

# **Bexley Local Safeguarding Children Board**

## **Annual Report**

**2009-2010**

## Contents

<b>Introduction by Chair of Bexley LSCB</b>	<b>3</b>
<b>Summary of Key Issues Covered in the Annual Report</b>	<b>4</b>
<b>Section 1 Governance &amp; Accountancy</b>	<b>5</b>
1.1 Membership	5
1.2 LSCB Structure 2009-10	6
1.3 Membership & Attendance	7
1.4 Governance Handbook	7
1.5 Independent Chairing	8
1.6 Relationship with the Children's Trust	8
1.7 Pooled Budget	8
<b>Section 2 Quality &amp; Effectiveness of Safeguarding Work in Bexley</b>	<b>9</b>
2.1 Child protection Performance Management	9
2.2 Priorities Identified in Business Plan 2009-12	9
2.3 Single Agency Safeguarding Quality & Effectiveness	10
2.4 Areas of Strengths & Areas for Improvement in Safeguarding	12
<b>Section 3 Serious Case Reviews</b>	<b>13</b>
3.1 Panel Arrangements	13
3.2 SCRs Undertaken During the Year	13
3.3 Learning from National Reviews	13
3.4 Training	13
<b>Section 4 Child Death Overview Panel</b>	<b>14</b>
4.1 Panel Arrangements	14
4.2 Child Death Data	14
4.3 Learning in Relation to Prevention of Future Child Deaths	14
<b>Section 5 Standing Work of the LSCB in Relation to its Functions</b>	<b>15</b>
5.1 Thresholds, Policies & Procedures	15
5.2 Safer Recruitment & Managing Allegations	15
5.3 Safeguarding in Education	16
5.4 Private Fostering	17
5.5 Youth Justice	17
5.6 Adult Services/Mental Health/Drugs & Alcohol	18
5.7 Participation & Engagement of Children & Young People	18
5.8 Training	18
<b>Section 6 Progress on Strategic Priorities</b>	<b>20</b>
6.1 Responsive Safeguarding	20
6.2 Targeted Safeguarding	21
<b>Section 7 Conclusions &amp; Recommendations</b>	<b>23</b>
7.1 Conclusions	23
7.2 Issues & Challenges	24
<b>Appendix 1 Financial Statement</b>	<b>25</b>
<b>Appendix 2 Performance Management &amp; Data</b>	<b>26</b>
<b>Appendix 3 Training Business Plan</b>	<b>29</b>

## **Introduction By Chair of Bexley LSCB Dr Deborah Absalom**

2009-10 has again been a busy year for the LSCB in Bexley.

The drive to improve what we do across agencies, in order to safeguard children and promote their welfare, has progressed with the emphasis on quality and effectiveness and improved governance arrangements. The challenge for the coming year is to further develop and embed multi-agency performance indicators that focus on demonstrating improved outcomes for children in our priority areas.

The learning from Serious Case Reviews both locally and nationally is used in a positive way with the LSCB and its partners ensuring changes happen and that we focus on improving outcomes for children.

The requirements for increased independence is being addressed by the LSCB and is taken into account in the planning of its work. The move to the independent chairing of the LSCB is underway and the independence in the serious case review process is fully embedded. This does not come without costs and in this time of a tightened financial position the impact on the Pooled Budget has been significant.

The revision of Working Together will mean revision of some of our processes and this will

need to be completed including changes to procedures, protocols and training and ensuring that this is embedded in practice.

Safeguarding work is forever changing and evolving so the commitment to ensure all those working with children are properly trained and equipped to do their jobs is fundamental to good safeguarding practice. The importance of the LSCB and Children's Workforce Development training cannot be underestimated.

The LSCB and its partners do face significant challenges in the coming year to ensure that the progress that we have already made is continued and built on. There are real issues for the capacity of the LSCB partnership and of the Children's Trust to ensure that there are sufficient resources available and that they are used to the greatest effect with a proper consideration for value of money.

The commitment of all our partners is excellent and the importance of this cannot be underestimated. I would want to take this opportunity to thank all our partners for their hard work during the past year and their commitment to the challenges we face.

## Summary of the Key Issues Covered in this Annual Report

This annual report is the 4th Annual Report produced by the Bexley LSCB since its formation in 2006. The report will cover the key priorities for the year 2009-10 and how well these have been met.

Bexley LSCB has a 3 year business plan and this report will also address the progress of the work under that plan and update and change any priorities based on current information.

The report is split into 7 Sections:

- Governance and accountability
- Quality & effectiveness of the safeguarding arrangements
- Learning from Serious Case Reviews
- Child Death Overview Process
- Standing Work of the LSCB in relation to its functions
- Progress on specific priority areas
- Issues and challenges ahead for the LSCB and the Children's Trust

The LSCB has progressed its work to improve the Governance of its functions and increased independence as well strengthening its co-operation with the Children's Trust.

In this year the LSCB has completed 2 Serious Case Reviews that were started in the previous year, both have been evaluated by Ofsted as Good with elements of outstanding work. The learning from these SCRs has been taken forward and embedded into safeguarding practice locally.

The work of the LSCB on the following priority areas as agreed in the business plan has progressed:

- Improving the delivery of services in relation to responsive safeguarding and child protection work, in particular the early identification of safeguarding needs through robust practice, the quality of assessments and the response to incidents of physical injuries that are suspicious or unclear in children under 3 years.

- The needs of children with particular vulnerability through their own problems or that of their parents.
- Development and improvement of services for children with additional needs who require targeted safeguarding services including children who go missing, E-safety and those who use alcohol excessively.

As part of its annual report the LSCB does have to consider and seek to address any challenges there may be in terms of safeguarding planning, development or practice and bring this to the attention of the Children's Trust.

The challenges facing the LSCB continue to focus on how to improve practice and to demonstrate improved outcomes for children. As part of this the LSCB does have to consider any service or practice issues that may be a focus for development in order to achieve this objective and to bring them to the attention of the Children's Trust in order to drive through the improvements. The areas identified in this report include:

- The use of the Common Assessment Framework (CAF) in the early identification of safeguarding needs. This includes the number of CAFs completed, their quality and effectiveness (section 6/Appendix 2). Linked with this is the issue of Police Merlins and the potential safeguarding gaps identified (see section 2).
- Improving information sharing. This is repeatedly shown to be an issue in serious case reviews and was identified as a concern in the section 11 audit undertaken this year (section 2). The existing joint protocol should be reviewed and updated and the Children's Trust continue its work to embed good practice.
- Development of multi-agency performance management indicators that address local safeguarding issues and that measure outcomes as well as activity. The work on this does also include a capacity issue for partner agencies.

## **Section 1 - Governance and Accountability**

### **1.1 Membership of the LSCB**

#### **Chair:**

Dr Deborah Absalom  
Director of Children & Young People's Services

#### **Lead Member for Children Services:**

June Slaughter

#### **Children & Young People's Services:**

Sheila Murphy  
Deputy Director

#### **Adult Services:**

Rosemary England  
Assistant Director  
Social & Community Services

#### **Health Services:**

Dr Jo Medhurst  
Clinical Director  
Bexley Care Trust

Sian Therese  
Director of Provider Services  
Bexley Community Provider Unit

Wilf Bardsley  
Director of Nursing & Governance  
Oxleas NHS Foundation Trust

Jennie Hall  
Director of Nursing  
South London Healthcare NHS Trust

#### **Metropolitan Police Services:**

Glyn Jones  
Superintendent, Bexley Borough

Justin Armstrong  
Detective Inspector  
Child Abuse Investigation Team

#### **Schools:**

Pat Slonecki  
Headteacher (secondary)

Fiona Dear  
Headteacher (primary)

#### **Voluntary Sector:**

Julie Bristow  
Partnership Officer  
Bexley Voluntary Services Council

#### **Probation Service:**

Janett Brown  
Assistant Chief Probation Officer

#### **CAFCASS:**

Halcyon Hamilton  
Head of Service

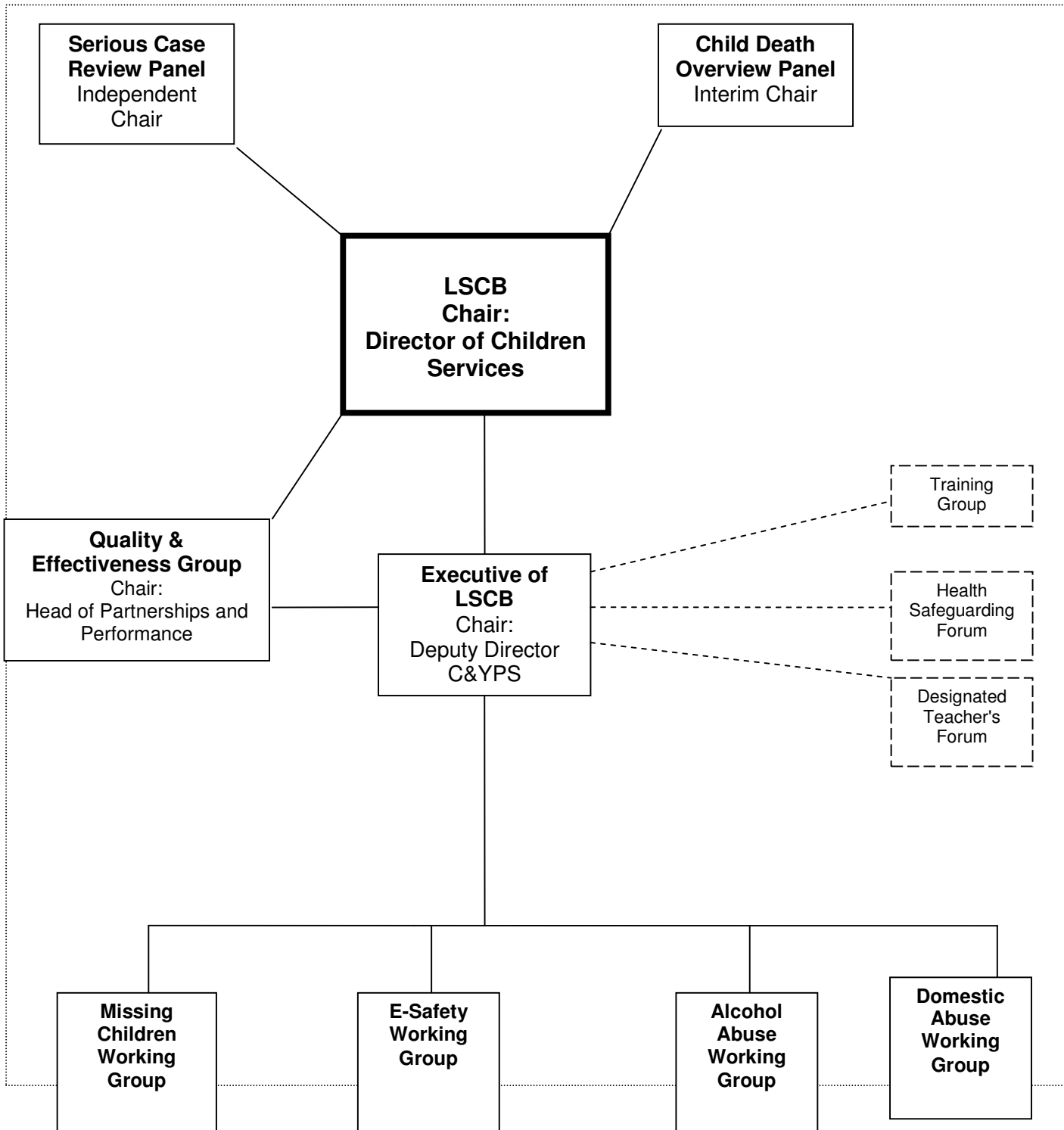
#### **LSCB Officers:**

Liz Allen  
LSCB Manager

Judi Moylan  
LSCB Business Officer

The Executive of the LSCB has representatives from all partner agencies at senior manager level.

1.2 LSCB Structure 2009 - 2010



### 1.3 Membership & Attendance

As part of its governance arrangements attendance at the LSCB and its Executive is monitored and reported to the Board.

Attendance at the LSCB has been good with an average attendance of 78%. The issues from previous years in respect of the membership of CAFCASS has now been addressed with a full commitment now in place. The membership from the Probation Service has been affected by local re-organisation of services but it is hoped full membership will be achieved in the coming year. Membership of the Director of Public Health has not occurred due to the ongoing vacancy in this post. The Lead Member for Children's Services has been a member of the LSCB since September 2009.

Attendance at the Executive of the LSCB by all the main agencies has been good, however the wider membership has seen some difficulties, these have been addressed to ensure the most appropriate manager from the diverse services has been nominated to attend. The average attendance at the Executive is 58% but adjustments to membership have been made to address this attendance rate.

In addressing the requirements in the draft Working Together 2010 the LSCB will review its membership to ensure all requirements are met. The following points will be addressed:

- Membership of schools: this is already fully in place with representatives of the Secondary & Primary Heads' Conferences sitting on the LSCB. Key issues are fed back through the Heads' Conferences and in addition the Designated Teacher's Forum that meets termly provides a vehicle for communication between the school representatives and the LSCB. These meetings are facilitated by the Safeguarding Children (Education) Co-ordinator and attended by the LSCB Manager.
- Representation of adult Drugs & Alcohol Services: at present this is through the Adult Services representative however

further work to strengthen the relationship with these services is planned with a view to a representative of a service provider joining the Executive of the LSCB.

- Lay members: the LSCB will work towards the inclusion of lay members during the coming year.

### 1.4 Governance Handbook

In September 2009 the LSCB produced a Governance Handbook for all its members that has been highlighted in the DCSF's published practice guidance for LSCBs as an example of good practice. This handbook will be revised in line with Working Together 2010. The Handbook includes:

- LSCB membership, roles & responsibilities
- Quoracy
- Code of Conduct for members
- Induction and training of members
- Roles and responsibilities of LSCB Officers
- LSCB Communications Strategy
- Relationship with Children's Trust Board
- Media Strategy
- Risk Management and Complaints

All members of the LSCB and its Executive have been issued with the Handbook and it is available online at [www.bexleylscb.org.uk](http://www.bexleylscb.org.uk) under publications. Since September 2009 any new member joining the LSCB or its Executive has received an Induction Meeting with the LSCB Manager to discuss the functions and responsibilities of the LSCB and its members and the business priorities of the Board.

Training for LSCB members has been considered and a Training Needs Survey has been completed. The identified training needs of the members of the LSCB and its Executive will be addressed in 2010-11 and a training register for members will be maintained by the LSCB Training Officer.

### **1.5 Independent Chairing**

At its December 2009 meeting the LSCB agreed to appoint an Independent Chair. This went to advertisement in March 2010 and it is hoped that, subject to the evaluation process, an appointment will be made by June 2010. Until this time the LSCB will continue to be chaired by the Director of Children & Young People's Services.

The LSCB also advertised for an Independent Chair of its Standing Serious Case Review Panel in the autumn of 2009 but failed to appoint.

### **1.6 Relationship with the Children's Trust**

The LSCB & Children's Trust (CT) Board have had separate chairing arrangements since their inception. The strengthening of the relationship in particular the role of the LSCB to provide challenge is taken very seriously and work is ongoing. The Chair of the LSCB sits on the CT Board and the links between the LSCB and the CT Executive Board have been strengthened with the LSCB Manager sitting on the CTEB.

The Annual Report and Business Plan of the LSCB have been presented annually to the CT Board and it is also presented to the relevant LB Bexley Overview & Scrutiny Committee.

The Children & Young People's Plan published last year was written in conjunction with the LSCB Annual Report and 3 year Business Plan.

The relationship and duty to co-operate does require a more formal approach particularly in relation to the LSCB's responsibility to challenge partner agencies through the CT Board (as set down in Working Together 2010) and further work will be planned to ensure the work of the LSCB on the quality and effectiveness of safeguarding arrangements is used to bring any areas for development to the attention of the CT Board.

The LSCB and the CT worked together this year in developing a Safeguarding Needs Matrix and Children in Need Guide. The

progress in embedding safeguarding into early intervention work will be considered in the Quality & Effectiveness section.

### **1.7 Pooled Budget**

The LSCB operates a legally constituted Pooled Budget with contributions from the Council, Health, Community Safety Partnership, Metropolitan Police Authority, Probation and CAF/CASS.

The contributions to the budget are reviewed annually and until this year an inflation increase has been sufficient to ensure the ongoing development of the work of the LSCB. However the cost of undertaking 2 Serious Case Reviews in a year and the ongoing requirements for increased independence has required a 33% increase in the budget. Additional contributions have been made by the Council and the Bexley Care Trust for this year to ensure that there is not a deficit.

Increased contributions have been agreed by the Council, Health and Probation for the coming year. Other contributions are set pan London for all LSCBs and can not be changed locally.

This is an area of concern across London that is being explored by the London Chairs' Group, Bexley has contributed to the survey of London Boards.

The charging for training, safeguarding support and training for schools and the annual conference have been explored and agreement has been reached that there will be a charge for the Conference.

The budget summary for 2009-10 is attached in appendix 1.

## **Section 2 - Quality and Effectiveness of Safeguarding Work in Bexley**

This work is managed through the Quality & Effectiveness (Q&E) Group with the LSCB Manager overseeing the processes involved.

### **2.1 Child Protection Performance Management and Data**

Appendix 2 includes child protection performance management information and data as well as analysis.

### **2.2 Priorities Identified in the Business Plan 2009-12**

#### **2.2.1 Section 11 Audit**

An audit of Section 11 Responsibilities was completed in October 2009. Section 11 Children Act 2004 places a duty on key individuals and organisations to ensure that children and young people are safeguarded and their welfare promoted in the undertaking of their functions. For schools and colleges this responsibility comes under section 175 Education Act 2002.

This was the first full scale section 11 audit undertaken by the LSCB and whilst it showed overall a high level of compliance with the statutory requirements there were some key issues that will be taken forward. This included:

- Some gaps in those audited - a follow up audit is taking place in February/March 2010 to ensure that any service that did not receive an audit request has now completed the audit. This includes those schools that did not return audit reports in the first tranche.
- The implementation of Equality Impact Assessments on processes and procedures.
- The inclusion of safeguarding children uniformly across partner agencies in their induction programmes particularly those for whom working with children was not a primary responsibility.

- Awareness of managing allegations processes for those working or volunteering with children and the difference with providing feedback or a complaints procedure.
- Awareness of private fostering requirements.

An Action Plan has been developed to address these points, it will be monitored through the Quality & Effectiveness Group. The LSCB plans to undertake such an audit biennially.

#### **2.2.2 Recommending and monitoring key outcomes and indicators on the strategic priorities under responsive and targeted safeguarding.**

The LSCB has adopted the National Indicators, where possible, for the priorities under targeted safeguarding. The challenge is to develop effective multi-agency data and performance management information for those areas that are not currently formally monitored. Bexley LSCB is not alone in finding difficulties in this area and the work of the Q&E Group will identify additional multi-agency measures related to the priorities as required.

The progress in the priority areas is considered in section 6.

The Q&E Group will continue to monitor the progress of the Business Plan 2009-12 and to recommend audits as necessary.

#### **2.2.3 Undertaking Practice Audits in relation to Responsive Safeguarding Priorities**

The LSCB Business Plan is a 3 year plan with audits to be undertaken as the plan develops. To date the following work has been undertaken:

1. **Planned Audit of Children under 2 years Presenting in A&E with Injuries.** This audit was planned for January - February 2010 however had to be delayed due to the need to get approval for the South London Healthcare NHS Trust to share patient information. This has now been received and the audit is planned to be completed by the end of June 2010.

This audit will use the audit tools developed by GOL as part of its role to support improvement.

**2. Audit of Police Merlins received by LB Bexley.** The purpose of this commissioned, independent audit was to consider a sample of Merlins received over a 3 month period on children under 11 years that did not meet the criteria for Children Social Care intervention. The audit looked at whether a Common Assessment should have been considered or if unmet safeguarding issues were identified. The audit identified the following issues and made 7 recommendations to the LSCB and Children Trust. The outcome of this audit is the basis of one of the areas to be identified to the Children Trust in relation to the use of CAF.

Key findings:

- Children Social Care is using its resources to process Merlins that do not meet their criteria for an Initial Assessment
- There are insufficient multi-agency pathways for these children to be assessed, signposted or offered lower levels of service to meet the needs of the child and that may reduce the risk of further deterioration and the need for higher level services in the future
- The IS/CAF process for Merlins provides an administrative process for monitoring Merlins but does little to contribute to improved outcomes for children
- Important information is not shared particularly for school age children
- The IS/CAF Team is under resourced in terms of its role and capacity

#### **2.2.4 Implementation of the Safeguarding Children Action Plan**

This multi-agency action plan was developed as part of the response to the findings in the case of Baby Peter in Haringey. It was formally reviewed in November 2009 and all actions were complete or appropriately in progress.

#### **2.2.5 Follow up of Actions Resulting from the LSCB Improvement and Challenge Tool**

In November 2008 the LSCB audited its governance using the DCSF LSCB

Improvement & Challenge Tool and actions were identified. This work resulted in the launch of the LSCB Governance Handbook, member's inductions and the Training Needs Survey. The Handbook will be revised in line with Working Together 2010. The governance arrangements for the LSCB have been significantly strengthened over the past year as a result of this work.

### **2.3 Single Agency Safeguarding Quality & Effectiveness Work**

#### **2.3.1 Health**

2009/10 has been a year of change and significant safeguarding activity for health agencies in Bexley. In April 2009 Queen Mary's Sidcup NHS Trust (QMS), Queen Elizabeth Hospital NHS Trust (QEH) and Bromley Hospitals NHS Trust (BHT) merged to become South London Healthcare NHS Trust – creating a single hospital on several sites.

On 1 April 2009, the process of separating community health services from the commissioning responsibilities of the PCT began, enabling the PCT to focus on commissioning, leaving external organisations to deliver community services. Bexley Community Provider Unit (BCPU) became an Autonomous Provider Organisation (APO). This is a significant step towards complete separation from Bexley Care Trust by the end of March 2010.

Throughout this period of reorganisation arrangements for safeguarding children have remained a priority.

The Care Quality Commission, carried out a national review of safeguarding arrangements in all PCT's and NHS trusts at the direct request of the Secretary of State for Health, following the death of Baby Peter. The terms for the review specifically looked at "NHS Trust Board assurance around child protection systems, including governance arrangements; around training and staffing; and around arrangements for health organisations to work in partnership with others to safeguard children."

The exercise enabled local NHS organisations to reflect on their own arrangements and compare them with similar organisations to ensure necessary improvements are made.

All NHS Trust Boards were required to publish a full and detailed declaration on their websites by 31.12.09 stating their compliance with safeguarding children arrangements. If a Board had not yet received formal assurance of compliance this is noted in the declarations and an action plan has been appended. Action plans were appended to the declarations made by SLHC NHS Trust and Oxleas Foundation NHS Trust relating to training provision. Bexley Care Trust appended an action plan regarding receiving assurance on behalf of all commissioned services.

A joint procedure has been devised with SLHC Trust and Bexley Safeguarding Children Service to enable the sharing of information regarding children who are subject to protection plans. Staff working in the paediatric A&E departments at all SLHCT sites now have access to Bexley's Child Protection Plans list and are now aware whenever a child or young person presents and are subject to a plan. This has helped to facilitate effective communication with partner agencies.

Oxleas NHS Foundation Trust is continuing to make progress in embedding safeguarding children across every directorate. The trust is currently in the second year of implementation of its Safeguarding Children Strategy and this work will continue. Oxleas has launched a resource for parents and other adults, to help them support children affected by adult mental illness and a companion resource for children and young people who have parents or family members who have mental illness. The trust has implemented a rapid response report (RRR) from the National Patient Safety Agency, regarding protecting children whose parents have mental health problems.

### **2.3.2 Schools**

In addition to participating in the Section 11/175 Audit the Safeguarding Children (Education)

Co-ordinator has continued to support schools in quality assuring safeguarding and child protection processes. During this year all schools and colleges were given the opportunity to have their Child Protection Policy and Procedures quality assured and over 50 (out of 84) schools took up this offer. Each policy/procedure was audited and recommendations for improvement made as well as providing a standard policy/procedure that all schools could adopt. At least one school that adopted the standard policy has been commended for its content by Ofsted.

The action plan resulting from the Section 175 audit will be monitored during the next 2 terms. For the full report on safeguarding in schools please see section 5.

### **2.3.3 Children's Social Care**

The performance of Children Social Care is monitored through the information from the National Indicators and this information is available to the LSCB.

Children Social Care has undertaken follow up process audits following the recommendations of the Serious Case Reviews and the response to the Baby Peter Case. This involved auditing all cases subject to a Child Protection Plan a review of sec 47 enquiries early in the past year.

An audit of Initial Assessments was also undertaken in November 2009 focusing on issues identified in the Serious Case Reviews specifically ensuring the child is at the centre of the assessment, seen and spoken with and the response to children presenting with an injury. Overall the standard of the assessments was good although there were difficulties in respect of timescales. Any issues identified have been followed up within the Child Care Units.

The Annual Unannounced Inspection of contact, referral and assessment arrangements in Children Social Care took place in December 2009 by Ofsted. Although these inspections are not graded, overall the arrangements were found to be satisfactory with a number of strengths identified. There were some areas of

development and these are being taken forward by the Directorate. No priority areas were identified.

The Adoption Service has also been inspected in the last year and rated as good.

Children's Services across the borough will be subject to a 10 day Safeguarding Inspection, this is a 3 yearly inspection and is undertaken alongside an inspection into the arrangements for Looked After Children. The inspection in Bexley will take place at some point in the next 2 years.

A service user's survey of young people who have been subject to a Child Protection Plan has been undertaken by the LSCB Team during February/March 2009 and the outcome of this survey will be available to the LSCB in April 2010.

#### **2.4 Areas of Strengths and Areas for Improvement in Safeguarding**

The work of the LSCB in respect of quality and effectiveness has been very focused over the past year on improving safeguarding across the range of presenting needs. The focus provided by the 3 year Business Plan has allowed for a planned approach. However it must be acknowledged that this work can only continue with the commitment from partner agencies to provide staff and resources with which to undertake this work. The capacity of all partner agencies in the last year has been stretched by the demands from an increasing local level of need and the demands placed on them by central government and inspection regimes. This has led to some delay in implementing planned audits and realistic timescales do have to be in place. The LSCB does need to review its capacity to undertake this work and consider priorities over the coming year.

The results of the section 11 audit has shown that the need to further embed safeguarding across agencies and services particularly those that do not have a primary responsibility for children is still a crucial issue and one that requires both policy and training input. The

audit did include a self assessment audit of safeguarding and child protection policies and procedures and most agencies and services had these in place however the quality of these policies and procedures was not assessed. The LSCB may consider it appropriate to quality assure policies and procedures in the future to ensure that they are in line with the London Child Protection procedures and the revised Working Together in the next year. This is included in the Q&E Work Plan.

The audit of Police Merlins has confirmed views expressed by some partners about the need to further embed and develop the Common Assessment Framework and ensure that children and their families are able to access the appropriate levels of assessment, information sharing and services for those cases coming to the notice of the police. This could be key to the early identification of safeguarding issues. This is part of the wider issue of the low take up of the CAF as shown in the data in section 6 and appendix 2 of this report. This will be raised by the LSCB with the Children's Trust.

The LSCB must actively contribute to the preparation of the Safeguarding Inspection and the areas of development identified in the Annual Report will be included.

Evidencing of impact on the outcomes for children of the work of the LSCB is a challenge facing many Boards. The emphasis is on improved practice and effective intervention, this cannot always be measured in the short-term. The ways that this can be measured in addition to the use of National Indicators that tend to measure processes or activity include:

- Practice audits
- Assessing the impact on training on improved practice
- Increased use of CAF for early intervention on safeguarding issues
- Reduction in children with particular vulnerabilities requiring services

This will continue to be considered by the Q&E Group when considering measuring outcomes.

## **Section 3 Serious Case Reviews (SCR)**

### **3.1 Panel Arrangements**

The LSCB established a Standing Serious Case Review (SCR) Panel in January 2009. The Panel is made up of standing members of the LSCB at strategic level. Membership for individual SCRs may vary depending on the nature of the review and agencies involved. The Standing SCR Panel should be independently chaired however efforts to appoint to the role were unsuccessful so interim arrangements are in place. If a SCR is convened an Independent Chair will be appointed to undertake that review. The terms of reference for the Standing SCR Panel are set down in the LSCB's Procedures and these can be found on the website [www.bexley.lscb.org.uk](http://www.bexley.lscb.org.uk)

### **3.2 SCR's Undertaken during the Year**

Two SCRs that had been commenced in the previous year were completed in 2009-10. Both SCRs were submitted for evaluation by Ofsted and were evaluated as Good with elements of Outstanding.

The Executive Summaries of these SCRs have not yet been published due to the ongoing criminal proceedings in both cases. However the learning from both reviews has been taken forward through Inter-Agency Action Plans and the progress of these Action Plans is monitored by the Standing SCR Panel and reported to the LSCB.

The key learning points included:

- Compliance with guidance and procedures in respect of referral of a child under 3 years with a serious injury to Children's Social Care and Police
- Compliance with guidance & procedures for the assessment of a child under 2 years with a serious injury
- Ensuring that the child is kept at the centre of any intervention
- Consideration of a child as part of a wider family system and the need to involve all

relevant family members and partner agencies in interventions

- Information sharing and awareness of the importance of parental vulnerability

A Media & Communications Sub-group has been established to plan and co-ordinate the multi-agency and LSCB response to any press interest associated with the trials of those charged with criminal offences in relation to both SCRs.

A third case was considered for a SCR, although it did not meet the criteria for an SCR, there were sufficient concerns to warrant a lower level independent review by the SCR Panel of those concerns. This review will be completed by April 2010.

### **3.3 Learning from National Reviews**

Learning from the Biennial Review of Serious Case Reviews nationally has also been noted as well as points highlighted from the Ofsted Reports 'Learning Lessons'. It is the role of the Standing SCR Panel to consider this learning and ensure that it impacts on the development of safeguarding practice locally as necessary. This learning is taken into consideration when considering quality and effectiveness issues locally and in the development of any multi-agency protocols.

### **3.4 Training**

A series of workshops addressing the learning from the local SCRs and the national reviews were delivered during the summer of 2009. The Annual LSCB Conference focused on Safeguarding the Young & Vulnerable as its theme drawing on learning from the SCRs. The training programme for 2010-11 includes workshops on national learning from SCRs and the training course on the Child Death Process has been extended to include the SCR process highlighting the parallel processes and different levels of responsibility.

## Section 4 Child Death Overview Panel (CDOP)

### 4.1 Panel Arrangements

The CDOP has met on 4 occasions during the year. Interim charring arrangements have been in place throughout the year because of the ongoing vacancy in Public Health. This matter has been raised at the LSCB and the Bexley Care Trust has given assurances that it is working to address the lack of public health support. Also there has been an interim arrangement in place for the Designated Doctor for Child Deaths. This has now been resolved with a Consultant Paediatrician at South London Healthcare Trust taking on this role from the end of 2009.

Training from Warwick University has been arranged for the CDOP with a session for Panel members within the borough and the Designated Doctor attending the 3 day training at the University.

### 4.2 Child Death Data

Number of Deaths - April '09-Feb '10		19
Deaths Deemed to be Unexpected		9
Deaths Deemed to be Expected		10
Gender		F 11
		M 8
Age	Ethnicity	
Birth - 2 Years	White/British	3
	Black/African	5
	Mixed (other)	1
	Not stated	5
2-5 years	Not stated	2
5-10 years	White/British	1
10-18 years	White/British	1
	Not stated	1

The poor recording of ethnicity will be addressed by CDOP in the coming year. The assessment of preventability has been delayed in a number of cases so it is not possible to provide a breakdown for this report.

### 4.3 Learning in Relation to Prevention of Future Child Deaths

The number of child deaths in the borough is low so learning from trends is difficult however there have been some individual cases that have highlighted specific areas from which learning could be drawn. Two information campaigns have been identified as appropriate. These are:

- Don't Shake Babies - information campaign run with Morrison's' Supermarket for 2 months.
- Dangers of Carbon Monoxide - campaign to be planned with local early intervention services on the dangers of carbon monoxide poisoning with support from the Trading Standards Department.

If there are safeguarding practice issues identified this information is shared with the Training Group to ensure any learning is embedded in the LSCB Training Courses.

## **Section 5 Standing Work of the LSCB in Relation to its Functions**

### **5.1 Thresholds, Policies and Procedures**

The LSCB has worked with the Children's Trust to produce the Safeguarding Continuum of Need Matrix and Child in Need Guide - an Integrated Approach. This demonstrates the increased levels of co-operation between the LSCB and the CT Board.

Children Social Care have commissioned Tri-X to review and update all their policies and procedures to ensure that they are in line with all updated responsibilities and learning.

The LSCB has continued to develop multi-agency protocols to manage specific areas of work. The work this year has included:

- Revised Inter-Agency Protocol for Working with Parents with Mental Health Difficulties
- Revised Inter-agency Protocol for Managing Allegations against Adults Working with Children
- Strategy for Combating Bullying & Related Discriminatory Behaviours in School & Non-school Settings
- Inter-agency Protocol for Children who go Missing from Home or Care
- Joint Services Protocol to Meet the Needs of Sexually Active Young People under 18 Years

The following protocols are currently being drafted or planned:

- Inter-agency Protocol for Working with Parents with Learning Difficulties (planned)
- Inter-agency Protocol for Working with Parents who Misuse Alcohol or Substances (planned)
- Inter-agency Protocol for Working with Children Living with Domestic Violence (in draft)
- Inter-agency Protocol in Respect of E-Safety (under development)

The section 11/175 audit did include a self assessment audit of safeguarding and child protection policies and procedures and most

agencies and services had these in place however the quality of these policies and procedures was not assessed. The LSCB may consider it appropriate to quality assure policies and procedures in the future to ensure that they are in line with the London Child Protection Procedures and the revised Working Together in the next year.

### **5.2 Safer Recruitment and Managing Allegations**

The preparation for delivering training in respect of the Independent Safeguarding Authority is in place and will be delivered in conjunction with the Safeguarding Adults Board. The delivery of these workshops will be timed to co-incide with the roll out of the ISA when confirmed.

The independent review of the managing allegations process undertaken at the end of the last reporting year made a number of recommendations in respect of that process and an Action Plan was produced to implement those recommendations. There has been some slippage in implementing these recommendations however work is progressing and the revision of the Inter-agency Protocol has been completed and it is now out for consultation.

#### **5.2.1 Managing Allegations Data**

The data below shows a marked increase of 91% in the number of referrals received since last year, this does show the increased awareness locally and an increased confidence in making such referrals. 17% of the referrals were not considered to be allegations after consideration by the LADO.

<b>Total</b>	Number of referrals/consultations	<b>42</b>
<b>Source of Referral</b>	Early Years	10
	Schools	10
	Health	3
	Social Care	0
	Sport Settings	2
	Residential Units	4
	Foster Carers	9
	Transport	3
	Other	1
<b>Outcome</b>	Not accepted as Allegation Referral	7
	Unfounded	9
	Unsubstantiated	5
	Malicious	1
	Sec 47 Enquiry	7
	Police/prosecution	1
	HR Action/Training	6
	Suspended during enquiries	9
	Referred to Ofsted/Fostering Panel etc	11
	Referred to DCSF/POCA	0
<b>Timescale in which Enquiries Completed</b>	1-4 weeks	27
	4-8 weeks	1
	8-12 weeks	1
	3-6 months	2
	Incomplete	11

### 5.3 Safeguarding in Education

Since June 2009 safeguarding children and the promotion of their welfare has been a limiting factor in the Ofsted inspections of schools. This has resulted in an increased take up of services from the Safeguarding Children (Education) Co-ordinator by schools.

#### 5.3.1 Safeguarding Training for Schools

All schools have now been offered whole school safeguarding training in the last 3 years. 73 schools have received training through the Safeguarding Co-ordinator with 6 schools delivering their own training in-house. Another 4 schools now have dates booked for their training.

The Co-ordinator has offered to quality assure the training that is being delivered in-house and 3 schools have taken this up.

Training has also been provided for the Independent Schools in the Borough and the Further Education College staff have attended the Group C Training and their in-house training has been quality assured.

Additional Safeguarding Group C Training has been provided to ensure that all Designated Teachers have been able to access the training they require.

Overall 3,173 teachers and school staff have accessed safeguarding training during the past year.

A dataset of the training provided to schools has been developed and this is available to the Schools Improvement Managers as required.

#### 5.3.2 Section 175 Audit

This audit was requested from all schools and 32 schools responded. A follow up audit will be sent to the remaining schools asking them to complete the audit by the end of this term.

The main issues highlighted by schools included (NB issues did not apply to all schools):

- Records of training undertaken by schools not in place
- Formal policies in respect of safer recruitment and retention of records not in place
- Lack of understanding of the managing allegations process
- Lack of formal policies in respect of information sharing
- Lack of understanding of Private Fostering
- Advice requested on methods of recording of child protection concerns

An Action Plan to address issues with individual schools has been developed and will be implemented by the Co-ordinator. Topics will also be included in the Designated Teachers Forum as appropriate.

### **5.3.3 Safeguarding Information on the School Portal**

A safeguarding page has been developed on the schools' portal so that it is accessible to all schools. The information included is:

- Training Information
- Information on the Designated Teacher's Forum and Safeguarding Workshops
- Sample standard child protection policy and procedures for schools
- Problem Solving Protocol for Schools and Children Social Care

### **5.3.4 Designated Teacher's (DT) Forum and Safeguarding Workshop**

The DT Forum is held termly and is open to all designated teachers, on average 25 -30 teachers attend these sessions. The meetings are facilitated by the Co-ordinator and the agenda set in conjunction with Designated Teachers. The half-termly safeguarding workshops focus on specific safeguarding issues that have been identified for schools.

### **5.3.5 Areas for Further Development**

**Common Assessment Framework:** This is part of the continuum of need approach to safeguarding and is an area for development in schools. The most significant concern raised by schools who are completing common assessments is the engagement of other agencies in the process when a CAF is convened. The Co-ordinator will work with schools and the CAF team to address these issues in the coming year.

**Safeguarding Children from BME Background:** This has been identified as an area for development for the coming year and the Co-ordinator will work with schools on this. This is in addition to the training that has been put in place.

### **5.4 Private Fostering**

Private fostering is when a child under the age of 16 years (under 18years if disabled) is cared for by someone who is not their parent or a close relative. It is a private arrangement made

between a parent and the carer for 28 days or more. It does not include children looked after by the local authority.

It is the responsibility of the person caring for the child to notify Children Social Care so that the child's needs can be assessed. If such arrangements come to the notice of a professional it is the responsibility of that professional to ensure the carer is aware that they need to make the notification and to follow this up with a notification themselves if necessary

The numbers notified to Children Social Care remain very low as it does nationally. The figure in Bexley has been around 5 referrals a year throughout the time the LSCB has been receiving reports.

Work is ongoing to raise the profile of private fostering and this has included:

- Targeting education, schools and health as the best agencies to identify children who may be privately fostered, including briefings and circulating guides
- Training including Children Centres, Designated Teachers and social work staff
- Page on the Council's public website on private fostering
- Highlighted Private Fostering week (22-28 Feb 2010)
- Backed national 'Somebody Else's Child' campaign.

### **5.5 Youth Justice**

Youth Offending is represented through the Director of Children & Young People's Services and through the appropriate manager on the Executive.

It is acknowledged that the link between the LSCB and youth justice does need to be strengthened. The Youth Offending Team is working to ensure safeguarding practice is strong. Bespoke training has been provided through the LSCB in the last year and the members of the team do access the appropriate multi-agency training. Further review of the

arrangements will be completed early in the coming year.

Work is already underway through the monitoring of Police Merlins referred to YOT to ensure safeguarding as well as other issues can be addressed through a CAF if necessary. Another area of development is around the issues of gangs and crime prevention which includes the London Procedures in respect of gang activity.

### **5.6 Adult Services/ Mental Health/Drug & Alcohol**

The LSCB has representation of the Adult Services and Mental Health Services in its membership and this includes the Drug and Alcohol Services. However it is acknowledged that the relationship with the Drug & Alcohol Services also needs to be strengthened and this will be prioritised in the coming year with the development of the Inter-agency Protocol and review of membership.

The links between the LSCB and the Adults Safeguarding Board have been highlighted and again this is an area of further development.

The vulnerability of adults is constantly identified as a key factor in Serious Case Reviews nationally resulting in 'toxic caregiving'. Particular focus has been placed on Domestic Abuse (see section 6) but this is an area where there has to be ongoing attention to ensure that children are safeguarded and there is appropriate service development across all partner agencies.

### **5.7 Participation and Engagement of Children & Young People**

Due to conflicting pressures the Working Group folded in the summer of 2009 and this work has not progressed as well as was hoped. Young People have been consulted on individual pieces of safeguarding work and the Youth Council have participated in the development of the Combating Bullying and Discriminatory

Behaviour Strategy and have met with the E Safety Working group.

The work on developing this further has now been linked with similar work for Looked After Children and those with disabilities and the Head of Placements and Provision is leading on this with the Integrated Youth Service.

## **5.8 Training**

### **5.8.1 Training Achievements**

2009-10 has been a busy year for the LSCB Trainers with a 72% increase in the number of delegates accessing training in the past 3 years including a 31% increase in the last year. Over 1,000 delegates accessed multi-agency training in the 11 months of this year to February 2010.

In response to the demand for Group C Training from schools 2 additional courses were provided in November and December as well as 2 additional Group A courses to enable the administration staff from Children Social Care to attend.

The Training Group works with the Training Officer to co-ordinate and ensure consistency across all the multi-agency training provided and the LSCB does rely very heavily on its partner agencies in providing staff time to allow the level of training we are able to deliver. With staff turnover we are losing some of our most experienced LSCB Trainers however we have been able to commission a 'Train the Trainer' course jointly with Greenwich LSCB and we will have 5 new trainers as a result.

Key achievements for the year include:

- E-learning package which is an introduction to safeguarding that can be used for all staff inductions and is part of a suite of training including CAF, ContactPoint and Information Sharing
- Saturday training to enable voluntary sector and childminders to attend
- 16 specialist courses in addition to the Core Safeguarding training delivered at 4 levels. Specialist courses usually run twice a year.

They are delivered by a mixture of freelance and LSCB Trainers

- New courses included
  - Risk Management
  - Supervision Skills in Safeguarding
  - Safeguarding for Senior Managers
  - Working with Black & Minority Ethnic Families
- 7 workshops introducing the London procedure on Safeguarding Children Abused through Domestic Violence and the Barnado's Risk assessment Matrix
- 3 workshops on learning from the Serious Case Reviews held locally.

In addition to this multi-agency training all partner agencies are committed to ensuring their staff are fully trained through the delivery of single agency training and professionally specific training.

### **5.8.2 Training Business Plan**

The Training Business Plan is attached in Appendix 3. The key elements of the training plan include:

- Ensuring that the training is delivered within the budget. This has meant the frequency of

some courses have been reduced to enable new courses to be brought in.

- Group C Training will be reduced to a 1 day course. This was in response to the feedback from participants
- A Refresher Group C Course will be offered for those who need to update and have completed the initial Group C 2 years previously
- The E-learning will replace the half-day Introductory Course
- Evening and weekend training will continue to be provided

The last full Training Needs Analysis was completed in 2005 and work is underway to update this with a questionnaire being circulated to all partners and voluntary organisations. A survey of faith groups has already been undertaken but with poor response.

It is planned to follow up all those who have attended LSCB Training 6 months later to evaluate the impact that the training has had on their practice.

## Section 6 Progress On Strategic Priorities

### 6.1 Responsive Safeguarding

Responsive safeguarding concerns those children who are at risk of significant harm and those who have suffered harm, therefore this section focuses on the child protection aspects of safeguarding. The analysis in section 2.1 shows an increase in referrals and those

children subject to a child protection plan, this has been mirrored across the country. In the 2009-12 Business Plan we set down a number of intentions and how we would measure an improvement in outcomes for children as a result of seeing those intentions through, this is a 3 year Plan and this report is analysing progress after one year. The full 3 year plan can be found on the LSCB website [www.bexleylscb.org.uk](http://www.bexleylscb.org.uk) under publications.

#### 6.1.1 Progress in Achieving Our Intentions

Intentions	Planned Actions	Progress to date
1. Safeguarding as a priority for all working with children and adults who may be parents/carers enhanced by good access to LSCB Multi-agency Training	Increase the availability and take up of training.	31% increase in take up of training Introduction of E learning package Re-design of some courses ready for 2010-11 Training Needs Assessment & Training Impact Survey initiated Prioritisation of whole school & Designated Teacher's Training
2. Provision of clear information on Thresholds	Development of Continuum of Need Approach	Child in Need Guide & Safeguarding Continuum of Need Matrix developed with the Children Trust. Published October 2009.
3. Development of a clear set of standards for CAFs ensuring a holistic child focused approach is taken to the assessment of risk and need. Increasing the number of CAFs completed.	Work locally was pre-empted by: <ul style="list-style-type: none"> <li>• Pan London CAF Protocol</li> <li>• DCSF guidance for Managers (July '09)</li> <li>• National Framework for CAF Quality Assurance (Feb '10)</li> </ul>	CAF/IS Team have alerted Managers across agencies to this guidance but no formal adoption of this guidance has taken place. It is included in CAF training. Suite of Information Sharing, CAF & Introduction to Safeguarding training in place as an E Learning package Number of CAFs remains very low (see appendix 2)
4. Continue work to improve joint assessment between adult services and those for children	Training Protocols	LSCB Training Programme Inter-agency protocol for Working with Children whose Parents have Mental Health Problems Other protocols planned as in section 5 Joint working Group developed by Children Social Care & Mental Health Team LSCB linked with Domestic Violence Forum and MARAC Safeguarding Children & Domestic Abuse Working Group re-established
5. Embedding the use of risk assessment tools such as the Domestic Abuse Matrix	Workshops & training	Series of multi-agency workshops Specific sessions for Child Care Units Risk Assessment Training in LSCB Training Programme

<b>Intentions</b>	<b>Planned Actions</b>	<b>Progress to date</b>
		See also point 4 above
6. Ensuring quality of social work assessment & multi-agency interventions remains at a high standard	Training Audits	LSCB Training Programme CSC Audits as in section 2.3
7. Checklist for health professionals for assessment of young children particularly those with injuries	Bexley Care Trust to develop checklist	Checklist in place in the Care Trust & at Queen Mary's Sidcup. Used in A&E.
8. Improved use of chronologies across agencies to record history of concerns	Agreed standard format to be explored and rolled out	Quality & Effectiveness Group has started this work but is at an early stage
9. Undertaking appropriate auditing of safeguarding practice at different levels of need	Quality & Effectiveness Group to lead on this work	See below
10. Undertake a section 11 Children Act 2004 audit in respect of safeguarding and promoting the welfare of children	Quality & Effectiveness Group to lead on this work	Completed see section 2

### 6.1.2 Progress in Measuring Outcomes

<b>Measure to be Audited</b>	<b>Progress in undertaking Audits</b>
1. Number of Common Assessments (CAFs) to be increased that meet a standard ensuring that they are child focused & address the holistic needs of the child	Numbers of CAFs completed monitored. Remains very low. CAF team have audited quality of CAFs Audit of Police Merlins (section 2)
2. CAFs & Social Care Initial Assessments demonstrate that parental vulnerabilities have been fully explored & where joint assessments with adult services have been undertaken	No multi-agency audits completed as yet
3. Repeat incidents of physical injuries that are suspicious or unclear in children under 3 yrs are identified & managed appropriately	Audit of children under 2yrs who Present at A&E with an injury to be completed by May 2010 Outcome of this audit will influence any follow up audit

### 6.2 Targeted Safeguarding

Targeted safeguarding includes groups of children who have additional needs that may make them more at risk of harm and for whom targeted policies and services are required to keep them safe and reduce the risk of their problems escalating.

Working Groups were established to lead of this work an the progress is set out in the table below. The setting of performance measures for this work is a challenge and the LSCB has been working with the Council's Partnerships and Performance Manager to develop this and progress on this has been reported at the LSCB.

<b>Priority Areas</b>	<b>Progress</b>
<b>1. Children who Go Missing from Home or Care</b> <ul style="list-style-type: none"> <li>• Development of a inter-agency protocol</li>   <li>• Monitoring of notifications of children who go missing &amp; reported to LSCB</li> </ul>	LSCB Working Group established Interim Inter-agency Protocol published July 2009, will be updated once the local needs analysis has been conducted over a 6 month period.  Reports in place on the CAF monitoring of Police Merlins so that these can be monitored.

Priority Areas	Progress
	<p>First Needs Analysis covering 3 month period presented to Executive of LSCB in January 2010.</p> <p>Service for those who go missing from home through the Youth Engagement Service has been established.</p>
<p><b>2. E-safety &amp; Safeguarding in the Digital World</b></p> <ul style="list-style-type: none"> <li>• Framework for safeguarding all children in relation to cyber-bullying</li>   <li>• Development of multi-agency strategy with agreed workstreams</li>   <li>• Involvement of young people in the development of the strategy</li>   <li>• Awareness campaign for parents</li> </ul>	<p>LSCB Working Group established Included in the Strategy for Combating Bullying and Discriminatory Behaviour. Anti-bullying team now lead on this work</p> <p>Progress has been limited due to conflicting work pressures for those involved. Work plan to be reviewed.</p> <p>Session held with members of Youth Council during the Summer to explore issues from their perspective.</p> <p>Work yet to start</p>
<p><b>3. Safeguarding Young People who Self-harm &amp; those who Abuse Alcohol</b></p> <ul style="list-style-type: none"> <li>• Development of care pathways for early intervention as well higher level services through CAF</li> <li>• Developing links with schools, health and youth services to raise awareness of issues</li> </ul>	<p>LSCB Working Group established however after initial meetings it was agreed that these issues would be best met through the work of the CAMHS Joint Commissioning Board &amp; the Youth Substance Misuse Board. These Boards will be asked to provide reports on safeguarding issues to the LSCB in 2010.</p>
<p><b>4. Safeguarding Needs of Disabled Children</b></p>	<p>Included in the LSCB Annual Safeguarding Conference on Safeguarding the Young &amp; Vulnerable</p>
<p><b>5. Needs of Children from Minority Communities</b></p>	<p>C&amp;YPS Conference 'Working with Black African Families' held in April 2009 Training now included in LSCB Training Programme Work to engage with Faith Groups is lead by the LSCB Training Officer</p>
<p><b>6. Combating Discrimination, Racism and Bullying</b></p>	<p>Strategy for Combating Bullying &amp; Discriminatory Behaviour Published in 2009 with a formal launch in November 2009. This work is lead by the Anti-bullying Team – monitoring shows a reduction in reported bullying from 27.2% to 24.1% (TellUs4) one of the best figures nationwide. Parental advice/support contacts up from 31 to 176 Pupil contacts – 3044 Increased requests for services and support from schools Website developed</p>

## **Section 7 Conclusions and Recommendations**

### **7.1 Conclusions**

Overall this year has been a very productive year for the LSCB. There have been improvements in the governance of the LSCB, its Executive and standing groups that has resulted in clearer and improved accountability and independence. The work on independence will continue into the coming year.

The progress against the Business Plan has been steady and the activity has resulted in work on thresholds, joint protocols and learning from serious case reviews. The next phase of the Business Plan does require us to focus more clearly on demonstrating improved outcomes. This is a challenge that has to be addressed more effectively in the coming year.

The changes to chapter 3 of Working Together require the LSCB and Children's Trust to develop closer working relationships and to provide challenges to the Trust arrangements in respect of safeguarding. The closer working relationship arrangements are developing and this is reflected in the LSCB Governance Handbook. Although the LSCB Annual Report has always been presented to the Children's Trust and the LB Bexley Overview and Scrutiny Committee the report has not included specific issues and challenges that should be brought to the attention of the Children's Trust. This report does include this for the first time.

### **7.2 Issues and Challenges**

The work to safeguard children in Bexley is effective and there are repeated examples of good practice and outcomes for children. However we do need to continually re-appraise the work and consider where there are areas of development and improvement.

### **7.2.1 Changes to Business Plan**

The priorities in the Business Plan continue to be the appropriate priorities to take forward. The work in the past year does mean that the activity by the LSCB officers can be reduced in some areas allowing for the inclusion of additional areas of development. The new areas of development that will require particular focus this year include:

- Ongoing work to develop multi-agency performance indicators that reflect improved outcomes for children. The work for this can be developed jointly with the Children's Trust so that duplication for partners is reduced and the monitoring is effective and transferable across the Boards. The impact on the capacity of partner agencies has to be considered however the ways that this can be measured in addition to the use of National Indicators include:
  - Practice audits
  - Assessing the impact on training on improved practice
  - Increased use of CAF for early intervention on safeguarding issues
  - Reduction in children with particular vulnerabilities requiring services
- Development of safeguarding practice with Adult Drug and Alcohol Services in line with the requirements in Working Together
- Strengthening links with Youth Justice in respect of safeguarding
- Strengthening links with Looked After Children to ensure that the LSCB is more effectively aware of safeguarding work in this area.

### **7.2.2 Changes to Governance Arrangements**

The Governance Handbook will be updated in line with Working Together once published. Priorities will include:

- Achieving the independent chairing of the LSCB
- Appointment of lay members to the LSCB.

### **7.2.3 Issues to be Taken to Children's Trust**

#### **• Common Assessment**

Whilst the child protection practice is progressing the early identification of safeguarding issues for children and those who fall short of the criteria for Children Social Care and the embedding of the Common Assessment is an area for further development to ensure an effective 'step up/step down' continuum of need model. This has been highlighted in the audit of the Police Merlins as well as the monitoring of CAFs that still show a very low level of completion. There is a potential issue in respect of the early identification of safeguarding needs and the access to services to reduce the risk of deterioration in the future. Embedding CAF does require a commitment a strategic level and resourcing at the operational level as well as well trained workforce who have the confidence to use CAF effectively. This has to link with Children's Workforce Development and the progression towards integrated working and the development of shared language, process, skills and practice.

#### **• Performance Management**

As outlined above the development of multi-agency performance indicators is essential and the work should be undertaken jointly with the Children's Trust.

#### **• Information Sharing**

This is repeatedly shown to be an issue in serious case reviews both nationally and locally and was identified as a concern in the section 11 audit undertaken this year (section 2). The existing joint protocol should be reviewed and updated and the Children's Trust continue its work to embed good practice.

## Appendix 1 - Financial Statement April 2009 - February 2010

### LOCAL SAFEGUARDING CHILDREN BOARD

POOLED FUND STATEMENT - 2009/10

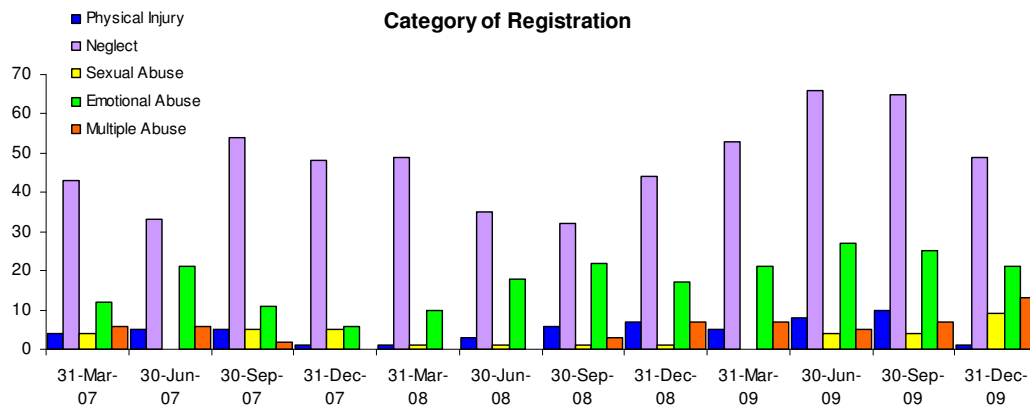
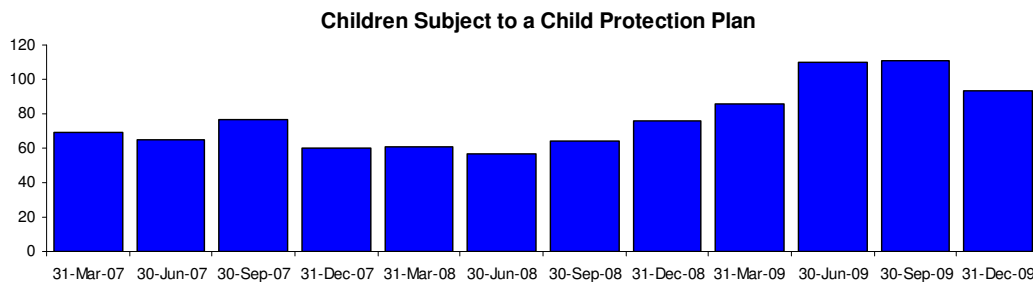
	BUDGET £	ACTUAL TO FEBRUARY 2010 £	PROJECTED OUTTURN £
<b><u>INCOME</u></b>			
Contributions from Partners:			
Children's and Young People's Services	-70,000	-85,000	-85,000
Community Safety	-10,000	-10,600	-10,600
Bexley Care Trust	-31,000	-41,000	-41,000
Metropolitan Police	-5,000	-5,000	-5,000
Probation	-1,000	-1,000	-1,000
CAFCASS	0	-550	-550
Other income		-5,000	-5,000
<b>TOTAL INCOME</b>	<b>-117,000</b>	<b>-148,150</b>	<b>-148,150</b>
<b><u>EXPENDITURE</u></b>			
Staff Costs	87,000	88,957	94,000
Training	17,000	12,160	17,000
Events and Publicity			
Conference	5,000	5,412	8,000
Other Events		581	0
Publications	5,000	6,268	6,000
Publicity	1,000	2,524	2,500
Serious Case Review	12,500	25,027	29,000
Commissioning	5,000	3,615	5,000
Independent Chair of LSCB	9,600		1,000
<b>TOTAL EXPENDITURE</b>	<b>142,100</b>	<b>144,544</b>	<b>162,500</b>
<b>BUDGETED/ PROJECTED DEFICIT FOR YEAR</b>	<b>25,100</b>	<b>-3,606</b>	<b>14,350</b>
ACCUMULATED SURPLUS B/FWD FROM 2008/09	-41,833	-41,833	-41,833
<b><u>NON-RECURRING EXPENDITURE FROM THE SURPLUS</u></b>			
To be determined			
<b>PROJECTED SURPLUS / DEFICIT AS AT MARCH 2010</b>	<b>-16,733</b>	<b>-45,439</b>	<b>-27,483</b>

## Appendix 2 – Performance Management & Data

The purpose of this section is to give an overview of performance in terms of child protection and some aspects of the wider safeguarding agenda covered by National Indicators. This is a snapshot of the data

available through the LB Bexley Partnerships and Performance Team. The LSCB has strong links with this team and the head of Partnerships and Performance chairs the LSCB Quality & Effectiveness Group.

### Child Protection Data



Since December 2008 there has been a steady increase in the number of children subject to a Child Protection Plan. This did follow a period of heightened awareness of safeguarding and child protection issues following the Baby Peter case and has been reflected nationally. This has now plateaued off. The categories of abuse have remained relatively stable. The higher levels of registration for neglect is in line with national figures.

Assessment in last year's report showed some disparities/anomalies between the LB Bexley figures and those of statistical neighbours. This has been considered and these anomalies are considered when reviewing and auditing practice. Some recording issues have been identified that have influenced the number of referrals received, this has been addressed and the numbers as shown below show a closing of the gap.

The National Indicators and the CPA do provide information on how well child protection work is managed within the borough and some comparison with our statistical neighbours.

2015SC - Number of referrals to children social care per 10,000 children under 18years:

Bexley:

2008 - 560                      2009 - 509

Statistical neighbours:

2008 - 490                      2009 - 530

This does show a closing of the gap between the data for Bexley and that of statistical neighbours with the greater increase being in the statistical neighbours. The issue of recording of contacts and referrals that has been resolved locally will account for the drop per 10,000 seen here.

NI68 - Referrals to children social care going on to Initial Assessments:

Bexley:

2008 - 26%                      2009 - 46%

Statistical neighbours:

2008 - 53.3%                      2009 - 55.9%

Again this shows a closing of the gap and the recording issues discussed above have influenced this figure as well. The issue of appropriateness of referrals and thresholds is an area that could be explored however the audit of merlins found only one case where an initial assessment could have been considered and the rest of the cases were appropriately assessed as not requiring an initial assessment.

NI 59 - Initial Assessments completed in 7 days  
2008 - 82%                      2009 - 76%

This is a drop in achieving timescales but Bexley remains in the top percentage for this indicator.

2023SC Children subject to a child protection plan per 10,000 children under 18 years:

Bexley:

2008 - 12                      2009 - 17

Statistical neighbours:

2008 - 27                      2009 - 29

NI 64 - Child Protection Plans lasting 2 years or more:

2008 - 5.1%                      2009 - 3.3%

This decrease is welcomed even if the numbers are very small, it does indicate ongoing assessment and effective & timely planning is in place.

NI 65 - Percentage of Children becoming subject of a Child Protection Plan for a second or subsequent time:

2008 - 1.3%                      2009 - 3.5%

Although this is an increase again the numbers are very small and in fact brings it more clearly in line with statistical neighbours.

The process for CAF and applications of thresholds is an ongoing piece of work for the LSCB and process for 'step up/step down' between CAF and Children Social Care has been addressed in the Safeguarding Continuum of Need Matrix. The data for CAF is in the next section.

## Common Assessment Framework Data

A common assessment should be completed on all children who have additional needs requiring services from more than one agency. The figures below show a low number of CAFs being completed and this figure is very much lower than statistical neighbours. This data is not included in the National Indicators so it is not possible to provide an average comparison with those neighbours.

	2008	2009
CAF 1 (pre-assessment checklist)	162	174
CAF 2 (common assessment)	64	89

The following table provides some breakdown of the presenting issues that are priorities for the LSCB. The remaining CAFs were completed in respect of other concerns. It should be noted that whilst the police merlins

are recorded on the CAF system they are not recorded as CAF 1's therefore are not included in this table, the figures for domestic abuse and missing children would be significantly higher for CAF1 if included.

Common assessment	Year	Family Problems/ Domestic Abuse	Missing Children	Parental Mental Health	Parental Learning Disability	Parental Drug & Alcohol Abuse
CAF1	2008	1	0	1	0	1
	2009	27	0	3	5	4
CAF 2	2008	26	0	5	0	0
	2009	13	0	3	9	4

### Appendix 3 - LSCB Training Business Plan 2010-11

	<b>Needs to be Addressed</b>	<b>Action</b>	<b>How Outcome to be measured</b>	<b>Timescales</b>	<b>Lead Person</b>
1.	Safeguarding Children training to be provided for statutory and voluntary sector in Bexley.	<ul style="list-style-type: none"> <li>• Group A -6 courses</li> <li>• Refresher Group A-New Half Day Course to be written-2 to be offered in evening and on Saturday. Consideration to putting on additional courses if there is increased demand.</li> <li>• Group B-7 x 2 day courses and a one day Saturday Group B to enable fuller participation</li> <li>• Group C-in response to evaluations and to meet agencies needs Group C to be rewritten as a one day course and delivered 5 times per year</li> <li>• New one day Group C refresher course to be written and delivered 5 times per year</li> <li>• 19 Specialist Courses-twice or three times yearly</li> <li>• Course on Child Death processes to be expanded to include half day on process of Serious Case Reviews</li> <li>• Some evening/weekend courses to be held to enable fuller participation</li> <li>• Course material to be checked and updated as necessary-erg reflecting changes in "Working Together"</li> <li>• New handouts to be provided-Barnardos Risk Assessment Matrix re. Domestic Abuse &amp; Continuum of Need Information</li> </ul>	<ul style="list-style-type: none"> <li>• Evaluations to be monitored by Training Officer</li> <li>• Six month follow up of participants re. how learning has impacted on participants work</li> </ul>	April 2010-April 2011	Teresa Doherty, Training Officer
2.	Learning from local & national Serious Case reviews to be disseminated.	<ul style="list-style-type: none"> <li>• Twice yearly training half days to be held to disseminate learning from Biennial review of Serious Case Reviews, incorporating messages from local Serious Case Reviews</li> </ul>	<ul style="list-style-type: none"> <li>• Evaluations to be monitored by Training Officer</li> <li>• Six month follow up of how learning has impacted on participants work</li> </ul>	May/November	Teresa Doherty, Training Officer
3	Training for LSCB members to be provided at appropriate level	<ul style="list-style-type: none"> <li>• Main areas for training to be identified</li> <li>• Induction sessions to be provided for new LSCB members outlining roles and responsibilities</li> </ul>	<ul style="list-style-type: none"> <li>• Training to take place</li> <li>• Evaluation feedback</li> </ul>		Teresa Doherty, Training Officer
4	Engagement of	<ul style="list-style-type: none"> <li>• Continuation of training on working with Black &amp;</li> </ul>	<ul style="list-style-type: none"> <li>• Monitoring attendance</li> </ul>	April 2010-April	Teresa Doherty,

	<b>Needs to be Addressed</b>	<b>Action</b>	<b>How Outcome to be measured</b>	<b>Timescales</b>	<b>Lead Person</b>
	Faith Groups in Safeguarding Agenda	<ul style="list-style-type: none"> <li>Ethnic minority families-including focus on faith</li> <li>Ensuring flyers , training information and training needs analysis are sent to local faith groups</li> <li>Weekend and evening training to be provided to enable fuller attendance</li> <li>Training Officer to attend training on Working with Faith Groups provided by AFRUCA</li> </ul>	<ul style="list-style-type: none"> <li>of Faith Group representatives at Safeguarding Training</li> <li>Monitoring evaluation/feedback from Faith Groups</li> </ul>	2011	Training Officer
5.	Rollout of Safeguarding E-learning course to enable Safeguarding training to be provided to wider audience and to those unable to access face to face training	<ul style="list-style-type: none"> <li>1000 users to be identified and enrolled on training</li> <li>E-learning to be publicised in LSCB Training brochure and on LSCB website</li> <li>Half Day Introduction Course to be eliminated from training programme as material covered in E-learning</li> <li>Reduction in Group A training as material covered in E-learning</li> </ul>	<ul style="list-style-type: none"> <li>Reports on who has completed training successfully to be monitored</li> <li>Data re who has completed training to be added to multi-agency training statistics</li> <li>Evaluations to be monitored</li> </ul>	April 2010-April 2011	Teresa Doherty, Training Officer
6.	Discussion forum to be established in conjunction with E-learning to enable those undertaking E-learning to explore issues in-depth and have questions answered.	<ul style="list-style-type: none"> <li>Forum to be established and publicised</li> <li>Trainer to check forum regularly and respond to queries appropriately</li> <li>Trainer to challenge any views which are unhelpful to the Safeguarding agenda</li> </ul>	<ul style="list-style-type: none"> <li>Monitoring of forum use</li> <li>Feedback from users</li> </ul>	April 2010-April 2011	Teresa Doherty, Training Officer & Colin Smith, OD Consultant
7.	Training on new Independent Safeguarding Authority to be provided	<ul style="list-style-type: none"> <li>Workshop approach-jointly with Safeguarding Adults</li> <li>Key personnel from statutory and voluntary sector to be identified for training</li> </ul>	<ul style="list-style-type: none"> <li>Workshops to be prepared and held</li> <li>Evaluation feedback</li> <li>Liaison with managers and those involved in recruitment in all sectors to ensure relevant personnel have attended training</li> </ul>	May-2010-April 2011	Teresa Doherty Malcolm Bainsfair Terry Wills

	<b>Needs to be Addressed</b>	<b>Action</b>	<b>How Outcome to be measured</b>	<b>Timescales</b>	<b>Lead Person</b>
8.	Recruitment of in-house agency trainers to deliver Intro and Group A, B & C Training	<ul style="list-style-type: none"> <li>• 5 new trainers have been identified</li> <li>• Train the Trainer course to be provided-commissioned jointly with Greenwich</li> <li>• New trainers to shadow current trainers before delivering training</li> <li>• Trainers to attend three monthly agency trainers meetings</li> </ul>	<ul style="list-style-type: none"> <li>• Increase in agency trainers</li> <li>• Train the trainer course to be held</li> <li>• New trainers to be taken through course materials and Training Officer to arrange shadowing-feedback from new trainers</li> <li>• Minutes of trainers meeting to record attendance</li> </ul>	<p>10<sup>th</sup> &amp; 11<sup>th</sup> May/15<sup>th</sup> &amp; 16<sup>th</sup> June 2010</p> <p>April 2010-April 2011</p>	Teresa Doherty, Training Officer
9.	Training Needs Analysis results to be collated.	<ul style="list-style-type: none"> <li>• Training Officer to undertake training needs analysis with statutory and voluntary sector. This now approved by trainers group and sent out.</li> <li>• Liaison with Social Care, Children's trust and CWDC workforce development re training needs-regular meetings with Lori Goossen and Ingrid Hausman-Smith to be held.</li> <li>• Training Officer to attend London Safeguarding Children's Board Training meetings and Conferences to remain abreast of current issues</li> </ul>	<ul style="list-style-type: none"> <li>• Needs analysis to be shared with LSCB manager/Executive Board</li> <li>• Needs Analysis feedback to Agency Trainer's group to discuss whether course content needs changing/updating and relevant changes to be made</li> <li>• Ensuring borough wide training needs are being met and there is non-duplication of training across Children's Social Care/CWDC/Children's trust/LSCB</li> <li>• Training Officer to disseminate information re external training to voluntary and statutory sector</li> </ul>	<p>April 2010-April 2011</p> <p>Ongoing</p>	Teresa Doherty , Training Officer

	<b>Needs to be Addressed</b>	<b>Action</b>	<b>How Outcome to be measured</b>	<b>Timescales</b>	<b>Lead Person</b>
10	Training statistics to be collated and data presented in clearer form to represent agencies attendance more clearly.	<ul style="list-style-type: none"> <li>• Trainer and Training administrator to look at processes for collecting data and to change as appropriate</li> <li>• Statistics to be monitored quarterly and presented to LSCB executive meetings</li> </ul>	<ul style="list-style-type: none"> <li>• Monitoring of data</li> <li>• Presentation of data at LSCB executive meetings</li> <li>• Agencies who are not accessing Safeguarding training to be targeted with flyers advertising training and contacted by training officer, as appropriate</li> </ul>	April 2010-April 2011	<p>Teresa Doherty, Training Officer</p> <p>Dee Springham, OD Administrator</p>
11	Quality Assurance of training offered by single agencies.	<ul style="list-style-type: none"> <li>• Trainer to contact single agencies to enquire who is providing training and to ensure that key areas are covered at each level</li> <li>• Trainer to quality assure any training material provided</li> <li>• Database to be kept showing when quality assurance has taken place and outcome</li> </ul>	<ul style="list-style-type: none"> <li>• Monitoring of database</li> <li>• Number of agencies whose training has been deemed to be appropriate</li> </ul>	April 2010-April 2011	Teresa Doherty, Training Officer

Teresa Doherty  
LSCB Training Officer

January 2010