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# **Safeguarding children Strategy 2007-2009**

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## Why a strategy?

*“Children and young people are the living message we send to a time we will not see; nothing matters more to families than the health, welfare and success of their children.”*

*“Much preventable adult ill health and disease has its roots during gestation, infancy and childhood.”*

**Professor Al Aynsley-Green.  
National Clinical Director for Children**

Safeguarding and protecting children and young people to promote their well being and “keep them in their lives” is therefore essential for the Trust in all its activities with children, young people, their parents, carers, families and staff.

## Our vision

*“Children and young people are considered in all interactions with service users and carers and safeguarding and protecting children will be realised as an issue for all services and all staff across the Trust regardless of role”*

A strategy helps us reach this vision. It describes our main aims and what we will need to achieve each year to get there.

Objectives and work plans to achieve each aim will be regularly monitored through Trust governance structures, to ensure we get to where we need to be.

## Our aims

Systematically improve and develop safeguarding practice through learning from experience, review, research, evidence and guidance

Work together with and consult with children, young people and their families about safeguarding and protecting children

Staff will demonstrate the values and competencies needed to safeguard and protect children and young people

We will work together with all external agencies and between different services within the Trust, to promote safeguarding

Safeguarding and protecting children and young people will be reflected in all areas of Trust activity and business

We will obey statutory guidance on making arrangements to safeguard & promote the welfare of children under section 11 of the Children Act 2004

Our structures and arrangements for protecting and safeguarding children and young people will be reviewed and fit for the purpose

## **Systematically improve and develop safeguarding practice through learning from experience, review, research, evidence and guidance.**

### **Where are we now?**

Two audits of practice have taken place in 2006. The Essence of Care Safety Benchmark and how we are putting chapter 8 recommendations into practice

We have reviewed relevant national and local inquiry and inspection reports and taken action to carry out the findings to improve our practice

We have always conducted reviews when children of families who are or who have been under our care have died or been seriously injured.

### **What we have learnt?**

We have not always been very good at coordinating our review processes internally and have often duplicated work and taken much longer to review and report than we should

Sometimes we have made too many recommendations that are not clear. This has made it difficult for us to make changes.

We have not always been very good at turning the recommendations into sensible actions and making sure that they are implemented when and where they should be

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Note: Chapter 8 – Serious case reviews. These are multi agency reviews that take place when a child dies or is seriously injured when abuse or neglect is or suspected to be a factor. They identify what we can learn and recommend changes in our practice or systems. (Ch. 8 of Working Together to Safeguard Children 2006)

## **2009**

We will know how safeguarding practice has changed and improved as a result of re audit of practice and knowledge

## **2008**

Chapter 8 and board level inquiry (BLI) recommendations will be systematically and regularly reviewed within all Trust clinical risk management and governance committees to ensure that recommendations are tracked, carried out and that there is evidence of this

In every service directorate there will be systematic and regular feedback events of learning and service changes as a result of serious case reviews concerning children known to families cared for by the Trust.

Relevant NICE guidelines will have been reviewed to identify recommendations for safeguarding children for example ante and post natal mental health guidelines 2006

## **2007**

We will have an action plan to carry out findings of the audit of implementation of chapter 8 serious case review recommendations

There will be a clear process and a flowchart to follow to ensure integrated reviews under chapter 8 and Trust procedures that comply with standards and timescales and recommendations are integrated into Trust clinical governance systems

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Note: NICE National Institute of Clinical Excellence

**Work together with children, young people and their families in relation to safeguarding and protecting.**

**Where are we now?**

We have published a broad statement to users of services letting them know that we will ask about everyone in the family if someone is not well to see how we can help, but we need to do much more than this to involve young people and families

We need to look at all our public information to make sure it includes clear information to families and children about our safeguarding role and what they can expect from us

Some of our current training includes video and written material giving views and experiences of parents and children but we do not work directly with any service users around training or include them in any training events

We have not involved any service users in any of our safeguarding groups or the Trust committee or in any of our planning work, for example in developing this strategy

The Trust programme and developing register for PPI, Patient and Public Involvement can help us in supporting parents and children to participate in our safeguarding training and involve parents in the work of local Trust safeguarding groups and committee

**2009**

Users will be involved in training staff about safeguarding children

Users will be participating in local and Trust wide safeguarding groups and committees

**2008**

All external information will have been reviewed and will be child, parent and family friendly

There will be plans for how users will be involved in our training programmes for safeguarding children and how they will be participating in Trust safeguarding groups and committees

**2007**

We will have a clear statement of our responsibilities towards children available to the public and to service users including children, young people and parents

The safeguarding children committee will establish a work group including service users, to agree a plan for how users will be involved in our training programmes for safeguarding children and how they will be participating in Trust safeguarding groups and committee.

This will be presented to the Trust safeguarding children committee for implementation



**Staff will demonstrate the values and competencies required to safeguard and protect children and young people**

**Where are we now?**

The NHS Knowledge and Skills Framework (KSF) and Core Competencies for the Children's Workforce are being rolled out across the Trust.

These include descriptions of the knowledge and skill staff must have so that they are competent to safeguard children in everyday practice. These will be assessed from this year at each annual staff appraisal and must be met before moving on to the next pay point.

We are clearer about what level of competence each member of staff will need for each job and in time this new system will help us be able to audit where we are.

Other national workforce competences are developing including DANOS National Occupational Standards for Drugs and Alcohol and we will need to include these into our training strategy.

We need to improve on identifying and discussing safeguarding concerns in everyday supervision so they receive good support and advice. We need to have better systems and guidelines for this.

**2009**

There will be a system to ensure that when things go wrong in any area a local safeguarding champion will discuss with team members what went wrong, what could have been done differently and what will be done differently in the future

The level of knowledge, competence and values of the workforce including supervision of safeguarding children practice will have been re audited

**2008**

Safeguarding champions will be established in each area to work with the leads that are already in place

A safeguarding learning network will be established with on line information and discussion

A quarterly newsletter will be published by the Trust safeguarding team for all safeguarding champions and team leaders

**2007**

Safeguarding champions role and system will be developed and agreed in all teams and sectors

Children's workforce competencies for safeguarding and promoting the welfare of the child will be distributed and implemented in child and adult services.

Senior safeguarding leads will have objectives related to their safeguarding role identified in appraisal

Guidelines for practice supervision in safeguarding children will be developed

**We will work together with all statutory and non statutory external agencies and between different services within the Trust to promote safeguarding**

**Where are we now?**

There is senior Trust representation on local multi-agency Safeguarding Children Boards (LSCB's) in Bromley, Croydon Lambeth, Lewisham and Southwark

There is a clear Trust structure across all borough service directorates

There are Trust safeguarding children committees in each of the borough service directorates. They co-ordinate work between all adult, older adult and child and adolescent services in each borough. Services for older adults have a combined safeguarding committee for child and adult protection

Trust safeguarding children leads participate in these local multi-agency safeguarding board working sub groups and also in Trust committees

We need to improve co-ordination of effort and communication and have clearer roles across internal and external boundaries and strengthen some internal structures

This is the first year, 2007 – 2008 that we have completed a business plan and this has specific plans to improve this.

**2009**

Every Child Matters Joint Area Review (JAR) reports will have been reviewed by the Trust. Action plans will be in place and reviewed regularly by the Trust and borough safeguarding committees

There will be a safeguarding handbook available for all Trust leads that includes roles and functions, structures, arrangements and plans

**2008**

There will be regular half yearly interface meetings between relevant borough service leads and local child and family services

Business plans will be implemented throughout the year and the action plans reviewed at each Trust safeguarding children committee and borough committees

**2007**

An action plan to implement the business plan throughout 2007 and 2008 will be in place and reviewed at each Trust safeguarding children and borough committee

A short description of what the Trust safeguarding children service provides to meet the information needs for internal staff and users and external agencies will be available

Roles and functions of Trust leads will have been reviewed and agreed

Each external statutory and voluntary partner agency will know who to contact if they have safeguarding concerns involving any Trust client

**Safeguarding and protecting children and young people will be reflected in all areas of Trust activity and business**

**What have we learnt?**

We have learnt that this does not happen easily. It requires effort, planning and review. Many changes in the Trust and demands on staff mean that we have to make sure that safeguarding children is a routine part of our everyday work and that means making sure it is part of our routine processes and systems.

**Where are we now?**

Standards for Better Health standard C2 – requires that healthcare organisations protect children by following national child protection guidance within their activities and in their dealings with other organisations

There is also statutory guidance on making arrangements to safeguard and promote the welfare of children under section 11 of the Children Act 2004

These make sure that we know what we must do but we need to be better at translating this into practice

This is the first year that we have a business plan, 2007 – 2008 that works together with all other parts of the Trust to integrate safeguarding children into all our activities

**2009**

Any changes recommended in the Trust structure for safeguarding children will have been implemented

**2008**

We will have reviewed our structures across the Trust for safeguarding children to ensure they are fit for purpose

We will be fully compliant with Safer Services – a guide for NHS employers 2006, that outlines what we have to do to ensure staff have had appropriate criminal records (CRB) checks

**2007**

All service directorates will have an identified lead nurse and doctor for safeguarding children.

All directorate and infrastructure business plans will include actions to improve compliance with statutory guidance on making arrangements to safeguard and promote the welfare of children under section 11 of the Children Act and Standards for better Health standard C2

Local procedures for children visiting services and safe and appropriate facilities for this will be included in regular Patient Environment Audit Team (PEAT) and environmental audits.

All clinical Team Leaders and managers will know that local child visiting procedures and facilities are a minimum standard.

**We will be compliant with Statutory Guidance on Making Arrangements to Safeguard & Promote the Welfare of Children under Section 11 of the Children Act 2004**

**Where are we now?**

This is monitored by the local safeguarding children boards (LSCB's) by an annual audit that we have been able to respond to

This has identified some gaps. For example in relation to a clear statement of our responsibilities to service users and some aspects of systems we have for central recording for example of criminal records checks for existing staff

Our 2007 – 2008 business plan is specific that all business plans of service directorates and infra structure departments will include actions to improve compliance with this statutory guidance

**2008**

All service directorates will carry out annual audits of compliance with Statutory Guidance on Making Arrangements to Safeguard & Promote the Welfare of Children under Section 11 of the Children Act 2004

**2007**

A much clearer statement of our responsibilities towards children for the public and to service users including children, young people and parents

**Our structures and arrangements for protecting and safeguarding children and young people will be reviewed and fit for purpose**

Where are we now?

We have reviewed the terms of reference for the Trust clinical governance safeguarding children committee in 2006

The business plan 2007 – 2008 and this strategy explain plans for improving our arrangements by being clearer about roles and functions of safeguarding leads and ensuring that safeguarding and protecting children and young people is reflected in all areas of Trust activity and business

**2009**

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**2008**

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**Advice for SLaM staff 9am – 5pm**

Named Nurse: 020 3228 3483  
Mobile: 0781 3303 622

Named Doctor: 020 7138 1591

SLaM Switchboard: 020 3228 6000

[www.slam.nhs.uk](http://www.slam.nhs.uk)