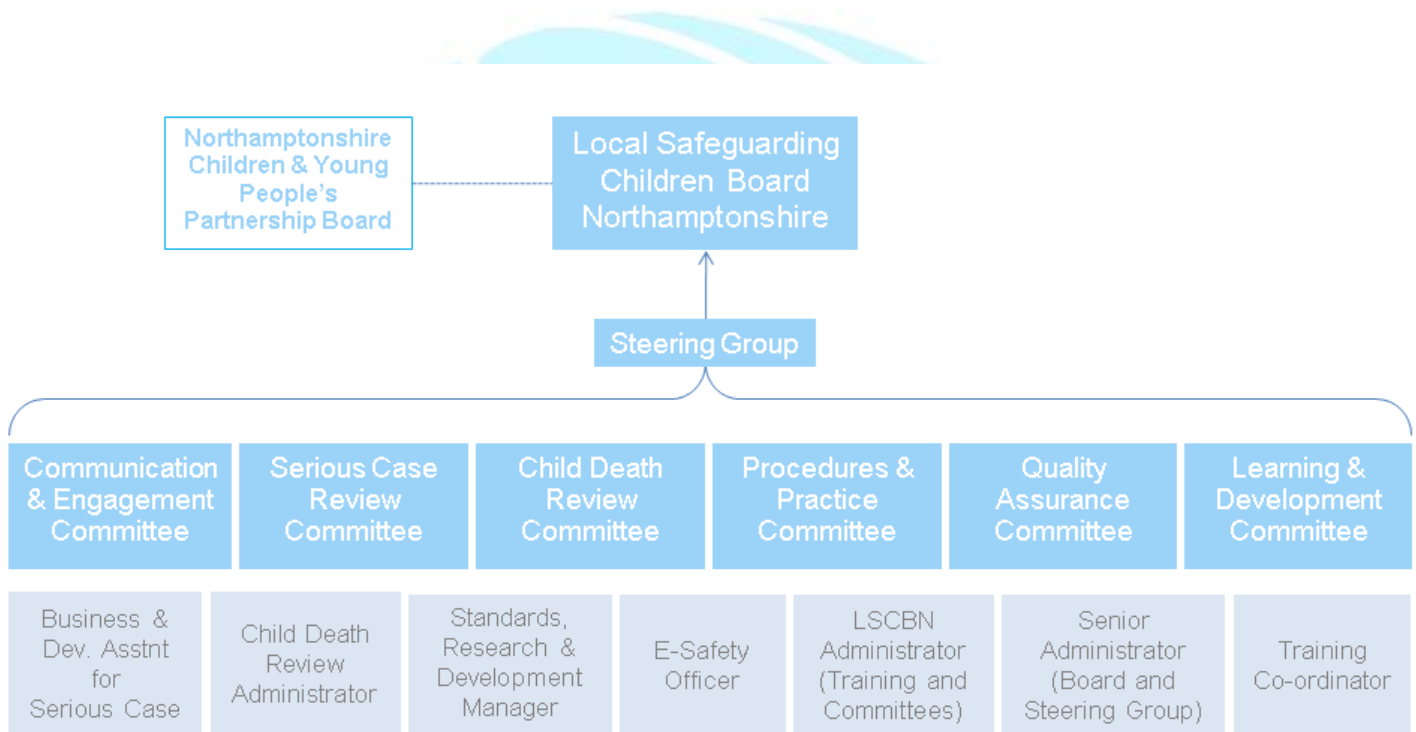
<b><u>LSCBN BOARD ATTENDANCE April 2010- March 2011</u></b>									Attended - Total to date	Apologies - Representative attended on behalf of board member - Total to date	Apologies - No representative attended - Total to date	Absent - Total to date	Attendance %
ORGANISATION	MAY	JULY	SEPT	NOV	DEC Extra-Ordinary	JAN	FEB Extra-Ordinary	MARCH					
Further Education Representative	A	A	A	1	1	A	1	REP	3	1	4	0	50%
NHS Northamptonshire - Provider Services	1	1	1	A	A	A	A	1	4	0	4	0	50%
Independent Chair, LSCBN	1	V	1	1	1	1	1	1	7	0	0	0	100%
Kettering General Hospital	A	1	0	REP	1	1	A	0	3	1	2	2	50%
National Society for Prevention of Cruelty to Children	1	1	A	A	1	A	A	A	3	0	5	0	38%
NHS Northamptonshire	1	1	1	1	1	1	1	1	8	0	0	0	100%
NHS Northamptonshire - Commissioning Services	1	REP	1	REP	REP	1	REP	REP	3	5	0	0	100%
Northampton General Hospital	1	1	1	REP	REP	1	1	1	6	2	0	0	100%
Northamptonshire Fire and Rescue Service	A	1	REP	1	A	1	1	1	5	1	2	0	75%

<b><u>LSCBN BOARD ATTENDANCE April 2010- March 2011</u></b>									Attended - Total to date	Apologies - Representative attended on behalf of board member - Total to date	Apologies - No representative attended - Total to date	Absent - Total to date	Attendance %
ORGANISATION	MAY	JULY	SEPT	NOV	DEC Extra-Ordinary	JAN	FEB Extra-Ordinary	MARCH					
Northamptonshire Healthcare Foundation Trust	1	A	1	A	REP	1	REP	1	4	2	2	0	75%
Northamptonshire Police	1	1	1	1	1	1	1	1	8	0	0	0	100%
Northamptonshire Probation Trust	REP	A	1	REP	REP	A	A	1	2	3	3	0	63%
Primary Heads Consultative Forum	0	A	A	A	0	0	A	1	1	0	4	3	13%
Rainsbrook Secure Training Centre	1	1	1	A	A	1	A	A	4	0	4	0	50%
Special Schools Consultative Forum	0	A	A	A	0	0	A	0	0	0	4	4	0%
St Andrews Healthcare	1	1	1	1	A	1	1	1	7	0	1	0	88%
Youth Offending Service	1	0	1	REP	A	A	A	1	3	1	3	1	50%

1	Attended meeting	REP	Apologies - Representative attended	80% Attendance not achieved	V	Vacancy
A	Apologies - No representative attended	0	Absent – No apologies sent	80% Attendance achieved		

## LSCBN Structure

The current LSCBN Structure is shown in the chart below. This structure has recently been subject to a review in order to build on efficiency and effectiveness within the existing reporting and governance arrangements and to ensure best practice.



Following a review of the board structure, from May 2011 the Steering Group will be disbanded and replaced with an Executive Support Group and an Operational Planning and Coordination Group. Terms of reference for each have been drafted, agreed by the board and incorporated into the constitution. The new arrangements will ensure that board members' time is used more efficiently and effectively. The new executive support function will focus on key strategic priorities for the board which inform the business planning and agenda setting process, holding sub-committees to account within the reporting cycle for actions within the business plan. The new Operational Planning and Coordination group will coordinate the work of the committees and specific task and finish groups to develop and deliver the business plan and to prepare the annual report of the LSCBN.

The new Board structure, terms of reference and business plan are incorporated into the refreshed LSCBN constitution.

## *Board, Steering Group and Committee Summary*

### *1. Introduction*

- a. This section of the annual report summarises the activities and achievements of the committees and the co-ordination of this activity through the steering group.
- b. The summary deliberately focuses on matters which have already had an impact on practice and outcomes or which are intended to contribute to the improvement of outcomes in the future.
- c. For more detail of the purpose, activity and processes of each committee, please see the appendices to this report.
- d. The LSCBN is pleased to record its thanks to committee members and committee chairs for the time, skills and knowledge they contribute in order to improve safeguarding in Northamptonshire.

### *2. Summary of activities and achievements*

#### *Steering group*

- a. The majority of the strategic outcome priorities set in the Business Plan for 2010-11 have been satisfactorily completed or are on track. The newly-improved Business Plan was itself the product of Steering Group activity.
- b. The performance framework for the LSCBN has been through a continuing period of development which culminates as we enter the new business year in more concise and focussed reports to the Board. As a result the Board is becoming better aware of risks to key outcomes, and better able to support agencies individually and together to make improvements.
- c. A formula for budget contributions to the LSCBN has been agreed which is seen to be transparent and fair in building the partnership resources required to support the activity of the Board.
- d. A comprehensive section 11 audit has been undertaken and LSCBN partners are committed to using learning from this to improve individual organisational practice as well as Board oversight of improvements.

#### *Serious Case Review committee*

- a) The committee has reviewed and improved the process and 'paperwork' used in a SCR as a result of Chapter 8 of Working Together 2010. We now have a 'SCR toolkit' and process which includes power point presentations and advice for IMR authors, a workshop that includes the SCR Panel chair and Overview report author as well as a standard template and guidance for terms of reference and the most recent Ofsted descriptors.

- b) As a result the first of the two SCRs using this method has been evaluated by Ofsted and judged as 'good'.
- c) The committee has produced a list of learning points gleaned from its review activity:
  - The importance of pre-birth referral and assessment.
  - Practitioners need to be clear that particular meetings are to be used to tackle different circumstances.
  - The importance of joint work between adult and children's services, particularly to ensure that people are dealt with appropriately through transition.
  - The importance of multi agency working in making clear risk assessments.
  - Lessons learned are disseminated in schools.
  - The importance of good record keeping and compliance with recording standards has been highlighted.
  - The need to further strengthen supervision, decision making and management oversight.
  - Domestic Abuse is a significant feature of SCR's In Northamptonshire (and nationally).
  - To ensure that the LSCBN Safeguarding Procedures include a procedure for resolving professional disagreements.
  - To ensure that the newly agreed LSCBN Safeguarding Procedures for resolving professional disagreements is used effectively.
- d) The SCR committee has recommended that as part of the action plan for 2011-12 that these local lessons, as well as ongoing local and national lessons, are disseminated to a wide audience and this learning audited for impact.

### *Child Death Review Committee*

The Child Death Review Committee during 2010/2011 has:

- a) Reviewed and analysed the deaths of 47 children aged under the age of 18 in accordance with the process within Chapter 7 of Working Together.
- b) Reviewed its membership and Terms of Reference and identified a new chair who is a senior strategic manager with specific safeguarding responsibility within Northamptonshire County Council. A Public Health representative has also been identified and will join the Committee in May 2011.
- c) Strengthened links with the Serious Case Review Committee, as the chair of CDR is also the chair of this Committee and the processes and procedures for child death in relation to both Committees have been reviewed and revised.

- d) Completed the Child Death Review audit tool and planned and designed the analysis of the responses for feedback to the Board.
- e) Received positive feedback on the families' bereavement pack which has continued to be used widely.
- f) Identified, shared and replicated best practice through membership of and contributing to the East of England Child Death Review network.
- g) Informed the work of the Committee for unexpected deaths both in terms of good practice and areas for improvement and meeting the needs of the family. 8 early strategy meetings have been held in which information is exchanged and plans agreed for both the investigation of the death and care of the family. Discussions at final review meetings have included professionals involved with the family in reviewing the deaths.

### *Procedures and Practice Committee*

The following outlines the achievements of the Procedures and Practice committee throughout 2010/2011:

- a) Fully revised, web-based LSCBN procedures consistent with Working Together 2010 were re-launched in June 2010.
- b) The committee chair and LSCBN business manager and training coordinator, supported by other LSCBN colleagues, have developed and are currently delivering a series of workshops to senior practitioners and team leaders/managers, aimed at empowering all agencies to be confident in accessing the new procedures, to routinely refer to the procedures to ensure consistent good practice and to provide professional challenge when they encounter unsafe practices.
- c) LSCBN procedures are consistent with Working Together 2010 but as part of the review process the committee has developed a work plan to revise existing guidance to reflect the most current evidence based practice and to ensure that all procedures and guidance derived from national publications gives a specific framework for roles, responsibilities and safeguarding activity within Northamptonshire. This will be an ongoing process and the first refresh following the major re-launch took place in December 2010. This included a chapter outlining the LSCBN's expectations in relation to safe recruitment and safer workforce requirements.
- d) The committee established a routine review publication cycle, with twice-yearly updates which will take place simultaneously with updates to social care single agency procedures, to ensure that these are always mutually consistent.

### *Quality Assurance committee*

During the year:

- a) The committee carried out a review of all the current indicators used by the Children's Trust to measure performance, with a particular focus on indicators which measured effectiveness in safeguarding children. The top ten national indicators have been selected to begin to focus the Board on what matters most.
- b) The committee also agreed that to achieve greatest impact, we needed to use other third party information already available within partner agencies, which demonstrate how partners contribute to the effectiveness of children safeguarding. Members of partner agencies were asked to put forward their own metrics, already reported within their own agencies.
- c) As a result of this a revised performance framework scorecard is being presented to the Board in March 2011 and will be reported quarterly thereafter.
- d) In November 2010, a multi-agency audit was launched to capture detailed information about partner agencies compliance with their duties and responsibilities in safeguarding children outlined in Section 11 of the Children Act 2004. Initial feedback was provided to the Board in January 2011, with a full report presented in March 2011. This will give the Board a benchmark for improvement across the county.
- e) The group is developing an exciting model for a future performance framework and a broad measurement of effectiveness. The results of the Section 11 Audit will for the first time, give real time information about all duties and responsibilities across all partner agencies, giving us a focus for moving forward to next year.
- f) In next year's report we expect to be able to demonstrate impact and effectiveness by having a performance scorecard which reflects the most challenging aspects of safeguarding for all of us across the County and enabling us to challenge the findings of that scorecard and work together to improve on the current situation.

### *Learning and Development committee*

- a) The committee has responded to learning from national and local serious case reviews to compile and amend its multi-agency training programme.
- b) It has also established several task and finish groups to achieve its extensive action plan including designing an evaluation process, developing a learning and development programme for members of the Board and working in partnership develop good practice forums.

- c) The annual conference on “Learning from Serious Case Reviews” with national guest speakers was successful. The measure of this was that it was attended by 150 practitioners and evaluations on the day confirmed that the topic had been extremely useful with most people rating the event as excellent.
- d) In November, a multi-agency training needs analysis was launched which will be used to inform the learning and development programme for 2011 – 2012.
- e) The committee is also planning to establish effective Level 3 evaluation processes to evidence that learning has been translated into practice.

### *Training Data 2010/11*

The Learning and Development Committee on behalf of the LSCBN undertakes an audit of single-agency and multi-agency training provision on safeguarding and promoting welfare, taking into account the five Every Child Matters outcomes (with a particular focus on the “Stay Safe” outcome) and the six common core skills of knowledge. The Committee will promote awareness of the work of the LSCBN among agencies and in the community.

Working Together (2010) provides guidance on the training and development of staff and volunteers to help them safeguard and promote the welfare of children effectively. The Committee agrees the multi-agency safeguarding training to promote collaborative working arrangements both within individual agencies and across organisational boundaries.

From 1st April 2010 to 31st March 2011 the LSCBN trained over **753** delegates and evaluations returned have shown the training to be of a consistently high standard. All multi-agency training has been provided free at the point of delivery to organisations including those who are not members of the Board unless they are a profit making organisation.

During this period **49** courses were delivered over **59** days with an average of nearly 18 people attending each day. 17 separate courses are now available including a course for those who supervise safeguarding practice and a range of subjects focusing on parental issues and the impact on parenting capacity. In addition the Training Co-ordinator has delivered Introduction to Safeguarding courses to over 250 people from a range of independent and voluntary agencies.

A comprehensive Training Needs Analysis was carried out in January 2011 which was used to determine training needs and inform development of the Training Programme for the coming year. A Training Strategy has also been developed and agreed by the Board and which is currently being reviewed to ensure that it is in line with current training needs and best practice.

***OFSTED ANNOUNCED INSPECTION OF SAFEGUARDING AND LOOKED AFTER CHILDREN  
MARCH 2011***

**AREAS FOR IMPROVEMENT: SAFEGUARDING**

**Immediately:**

- ensure that all partners are clear about thresholds for accessing social care services
- provide greater clarity for staff on the procedures for holding, and the recording of, strategy discussions and meetings; and ensure that minutes, and notes of meetings and pre-birth planning meetings, are distributed to professionals within an agreed tight timescale
- ensure all child protection plans have measurable targets to allow better tracking of progress against, and achievement of, specific actions
- review the caseloads of all social workers to ensure equitable and manageable caseload allocation across the service.

**Within three months:**

- strengthen governance arrangements between the LSCBN and the Children and Young People's Partnership Board to improve accountability and challenge
- ensure there is a comprehensive training needs analysis in place To inform future planning of training for the council's children's services workforce
- promote more effectively the individual needs of young carers within schools to ensure that a supportive approach is adopted that takes sufficient account of their caring responsibilities
- ensure that performance management arrangements give managers sufficient oversight of social workers' caseloads and the quality of their work
- ensure that there is public health representation on relevant safeguarding committees and the CDOP so that public health intelligence is used to keep children and young people safe, including in relation to reporting road accidents.

**Within six months:**

- further develop the CareFirst electronic recording system so that it enables social workers to record information better

**Appendix 4 – Ofsted Announced Inspection of Safeguarding & Looked After Children March 2011**

- develop systems for the routine collation of any unmet needs through the CAF process, to better inform service planning.

## **AREAS FOR IMPROVEMENT: LOOKED AFTER CHILDREN**

### **Within three months:**

- NHS Northamptonshire and Provider Services must ensure that the health provision for looked after children is comprehensive and consistent for all looked after children and young people, including those who are placed out of the area and those who are leaving care. Care leavers should be provided with a copy of their health histories, including their immunisation and vaccine data
- ensure that the strengths and difficulties questionnaires completed by children and young people are analysed effectively and used as part of the annual health assessment of looked after children and young people, making sure that pathways for emotional wellbeing and mental health referrals are in place
- develop a coherent strategy for the 'leaving care' service and improve the quality of support provided to care leavers, including by providing good quality accommodation
- ensure the Independent Reviewing Officers have sufficient capacity to undertake the full responsibilities of their role with regard to children and young people who are the subject of a child protection plan or who are looked after
- conduct an audit of the developmental needs of newly appointed managers and ensure that appropriate training is provided to support them in their role.

### **Within six months:**

- improve the proportion of young people leaving care who enter and stay in good quality education, employment or training
- reduce the level of persistent school absence and raise educational outcomes for looked after children and young people in secondary schools, including those who are placed out of the county.

## *Role & Work of Committees*

### Structure of the local Safeguarding Children Board during 2010/11

#### **LSCBN Board – Independent Chair: Janet Galley**

- The LSCBN brings together the senior officers from all agencies who work with children and families in Northamptonshire and oversees the effectiveness of their arrangements to safeguard and promote their welfare. The Board directs and oversees the work of its six committees.

#### **Steering Group - Chair: Adrian Bell (Chief Executive – Connexions)**

- Function: The purpose of the Steering Group is to support the Chair and Board in setting the strategic direction for the work of the LSCBN and its Committees and to oversee the performance management of the LSCBN Business Plan.

#### **Child Death Review - Chair: Teresa Devito (Service Manager Safeguarding , Northamptonshire County Council)**

- Function: Responsible for implementing procedures and protocols by collating and reviewing information on all child deaths within Northamptonshire, according to a nationally agreed data set and work with relevant professionals and organisations in a co-ordinated way to ensure that any lessons learnt contribute to safeguarding and promoting the welfare of children in the future.

#### **Communications & Engagement - Chair: Tim Prince (Head of Communications, Northamptonshire Police)**

- Function: The purpose of this Committee is to raise the profile of the board, its safeguarding objectives and to coordinate both the board and partner response at critical times to maintain public confidence in safeguarding in the county.

#### **Learning and Development - Chair: Kara-Kim Wotton (Workforce Development Strategy Manager, Northamptonshire County Council)**

- Function: The Learning and Development committee is responsible for ensuring that single agency and inter agency training on safeguarding and promoting welfare is provided for people who work with children in Northamptonshire or in services affecting the safety and welfare of children.

**Procedures and Professional Practice - Chair: Jane Napier  
(Designated Doctor, NHS Northamptonshire)**

- Function: To develop, review and update policies and procedures for safeguarding and promoting the welfare of children in the area covered by the LSCB. This includes ensuring effective dissemination of information.

**Serious Case Review - Chair: Teresa De Vito  
(Service Manager Safeguarding , Northamptonshire County Council)**

- Function: The Serious Case Review Committee undertakes reviews of cases where abuse or neglect of a child is known or suspected, a child has died or been seriously harmed, and there is cause for concern as to the way in which the Board partners and other relevant people and bodies have worked together to safeguard the child.

**Quality Assurance - Chair: Peter Boylan  
(Associate Director Safeguarding NHS Northamptonshire)**

- Function: To monitor and evaluate the effectiveness of what is done by the Local Authority and Board partners, individually and collectively, to safeguard and promote the welfare of children and advise on ways to improve.

***Committee Reports***

***Communications & Engagement Committee***

**Introduction**

1. The purpose of the Communications and Engagement committee is outlined in the terms of reference. Its purpose is to raise the profile of child protection arrangements in the County and co-ordinate both the Board and partner response at critical times to maintain public confidence in safeguarding in Northamptonshire.
  - a. The committee meets on a monthly basis and is currently chaired by the Head of Corporate Communications for Northamptonshire Police. Membership includes representatives from NHS Northamptonshire and the local authority.
  - b. The priorities for this year are outlined in the LSCBN business plan and are focused on several key activities, to support the LSCBN's over-arching objectives

## **2. Summary of activities and achievements**

The following outlines some key activities and achievements of the Communications and Engagement Committee throughout 2010/2011.

- a. The committee has continued to work as a partnership to ensure co-ordinated communications plans to manage reputational risk and ensure effective communications on key issues.
- b. The committee has an established, partnership communications strategy that drives all activity in this regard
- c. With a new chair in January 2011, the committee is currently reviewing its structure, terms of reference, membership and priority actions to support the Board's key objectives for 11/12.

## **3. Challenges and actions still outstanding**

- a. The committee is considering how communications activities in support of the Board's objectives can be enhanced, through media, internal communications and marketing opportunities.
- b. Another core stream of activity is to consider the ways in which engagement with children, young people, minority and faith groups can best be taken forward in 11/12.

## **4. Impact and Effectiveness**

- a. The group is undertaking a root and branch review of its structure and strategy, to ensure it is able - within the constraints of not being dedicated resources – to support the overriding objectives of the LSCBN.

## **5. Priorities for next year**

- a. Review and refresh of the group's terms of reference and strategic approach.
- b. Development of a partnership communications action plan, to support LSCBN core objectives

**Tim Prince**

**Head of Corporate Communications, Northamptonshire Police  
Chair Communications and Engagement Committee**

## *Child Death Review Committee*

A full report of the work of the Child Death Overview Committee is published separately as a statutory requirement and can be found at [LSCB Northamptonshire website](#)

**Teresa Devito**  
**Service Manager Safeguarding, Northamptonshire County Council**  
**Chair Serious Case Review Committee**

## *Learning and Development Committee*

### **1. Introduction**

- a. The purpose of the Learning and Development Committee is to provide a Multi-Agency Learning and Development Programme accessible by all partners, to monitor the quality and provision of single and multi-agency learning and development opportunities, to carry out an annual training needs analysis and to ensure learning from serious case reviews both national and local are addressed in learning and development opportunities where it has been identified that a partnership response is required.
- b. The Committee meet bi-monthly and is chaired by the Children's Workforce and Organisational Development Service Manager, (Children and Young People's Partnership) who is also a member of the Local Safeguarding Children's Board.
- c. The priorities for this year have been to develop, implement and deliver a multi-agency learning and development programme, to carry out an annual audit of single agency safeguarding training, peer review multi-agency training and ensure all learning from SCR's, both locally and nationally, are embedded in learning and development opportunities.

### **2. Summary of activities and achievements**

- a. The Committee reviewed its Terms of Reference to ensure these were a clear representation of the work and priorities of the group. This has seen the remit expand slightly to include an annual audit and develop a clear evaluation process to build evidence and understanding of the impact of the learning and development opportunities offered by improving frontline practice. The Committee membership is at present under review to ensure it is representational of partners and that members are able to commit to the Terms of Reference.
- b. The Committee has responded to learning from national and local Serious Case Review. For example Assessment, Analysis and Decision Making course has now been

removed from the Learning and Development Programme as the last two courses ran with 12 and 8 respectively. This is despite poor assessment and analysis having been identified as an issue in recent Serious Case Reviews.

- c. The Committee has also established several task and finish groups to achieve the extensive action plan including designing an evaluation process, developing a learning and development programme for members of the Board and working in partnership develop good practice forums etc.
- d. The Committee have successfully delivered the annual conference on “Learning from Serious Case Review” with national guest speakers. This was attended by 150 practitioners and evaluations on the day confirmed that the topic had been extremely useful with most people rating the event as excellent.
- e. In November, a multi-agency Training Needs Analysis was launched which will be used to inform the learning and development programme for 2011 – 2012.

### **3. Challenges and actions still outstanding**

Challenges that the Committee has faced during this financial year are:

- a. Membership of the Committee. This is not fully representative of our partners. In particular engagement with the whole voluntary sector as Northamptonshire does not have a clear infrastructure for this to happen.
- b. Another challenge we have faced has been the membership of the Training Pool. Again this is not representative of our partners and very often it is a few dedicated people who are delivering training, carrying out peer audits and other actions of the Committee
- c. Another challenge the Committee has faced has been the shift in the focus of the group as it has developed from offering training to being focused on other aspects of learning and development for example, designing an evaluation process.
- d. A major challenge the Committee has faced has been the lack of engagement from partners in accessing the learning and development programme. However, it is hoped that the current Section 11 audit that is being completed will support the development and understanding of the work of the LSCBN and the agencies own responsibility for safeguarding children and young people.

### **4. Impact and Effectiveness**

- a. It is difficult at this moment to establish the Committee’s impact and effectiveness in relation to the Annual Business Plan. However, despite some lack of engagement the Committee have delivered a good programme which, is demonstrably linked to local and national issues. There are actions within our Action Plan that as a Committee we

are progressing to ensure we able to establish impact and effectiveness of learning and development opportunities offered by the Learning & Development Committee. Please see appendix for a breakdown of attendance from the different agencies and also the different courses run from April – December detailing attendance figures.

## 5. Priorities for next year

- a. The focus of the Learning and Development Committee next year will be to support partners to identify key members of the workforce who should be accessing learning and development opportunities according to Chapter 4 in Working Together.
- b. The Committee will explore other methods of delivery including multi-media briefing to ensure efficiencies are achieved in line with the national financial pressures that all public sectors are experiencing.
- c. The Committee will work to achieve efficiencies where possible including establishing a robust and accessible online booking system using technologies readily available within the Local Authority.
- d. Establish an effective Level 3 evaluation process to evidence learning has been translated into practice.
- e. To engage with the Children and Young People’s Shadow Board
- f. To deliver an Annual Conference, this is responsive to emerging themes.

### **Break down of agencies attending the training**

<b>Agency</b>	<b>Numbers</b>
Action For Children – Surestart	18
CAFCASS	2
Children’s Centres	13
Connexions	10
Educ – Further Education	2
Educ – Independent	3
Educ – other	5
Educ - Schools	31
Health – EMAS	2
Health – KGH	1
Health – NGH	54
Health – NHFT	8
NHS Northants – Provider Services	24
Independent	13
Local Authority (Non-NCC)	12

Agency	Numbers
NCC CYPSP	204
Non CYPSP NCC	4
Northamptonshire Police	17
Northamptonshire Probation	1
Northamptonshire YMCA	22
NSPCC	3
Other	22
Private	14
Rainsbrook STC	2
Rebound Children's Services	2
Vol Sector	37

**Breakdown of Courses delivered and attendance figures (April 2010 – Mar 2011)**

Month	Title	Numbers
<b>April</b>	Working Together 1 Day	16
<b>May</b>	Management of Safeguarding	12
	Impact of abuse on child development	20
	Working with parents with a Learning Disability	8
	Working Together 1 Day	17
	Introduction to Safeguarding	30
	Working Together 2 Day	20
	Introduction to Safeguarding	10
<b>June</b>	Working with parents with Mental Health problems	11
	Working Together 1 Day	17
	Emotional Abuse & Neglect	16
	Child Protection Conferences & Core Groups	16
	Safeguarding Disabled children	16
<b>July</b>	Domestic Abuse	14
	Impact of abuse on child development	18
	Safeguarding BME children	21
	Working out the Why	10
	Working Together 1 Day	17
	Working Together 2 Day	22

<b>Month</b>	<b>Title</b>	<b>Numbers</b>
<b>Sep</b>	Introduction to Safeguarding	35
	Working Together 1 Day	22
	Safeguarding Disabled Children	16
	Working with Men	17
<b>Oct</b>	Child Protection Conferences & Core Groups	11
	Working Together 1 Day	9
	Parenting Capacity : Impact of Drugs & Alcohol	8
<b>Nov</b>	Emotional Abuse & Neglect	7
	Working Together 2 Day	25
<b>Dec</b>	Working with parents with Mental Health Problems	8
	Introduction to Safeguarding	27
	Sexual Abuse Awareness	15
	Safeguarding BME children	13
	Impact of abuse on child development	12
<b>Jan</b>	Working Together 1 Day	17
	Sexual Abuse Awareness	10
	Working Together 1 Day	20
	The Management of Safeguarding	9
<b>Feb</b>	Working Together 2 Day	16
	Emotional Abuse and Neglect	14
	Parenting Capacity – Working With Parents with Learning Disabilities	10
	Introduction to Safeguarding	26
<b>Mar</b>	Introduction to Safeguarding (CAN staff)	13
	Working Together 1 Day	18
	Working With Men	12
	Safeguarding Disabled Children	16
	Working Together 2 Day	30
	Parenting Capacity – the impact of Drugs and Alcohol	17

**Kara Kim Wotton**

**Workforce Development Strategy Manager, Northamptonshire County Council**

**Chair Learning and Development Committee**

## *Procedures and Practice Committee*

### **1. Introduction**

- a. The purpose of the P&P committee is established within its terms of reference. Its main function is to develop and regularly review procedures and good practice guidance to assist practitioners in safeguarding and promoting the welfare of children in the area covered by the LSCB
- b. The committee meets every two months and is chaired by the Designated Doctor for safeguarding children, NHS Northamptonshire, an active member of the Local Safeguarding Children Board. Membership includes representatives from health agencies, local authority and police.
- c. The committee's activities are part of the core business of the LSCBN. Priorities for the committee are identified through guidance requirements identified in serious case reviews or in response to new national emerging safeguarding issues and/or good practice guidance. Key activities for this year are outlined in the Procedures and Practice Committee action plan:
  - To ensure that interagency procedures fully reflect the requirements of working together 2010
  - Ensure LSCBN procedures provide a clear description of safe workforce requirements
  - To ensure that interagency procedures and Integrated Working guidance (now procedures) link together to provide clear guidance on Thresholds

### **2. Summary of activities and achievements**

The following outlines the achievements of the Procedures and Practice committee throughout 2010/2011.

- a. Fully revised, web-based LSCBN procedures consistent with Working together 2010 were re-launched in June 2010
- b. The committee chair and LSCBN business manager and training coordinator, supported by other LSCBN colleagues, have developed and are currently delivering a series of workshops to senior practitioners and team

leaders/managers, aimed at empowering all agencies to be confident in accessing the new procedures, and to routinely refer to the procedures to ensure consistent good practice - and to provide professional challenge when they encounter unsafe practices.

- c. LSCBN procedures are consistent with Working Together 2010 but as part of the review process the committee has developed a work plan to revise existing guidance
  - 1. to reflect the most current evidence based practice and
  - 2. to ensure that all procedures and guidance derived from national publications gives a specific framework for roles, responsibilities and safeguarding activity within Northamptonshire.

This will be an ongoing process and the first refresh following the June re-launch took place in December 2010. This included a chapter outlining the LSCBN's expectations in relation to safe recruitment and safer workforce requirements.

- d. The committee established a routine review publication cycle, with twice-yearly updates which will take place simultaneously with updates to social care single agency procedures, to ensure that these are always mutually consistent.

### **3. Actions still outstanding**

- a. The committee is in the process of reviewing or developing a substantial number of pieces of good practice guidance including:
  - i. Practice guidance on managing sexual abuse concerns
  - ii. Guidance to ensure that safeguarding concerns are recognised and responded to in young people who self-harm
  - iii. A revision of the practice guidance developed some years ago to support practitioners working with parents with mental health needs, learning disability or drug and alcohol problems
- b. Planned future work includes reviewing guidance on fabricated and induced illness to ensure clarity on local roles and responsibilities, and in managing individual cases.

### **4. Impact and Effectiveness**

- a. Findings from serious case reviews, and practice concerns from other sources, make it clear that practice "on the ground" often drifts away from that defined in "Working Together" and the LSCBN procedures. Over time such practice may

become entrenched, and there may be little awareness that the procedures are not being followed, and that this may cause deficits in interagency working and potentially significant risks.

- b. One example would be practice around strategy meetings, where at times the limited involvement of referrers and key agencies, and the lack of a clear shared record, is inconsistent with statutory guidance and current LSCBN procedures. Such risks and deficits could be addressed by:
  - i. Ensuring procedures are genuinely accessible and helpful to practitioners across all agencies, so that their use is embedded in day-to day practice, and supports professional challenge where appropriate.
  - ii. Ensuring that procedures content is directly reflected in training, wherever possible through using procedures and practice guidance directly in case-based learning
  - iii. Single or multiagency audit to establish whether key messages from the procedures are embedded in practice: an example could be audit of strategy meeting documentation to ensure that there is appropriate multiagency engagement, and that the need for a medical assessment is considered in all cases.
- c. The procedures workshops being delivered currently are likely to begin the process of addressing the problems of implementation of the procedures. They have been very well evaluated, and are oversubscribed with additional dates now being planned. Attendees are team leaders/managers and are asked to take the learning on accessing the procedures back for dissemination to teams in all agencies.
- d. There is potential for monitoring “hits” on the website to indicate how frequently the procedures are accessed.
- e. Links between the P&P and training committees will be maintained. There is scope for using tools such as short quizzes (as in the current procedures workshops) in the future to help familiarise practitioners with guidance in key areas.
- f. Where serious case reviews identify that procedures need to be strengthened to address practice deficits, this must be done in such a way that defined good or

expected practice is auditable. The P&P committee will be then able to advise on potential audit questions for single or multiagency audit.

## **5. Priorities for next year**

- Review or develop procedures and good practice guidance as identified in the committee's action plan, including any additional guidance required in response to national developments or serious case reviews.
- Maintain regular links with the training committee through a standard sign-off process for new and revised guidance which considers any related training requirements. This could include the use of tools such as short quizzes for practitioners, accessed via the LSCBN website, to help them familiarise themselves with new guidance.
- Contribute to the development of the LSCBN audit programme
- Be prepared to review the committee terms of reference in relation to any statutory changes or national recommendations, for example arising out of the Munro review, which has highlighted the issue of the increasing volume of statutory guidance, and questioned whether much of this may be burdensome or ineffective in supporting good practice and outcomes for children.

**Jane Napier, Designated Doctor, Safeguarding Children, NHS Northamptonshire  
Chair Procedures and Practice Committee**

## *Serious Case Review Committee*

### **Introduction**

- a. The LSCB Northamptonshire has a 'standing' SCR Committee made up of senior managers from LSCBN member organisations. The committee meets monthly to consider actions and learning arising from local and national SCR's and referrals from agencies, cases that may meet the criteria for a SCR. When considering a referral the committee may make a range of recommendations to the LSCBN Chair; that the threshold is met for a SCR, that the threshold is not met but some learning would come out of either a multi agency or single agency management review, that the case or the theme of the case is included in either a multi agency or single agency audit, or no action. If the Chair of the LSCBN ratifies the recommendation for a SCR a separate SCR Panel is set up with an independent chair and overview author.
- b. Priorities for year, in relation to overall LSCB Business Plan – attached SCR work plan for 2010-11

### **1. Summary of activities and achievements**

- a. During 2010-11 the SCR committee has considered six referrals; two of these have been taken forward to SCR's. The committee has also contributed to a major SCR led by Essex LSCB and involving, in total, five LSCB's as well as a further SCR led by Bedfordshire LSCB.
- b. The committee has reviewed and improved the process and 'paperwork' used in a SCR as a result of Chapter 8 of Working Together 2010. We now have a 'SCR toolkit' and process which includes power point presentations and advice for IMR authors, a workshop that includes the SCR Panel chair and Overview report author as well as a standard template and guidance for terms of reference and the most recent Ofsted descriptors.
- c. The first of the two SCR's has been evaluated by Ofsted and judged as 'good'. The LSCB accepted Ofsted's offer of feedback and the comments and learning from this meeting have been incorporated into the ongoing SCR due to be submitted to Ofsted on 28<sup>th</sup> February 2011.

### **2. Challenges and actions still outstanding**

- a. The focus of the committee for this year has been to review previous SCR action plans, both multi agency and single agency and assess work completed and the impact of the actions upon practice. The LSCBN has not previously had a system in place to regularly review action plans so many of them show as incomplete or, in the case of single agency

action plans the LSCBN is unaware of the status of the plan and what the agency has implemented as a result.

- b. This work has presented a challenge in that previous action plans were often not written with SMART actions and were difficult to measure. Some actions had been overtaken by time and therefore by default were no longer relevant. This work has highlighted that single agencies have either not regularly reviewed their action plans or that they have not updated the LSCBN. A system for monitoring SCR action plans is now in place and for requesting updates from partner agencies on a regular 3 monthly basis.

### **3. Impact and Effectiveness**

- a. The recent work completed to review SCR action plans has highlighted a number of themes arising for agencies in Northamptonshire. It is suggested that these themes form part of next year's Quality Assurance framework or single/multi agency training plans.

#### **1. Pre-birth**

The importance of pre-birth referral and assessment was recognised, in particular the assessment of parenting capacity and consideration of previous history of parents.

*Action: Children's Social Care has revised the pre-birth process leading from referral to Initial CP Conference*

#### **2. Meetings**

There has in a number of SCR's been a confusion around the type of meeting to be convened, leading to confusion in partner agencies as to the seniority or experience of attendee or the process being followed.

*Action: A meetings matrix has been compiled setting out the meeting, who should chair and what the meeting is for. This matrix will be included in the refreshed LSCBN Safeguarding Procedures.*

In some instances the wrong use of a meeting may indicate a lack of knowledge or adherence to procedures.

*Action: The LSCBN has arranged a series of multi agency workshops to outline the procedures and how to navigate them on line.*

#### **3. Definition of a child**

Our current SCR has highlighted a young person who 'fell between' services for children and adults.

*Action: agencies should consider how services will respond to 16-18 year old young people who may not be in full time education as part of the action plan for this SCR. The LSCBN to make absolutely clear that a child is anyone prior to their 18th birthday.*

#### **4. Joint work with children & adult services**

The importance of joint work between adult and children's services has been recognised where parents have learning difficulties or mental health problems. Risk

assessments by practitioners with specialist knowledge of the adult condition are important in assessing parental capacity and capability.

*Action: review the LSCBN procedures for working with adult services. Ensure closer collaboration, especially in SCR's with adult services by sharing lessons and outcomes.*

#### **5. Risk assessments**

The importance of multi agency working has been a recurrent theme in SCR's. Information by practitioners, if collected is often not analysed or evaluated which may mean risks are not identified or understood.

*Action: review the guidance on risk assessments in the LSCBN Safeguarding Procedures.*

#### **6. Safeguarding in Schools**

A variety of issues have been identified that relate to safeguarding practice within schools. Most recently confusion about recognition and referral to Social Care regarding children found to be suffering sexual abuse.

*Action: the Safeguarding in Schools SEWO's will ensure that lessons from SCR's are included in the Designated Person training. A Safeguarding in Schools audit has been sent to all schools in the county to assess compliance under S175 & 157 of the Education Act. The results and responses will be reported to the LSCBN.*

#### **7. Recording Standards**

The importance of good record keeping and compliance with recording standards has been highlighted in some SCR's.

*Action: to review multi agency standards for record keeping*

#### **8. Supervision, decision making and management oversight**

This is either an explicit recommendation in SCR's or raised as part of another recommendation.

*Action: LSCB to consider auditing this theme. This is linked to paragraph 2 – Meetings.*

#### **9. Domestic Abuse**

Domestic Abuse is a significant feature of SCR's In Northamptonshire and nationally. From 2005 the legal definition of harm to children was extended to include harm that children suffer by seeing or hearing the ill treatment of another, particularly in the home (Adoption & Children Act 2002). Domestic Abuse is a contributory factor in a number of SCR's.

*Action: Review LSCBN Safeguarding Procedures to ensure they are clear on how to respond to Domestic Abuse. Review reporting requirements and content of MARAC reports.*

#### **10. Professional disagreements**

In some SCR's there has been evidence of professionals disagreeing or not receiving the response they feel warranted on a case. There is a danger that cases may drift where there are differences of opinion on the response to referrals, diagnosis or decisions.

*Action: the LSCBN Safeguarding Procedures include a procedure for resolving professional disagreements.*

**11. Adolescent suicide**

Suicidal intent is very difficult to identify, however, over 50% of adolescent suicides have a history of self harm.

*Action: review LSCBN procedures to ensure guidance on the recognition and response to children who self harm is clear and in place.*

**12. Referral process**

Some of the SCR's identify the lack of threshold guidance for referral to Children's Social Care.

*Action: threshold guidance as part of the Integrated Working Guidance has been agreed by the LSCBN and the Children's Strategic Partnership.*

**4. Priorities for next year**

<b>Priorities</b>	
<b>Ensure national and local lessons learned from SCR's are disseminated to a wide audience</b>	Produce a regular newsletter for discussion in team meetings and post on web page. Review LSCBN Safeguarding Procedures and produce practice guidance to provide clarity on themes raised as part of the SCR review
<b>Monitor implementation of action plans following each SCR or management review</b>	Implementation is regularly reported to LSCBN Local and national SCR overview reports are analysed and trends/themes are highlighted to LSCBN for learning. Ensure there is a clear pathway from identification of lessons – training & dissemination – review of policies/procedures – audit to understand impact on practice.
<b>With the apparent reduction or change in how SCR's are undertaken the LSCB may wish to consider if this committee continues in its current form</b>	The committee could review cases such as those deemed 'near misses' or serious untoward incidents to learn lessons. Alternatively the committee could change from a 'standing committee' to that of 'as and when required'.

**Teresa DeVito**  
**Service Manager Safeguarding, Northamptonshire County Council**  
**Chair Serious Case Review Committee**

### 1. Introduction

- a. The purpose of the Quality Assurance committee is outlined in the terms of reference. Its purpose is to provide assurance to the Local Safeguarding Children's Board that all agencies both individually and collectively ensure children and young people are effectively safeguarded across Northamptonshire.
- b. The committee meets every two months and is chaired by the Associate Director of Safeguarding, NHS Northamptonshire, an active member of the Local Safeguarding Children Board. Membership includes representatives from health agencies, local authority and police.
- c. The priorities for this year are outlined in the LSCBN business plan and are focused on two priorities, as follows:
  - To improve the LSCB monitoring of the Children's Trust performance on safeguarding through the performance framework scorecard.
  - To ensure that safe recruitment practices in Northamptonshire are effective and compliant with national requirements.

### 2. Summary of activities and achievements

The following outlines the achievements of the Quality Assurance committee throughout 2010/2011:

- a. The committee reviewed its terms of reference to ensure the work of the group was focussed on quality assurance, rather than a previous focus mainly on ad hoc audit.
- b. The committee also reviewed the membership of the group to reflect a change in direction and focus. Both were agreed in September 2010, with membership made up of safeguarding professionals and performance management specialists.
- c. The committee carried out a review of all the current indicators used by the Children's Trust to measure performance, with a particular focus on indicators, which measured effectiveness in safeguarding children. The top ten national indicators have been selected to begin to focus the Board on what matters most.

- d. The committee also agreed that to achieve greatest impact, we needed to use other third party information already available within partner agencies, which demonstrate how partners contribute to the effectiveness of children safeguarding. Members of partner agencies were asked to put forward their own metrics, already reported within their own agencies.
- e. A revised performance framework scorecard will be presented to the Board in March 2011 and reported quarterly thereafter.
- f. In November 2010, a multi-agency audit was launched, to be completed by the end of December 2010. The purpose of this audit was to capture detailed information about partner agencies compliance with their duties and responsibilities in safeguarding children outlined in Section 11 of the Children Act 2004. Initial feedback was provided to the Board in January 2011, with a full report presented in March 2011. This will give the Board a benchmark for improvement across the county.

### **3. Challenges and actions still outstanding**

The role of the committee has changed throughout the year and the membership has changed as a result, which in itself changes the dynamics and takes time to embed and maintain focus. The role of the committee in developing systems and processes will be ongoing in future years.

### **4. Impact and Effectiveness**

- a. The group are developing an exciting model for a future performance framework and a broad measurement of effectiveness. The results of the Section 11 Audit will for the first time, give real time information across all duties and responsibilities across all partner agencies, giving us a focus for moving forward to next year.
- b. In next year's report we expect to be able to demonstrate impact and effectiveness by having a performance scorecard which reflects the most challenging aspects of safeguarding for all of us across the county and enabling us to challenge the findings of that scorecard and work together to improve on the current situation.

## **5. Priorities for next year**

- a. Further develop the performance framework scorecard.
- b. Information gained from the Section 11 audit will also provide levels of assurance relating to the safe recruitment practices in place across the county and will inform priorities for next year.
- c. Agree the audit priorities with partner agencies for 2011-2012.
- d. Develop an annual audit programme
- e. Request assurance from agencies of the outcomes of those audits
- f. Present the findings to the LSCB
- g. Other sub committees of the LSCB will also have a role to play in the use of audit. In particular, the training and serious case reviews sub committees, who need to know the impact they each have.

**Peter Boylan**

**Associate Director of Safeguarding, NHS Northamptonshire  
Chair Quality Assurance Committee**

## *E-Safety Strategy Group*

### **1. Introduction**

- The purpose of the e-Safety Strategy group is to implement and monitor the delivery of the e-Safety Strategy within Northamptonshire, ensuring that all children and young people throughout the county are effectively safeguarded against online risks whilst accessing technologies and the internet.
- The Strategy Group meets bi-monthly and is chaired by the LSCBN e-Safety Officer, reporting into the Procedures and Practice Committee. Membership of the Strategy Group includes representatives from education, health, social care, libraries, youth voice and local authority, providing a valuable mix of multi-agency skills and experience to our Business Plan objectives. To assist with their role and broaden their knowledge of online safeguarding, each member of group has now received CEOP (Child Exploitation and Online Protection) training.
- The priorities for this year have been to embed e-Safety within both the primary and secondary curriculum and to improve methods of communication with young people, parents and multi-agency partners about online dangers and risk management strategies. The overarching goal has always been to assist in shaping a generation of confident and responsible online citizens capable of using technologies safely to have fun and achieve.

### **2. Summary of activities and achievements**

The following outlines the achievements of the e-Safety Strategy Group throughout 2010/2011:

#### **a) Training**

- As part of our commitment to deliver the CEOP ThinkUknow programme in all schools across Northamptonshire, over 28,000 children and young people have participated in e-Safety awareness sessions in the past year. To support this, and ensure sustainability for future delivery, over 1500 school staff have received free CEOP training and classroom materials, with a further 25 independently securing necessary funds to progress to CEOP Ambassador status in order to allow for training to be cascaded in-house amongst staff.
- Over 2500 parents and carers have attended e-Safety awareness evenings delivered in schools and children's centres across the county.
- Addition of e-Safety lesson plans to the ICT Scheme of Work taught across all primary schools in Northamptonshire. All children from Reception to Year 6 will now receive an

additional 3 lessons per academic year based on the CEOP Thinkuknow website and resources.

- E-Safety staff training provided to multi-agency partners including social care, outreach education, education welfare, probation service, youth clubs and voluntary organisations (e.g. Scouts/Guides)
- Free half day Cyberbullying training, addressing preventative and responsive measures, offered to all adults working with children and young people and advertised in the LSCBN training brochure. Three sessions delivered to date with 53 participants in total. Funding provided by Hospital and Outreach Education to produce accompanying Cyberbullying guidance for parents and young people, now shared with every school.
- Single agency CEOP training delivered to over 250 PCs and PCSOs from Northamptonshire Police working in Safer Community Teams across the county. Trained police staff are now delivering assemblies and workshops within their linked schools on topics such as cyberbullying and online grooming to great effect.

#### **b) Policies, Procedures and Quality Assurance**

- A revised and slimmed down version of the Northamptonshire Acceptable Use Policy (AUP) was completed in September 2010 and is currently in consultation with teaching unions before ratification by the LSCBN and public release.
- Social Networking template policy developed to assist any youth or childcare team in creating an online presence for interaction with young people and parents. Template AUPs for smaller and voluntary organisations also produced.
- E-Safety self and AUP audit tools created for all partner agencies to access.

#### **c) Communications**

- Funding donated by NCC Extended Services to design and print 10,000 copies of 'Children, ICT and e-Safety' leaflet which has been distributed to every school, hospital, police station, children's centre and doctors surgery in Northamptonshire.
- 'Northants e Safe Newsletter' launched in February 2011 to coincide with Safer Internet Week. The termly newsletter is targeted at young people and provides information about online-Safety, the latest trends in technology, competitions and 'spotlight on' features for any schools or youth clubs doing outstanding e-Safety work.
- New e-Safety area on the NCC public facing website, proving links to the LSCBN website and procedures, online reporting mechanism to CEOP, advice for parents and carers and information for schools. Over 400 website hits received since being launched in February.

## **Challenges and actions still outstanding**

- Whilst the membership of the e-Safety Strategy Group is much improved, there is still a desire from all involved to obtain representation from Northamptonshire Police and the Youth Offending Service. To date, this has been very difficult due to staffing issues and lack of availability but this is something which we hope to achieve in the next year.
- Underage social networking use has been one of the greatest challenges faced by the e-Safety Strategy Group this year. At present, approximately 65% of all primary school children aged 7-11 in the county have a Facebook account, despite the age limit being 13 years old. Encouraging parents and carers to attend Parent Information sessions is extremely difficult as many are naïve to the dangers of allowing underage access to sites of this kind. An ongoing challenge for the Strategy Group is to find new ways to get key messages across to parents who fail to engage with school led initiatives.

## **Impact and Effectiveness**

- It is difficult to measure the impact and effectiveness of the e-Safety training and awareness raising work conducted by the Strategy Group. Technology is constantly changing and almost everyday a new device or website is launched which, if misused, can pose a risk to children. For this reason, working closely with young people in schools and youth clubs is crucial in terms of remaining abreast of what's 'cool' and what's not. By regularly discussing issues about online grooming and cyberbullying with thousands of school children every month, e-Safety has definitely become more of a talking point within the classroom and at home. As a consequence of this we have seen an increase in the number of online incidents being reported in recent years both to the Police and school staff.
- School surveys completed in Key Stages 3 and 4 following CEOP e-Safety presentations are a strong indication that the training is having a significant impact on the behaviour of Northamptonshire's young people when using the internet and mobile phones. Staff training evaluations on the whole also reveal that teaching and support staff feel more confident to deliver e-Safety within their own school or organisation.

## **Priorities for next year**

- Working towards Safer Internet Day 2012 to ensure a bigger public awareness campaign with multi-agency support.
- Securing further funding to assist with producing additional copies of 'Children, ICT and e-Safety' leaflet, as requested by hundreds of schools.
- Further income generation opportunities for the e-Safety budget to be explored to assist with marketing and roadshow events.

**Caroline Moore, LSCBN e-Safety Officer**

## *Anti-bullying Strategy 2010/11*

### **Achievements:**

The Children and Young People's Partnership employs an Anti-bullying Officer who is responsible for developing and implementing the Anti-bullying Strategy.

#### 1. Engagement of Children and Young People:

The July 2010 Anti-bullying Conference – theme 'Celebrating excellence in Anti-bullying work in Northamptonshire' was organised and hosted by members of the Shadow Board who also delivered a Cyberbullying workshop to adults. Over 100 adults, children and young people attended from all aspects of children's services

Four young people's workshop days for Primary and Secondary age young people are held a year. These are facilitated by myself and Shadow Board members and are for Anti-bullying groups from schools and settings. In 2010/11 20 schools attended for Primary (60 young people) and 9 schools attended for Secondary (36 young people) with 100% satisfaction rating. Young people are engaged in consultations, sharing of good practice and trained in developing projects back in their schools.

There were over 90 entries from young people from all children's services for the 2010/11 Anti-bullying Song Writing Competition. The Primary category was won by Listen to your heart singing Magic 3 and the Secondary category by The Girls singing 'I'm better without you now'. There was an audience of over 400 parents, carers, families and friends of the 10 finalists at Wicksteed Park. The winning songs to be part of an anti-bullying resource released this summer

The young people's anti-bullying groups developed a visionary statement which is now in the Anti-bullying Strategy and on the web site.

Hayley Hall from the Shadow Board was presented with the Outstanding Contribution to Anti-bullying work Award in July 2010.

The Anti-bullying Strategy has achieved the Silver Award using the Children and Young People's Partnership Engagement and Active Involvement Charter Mark criteria.

#### 2. Anti-bullying Accreditation Programme:

Over 90 schools/settings engaged and all with young people's anti-bullying groups. 33 Foundation Awards, 21 Bronze and 6 Silver have been achieved. Also the first application for a Gold Award received. 2 young people from the Shadow Board who sit on the Anti-bullying Steering group (multi agency group) will assess the Gold application in the school. An Accreditation Programme has been developed for all youth groups with the first applications due in June 2011.

3. Training delivered:

To both adults and young people in children's services to ensure there is a consistent message of procedures, practice and support delivered. 22 training sessions were delivered in 2010/11 with an attendance of 554 adults/C&YP.

4. Online recording and reporting system for prejudicial/hate incidents:

All schools, academies and settings to begin reporting from May 2011 and begin sending in monthly data for analysis, identify need and to provide support

5. Web pages:

See [www.northamptonshire.gov.uk/bullying](http://www.northamptonshire.gov.uk/bullying)

Children and Young People's page to be developed May 2011 all pages regularly updated.

6. Anti-bullying Policies in schools audit:

In June 2010 36% of Primary schools had good practice policies increasing to 56% in March 2011. In June 2010 39% of Secondary schools had good practice policies increasing to 50% in March 2011. This work is supported by the Healthy Schools Advisers.

**Jo Wood, CYPB Anti-bullying Officer**