



Annual Report

Staffordshire Safeguarding
Children Board (SSCB)

2018/19

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Foreword

It is my privilege as Independent Chair to write the Foreword to this Annual Report of the Staffordshire Safeguarding Children Board.

Once again I repeat my message from previous years that the current economic and social climate continues to be very challenging for families and for those professionals working with children who are at risk of neglect and abuse. Partner agencies are facing pressures from a significant reduction in public funding and increased levels of poverty and deprivation within communities. This combination of socio-economic factors can result in extremely vulnerable families and the potential for increases in the numbers of cases of neglect and abuse of children and young people. Statutory services are working to capacity and sometimes beyond as a result of the volume of referrals that have been increasing in recent years.

In the past 12 months there have been additional challenges arising from the impacts of many of the connected safeguarding partners undergoing and managing significant organisational changes including changes of staff in senior positions on the Safeguarding Children Board. Against this background it is perhaps not surprising that there are situations when assessments as to the effectiveness of the services provided by safeguarding partner

organisations may identify areas for improvement. When such situations arise it is vital that there is a commitment to be open as to the underlying reasons and to have a clear and coherent plan to address them.

Looking forward to 2019 - 2020 Staffordshire will work more closely with Stoke-on-Trent through new multi-agency safeguarding arrangements with a single Safeguarding Children Board. Partners are seeking to sustain the strengths of existing working relationships to keep children safe, but taking the opportunity to streamline and develop better partnership working. A single partnership with a wider geographic area will reduce duplication of activity and improve overall effectiveness in addressing the safeguarding priorities but will also have the flexibility to recognise local difference and deliver the best possible outcomes for vulnerable children.

In this my final year as Independent Chair I conclude by taking this opportunity to thank all partners and supporters including the statutory, independent and voluntary community sector who through their openness and willingness to work together to safeguard children have contributed significantly to the work of the Board during the year. I am particularly grateful to all who chair the Board sub groups and deliver the multi-agency training that is widely

acknowledged to be of a high standard and the interim Board Manager Lynne Milligan and Board Administrators Estelle Landon and Anne Yates who work so hard behind the scenes to ensure that our business programme works efficiently and effectively.



John Wood QPM
March 2019

Introduction

In accordance with Working Together 2018, it is a statutory requirement for all Local Safeguarding Children Boards (LSCB), to publish an annual report on the effectiveness of child safeguarding and promoting the welfare of children in the local area.

This annual report provides a rigorous assessment of the performance and effectiveness of local services that have responsibilities to safeguard children.

The report:

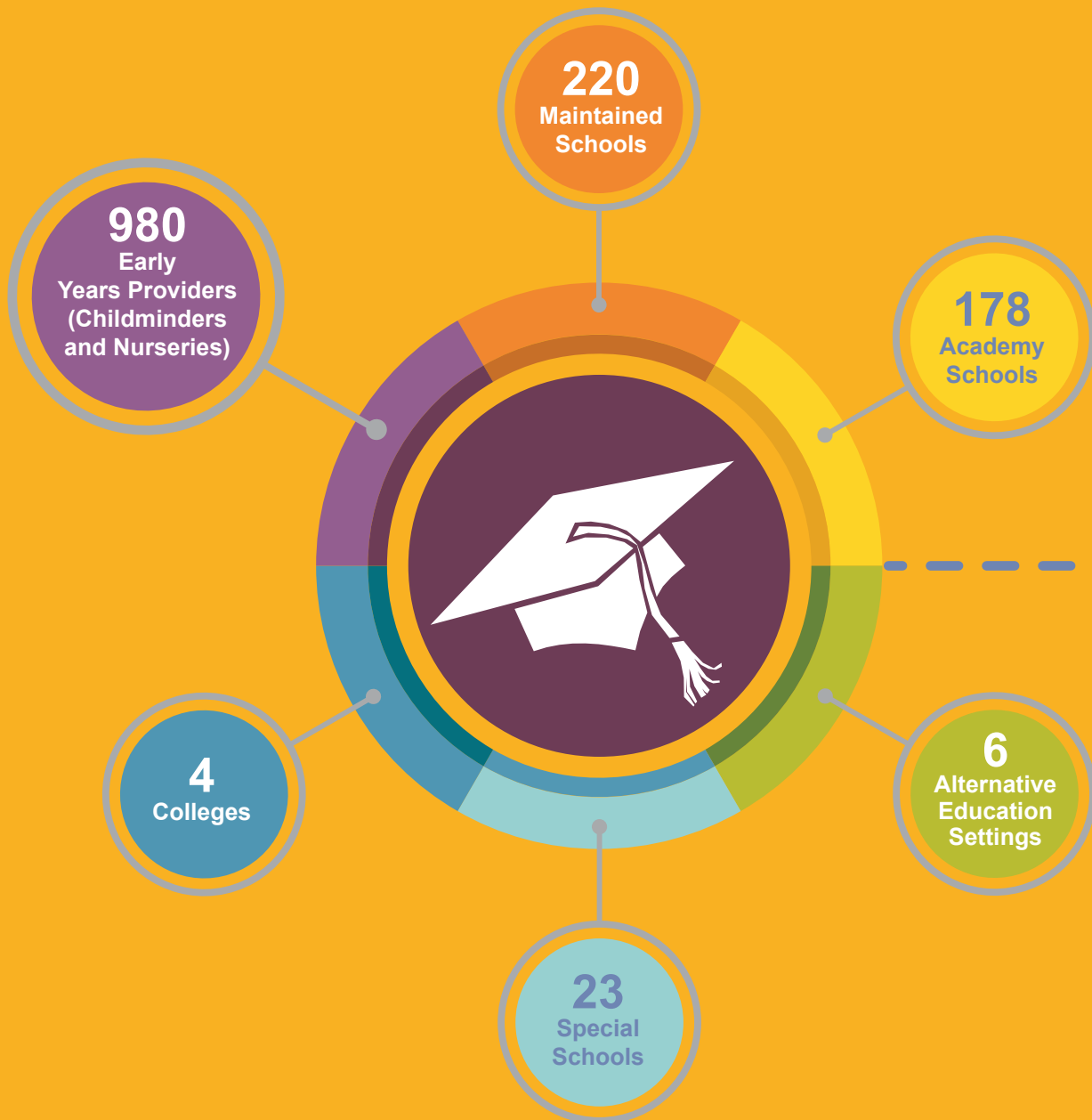
- Provides evidence of progress and achievements
- Identifies areas of weakness, the causes of those weaknesses and the action being taken to address them as well as other proposals for action.
- Demonstrates the extent to which the functions of the LSCB are being effectively discharged.
- Includes an account of progress made in implementing actions from Serious Case Reviews (SCR), Rapid Reviews and Learning Reviews.

This report is published on the Staffordshire SCB website to provide a visible public account of the work of the Board and its partners: www.staffsscb.org.uk

Demographics of Staffordshire

Staffordshire is a county in the West Midlands and surrounds the unitary authority of Stoke-on-Trent. It adjoins Cheshire to the north west, Derbyshire and Leicestershire to the east, Warwickshire to the south east, West Midlands and Worcestershire to the south, and Shropshire to the west.

Staffordshire is divided into the districts of Cannock Chase, East Staffordshire, Lichfield, Newcastle-under-Lyme, South Staffordshire, Stafford, Staffordshire Moorlands, and Tamworth.

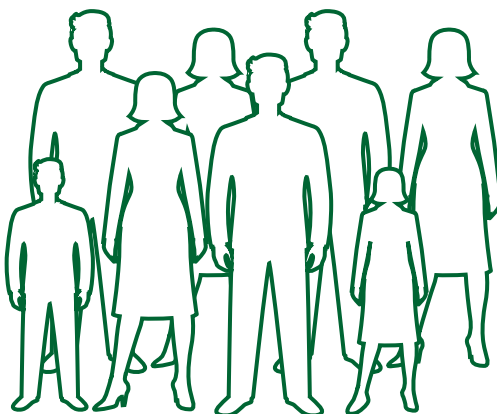


Around

870,800

people live in Staffordshire

*(of these 149,956 are children
0-15)*



**Staffordshire
Moorlands**

**Stoke-
on-Trent**

**Newcastle-
under-Lyme**

6

Clinical Commissioning Groups
(CCG)



Stafford

**East
Staffordshire**

Cannock

**South
Staffordshire**

Lichfield

Tamworth



County Wide Youth
Justice Service (YOS)

1

Police authority covering
Staffordshire and Stoke-on-Trent



Chapter 1:

Strategic Boards & Funding

Vision

Children and young people are safe through agencies working together effectively to provide the right help to families at the right time.

Our Priorities

Priority One: Child Sexual Abuse (CSA)

To continue to focus on CSA and begin to explore the impact of the broader vulnerabilities for adolescents associated within these areas: County lines, gangs and children missing from home, care and education.

Priority Two: Neglect

To coordinate the effectiveness of what is done by safeguarding partners in relation to substance misuse, parental mental ill health and domestic abuse.

Priority Three: Early Help

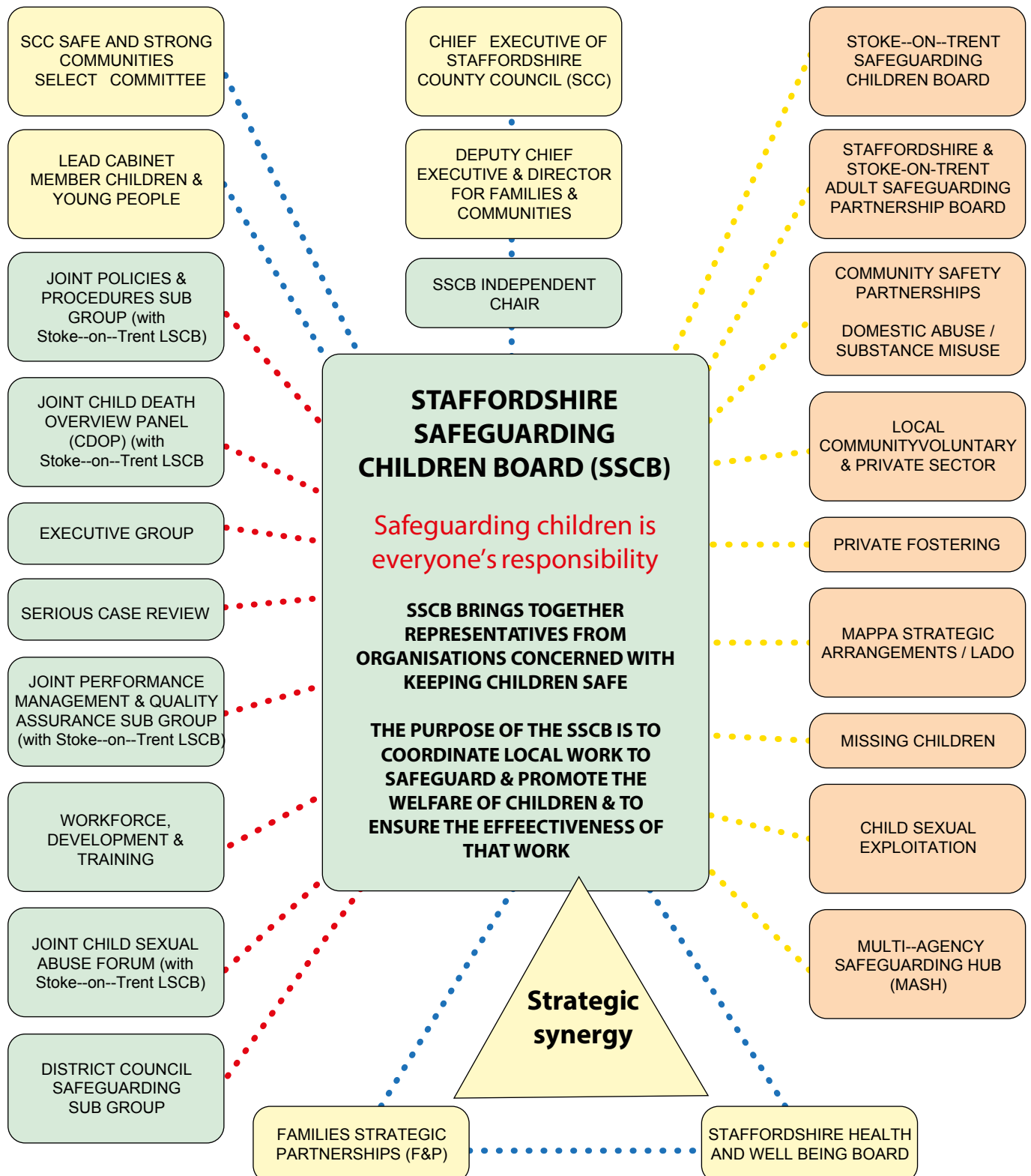
To continue to focus on improving outcomes for children through early identification, effective assessments and targeted early help services that address need.



SSCB Strategic Boards

The SSCB Board meets once per quarter with the Executive Group meeting every month (apart from those months where there are Board meetings). The Executive Group provides strategic direction to the Board, with representation from Staffordshire County Council Families First service, Staffordshire police, Clinical Commissioning Groups and Providers.

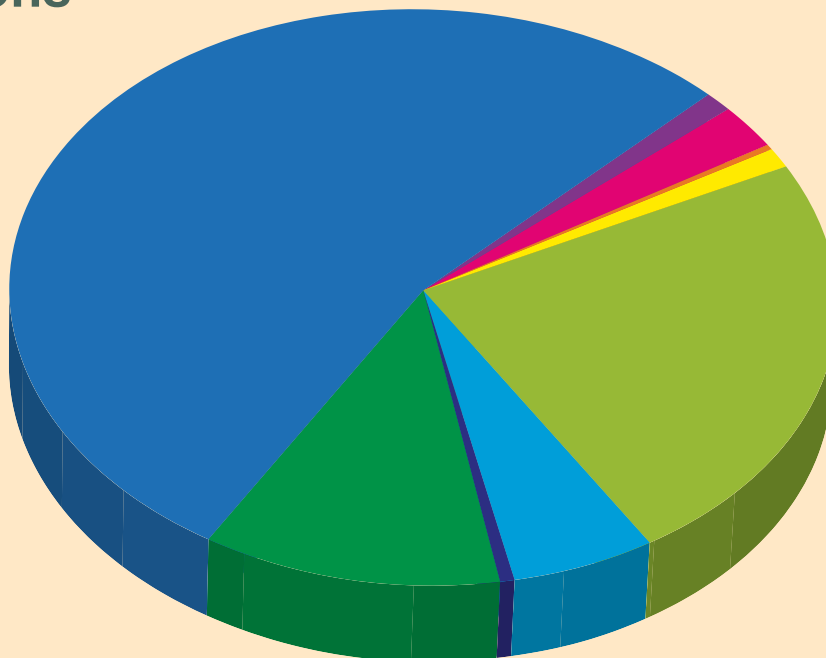
Staffordshire Safeguarding Children Board Structure












Funding

The SSCB budget is derived from contributions from a number of partners. As well as direct funding the SSCB is also provided with services in kind such as room hire by a number of agencies.

Contributions



	Stafford Childrens Services (£137,331.00)
	Staffordshire CCG's (£60,091.20)
	Staffordshire police (£28,614.60)
	District Councils (£1788.42 per council, £14307.30)
	Prison Services (£2861.10)
	Staffordshire Probation (£1496.86)
	Community Rehabilitation Company (£2,500)
	Staffordshire Youth Offending Service (£4,292.10)
	CAFCASS (£550)

Not all agencies are represented in this chart

Expenditure	
Staffing costs for the SCB Core Team	£211,382
Independent Chair	£57,440*
SCB Trainer Costs	£23,747
Payment made to the CDOP Administrator	£19,239
Supplies and Services*	£61,880
Support Services**	£850
* Including National Insurance	

Chapter 2

Staffordshire's Children

According to the Joint Strategic Needs Assessment 2017/18 there are 168,900 children living in Staffordshire.

Tamworth (21.9%) and East Staffordshire (21.6%) have higher proportions of younger populations compared with England (21.3%). South Staffordshire has the lowest at 17.1%.

Based on the Index of Multiple Deprivation 2015, Staffordshire is a relatively affluent area but has notable pockets of high deprivation in some of its urban areas with 9% of its population living in the fifth most deprived areas nationally. In addition, some of the remote rural areas in Staffordshire have issues with hidden deprivation, particularly around access to services.



168,900

children living in Staffordshire
(56,100 in Stoke-on-Trent)



Out of 100 children,:

12

have a statement of educational
need or disability,



10

have a mental health condition
and
one is a young carer.

Staffordshire 2018/2019

****The number of early help assessments has reduced as the total now only reflects Early Help offered by the local authority early help services (Tier 3). The figure no longer includes early help offered by partners (including schools).**

The proportion of working-age population (aged 16-64) claiming Universal Credit in Staffordshire is lower than the national average (0.5%)



A new-born baby boy in Staffordshire is expected to live to around 80 years of age compared to 83 for a baby girl.

In addition, babies living in our most deprived areas are expected to live 12-13 years less than those in the least deprived areas.



83
years



80
years

The number of early help assessments initiated by the local authority for 2018/19 stands at

2267**

No. of early hel

Level 2:
Additional Need
Children who have an additional singular need

Level 1:
Universal Need
Children whose needs are fully met



2%

overcrowding

The proportion of overcrowding in Staffordshire stands at 2% however there are pockets throughout the county where this is much higher such as Anglesey in East Staffordshire at 8.9%.

Number of households
253,979

Number of children living with a lone parent,
20,871
(2011 census)

Local Authority rank for Income Deprivation affecting Children Index

120/150

Children are living in deprived households (38,284)

Around
10.1%
of children live in low income families

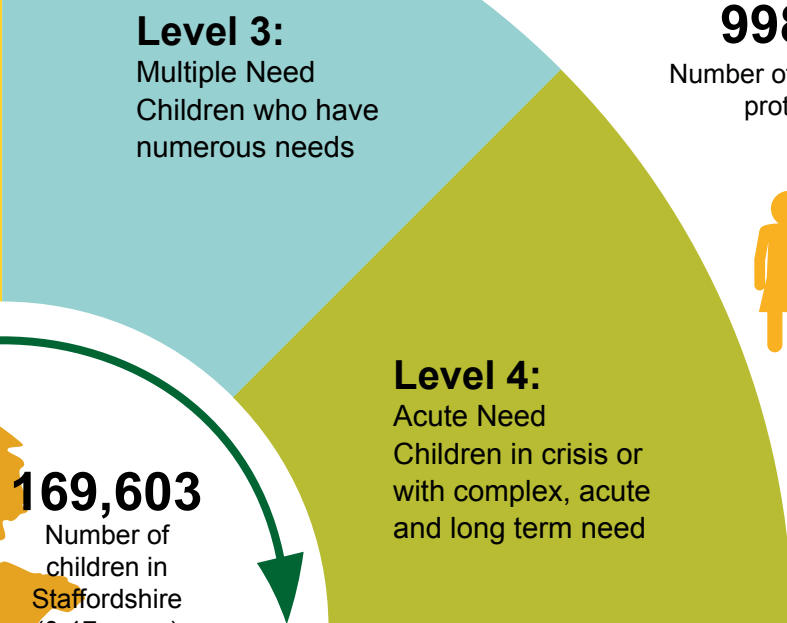
Fuel poverty stands at
11%


Number of children eligible for free school meals
6,025


Approx. 1 in 10 pupils are eligible for free school meals

Number of babies born
8,299


assessments




 Males subject to a plan stand at **466** whereas females are **502**

 **1,172**
Looked after population.

998
Number of children starting child protection planning.

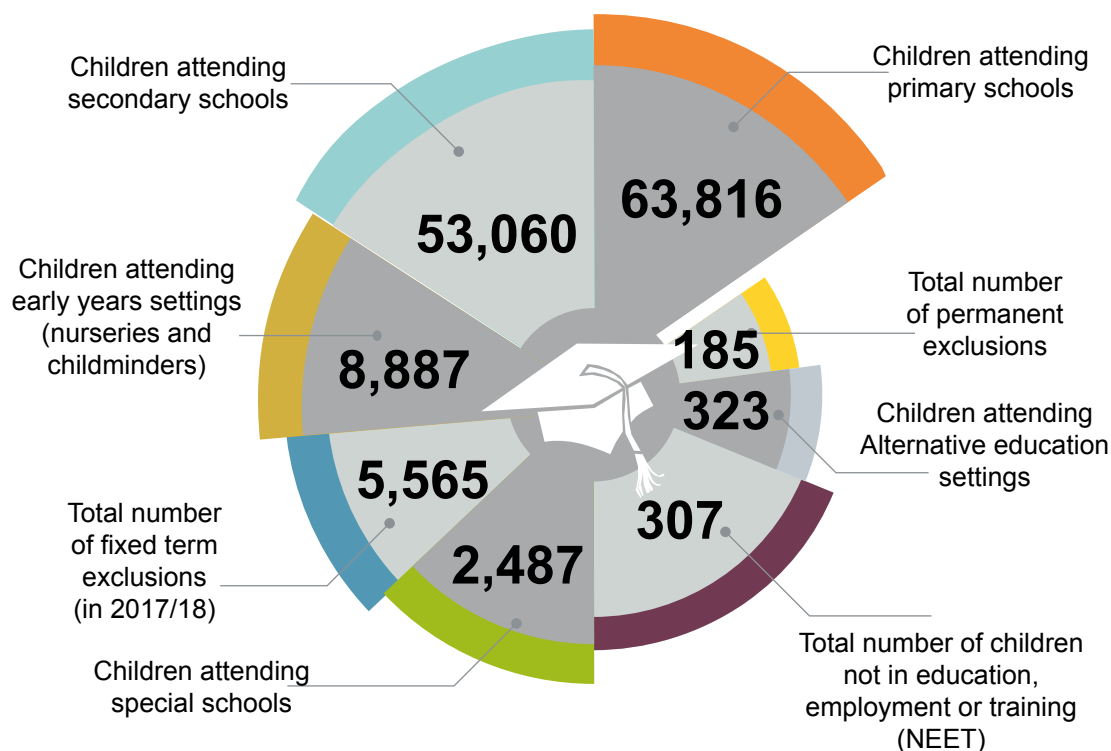
 Increase to **20%**
No of children placed on a child protection plan for a second or subsequent time.

 **5,529**
Number of children in need

 **504**
The number of children subject to a child protection plan for neglect.

 **796**
Number of children subject to child protection planning

 **119,636**
Number of children in schools



96%
Non-domestic childcare (Nurseries) graded good or better

96%
Childminders graded good or better

85%
Primary schools graded as good or better

72%
Secondary schools graded as good or better

93%
Special Pupil Referral Units graded as good or better

SSCB Priorities

SSCB Priority: Child Sexual Abuse

Child Sexual Abuse is one of the most complex forms of abuse. Not only is it difficult to detect but it can be difficult to disrupt particularly when victims have been groomed by their perpetrator(s). Sexual abuse manifests in two ways essentially; either directly via a family member or close relative (known as intra-familial abuse) or by the involvement of a perpetrator (singularly or in groups) not related to the victim, widely known as child sexual exploitation (CSE).

Because of its complexity, CSA has remained a priority for the Board over the past 3 years, but the Board has focussed its attentions more so on the CSE of children and young people as evidenced indicated that this was far more prevalent than CSA. In that time the Board have witnessed a significant shift in the way agencies recognise and respond to this type of abuse. The Child Sexual Abuse Forum refreshed its CSA strategy early in 2018 which was supported by a 3 CSE year action plan. This helped the Board to re-focus its attention on areas that were known to have a direct impact on the types of interventions deployed to safeguard children and young people.

The Child Sexual Abuse Strategy set out 4 key strategic priorities:

- Prepare – Provide strong leadership, effective systems and working with partners to tackle child sexual abuse
- Prevention – Raising awareness of child sexual abuse amongst young people, parents, carers, the community and potential perpetrators and provide help at the earliest opportunity. This includes building resilience with families and partners to understand and act together in preventing this

form of abuse.

- Protect - Safeguard young people by providing targeted support in order to achieve good outcomes for those who are at risk of or already victims of exploitation and support professionals to do so
- Pursue – Disrupt, arrest and prosecute offenders wherever possible and appropriate The Child Sexual Abuse Forum (CSAF), a formal sub group of the SSCB, remained firm on its commitment to holding agencies to account for their work to address CSE and as such continued to oversee operational arrangements; cross-cutting equality and vulnerability issues; training needs for partner agency professionals; specific considerations for education; mental health; public health; local gaps and concerns; key messages for service commissioners; and outcomes to be achieved.

The Joint Strategic CSE coordinator played an important role in driving the CSE agenda across Staffordshire and Stoke-on-Trent, with funding for this joint post extended to March 2019.

Activity focussed on key pieces of work such as the CSE Risk Factor Matrix Tool. Following their

success in 2017/18 a number of multi-agency workshops were repeated, with feedback leading to the revisions and supporting guidance. This helped to remove duplication and more importantly placed a greater emphasis on listening to and recording the child's voice. Consequently, evidence suggests that this has improved interventions which are initiated at the earliest opportunity. In addition, it has improved the quality of information provided to the commissioned service, Catch22.

Regular updates at CSAF from the chair of the CSE Joint Commissioning Group enables the Board to have oversight of this service and helps to inform the Board of the difference it is making to the quality of return home interviews. In turn this tells the Board how it is being used; either to directly alter or improve the way we work with children and young people, or to detect and disrupt activity across the county and the city.

Prevention

A major focus for the Board and its safeguarding partners has been to continue to raise awareness of child sexual abuse and in particular CSE.

Many agencies continue to offer their own bespoke in-house CSA and CSE training packages alongside the well-regarded multi-agency training offer delivered by the Board. Evidence of impact can be seen in the training section of this report. Training extends to the voluntary and private sector with many more courses being delivered to private taxi drivers in the past 12 months as well as those who are contracted to transport children to and from school.

All of the 8 district and borough councils including the Council's transport team have been totally committed to ensuring awareness and prevention is at the top of their agenda. As well as feeding into the Safer and Stronger Board chaired by the OPCC, evidence provided by the Board to the County Council Safe and Strong Select Committee permits a greater level of scrutiny and assurance.

Burton College have engaged with outside agencies to deliver awareness raising sessions with their learners on topics such as CSE and relationships. They plan to recruit further placement students for Counselling due to the growing demand of mental health support needed from their learners. The Board are beginning to see many agencies such as colleges taking a more contextualised view of safeguarding children to specifically address their vulnerability. This will continue to be a high priority for the Board.

As with all SSCB priorities, communications are key to delivering messages to the front line and as a mechanism for receiving information back to the Board that evidences good

practice, including evidence based information that effectively utilises resources to safeguard children and families. The CSE Communications Group chaired by the Joint Strategic CSE Co-ordinator has aligned partnership communications, making the best use of collective resources and allowing consistent key messages to be shared with the front line. Key pieces of work led by this group involve the development of the website www.knowaboutCSE.co.uk

Customer insight told us that this platform is well used and continues to help young people, parents, carers, and practitioners to access information around grooming, spotting the signs of CSE and reporting concerns and training. This is closely linked into the Department for Education's re-launch of its national 'Say No to Sexting' campaign. Further work with the education sector across the county and the city led to the development of the 360 virtual video. This idea has been built on the findings from a 200 strong consultation facilitated by the local authority's 'Voice Project'. The Board have received exceptional feedback from schools, welcoming its innovative and contemporary design. Classroom materials to support the video act as an aide to the delivery of these elements within the PSHE (Personal, Social, Economic and Health) curriculum.

The education conference held in June 2018 involved priority led workshops with education providers and built on these pieces of work by bringing them to life through interactive sessions. The conference was well attended. Supported by the joint Strategic CSE Coordinator,

the local authority CSE coordinator and representatives from the commissioned service Catch22, to advised the schools designated leads on the recent updates to the Risk Factor Matrix tool and how this could be used as a single point of referral into the commissioned CSE and Missing service. Further representation from the local authority local support teams enabled attendees to become familiar with the changes to the early help service and how assessments could be further embedded to support children and young people who may be showing early signs of exploitation, with advice and guidance from 3rd sector agencies on healthy workshops, materials and PSHE programmes.

Other achievements throughout the year include:

- Virtual College and Pace (Parents against Child Sexual Exploitation) have provided everyone with free access to an e-learning module – Keeping them Safe – Protecting Children from Child Sexual Exploitation.
- A revised joint SCB guidance document around responding to Youth Produced Sexual Imagery was published. Available via both Board websites the document applies to all agencies working with children and young people; including (but not limited to) schools, early years settings, youth hubs, libraries, early help and preventative services.
- The 'Say No to Sexting' campaign (implemented as part of the wider 'Know

About CSE' campaign) was implemented and was successful in reducing the number of young people who believe that sexting is a normal and part of a healthy relationship. The approach to impacting on sexting in Staffordshire was recognised nationally when John Wood, Independent Chair of the Board, presented the approach at a national conference.

- A 'One minute guide' in relation to CSE and CSAF was developed and disseminated to frontline managers and practitioners; this guide is regularly reviewed by the Joint Strategic CSE Coordinator, most recently updated in May 2018 and is available via the SSCB website.
- North Staffordshire Combined Healthcare Trust (NSCHT) CAMHS have an identified lead for CSE. The lead attends CSE multi-agency panel meetings locally and provides a link with individual's case workers where an identified child at risk is open to CAMHS in order to ensure appropriate information sharing and identification of risk. This enables staff to use this knowledge as part of their risk assessment, treatment plan and multi-agency information sharing in order to protect the child. The lead accesses safeguarding supervision from the Named Doctor as part of CAMHS team supervision.
- Furthermore, CAMHS staff have received specific ½ day training from external

local third sector providers regarding CSE and children missing from home. Additionally, level 3 training package also explores child sexual abuse and children missing from home as part of contextual safeguarding and explores the risks both in terms of intra familial sexual abuse and abuse outside of the home environment.

Agencies across the partnership are involved in the CSE panels including Midlands Partnership Foundation Trust (MPFT). By working in partnership with other agencies via the panels they are able to identify physical and mental health interventions that can improve outcomes for young people who are victims of CSE. MPFT provide bespoke CSE awareness training that has been provided to all frontline staff who work with children including sexual health services.

CSE continues to be a priority area for the District and Borough councils, as well as domestic abuse, mental health and anti-social behaviour. Engaging with other professionals via the CSE panels and CSE working groups across the county enables staff to share information and provide the right support at the right time for our most vulnerable young people. One example of good practice is where the partnerships vulnerability officer in Newcastle works with the local authority CSE co-ordinator on particular issues/hotspots, in order to share intelligence and to co-ordinate prevention and disruption activities.

Staffordshire and Stoke on Trent Clinical Commissioning Groups

The Named GPs have delivered training sessions for the Primary

Care workforce on child sexual exploitation, social media safety and sexting. Child sexual abuse (CSE), including intra-familial abuse is delivered via the level 3 training programme for GPs as part of their Practice Learning Time (PLT) programme. This training evaluates well and is also reflected in the annual GP audit feedback.

The Named GPs also contribute towards the NSPCC 'harmful sexual behaviour' audit. Communication is made about the current priority of CSE to Primary Care via the biannual newsletter.

A Primary Care safeguarding network for Named and Designated Professionals has been established where training on the function and processes in the SARC (including physical sexual abuse) has taken place. The Designated Professionals contribute to the SARC Board on a quarterly meeting basis. The Named GPs and Designated Professionals respond to regular enquiries by phone and email from Primary Care and provide advice and guidance. This enables the identification of themes and trends and is audited on a quarterly basis.

The National Probation Service focus is on High Risk of Harm offences. A significant proportion of NPS cases relate to sex offender convictions these cases qualify for MAPPA oversight at category one offenders. This brings an inherent multi agency focus with an emphasis on multi agency planning and cooperation particularly where cases are panelled for discussion at levels 2 and 3. Where an ongoing risk is identified particularly at or after release in into the

community sentence and risk management planning must take into account evidence of rehabilitation but will also oversee preventative measures such as residence requirements, exclusion areas, tagging and licence conditions barring contact with children and requiring disclosure of emerging relationships. Cooperation with police risk assessors is particularly important in this area and joint interventions are recorded in a document called ARMs (active risk management). The Integrated Offender Management (IOM) initiative has been relaunched and will promote closer interagency working as well as links to wider offender networks. Interagency alerts are supplied to Social Care through use of PPRC notifications and to the Job Centre. Licence conditions are enforced by sanctions which can include return to custody. The NPS retains its role in assessing offences before the Courts and advising on safe sentencing and is also the provider of groupwork interventions for those committing sexual offences.

Within the Local Delivery Area they have a women's champion role which links to a national project and looks to reduce unnecessary custodial outcomes for women offenders by influencing report writers and sentencers. The success of the role will potentially improve the lot not only of women in the CJ system but of dependent children where women still take a disproportionate caring role.

SCVYS utilises social media to support relevant campaigns such as the "Know about CSE" and "Say no to Sexting" campaigns. In addition they pass on helpful

messages from organisations such as NSPCC, etc. who will be promoting national campaigns, key messages about safeguarding in general and CSE in particular.



SSCB Priority: Domestic Abuse

The work by partner agencies as well as commissioners to tackle the ever increasing demand in respect of domestic abuse has continued over the last 3 years and has directly led to an improvement in the way front line staff, managers and leaders recognise and respond to this issue. A change in Government policy along with legislative changes has seen the introduction of prevention strategies that include Domestic Violence Protection Orders (DVPOs) and the Domestic Violence Disclosure Scheme (DVDS) nationally, with the impact being seen here across the county. FGM Protection Orders and an FGM mandatory reporting duties have been introduced and measures to manage sex offenders or those who pose a risk of sexual harm have been strengthened. This area will be monitored directly by the Domestic Abuse Development and Commissioning Board (DAC&DB).

The continued focus by the Government in respect of their Violence Against Women and Girls Strategy (VAWG) has influenced change at grass roots level. A revised version of the Staffordshire and Stoke-on-Trent Domestic Abuse strategy 2017-20 entitled Breaking the Cycle has led to a strengthened approach to the four main priorities:

- Preventing violence and abuse
- Provision of services
- Partnership working and
- Perpetrators.

One of the ambitions of the strategy is that parents, carers, partners, communities, businesses and professionals prevent and protect children, young people and adults from domestic abuse.

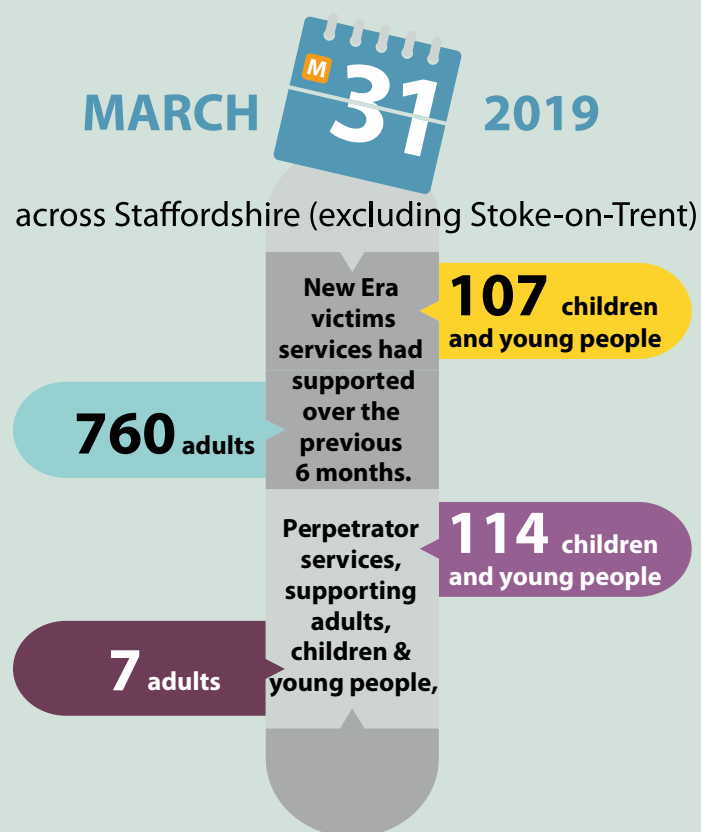
Since the formation of the DAC&DB and throughout 2018-19 there have been strong links between this Board, both Safeguarding Children Boards and the Adult Safeguarding Partnership Board with the Chair of all three safeguarding boards being a member of the Domestic Abuse Board. Continued representation from each of the Community Safety Partnerships has helped to facilitate a much more coordinated and sophisticated response to domestic abuse through spot purchasing of local services, particularly those delivered to schools. Local voluntary organisations such as the Cannock Sorooptimists have helped to deliver front line training to police officers and educated young people about healthy relationships in school.

Commissioning a new service

Domestic Abuse services for victims and perpetrators were jointly re-commissioned by the Staffordshire Commissioner's Office, Staffordshire County Council and Stoke-on-Trent City Council across Staffordshire and Stoke-on-Trent during 2018-19. This is the first time the services have

been commissioned across the whole geographical county with a view to providing a consistent base-line service provision for victims and perpetrators no matter where they live in the area. New Era was awarded the contract and provides free and confidential round-the-clock advice and support for anyone in Staffordshire and Stoke-on-Trent affected by domestic abuse - regardless of their age, ethnicity, gender or location.

The service - for victims, perpetrators, as well as their families - is delivered by Victim Support and Reducing Reoffending Partnership (RRP) through a team of specialist advisors, focusing on prevention and early intervention.



Going Forward

During 2019-20, Year 3 of the pan Staffordshire Domestic Abuse Action Plan will continue to be delivered through multi-agency working groups focussing on the four main priorities within the strategy with reports from each working group being provided to the quarterly meetings of the Domestic Abuse Commissioning and Development Board.

New Era services will continue to work closely with Commissioners, a wide variety of partners, including other local domestic abuse service providers, and service updates will be provided to the Domestic Abuse Commissioning Board, at which the Safeguarding Boards are represented, as well as other partner forums.

Staffordshire police

Staffordshire police have revised the way it responds to incidents of domestic abuse. It was apparent that it was an area where the service had become risk averse and have introduced systems for checking professional's decisions and approach without actually delivering enhancements that lead to better outcomes for victims and children.

A multi-agency workshop scoped the need to revise the domestic abuse threshold based on the Domestic Incident Assessment Log (DIAL) scoring methodology that exists currently. A revised approach has been implemented that has introduced a move to a single threshold which will determine a partnership approach, that level was based on a DIAL score of 10 and above. In effect this means that all cases that indicatively score 0 to 9 will be dealt with by the single agency (police) and ownership and resolution will be their responsibility. Any case within these criteria can be stepped up under professional judgement to MASH, by the attending officer, through the police hubs. The escalation process will be implemented whereby there are significant concerns for the safety or welfare of a child which require further partnership intervention.

Resolution centres have been introduced across the force area and these desks based investigators will own and deal with non-urgent domestic abuse cases. A THRIVE (Threat, Harm, Risk, Investigation, Vulnerability and Expectation) assessment is conducted within the control room to ensure that an appropriate response is initiated. The purpose of the Resolution Centre is to ensure that an efficient, effective and timely police response is delivered to

victims of crime. There is an identified criterion that will necessitate the attendance of a police officer to incidents of domestic abuse. This criterion includes the presence of a child at a reported incident of domestic abuse to ensure that the child is seen and the appropriately safeguarded.

As part of the New Era commissioned service the perpetrator programmes will also be utilised as intervention pathways for offenders who are given a conditional caution by police. Harm reduction hub & Multi Agency Risk Assessment Conference (MARAC) Project The Harm reduction hubs and local MARAC process which encompasses MARAC threshold cases and also processes for all domestic abuse thresholds project is moving to implementation phase across the force with the focus to identify those who are vulnerable to harm or repeatedly causing harm in our communities, through risk assessment, research and analysis.

The force will work with partners identifying the root causes of this harm and providing new solutions to build resilience and improve lives. To ensure that those repeatedly causing the most harm within our communities are supported to change their behaviour or swiftly brought to justice if they refuse.

By focussing on these cohorts of highly intensive users of service who do not reach statutory thresholds but require support and practical help will allow services to intervene earlier, thus reducing issues before they escalate to more costly statutory processes. Thus, ultimately improving the safety within the communities in which we serve and through natural consequence reduce repeat demand within the force and across the public sector.

The project pilots in the Tamworth district and Newcastle district have been the basis for the design principles. They operate a local partnership forum examining domestic abuse cases on a daily basis ensuring that a coordinated partnership response is delivered. A local case coordinator facilitates the process with technology enabling the multi-agency action plan focussing upon the outcomes to be coordinated. MARAC threshold cases are reviewed within a partnership forum on a weekly basis to ensure that the plan has been delivered.

Governance of the project is achieved through the Partnerships Project Board. This project is evolving with elements such as perpetrator interventions being implemented utilising multi agency pathways and powers.

This approach also incorporates the Place Based Approach (PBA) to children and so ranges from the earliest help right through to MARAC risk cases. Each element that makes up the model is being reported upon and evaluated. The new structure will be underpinned by the police harm reduction hubs working with local authority partners.

In Tamworth we saw reductions of up to 12% in the first year with the introduction of the new hub and local MARAC structure. DIAL compliance is currently 86%

Future plans for Staffordshire police

The focus over the next 12 months will be to implement the harm reduction hubs in each of the forces 10 neighbourhood policing areas. This will be achieved with our core partners ensuring we deliver the new local MARAC and vulnerability intervention. We will be working with

- Staffordshire County Council and Stoke-on-Trent City Children's Services (including Youth Offending)
- Staffordshire Fire and Rescue
- National Probation Service
- New Era
- Midlands Partnership Foundation Trust (MPFT)
- South Staffordshire and Shropshire Foundation Trust
- Borough and City Councils
- Staffordshire and West Midlands Community Rehabilitation Company (CRC)
- Local housing providers
- Drug and alcohol services
- Staffordshire County Council and Stoke-on-Trent adult social care

Case Study

The following case study demonstrates the effectiveness of the approach when followed in cases of domestic abuse.

A 17 year-old female victim subject to assaults, threats and coercive control by her 17 year-old boyfriend for over a year. The victim suffered significant psychological and physical abuse. The formal risk assessment undertaken showed a low risk, however the training led the officer, through professional judgement, to escalate the matter to the MASH. The case ultimately went to MARAC which led to local safeguarding and focus on the offender who was later placed before the court and pleaded guilty to coercive controlling behaviour and is awaiting sentence.

The force in October will be introducing the Domestic Abuse, Stalking and Honour Based Violence (DASH) risk assessment in replacement of the DIAL. This is due to the implementation of the new force IT system that will bring significant efficiencies as they move from thirteen operating systems to one.

Additional examples of good multi-agency practice

The Army Welfare Service has been responsible for obtaining funding and implementation of the Mankind training plan which delivers briefings to service personnel on issue of male victims of domestic abuse. The service has introduced bespoke domestic abuse perpetrator programmes to deliver earlier intervention for those individuals who do not reach threshold for civilian local schemes.

Burton Sixth Form College offer safety plans and additional resources (personal alarms, lockers etc.) for learners at risk of domestic abuse or Forced Marriage.

Lichfield District Council have commissioned Pathway to deliver a support programme for adults experiencing mental ill-health, particularly where this ill-health is due to domestic abuse. The project provides a 6 week programme aimed at building self-confidence, improving self-care and developing coping strategies. Many of the participants are parents and the course has had a positive impact on their abilities as parents and therefore improving the outcomes for their children.

Other comments from service users about the impact of the project on their ability to effectively parent include:

"I thought staying in a bad relationship with my children's father was better for my children, but now my mental health is better, and with proper support, I know the best thing I ever did was leave him"

"I was at rock bottom, with anxiety and no self-worth; I now have the confidence to be the mom I know I can be without living by his rules"

"Having a worker who understood that when my mental health spiralled I might be erratic and forget appointments, or be all over the place on the phone meant the world to me. I've tried to engage with agencies in the past but because I can't always control what I'm doing they don't want to work with me. Charlie has given me things I can use to help with my wellbeing when I feel myself getting ill, and that's what I want my children to see, a well Mommy who is happy and can make them happy. She's also helped me overcome all the practical issues I had around my ex-partner, so we can all feel safe. Even at my worst she didn't tell me she couldn't help"

"The wellbeing group is the first group I've ever finished. I've always wanted to leave after the first session because of my anxiety. Now I get to go home and tell my daughter that I've done something, and show her my certificate, so she can be proud of me. For the first time I feel like I might actually be able to do this, for her and for me"

During the period, 19 Nov 2018-31 March 2019, the project received 25 referrals and 19 people were engaged with the project.

On behalf of the Newcastle Partnership, Newcastle Borough Council have recently commissioned a specialist domestic abuse children and young person's service, in order to provide 1-1 support to those affected in the family home or within their own relationship, to ensure that they are assisted to feel safer, healthy, well supported and are able to live independent lives.

Newcastle Borough Council representatives continue to remain involved with the MARAC pilot and this is helping to safeguard children by mitigating risk and holding partners to account in real time to prevent escalation where possible. The Council continues to deliver a variety of awareness campaigns in the Borough including, domestic abuse, mental wellbeing and promotion of

substance misuse support services. They continue to support the Newcastle Partnership with the co-ordination of the MARAC Pilot in the Borough and the Partnerships Manager regularly Chairs the forum. This has enabled the Partnership to challenge each other and more effectively mitigate risk, intervene at an earlier opportunity and keep ownership locally of the most serious domestic abuse case to prevent domestic homicides.

North Staffordshire Combined Healthcare Trust has always used a risk assessment tool which allows the identification of risk of harm from others. As good practice, during 2019 a specific question regarding experiences of domestic abuse has been added to the risk assessment document used as part of both the assessment and review documentation across NSCHT.

This has strengthened routine questioning regarding domestic abuse, promotes a message that our staff are receptive and responsive to disclosures and is in line with best practice as defined by NICE Quality Standard 116. This example of good practice supports the learning from previous serious case reviews in Staffordshire.

The Named GPs for Safeguarding Children have represented Primary Care working with the Domestic Abuse Working Group to develop an educational programme for Primary Care to raise awareness of Domestic Abuse and New Era services. The Designated Nurse represents children and adults at the Domestic Abuse Commissioning Board and contributes to the strategic agenda and subsequent work streams. The Domestic Abuse Policy for CCG Employees was developed and implemented in order to support staff in the workplace and at home. The Domestic Abuse Commissioning Board's function correlates with the Serious Violence Forum, also represented by the Designated Nurse and contributes to the wider community safety partnership for children, young people and vulnerable young adults.

There is a focus on neglect, mental health, domestic abuse, child sexual exploitation and Fabricated and Induced Illness as part of the Safeguarding Lead GP training to ensure that all current best practice is disseminated and rolled out within the individual practices. Learning from a Fabricated Illness themed Serious Case Review evidenced that the GP Practice involved had demonstrated effective safeguarding practice and this has since been shared across Primary Care.

The Safeguarding Team ensures that GP Practices in Primary care have appropriate posters displayed promoting recognition of domestic abuse and local referral pathways. This and training contribute to the educational work streams implemented as part of the Domestic Abuse Commissioning Board strategy across Staffordshire, attended by the Designated Nurse for Safeguarding Children. The Named GPs also present at the Chartered Institute for Personnel Development (Human Resources professional body), regarding the recognition and support around domestic abuse in the workplace.

Regular updates are provided about domestic abuse, mental health and substance misuse via the biannual safeguarding newsletter for Primary Care.

This year the National Probation Service has resumed and upgraded its presence in the MASH. Previously the Probation Service was represented at clerical level only but now has a full time PSO (Probation Services Officer) dealing with queries and advising for the agency in triaged cases. The ability to respond quickly and with comprehensive information across agencies is clearly of benefit to children and families in Stoke and Staffordshire. Stafford Borough Council have commissioned Right stuff boxing to deliver sessions to children who are in care; are victims of CSE or are victims of domestic abuse.

Right Stuff has worked with children, female victims of domestic abuse and survivors who also attend the Right Stuff club. At SBC we provide on-going Level 1 training for appropriate staff, to give them the knowledge to recognise concerns and the confidence to refer, which includes CSE etc. Children and families who are in care; victims of domestic abuse and CSE are kept safe and supported to improve self-esteem, body image and confidence. Safeguarding Policy and Leaflets disseminated to staff, contractors, external events, taxi drivers, elected members, mac centres and other external bodies. Training and awareness for staff, elected members, taxi drivers and through consistent messages delivered by agencies such as Staffordshire Women's Aid through our Supporting schools initiative.

Tamworth Borough Council funded the MARAC coordinator post. Tamworth BC was the first district in Staffordshire to pilot the local MARAC pilot. This helped to strengthen their partnerships with outside agencies such as mental health, adult social care, FARS, police and voluntary agencies etc.

Using the County's Share Point system has helped to streamline working in regard to updating agencies on actions that they need to complete; it has enabled agencies to share information in a secure and timely manner.

In 2018/19 the Council funded a domestic abuse early intervention worker to support individuals at the earliest opportunity, the service provided education around understanding and recognising healthy and unhealthy relationships.

SSCB Priority: Neglect

SSCB Priority: Parental Mental ill Health

In terms of parental mental health, the focus of the SCB has been on seeking assurances that all partners including commissioners of mental health services have systems in place to monitor the extent to which they meet their responsibilities to safeguard and protect children. The examples below demonstrate how partners have taken this priority forward.

Staffordshire police are represented on the CAMHS Future in Mind Board which is responsible for the Strategy and Local Transformation action plan. The Force has supported work groups to identify priorities within the action plan. We are also working to provide local data that will help with the delivery of intervention within Trailblazer sites.

A Stoke-on-Trent and Staffordshire approach to children and young people's mental health and emotional wellbeing.

www.camhs-stoke.org.uk/

As part of Officer/staff training Staffordshire police are holding Mental Health Partnership events. Officers and staff have the opportunity to come along and listen to the stories of people with lived experience and also to link in with local service providers including those that provide pathways for children and young people.

Staffordshire police are committed to ensure that Officers and staff receive the best training and development that they can provide.

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body), regarding the recognition and support around domestic abuse in the workplace.

Regular updates are provided about domestic abuse, mental health and substance misuse via the biannual safeguarding newsletter for Primary Care.

An educational programme on perinatal mental health is delivered by the Named GP and local Royal College of General Practitioners champion across Staffordshire. Good perinatal mental health is recognised as being essential in the early attachment and care of the child in the first few months of life and supports the NHS England 'Better Births' (2016) recommendations improving the life chances of mothers and babies (also implemented via the Maternity Transformation Programme).

The Designated Health Professionals are actively involved in the design and development of mental health services for children and young people and there will be a plan to include this in the safeguarding work stream in the coming year in light of an escalation in serious cases involving vulnerable children with mental illness, those who self-harm and / or have suicidal ideation. The Designated Nurse has been involved in the suicide prevention strategy for Staffordshire and ensured children and young people are cited in action plans. There has also been progress in developing the Autism Partnership Group in Staffordshire. This enables the voices of vulnerable children with additional needs and their parents are heard and

are given an opportunity to contribute to the shaping and improvement of services and crisis support.

Newcastle Borough Council has signed up to the Local Authority Mental Health Challenge www.mentalhealthchallenge.org.uk with a Member Champion, and Lead Officer in place to develop and deliver an Action Plan, to include;

- Mental Health awareness training for staff & Members linking in with Safeguarding and looking to include in corporate induction.
- Mental Health First Aid – see (<https://mhfaengland.org/mhfa-centre/about/>)
- Review of the support and information provided to staff regarding their mental health & wellbeing.
- Inventory of services in the Borough.
- Contributing to the work of the North Staffs Suicide Prevention Group
- Liaising with partners to try and ensure a joined up approach, e.g. the Mental Health Helpline managed by Brighter Futures.

The Council continues to deliver a variety of awareness campaigns in the Borough including, domestic abuse, mental wellbeing and promotion of substance misuse support services.

Cases in the National Probation Service now have a mental health formulation and interventions for personality disordered service users in cooperation with seconded psychology staff are available. In cases where the toxic trio issues are present the OASys offender assessment steers staff to consider impact on other family members and to identify where dependent children and/or children with whom the offender comes into contact are considered and that the risk management plan is explicit in terms of how those at risk are to be protected with partner agencies and contacts named. There is a quality assessment system which requires countersigning of assessments and local and national inspection programmes. All frontline staff are required to undertake structured training in these areas and compulsory Safeguarding Briefings have been rolled out across the LDU by the Quality Development team.

Young People have highlighted Mental Health and Wellbeing as their top local priority in the last two Make Your Mark surveys and sought to work with the partnership to progress. This has led to further qualitative consultation to help decision makers understand the specific need and develop solutions

which are currently being commissioned with youth involvement.

This insight from young people was also utilised to help bring in over £2 million of external funding to increase local support services. Young people have also tested a selfmanagement / peer support toolkit called the Wham Plan.

SCVYS plan to roll out of free Level 2 Understanding Children and Young People's Mental Health training via www.freecoursesinengland.co.uk as well as rolling out the Wham Plan to peers across the County.

They also aim to continue to support the safety and sustainability of the local voluntary youth sector via DBS checks, provision of safeguarding information, advice and support, policy development, access to training, support tools, etc.

South Staffordshire District Council arranged delivery of Dementia Friends Awareness Sessions in sixth forms at Codsall High and Wolgarston High school, resulting in 130 new dementia friends within the younger age group.

As part of Staffordshire police' ongoing work to identify priorities they are conducting a piece of analysis using data from their police systems and using the new national policing mental health definition to identify demand, response and impact in relation to children and young people experiencing mental health and presenting to the police. This work will be overseen by the Force mental health tactical group and will help to influence pathways and delivery within existing operational partnership groups.

PCSO's will have the opportunity to attend development days that cover various aspects including a session on children and young people that self-harm.

St Dominic's Independent school are making mental health a priority within the school and are employing a trained 'mindfulness' coach to deliver sessions. The school has already delivered a mental health awareness day and continual reminders within assemblies.

Staffordshire Youth Offending Service (YOS) has been working closely with the CCG's and providers to develop and improve unmet health needs for children known to the service. The service has a full complement of mental health across the county which have close links into universal provision. This year the YOS has introduced the provision of speech communication and language into the service to upskill staff on the complex

needs of children and how this links to ongoing mental health and self-esteem. This work was informed by the health and well-being needs assessment completed in 2017 which identified that 66% of children known to the YOS had significant speech communication and language needs.

Furthermore, Staffordshire YOS has developed a new vision which will be based on a 'Child First' approach and will be implementing Trauma Informed Practice. Trauma informed practice will see a change to the completion of assessments which will focus on adverse childhood experiences and their impact on childhood behaviour.

SSCB Priority: Parental Substance Misuse

Child safeguarding remains one of the strengths of the Staffordshire drug/alcohol strategy. The Intensive Family Support Service (IFSS) for children subject to a child protection plan continues to operate well – the latest evaluation data shows that the service reduces the number of children escalated to become LAC, and resulting in significantly fewer days spent as LAC.

The success of the service has led to an expansion to include Children In Need – partly funded by the Building Resilient Families and Communities programme. The new scheme will be less intensive than the CPP IFSS programme but will work with a larger number of families. Both programmes are partly funded through a Social Impact Bond – with financial contributions coming from the Department of Culture Media and Sport.

The IFSS programmes have fostered excellent relationships between drug/alcohol treatment services and Families First – which generates mutual benefits for both organisations beyond the scope of IFSS. Drug/alcohol services are currently out to tender (new contracts starting in April 2020) and the IFSS elements have been financially protected to ensure that child safeguarding remains a priority.

SSCB Priority: Early Help

The Families Strategic Partnership (FSP) is made up of a Families Strategic Partnership Board (FSPB) that is supported by a Families Partnership Executive Group (FPEG). The FSP reports into the Health and Wellbeing Board (H&WBB) and works closely with the Staffordshire Safeguarding Children Board. It is this strategic group that have the responsibility for the delivery of early help.

The partnership was formed in Autumn 2015 and has continued to go from strength to strength.

All activities commissioned by the partnership has 'improving outcomes for children, young people and families' at the heart of all that it does, and partners work in a true collaborative manner to deliver the Strategy.

Following the H&WBB Strategy Refresh in 2018, the FSP have also refreshed their strategy www.staffordshire.gov.uk/fsp.

The Strategy, Outcome Framework and the Delivery Plan were developed with partners based on a Joint Strategic Needs Assessment and through 1:1 interviews and workshops between the FSPB and FPEG.

The outcomes identified are measurable and designed to monitor progress against the three high level outcomes of the Children and Families Strategy, that children and families are happy and healthy, feel safe and belong, achieve and contribute. An overview of Staffordshire's current performance figures can be found on the interactive dashboard

<https://www.staffordshireobservatory.org.uk/publications/healthandwellbeing/Childrensoutcome-framework-dashboard.aspx#.XA5iXo1LHml>.

Summary of Activity

Early Help, Place Based Approach and Earned Autonomy

The Staffordshire Safeguarding Children Board Early Help Strategy encourages all partners to work together to support the needs of children and families at the earliest possible opportunity, to prevent issues escalating to a point where statutory services are required.

Prevention and early intervention are key to help families' live safe and happy lives. Working locally with partners to spot issues early and address the root causes of problems means we can help families sooner and provide them with the support and tools they need to move forward in a positive way.

In Staffordshire, a decision was made to align the Early Help, Place Based Approach and Earned Autonomy activity to reduce duplication and enable effective implementation. This hasn't come without

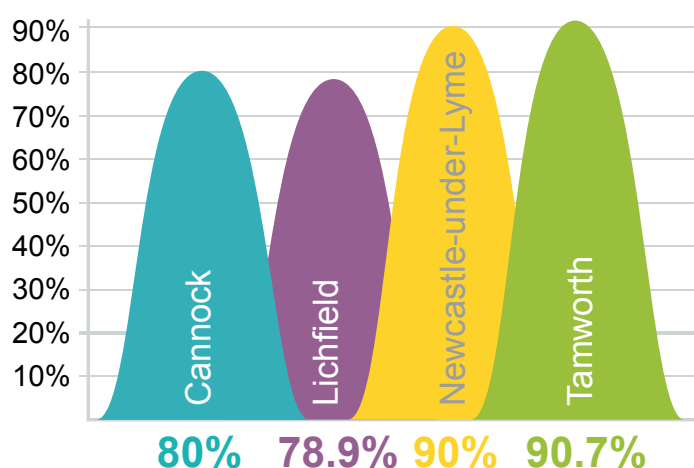
it challenges as it has required a culture shift and a time when resources invested in Early Help initiatives are reducing.

Following the successful application for Earned Autonomy status, partners have embedded new governance arrangements aligning four work streams (Building Resilient Families and Communities, Early Help, Place Based Approach and Earned Autonomy) into one. Examples of outcomes that partners have achieved together are detailed below:

- Completion and implementation of a total redesign of the Early Help paperwork and processes to improve information gathering which has enabled a focus on the support that is required to deliver outcomes for individuals and families.
- Using shared partnership data and insight the new and locally developed Early Help Performance Framework has been used across the 8 districts to identify 3-5 local partnership priorities.
- These priorities have provided the focus for a District Plan to deliver earliest help and intervention through a whole family approach using allocated Earned Autonomy funding.
- Earliest Help Showcase Events have taken place across the 8 districts to raise awareness of the local community-based support offer that is available in each District. These events have improved awareness of the local voluntary and statutory support system for children, young people and families and cross sector collaboration.

- A newly devised tool designed to evidence the level of Partnership Maturity was tested in each District, and the results collated to enrich the insight gathered through County partnerships. The results were also used to evidence where further development was required to become mature in our partnerships by March 2020.
- Partnership / Harm Reduction Hubs focused on earlier intervention and partnership working to support vulnerable people of all ages are now running in all Districts with reduced reported demand within Domestic Violence in Tamworth and Vulnerable Adults in Newcastle.
- Commissioned Family Support Service, Schools Referral Service and Child Health and Wellbeing service are contributing and supporting the early help agenda.
- The Early Years Advisory Board has continued to champion the importance of the Early Years. We have agreed with the FSP that Early Years will be a priority and we are working with partners to agree the strategy and delivery plan.
- The eight district based Family Improvement Boards continue to support and challenge the delivery in each locality. Each board has target groups that they are seeking to engage and priorities that they are seeking to achieve.

Within Staffordshire 71.2% of early years foundation stage children who have received referral-based family support have achieved their Good Level of Development. Four of the eight districts achieved over 80%.



Next Steps

In 2018 and 2019, MHCLG and Ofsted have commented that the Families Strategic Partnership is a maturing partnering.

In 2019/20, the Families Strategic Partnership will focus on:

- Consolidating the of action plan- delivering existing priorities with a focus on areas of challenge
- Continuing to focus on data and developing insight by listening to the voice of children, young people and families – this will include the Joint Strategic Needs Assessment Refresh.
- Mainstreaming the principles of Building Resilient Families and Communities through the place based approach
- Closer alignment to the Sustainable Transformation Programme children's work stream
- Closer alignment and governance with Early Years, SEND and Education strategies.

SCVYS has played a significant role in the leadership of the Early Help work strand, which now encompasses the operationalising of Place based Approach, Building Resilient Families and Communities governance and oversight of the implementation of the Earned Autonomy plan. This has been instrumental in connecting the local voluntary sector offer into the Place Based Approach.

"Just wanted to say how helpful your work in gathering voluntary and statutory sector organisations/schools etc in the various physical locations of Stafford is. It is great for encouraging other voluntary organisations to network and work together. What is perhaps more significant for me is my new perspective following some recent level 2 safeguarding training. The training was brilliant (Staffordshire Safeguarding Children Board) but it did highlight to me that a lot of the safeguarding and information sharing infrastructures are suited more towards engagement with the statutory sector and that as a voluntary organisation it can be very hard to get your voice heard and input into the bigger picture. Your role in gathering voluntary and statutory sectors together in the same meeting

is brilliant as it enables us to have a voice and purposefully connect with the statutory sector which is positive for everyone involved.

I just wanted to say thank you for bridging that gap for the voluntary sector in meetings with the council, etc and for taking the lead because of the unique position you hold in gathering folk together so that the fulness of the voluntary sector can be seen but also the outcomes for those children, young people, families and communities that we seek to serve are improved.

*Many thanks for all you and the SCVYS team do.
Sam Phillips, Youth Net*

“A member of staff working for Lichfield District Council recently identified that one young person’s behaviour had significantly changed, the member of staff also noticed signs that the young person had been self-harming. The DC supported the young person and gave them information on how to get support, whilst also encouraging the young person to talk to their parents. The young person still regularly attends sessions and has also started volunteering with the DC.

Burton Sixth Form College employ a fully trained Counsellor and placement student as well as engaging MIND in one day a week in order to meet the growing need of counselling for our learners.

South Staffordshire District Council Let’s Work Together sessions have taken place including engaging young people in football (boys and girls teams) and a session held on County Lines and Organised Serious Crime to an audience of partner organisations, VCS partners, South Staffordshire Council staff and local Members. Attendees of the Let’s Work Together sessions rated 4.5 out of 5 and stated they had a better understanding of how to spot issues and how to report.

The Tamworth Vulnerability Partnership continues to provide a multi-agency forum for organisations to work together at the earliest opportunity to ensure that children and families receive support to improve outcomes.

The Council commissions a debt service from Citizens Advice which supports families in debt. Family debt has a major impact on families and in particular neglect. The outcomes for children and families reported through quarterly case studies have shown improved outcomes for children and young people. Families who have been at risk of losing their home have been supported and remained in their home and also accessed benefits

they were entitled to. This service has supported some very vulnerable families.

Tamworth Borough Council also provides supported temporary accommodation for up to a 2 year period. They have a number of vulnerable young families that live in this type of accommodation. The supported housing team provide support and advice Monday to Friday. The type of support is listed below:

- Claiming welfare benefits
- Help in sorting out debt problems and budgeting.
- Support and encouragement in career choices and gaining qualifications (e.g. keeping you up to date with where and what courses are available, help with forms, and CVs and accompanying you to appointments)
- Keeping you motivated and involved in decision making.
- Contact other services/ agencies on your behalf

Young people aged 16+ can also access this accommodation. Families are then supported into permanent accommodation. The Housing Solutions team have continued to work closely throughout 2018/19 with the local authority leaving care team, to support some of our most vulnerable care leavers into suitable accommodation.

Tamworth Borough Council also provided grants and other forms of support and assistance to local community organisations that provide services within the community to address mental ill-health and domestic abuse.

Chapter 4:

SSCB Sub Group Activity

The SSCB and sub group meetings (some of which are joint with Stoke-on-Trent LSCB) have multi-agency representation by key partners providing services to children and their families, please see [Appendices](#) for membership of the Board. A range of task and finish groups take key pieces of work forward and often involve front line staff.



Serious Case Review

The Serious Case Review Sub-Group oversees the commissioning of the independent reviews process when a child dies or is seriously injured, and child abuse is suspected to be a contributing factor.

The aim is to maximise learning from these tragic cases and identify any improvement in individual agency and multiagency working to more effectively safeguard children. The group ensures that the learning and action plans are fully implemented.

Serious Case Reviews (SCRs) are not inquiries into how a child died or was seriously harmed or about who is culpable. These are matters for the Coroner and criminal courts.

Publication and Dissemination of Learning

Staffordshire have 3 completed SCRs but publication is delayed because of ongoing criminal proceedings. A multi-agency learning review involving health partners is also underway and is not expected to be complete until late 2019. The Board are not involved in any reviews outside of the geographical area.

Together with Stoke-on-Trent LSCB, the SCR sub group commissioned a learning review that began in 2017 and concluded in 2018. This involved the sexual exploitation of a group of teenage girls, some of whom lived in Stoke-on-Trent. The learning gleaned from this case led to a briefing and was shared with front line staff and managers. This emphasised the need to understand and appreciate the contextualised safeguarding of vulnerable young people.

Access to further information including how the Board took forward the learning can be found in this document: [Child Sexual Exploitation and the Vulnerability of Adolescents](#) No other reviews have been published during 2018/19

Some examples of how partners embed learning from SCRs and learning reviews

Key learning points from Serious Case Reviews and Domestic Homicide Reviews are delivered locally via training sessions for Primary Care across Staffordshire and dedicated biannual newsletters. The outcomes from learning are now measured through the annual GP audit process

that is now captured using the Joint Children and Adult Safeguarding Assessment Tool (JSAT). This provides valuable data for the Safeguarding Team in order to plan training and direct GP Practice work and also supports the embedding of contextual safeguarding into everyday safeguarding practice.

Tamworth Borough Council was involved in a SCR which resulted in a process change within their housing department. Level 1 in-house safeguarding training reflected key learning themes from the SCR in relation to neglect and the impact on children.

Joint Policies and Procedures

The joint LSCB Policies and Procedures sub-group is a formally constituted arm of both the Staffordshire Safeguarding Children Board and the Stoke-on-Trent Safeguarding Children Board. This sub-group is responsible for developing and producing legislatively compliant inter-agency policies and procedures for safeguarding and promoting the welfare of children and young people, which promote consistent and effective evidence based practice across organisations working with children, young people and their families. The group works in accordance with the agreed cycle of review for all policies and procedures held on the respective LSCB websites.

During 2018/19, the group, with the help of a number of task and finish groups updated the following documents:

- Managing allegations of abuse against a person who works with children and the role of the LADO (Staffordshire only)
- Child abuse linked to faith or beliefs
- Child sexual exploitation
- Joint working with parents who misuse substances (joint with Stoke LSCB)
- Template safeguarding children policy and procedure (joint with Stoke LSCB)
- Children who are held in custody where mental health is a factor flowchart
- Joint LSCB guidance on electronic and digital recording
- Guidance on safeguarding children from the risk of dog bites
- Escalation procedure

The group also produced practitioner briefings/ guidance:

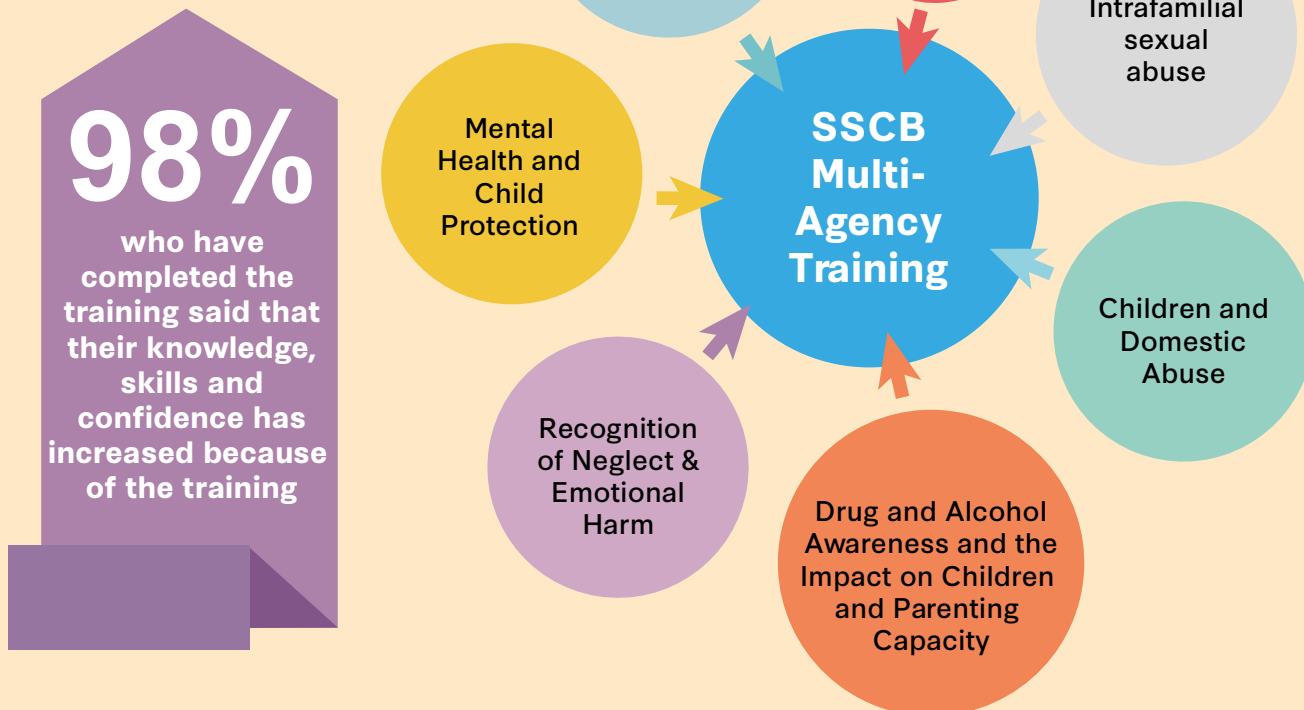
- Digital recording guidance and
- Engaging with fathers and men

The agreed cycle of review captures and alerts the group to any learning from reviews, whether that be locally and/ or nationally, changes to legislation, learning from a variety of inspections and local performance activity. Front line practitioners and line managers are alerted to any changes via an electronic update, produced on a quarterly basis. All task and finish groups consist of either front line staff or line managers/ heads of service. All partners are involved in the wider consultation and agreement on the final documents. The group also feeds into the regional procedures group consisting of 14 LSCBs. Future considerations as the new Board evolves will take into consideration new arrangements for developing policies and procedures, which may well be in line with the regional approach.



Workforce Development and Training (WD&T)

The WD&T sub group is responsible for monitoring and evaluating the effectiveness of training, including multi agency training, to help promote the safety and welfare of children.



Front line staff tell us:

"Intrafamilial - Much more awareness of this such abuse in my mind when dealing with all cases and ensuring the child's voice is always captured - they are seen and spoken to."

"Lessons from Serious Case Reviews - having completed this training, it has alerted me to the fact that nothing should be taken for granted, that concerns should be explored professionally, that nothing must be assumed. it has highlighted where some dangers may lie by listening to serious case reviews. respecting confidentiality always."

"Child Sexual Exploitation - Enabled me to provide more empathetic support. I have the knowledge of some support agencies I could contact to support both me and the customer, the training provided me with information that helped spot signs of CSE and understand the impact it has on victims!"

"Fabricated - As an Education Welfare Worker, I work with children who have a lot of absences from school, which often relates to actual or reported illness. Whilst I was already aware of fabricated illness issues the training course provided me with additional insight into this issue as well as effective ways to challenge parents and other practitioners."

"Forced Marriage, Honour Based Abuse & Female Genital Mutilation - Have informed all parties in school about FGM to breakdown any misunderstanding as a religious practice, signs to look for and how to make a referral as a criminal offence"

"Disability - A vulnerable child has been given a voice and outcomes have improved for them and their family."



Training Events:

Over the past 12 months, the SSCB training team has coordinated 181 multi-agency training events with attendance from 2952 practitioners from across a wide range of agencies.

More detailed information can be found in the SSCB Training annual report www.sscbstaffs.org.uk

Overall, the feedback from front line staff continues to show that they have found the training both informative and beneficial. A large majority agreed that they had gained new skills and knowledge, with 3 month evaluations showing how they have embedded these into everyday practice.

	2017/18	2018/19
Total number of delegates for all training	1992	2952
Number of courses planned	144	181
Number of courses delivered	113	161
e learning courses completed	5233	6475
Delegates completing CSE	81	79
Delegates completing neglect	129	72
Delegates completing drug and alcohol awareness	53	34
Delegates completing domestic abuse	90	88
Delegates completing mental ill health	61	73
Delegates completing Lessons learnt from Serious Case Reviews	65	139
Forced Marriage, Honour Related Abuse and FGM	65	49

Post course evaluation

- ✓ 96% of participants felt that the course has given them the necessary knowledge, skills and confidence to help contribute to any assessment of risk.
- ✓ 96% of participants felt confident to professionally challenge other agencies and were aware of the SSCB Escalation procedure and where to find it.

After 3 months evaluation

- ✓ 98% of participants said their level of knowledge and skills of child protection and safeguarding has improved as a result of attending the training.
- ✓ 99% of participants said since attending training their confidence has continued to grow when working with child protection/safeguarding issues.

Staffordshire and Stoke-on-Trent CCG's

Examples of good practice

A Named GP and Designated Professionals network has been established which is regional but led by Staffordshire following a successful bid from NHS England. The training programme was delivered over a year and there were four one day courses attended by Named GPs, Designated doctors and Nurses mainly based in Staffordshire, Shropshire, Cheshire, Birmingham and Derbyshire.

The aim of the programme was to:-

- Examine the roles and responsibilities of Named GPs,
- Discuss how we are delivering our contractual duties.
- Share of best practice
- Consider how to integrate into safeguarding teams and work collaboratively with other Named and Designated Professionals
- How we provide quality assurance to CCGs
- How we communicate with GP practices
- Audit of our work
- Named GP appraisal
- Training for Primary Care
- Consider Information governance requirements.

This was a great opportunity to network, support each other and help us to deliver excellence to CCGs and associated safeguarding partners.

- ✓ Highlights of the course were a very informative workshop focusing on legal perspectives in child safeguarding facilitated by Helen Burnell from Mills and Reeve, a presentation by Dr Naomi Leese from Manchester SARC focusing on child sexual abuse, training on fabricated and induced illness and sharing of lessons learned from serious case reviews.

We had some excellent specialist training on fabricated and induced illness (FII). We invited Dr Sam Warner Consultant Psychologist to talk to us about the psychological drivers for parents to abuse children through FII. The success of this session and feedback led to us inviting Dr Geoff DeBelle (Consultant Paediatrician and officer for Safeguarding at RCPCH) to speak to us at our final study day about the clinical aspects of FII presentations.

- ✓ The feedback from all four sessions was excellent and 100% of participants felt it had been of value in supporting them in their practice and stated that they would value continuing an educational programme on a regular basis in the future.

The Safeguarding Children Designated and Named Professionals have developed a joint safeguarding assessment tool (JSAT) which has been sent to all GP practices in Staffordshire. It allows practices to assess their performance across all areas of national best practice for safeguarding.

Individuals are encouraged to identify their own learning and development needs. It has current links to local and national guidance and best practice. We have asked practices to share the outcomes from the JSAT in order to provide the CCGs with assurance of safe and effective safeguarding practice and provide information aiding the process of training programme planning for the following year.

Developments for 2019/20

The CCG have developed a new training strategy for Primary Care in light of the new intercollegiate framework, published in January 2019; this details that all Practice Nurses and GP's now require 8 hours of educational development for both adult and child safeguarding over a 3 year period. This also includes recommendations for the safeguarding of Looked After Children following the publication of the Intercollegiate Framework for Looked after children: Knowledge, skills and competences of health care staff (2015). This offers a comprehensive and dynamic current package of training open to all clinicians in Primary Care in Staffordshire. Training development is governed via the Safeguarding Training Group as part of the wider Safeguarding assurance meetings held bimonthly. They are working with appraisers across Staffordshire to ensure that this mandatory minimum requirement for professional development for child safeguarding is assured through the revalidation process. The Named GPs will be presenting a seminar on this at the regional appraisers' conference in July 2019.

Two Named GPs have been trained as part of the 'training the trainers' on the thresholds of need framework for Stoke LSCB. They are now in a position to train the Primary Care workforce on thresholds for referral within the whole of Staffordshire.

Work is underway to collate evidence from the Provider organisations and Primary Care GP Practices for the annual Section 11 audit.

Staffordshire Fire and Rescue Service

Safeguarding for both adults and children is included as mandatory training for all staff and volunteers. The children's safeguarding training has been provided for Staffordshire Fire and Rescue Service by Staffordshire County Council via the virtual college e-learning platform. This joined up working ensures that our people have the very latest training which has been accredited by the board. To ensure the training has been accessed we have introduced a new monitoring system which shows which staff have completed the training, who are still to do it and it shows when it is due to expire.

Safeguarding is included as part of our Community Fire Safety Practitioner Training programme which is now included as core training for all new Fire Fighters. The Service is looking to role this training out to all staff over time.



Joint Child Death Overview Panel (CDOP)

The death of a child is a devastating loss that profoundly affects bereaved parents as well as siblings, grandparents, extended family, friends and professionals who were involved in caring for the child in any capacity. Families experiencing such a tragedy should be met with empathy and compassion. They need clear and sensitive communication. They also need to understand what happened to their child and know that people will learn from what happened. The SSCB are committed to learning from the circumstances and factors present in child death, and to:

- Identify any learning and actions that should be taken by any organisations to improve the safety or welfare of children
- Identify learning arising from the child death review process that may prevent future child deaths
- To make recommendations to all relevant organisations which may prevent future child deaths or promote the safety and wellbeing of children
- Analyse local patterns and trends in child deaths, any lessons learnt and actions taken
- Contribute to local, regional and national initiatives to improve learning from child deaths

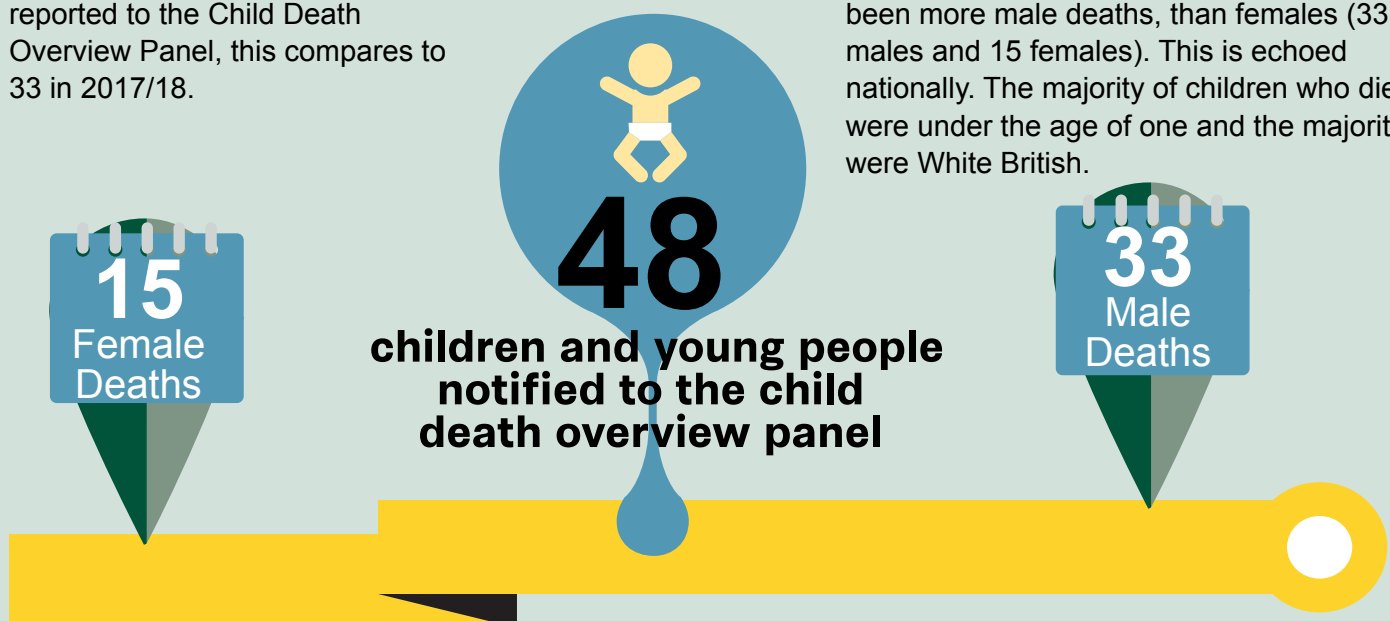


Activity during 2018/19

The Child Safety Booklet entitled 'Protect Your Little bundle...' developed in 2015/16 continues to be circulated and promoted and will be updated and re-printed in August 2019 following securing further public health funding for 2 years. The booklet currently in its third reprint aims to raise awareness of hazards in and around the home and is given to all new parents and carers. Electronic copies can be found on ** and the national Bounty app A collaborative working bereavement day was held at Staffordshire police on 24th April 2018 with guest speakers Coroner Professor Jennifer Leeming and Fiona Murphy OBE. The day gave an overview of bereavement services in Greater Manchester and major incident support.

During 2018/19 48 deaths were reported to the Child Death Overview Panel, this compares to 33 in 2017/18.

Consistently for Staffordshire there have been more male deaths, than females (33 males and 15 females). This is echoed nationally. The majority of children who died were under the age of one and the majority were White British.



Staffordshire is striving to emulate some of the gold standard practice that Manchester national leads on. An off-shoot working group was formed to take issues forward in Staffordshire. Feedback was excellent! The CDOP also supports the Bereavement Alliance and support its annual study day which last year was 'Culture'.

A Sepsis poster and abstract from CDOP members and Designated Doctors for Unexpected Deaths Dr Martin Samuels and Dr Alex Tabor was presented at the national Child Death Overview Panel Conference in May 2018.

Safer Sleep workshops continue and have been well attended by professionals from health and local authority. There have also been a number of teaching sessions within the trusts led by CDOP Nurse Practitioners.

An electronic daily management system eCDOP was scoped and supported by members. The system went live on 01 April 2019 and links into the new mortality database. This will enable larger and more detailed data collection nationally.

Staffordshire is supported at Queens Hospital by the Girl Guides who are producing 'comfort packs' and property bags to all emergency admissions. This enhancing bereavement support for families.

A number of different guides have been created and circulated including 'responding to a sudden death' Digital Legacy, Numerous national awareness weeks have been supported locally including 'baby loss awareness', 'dying matters', 'wave of light' and 'safer sleeping' etc.

All Child Death Prevention Newsletter's circulated during 2018/2019 can be found online at www.staffsscb.org.uk



Sepsis Awareness

Over the last 8 years, 12 children in Staffordshire have suffered a sudden death related to an infection from *Staphylococcus* or *Group A Streptococcus*.

Sepsis is a life threatening condition that arises when the body's response to an infection injures its own tissues and organs. Children, particularly premature babies and infants, can be more susceptible to developing sepsis.

What are the early signs and symptoms of sepsis?

- Flu-like illness, chest infection
- Fever, hypothermia (low body temperature), or seizures
- Not eating, drinking, sucking poorly, or vomiting
- Fast or slow heart rate
- Pale or discoloured skin
- Fast breathing or trouble breathing
- Urinating very little or not at all
- Weakness, irritability, drowsiness, and harder to wake than normal
- Localised muscle tenderness, severe muscle aches

What should I do if these symptoms develop:

- Contact your GP or seek medical advice immediately

Illustrations of children showing symptoms: Fever/Shivering or Very Cold, Extreme Pain/Physical Discomfort, Pale or Mottled Skin, Disoriented/Confused & Sleepy/Difficult to Wake, Rapid Breathing.

Listening to Children and families

The Voice Project – Consultation Programmes of Work

As with all Staffordshire County Council arrangements, Families and Communities aim to put our customers at the heart of the process, consulting with children, young people, families and carers, on the services they want, when and how they want them.

The Voice Project provides a consultation and engagement service that offers its services across the whole of Families and Communities. Our aim is to ensure the voices of children, young people and families are embedded in Staffordshire's approach to planning, design, delivery and evaluation of services.

Individual analysis reports for each of the consultation activities have been shared with Senior Managers and Corporate Parenting Panel (CPP). The results from these consultations help us gain insight into the impact that different services are making and help identify possible areas for service development.

Looked After Children and children subject to Child Protection Plans

The Voice Project undertakes consultation sessions young people who are subject of a Child protection Plan. These taken place in their school setting as a 1-1 session. This information and feedback has then been used by Social Worker, Manager and Independent Reviewing Officers to inform Conferences and include the voice of the child. The learning from the insight gathered below is now shared and embedded into Practitioner training and development:

Identified Risk Factor of Domestic Abuse

Children with domestic abuse highlighted as a risk proportionately spent more time with Dad than those without. Given research findings relating to domestic abuse being perpetrated through contact with children, social workers need to actively consider the appropriateness of contact arrangements.

Consideration to wider family members

Grandparents should always be considered during assessments and planning. They should be considered as potentially both a protective and risk factor and a source of information.

Children and Young People's Understanding of CPP

Some older children thought their behaviour was the reason they subject of a plan, this highlights the need to make sure all children understand the real reason they are on a plan and that this is recorded on the child's file.

Value of Relationship

The evidence from the consultation programme shows that children who feel their Social Worker listens to them would also talk to them if they were worried or upset. This highlights the need to take care and time to ensure children and young people feel listened to, this will prove key to future relationships building.

Children and Young People's Worries

Children worrying about their parents is a significant issue. It tells us that they have a real understanding that things at home are not right. These worries need to be taken into account in planning and direct work with children and young people.

Children and young people's views of improvements at home

When asked if things had got better or worse since the last school holiday siblings did not always agree. This highlights the value of meeting siblings separately to gather their thoughts and feelings, younger children may not realise what is happening around them. The findings and outcomes from the most recent report has been shared with the Work Force Development Team so that the learning and implications for practice can be shared during practitioner training. The learning from these consultations has also been included in Section 47 Training and Communicating With Children Training.

Local Support Team Consultation

The Voice Project has been involved with LST County and District Managers to lead on the consultation with children and families who have received a service which and their case has been closed.

The process of the evaluation of the LST continues with the feedback forms which are completed by parents and young people after receiving a service. These forms are now sent directly to The Voice Project and numbers of forms received have increased over the last year. Feedback is used by the BIDT Team to inform

Service Performance Reviews. The majority of the feedback is positive with both parents and young people expressing the impact this has made on their families.

Across the County there were some common themes which included –

All the young people agreed that the timing of the sessions were of suitable length. Most of the young people felt that they would have liked the fixed period of intervention to be longer but understood the reasons it had finished.

Young people talked extremely positively about the activities and methods used within the sessions, one young person talked about how the games had had a direct impact on his anger management.

Majority of the young people talked about how positively the impact on the family has been since the involvement of the LST as well as them as individuals.

Many of the young people clearly explained the activities and sessions which took place and showed a real understanding of the overall aim.

All the young people interviewed expressed good support and relationships with their school and teaching/support staff.

Several young people commented on how the LST work had supported them through the school transition period.

All the young people were clearly aware of their LST Worker and their worker's role within their family but one young person mentioned that they did not know about the service previously or the referral process.

All the young people had a clear understanding of the purpose of the LST Service.



Missing Children

The Strategic Oversight Board for Missing Children is a multi-agency group which reports by exception to the Children's Safeguarding Board. It has strategic oversight of the management of missing children in Staffordshire as well as those children placed in Staffordshire by other local authorities.

The Board monitors the activity of the Operational Missing Group, responds to shared intelligence and analysis to inform commissioning and service delivery. In addition, it influences joint policy and protocols which are informed by national guidance. During 2018/19 there has been a focus on embedding the arrangements for the newly commissioned service for missing children which provides a return home interview provision for all missing children as well as an intervention and prevention service where Child Sexual Exploitation is identified as a risk factor.

The police strategic lead for missing people has taken over the chairing responsibility for this group as referenced in last year's update. The terms of reference have been refreshed and there is currently a focus on achieving a multi-agency performance dashboard. This will ensure there is an understanding of trends and themes and where further work is needed across the partnership. The group will also have an evidence base for a subsequent business plan.

The average number of children missing per quarter is 230, with just over a third being other local authority looked after children placed in Staffordshire. 44% (977) of missing episodes are from the independent care sector. 33% (740) are children missing from home. 10% of missing episodes were from Foster Care provision. The children and young people repeatedly missing are all known to CSC services and for this particular cohort, there is a high correlation between their missing episodes and vulnerabilities associated with child sexual exploitation, youth offending, learning difficulties or disabilities and problems within the school environment.

During 2018/2019

685 - 733

young people went missing from home and care, this is a reduction in consistent with numbers from the previous year.



There has been a total of

2217 - 2157

missing episodes which is slightly reduced from **2284** episodes in 2017/18.



Private Fostering

The Local Authority is discharging its duties to respond to notifications of Private Fostering arrangements appropriately, where the visit was carried out within 7 working days.

Staffordshire has exceeded the minimum visiting requirements (70%) and ensured that children and carers are visited regularly and provided with the support they need. A total of 95 visits have been made to Private Fostering households during 2018-19 and 96% of these visits have been undertaken within the 6- or 12-week timescale. This demonstrates an upward trend in improvement in performance compared to the previous year and a 23% increase since 2015/16.

We are confident that all children who have been identified as residing in private fostering arrangements in Staffordshire are being visited regularly and are seen by their social worker and/or fostering social worker. The activity undertaken and the support in place evidences that children are safe and having their needs met by their carers.

In one area of Staffordshire there have been previous concerns over a number of years about individuals offering private fostering services to overseas children coming to the UK to study. Previously there have been significant concerns regarding failure to adhere to the Private Fostering Regulations and not meeting the children's needs adequately. Through professional intervention, increased supervision and positive partnership work across relevant service areas, this situation has been effectively managed. The carers are now adhering to the requirements of Private Fostering Regulations and the Local Authority is reassured that children's welfare needs are being met. As a further strand of monitoring, these arrangements are reviewed internally, which is attended by the private fostering lead, a head of service for safeguarding and the relevant social workers.

Further measures have been taken to ensure that children coming to the UK to study who are over 16 years continue to have their welfare needs met. Where it has been required these children have remained subject to child in need arrangements beyond their 16th birthdays.

Private Fostering leads within the Local Authority continue to monitor the business activities of individuals offering services to parents considering sending their children to the UK for educational purposes and continue to work closely with schools in relation to this practice.

Within the reporting period, no requirements, disqualifications or prohibitions were issued by the Council to Private Foster Carers, however this is not unusual.

Action Plan 2018-2019



To consult with private foster carers, parents and children in Private Fostering arrangements to obtain feedback on their experience of Private Fostering and to support development of good practice.



To review the current management of Private Fostering across two service areas to avoid duplication of work, improve annual data returns and to support the child not to feel overwhelmed by the level of visits undertaken by social workers.



To work with partner agencies to reduce delay in receiving the statutory information required to complete Private Fostering assessments.



To review the Private Fostering policy and statement of purpose. Close working / appropriate referrals are made to bordering Local Authorities in respect of children who may be living in Private Fostering arrangements and who cross borders.

Local Authority Designated Officer (LADO)

The role of the LADO (Local Authority Designated Officer) is currently informed nationally by two principal documents:

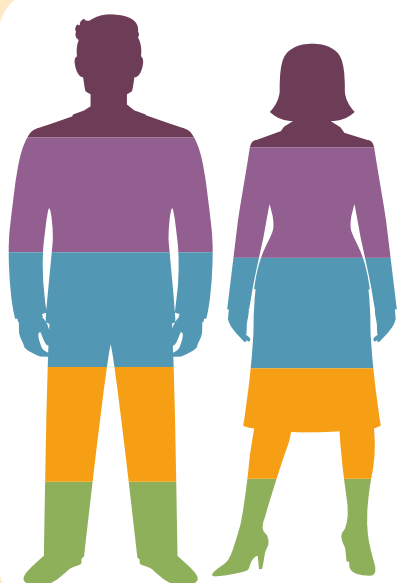
- Working Together to Safeguard Children (2018): p57-58 and
- Keeping Children Safe in Education (2018): p51-62

Staffordshire LADO service is operationalised through a duty desk arrangement colocated alongside the First Response Team (FRT) and the Education Safeguarding Service (ESAS), all of which are based within the Multi-Agency Safeguarding Hub (MASH). All referrals or requests for advice, irrespective of workforce sector, are routed initially via First Response Team which allows for the capture of basic information prior to passing directly to the duty LADO.

The duty desk is supported by 2 x dedicated LADO Officers (Senior Practitioners) and managed by the Risk Management Co-ordinator who also contributes to the operational service and case management. The LADO service is located within the Responsive Services structure which also includes FRT, Education Safeguarding Advice Service (ESAS), and the Emergency Duty Service (EDS).

Staffordshire LADO remains an embedded function within the MASH allowing for effective real time dialogue with Staffordshire police and other MASH based partner agencies (e.g. Mental Health Services; DBS; Adult Safeguarding), which significantly enhances the provision of timely, well-informed advice and decision making.

The day to day activities of Staffordshire LADO extend beyond the core business of allegations management as defined within the statutory guidance. A fundamental objective of the service is to ensure that adults who 'work' with children are, in the widest sense, suitable to do so. The notion of suitability in this context captures the potential for 'transferable risk' which may be evidenced by behaviours which are perpetrated against other adults (e.g. domestic abuse). It may also include obscured forms of risk which may be reflected by, for example, the misuse of substances, or evidence of significant mental health needs. Increasingly, organizations are sensitised to reputational risk reflecting the importance of the public's trust and confidence which might be impacted upon negatively in light of some behaviours.



Total number of referrals: 584 (452 in 2017/18).

The total number of recorded referrals have increased significantly by **29%** compared with the previous (2017/18) annual reporting period (**452**).

Referrals by Abuse Category:

CATEGORY	PERCENTAGE
Physical	50%
Sexual	16%
Emotional	12%
Neglect	12%
Other	10%
Total	100%

Based on the four nationally recognised outcomes to the investigation of an allegation Substantiated; Unsubstantiated; False and Malicious (as defined within Keeping Children Safe in Education 2018 (page 52) , the following table shows that the majority were unsubstantiated, most of which are concluded within 1 month of the referral being received (45%).

Outcomes achieved 2018/19

- Frequent dialogue is undertaken between the LADO Duty officer and Ofsted regulatory inspectors that leads to very effective working relationships with regional Ofsted personnel relevant to the inspection of regulated services within this area.
- Two key local relationships, Huntercombe Hospital and HMYOI Werrington remain underpinned by robust arrangements for the management of referral traffic and both formal and informal communication systems remain effective.
- Activities continue to reflect close and responsive working relationships with NHS England and the CQC
- The Staffordshire LADO service has continued to provide extensive support to HMYOI Werrington in the reviewing of CCTV and Body Worn Camera footage relevant to the investigation of allegations or observations of concern.
- A significant amount of work continues to be undertaken by Staffordshire LADO and the Specialist Safeguarding Unit's is in relation to allegations emerging from independent (for profit) children's homes. This reflects safeguarding responsibilities for children and young people who are placed here by other Local Authorities.
- Close working relationships have been established since the latter part of 2017 with Staffordshire's Early Education and Child Care Team which continues to allow for elevated levels of joint working and effective information sharing in relation to Early Years providers.
- Staffordshire LADO continues to support training events provided to the schools and wider workforce in respect of the 'allegations management' process. This is offered from within the SSCB's wider training catalogue and feedback from events remains overwhelmingly positive. Specific contribution has also been maintained during this period to bespoke 'allegations' training events provided to foster carers registered with Staffordshire County.

Safeguarding in Education

Education Safeguarding Lead (ESL) and Education Safeguarding Advice Service (ESAS)

The ESL has continued through 2018/2019 to support and challenge the safeguarding of Staffordshire children in the 406 schools that are in Staffordshire, which includes Local Authority schools and Academies. A number of Independent schools in the County also access the services of SCC Education Safeguarding.

The termly Designated Safeguarding Briefings, which are held in double districts across the county, have been led by the ESL, working in conjunction with the Head of Partnership and Development. These briefings continue to be highly valued by the DSL's sharing key safeguarding messages, highlighting expected practice and allowing space for reflective discussions. Attendance continues to grow. This years briefings have also provided the SSCB with the mechanism of engaging Education with the new structure of the joint Stoke-on-Trent and Staffordshire Safeguarding Children Board, and commencing the ethos of maturity of that partnership.

In July 2018 a Families First Designated Safeguarding Lead conference was held. The training delivered was Understanding Neglect (Recognition, Response and Professional Challenge) and Learning from working with young people who have been exposed to child sexual exploitation. Catch 22, the commissioned SCC CSE service supported the DSL's to understand the referral process. Both of these topics supported the SSCB priorities, and highlighted lessons learnt from recent local serious case reviews.

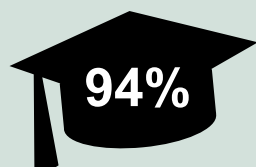
Individual Safeguarding audits are being completed by the ESL for schools identified through Ofsted or SCC Commissioner for Quality Assurance, and also when schools have requested an independent review of their practices and procedures.

The Education Safeguarding Advice Service (ESAS) is an integral support service for schools, and now also Early Year providers. It is located within the MASH and offers guidance and support in relation to threshold decisions, Early Help and CSC referrals and general safeguarding enquiries. The service has dealt with 2517 phone call requests for advice and guidance, along with email contacts. The service continues to be highly valued by the users, and this has meant that a second ESAS Officer has been employed to deal with demand. A small number of DSL's have been invited to sit with the ESAS service, to get a better understanding across the safeguarding process. This includes time spent with First Response call takers, the LADO and Staffordshire police Safeguarding officers.

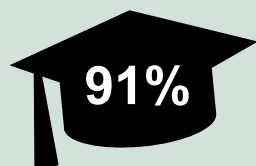


Section 175/157 Safeguarding Audit for Schools

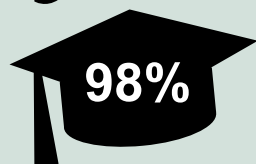
The Education Safeguarding Lead, with support from SSCB continues to conduct an annual audit of the safeguarding arrangements in Staffordshire schools. This provides the Board with robust evidence that schools are committed to safeguarding and maintaining the health and development of children. The audit was sent to all Staffordshire schools, including primary, secondary, special schools, academies, alternative provision and independents. 399 out of the 406 completed the audit.



94% of schools stated that the Sec 175/157 is an integral part to the schools safeguarding improvement plan - a 4% growth since 2017/18 audit.



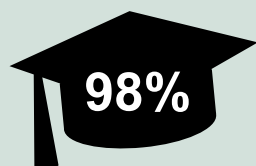
91% of School Governors have oversight of the Sec 175/157 audit.



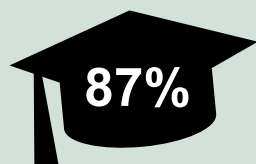
98% stated that the schools safeguarding policy is current and compliant with legislation.



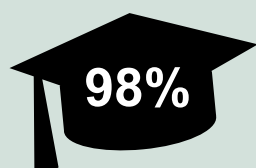
355 of the audits provided data identifying vulnerable groups of children, including Young Carers and Private Fostering, with statistics being low. There is work to be done to support schools in the recognition of particularly young carers and privately fostered children.



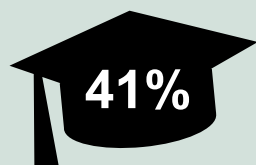
98% transfer child protection records to the next education provision, with a signed record against that transfer.



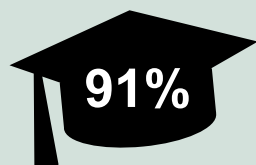
87% of child protection files include a chronology. ESL and ESAS continue to support schools in their record keeping practices, highlighting SCR messages



98% of school settings that deliver to Early Years Foundation Stage have the relevant supplementary information within the school safeguarding policy.



41% have recorded homophobic or racist bullying incidents, and have dealt with them through use of the school behaviour, anti-bullying and safeguarding policies



On average 91% of schools educate young people to keep themselves safe from CSE; peer on peer abuse; online safety; healthy relationships and drugs. The majority of that education is delivered through PSHE, supported by 15% accessing external agencies input

Werrington Young Offenders Institute and the SSCB Review of Restraint Task group

Werrington Prison is a Juvenile Centre for young males aged from 15 to 18 years. Full-time and part-time education courses are provided as part of the prison's regime, as are vocational training workshops in catering, bricklaying, painting and decorating, tiling and plastering, European Computer Driving Licence, horticulture and theatre. Werrington Safeguarding staff including social workers continue to keep close relations with Staffordshire LADO and work closely together. Werrington social workers work closely with outside Local Authority social workers and youth offending teams in regards to any disclosures of abuse to ensure information is communicated and that any actions necessary are followed up.

This includes weekly phone calls and regular meetings.

The on-site Senior Designated Social Worker is now part of Werrington's Senior Management Team and attends all related meetings.

The induction for young people into Werrington includes an element focusing on Safeguarding and the Protection of children and offers the young people to speak with a staff member/social workers if they have any concerns or information to disclose. Disclosures have been made by young people and been followed up by the safeguarding team and local authorities.

Partnership Working between Werrington Social Work Department, a young person's Local Authority Social Worker, a young person's Local Authority Youth Offending Team (YOT) Officer and the National Crime Agency (NCA).

Modern Slavery within the context of County Lines Communication during remand/sentence reviews, LAC reviews (attended where possible by a parent) and through emails and phone calls, a YP's vulnerability is well supported and communicated. Information is then shared with the courts which can result in a judge recognising the status of the YP as a victim of child exploitation and also taking into consideration any effects suffered from any traumatic experiences.

Information was shared that a referral had been submitted to the NCA in July 2018 with a request to consider a YP as a victim of Modern Slavery within the context of County Lines. A request was made by the YOT officer followed up by an email from Werrington Social Worker for a follow up referral to be submitted by the Local Authority Social worker to include all the information gained since July 2018 which indicated that the YP had been exploited including reference to the findings of a psychological assessment report which confirmed his vulnerabilities and noted possible PTSD as a

result of his experiences.

A further updated NRM was submitted to the NCA by Social Care.

Currently the YP's case has been adjourned for a number of months to await the definite NCA/ Home Office decision in respect of whether they are deemed a legitimate victim of modern slavery, the case will then be reviewed by the CPS.

In line with current processes the LADO will be contacted within 24 hours in regard to all Child Protection referrals whether there is evidence of significant harm or not and will make a decision whether comments/recommendations are necessary. (see LADO report)

Werrington have a new approach to Child Protection file closures, a panel, including the Governor will sit on a panel on a monthly basis to view CCTV and body worn footage, discuss the referral and to jointly make a decision on any outcomes/ recommendations. Once a decision is made and agreed the referral will be signed off by the Governor.

Contextual Safeguarding is an approach to understanding and responding to, young people's experiences of significant harm beyond their families. Werrington YOI will be working alongside the Head of Staffordshire Youth Offending Team. Training in this approach will commence with the SMT in July 2019 with a plan that further training will be offered to all staff.

The Comprehensive Health Assessment Tool (CHAT) screens all young people located to Werrington YOI. This is a 5 part assessment which takes place in the first days of a young person's arrival, CHAT 1, an Initial Reception Screening takes place on day one.

CHAT 2 - Physical

CHAT 3 - Substance misuse

CHAT 4 - Mental Health

CHAT 5 - Neuro Disabilities.

Where necessary an assessment will create a referral to a specialist service.

Werrington have an on-site Inclusion team which includes, RMN's (x 3 and a manager), Assistant Psychologist x 1 (x1 psychologist to commence August 2019 and one vacant post), x 2 substance misuse workers, a learning disability nurse, psychiatrist (on and off site), a psychosocial lead (part-time) and a creative therapist (due back from maternity in August 2019).

Any member of staff within the establishment can refer a young person (YP) to Inclusion for assessment through a TAG referral.

CHAT information is requested from Health Care by Werrington Social Workers and is shared with outside Local Authorities in the LAC review of any Looked After young person whether it be due to their remand status and/or their Looked After status previous to arriving in Werrington.

Werrington Multi-agency Safeguarding Hub (MASH) meeting occurs every Monday and includes an update from Inclusion, it discusses any new Special Educational Needs (SEN) of the young people and any other relevant information such as any negative effects from exposure to domestic abuse etc. If deemed necessary a MASH action plan will be completed with a requirement for all departments involved to provide regular updates.

Werrington have a number of Safeguarding policies including child protection. Any child protection referral received is investigated fully by on-site social workers and prison staff.

Review of Restraint

The Review of Restraint Task group is a formally constituted part of Staffordshire Safeguarding Children Board and is responsible for ensuring that the Board retains a clear focus on the use of control and restraint across all secure establishments in its local authority area. Under the new arrangements (as set out in Working Together 2018) the Board will continue to include a review of the use of restraint within Werrington Young Offenders Institute within the annual report and via regular reports into the Partnership. Furthermore, this group will continue in its current format.

The Review of Restraint Task Group has continued its focus on reducing the number of restraints including pain during 2018-19. Each of the quarterly meetings viewed restraints where pain was used. There is significant evidence to suggest that where pain is used during restraint retraumatizes children who have already too often experienced trauma and abuse as a young child.

Focusing on the use of pain in restraint has seen a reduction in the use of pain. Since November 2018 there have been no reported restraints which have included pain. The Review of Restraint meeting is challenging and focused on ensuring the safety of children in restraints. Through this group there has also been an increase in hearing the child's voice in their post restraint debriefs and there has been an increase in the amount of body worn camera footage. This is crucial to provide the context and voices of those involved in the restraint rather than relying on CCTV alone.

At any one time round 900 children are detained in the Youth Secure Estate under custodial sentences for criminal convictions:

650 children

aged 15–17 in Youth Offenders' Institutes (YOIs);

130 children

aged 15–17 years in Secure Training Centres (STCs);

120 children

aged 10–14 years in Secure Children's Homes (SCHs)

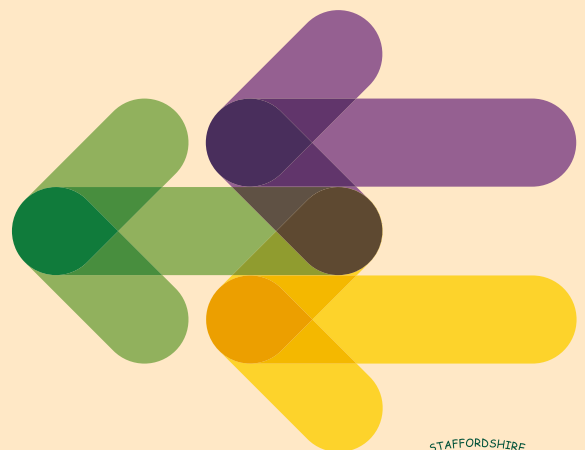
Evidence suggests that children in custody are 3 times more likely than other children to have unmet health needs and have experienced multiple traumas.

The Review of Restraint meeting has attracted interest from Charlie Taylor who has been commissioned by the Ministry of Justice to undertake a review of the use of pain in restraints. Charlie has met with the chair on two occasions, taken part in the restraint training, met children who have been restrained in Werrington YOI and has observed the Review of Restraint meeting. Charlie's report is due out in Summer 2019 and early indications are that the process adopted by the Safeguarding Children Board should be replicated in other areas. His view is that the focus on this area as a partnership can add value and improve practice.

As part of the Boards focus on CSA, the group has taken into consideration and examined the findings of the ICCSA inquiry into Child Sexual Abuse in Institutional Settings which did include comments and recommendations on the restraint in the context of child sexual abuse.

Plans for 2019/20

- Werrington YOI has a new Governor who is committed to improving safeguarding within the establishment and is working closer with the Chair of the Review of Restraint Group. This newly established partnership will ensure that learning and good practice from this group will be transferred into the practice of restraints
- The focus of the group going forward will be the use of restraints in passive noncompliance. This is an agreed objective from the Chair of the group and the Governor. The group will also continue to focus on the use of body worn camera's, the child's voice in post restraint and maintaining the focus on decreasing the use of pain in restraints
- There aims to be a greater focus on communication from the group to officers within Werrington YOI to ensure that they hear the messages from the group and
- The Terms of Reference will be reviewed to reflect the new safeguarding arrangements.



Chapter 5:

Partnerships and Networks

The Staffordshire Health and Wellbeing Board (HWBB)

The Board is a key strategic leadership body that will drive ongoing improvements in health and wellbeing across Staffordshire. The Board is established under the provisions set out in the Health and Social Care Act which received Royal Assent on the 27 March 2012. The Board assumed its statutory responsibilities from April 2013. The terms of reference will be reviewed as appropriate to ensure they support the strategic intentions of the Board and compliance with all relevant legislation. The Staffordshire HWBB has a number of ongoing responsibilities, including producing the Joint Strategic Needs Assessment and the Joint Health and Wellbeing Strategy (JHWS).

Community Safety Partnerships

Within Staffordshire there are 8 local community safety partnerships one for each of the district and borough council areas. They are made up of representatives from:

- The local police force

- Local councils
- The fire authority
- Clinical commissioning groups and
- Probation services

These organisations are collectively known as the “responsible authorities”. They work together to develop and implement strategies to protect their local communities from crime and help people feel safe. They work out local approaches to deal with issues including anti-social behaviour, drug or alcohol misuse and reoffending. You can find out more about the community safety partnerships for each area here:

- Cannock Chase
- East Staffordshire
- Lichfield
- Newcastle-under-Lyme

South Staffordshire Stafford Staffordshire Moorlands
Tamworth Stoke-on-Trent (Safer City Partnership)

Prevent Board

In June 2018, the government launched a refreshed Contest Strategy. Prevent forms one of four strands of the Contest Strategy. In Staffordshire, we have reviewed and revised our partnership Prevent Delivery Plan in light of the new Contest strategy and to respond to identified local risk and vulnerability. Staffordshire Prevent Board receive quarterly performance updates from all partners, outlining how they are achieving the outcomes within the Delivery Plan. This provides an opportunity for constructive challenge and facilitates continuous improvement across the partnership.

Multi-Agency Public Protection Arrangements (MAPPA)

What is MAPPA?

Introduced as part of the Criminal Justice Act 2003, MAPPA is the mechanism whereby agencies within the 42 criminal justice areas across England and Wales work collaboratively to minimise the risks of serious harm posed to the public by sexual and violent offenders. Local Authority Social Care Services have a legal duty, defined within the above legislation, to co-operate with the MAPPA process which is concerned with the local management of 3 defined categories of offender:

- Category 1 – Registered Sex Offenders
- Category 2 – Violent and other Sexual Offenders.
- Category 3 – Other Dangerous Offenders

There are 3 levels of MAPPA case management:

- Level 1: ordinary agency management
- Level 2: active multi-agency management
- Level 3: active enhanced multi-agency management.

The Level 2 and 3 Panels reflect specifically scheduled (typically weekly) 'round the table' meetings involving a wide range of contributions from statutory and supporting agencies.

A more detailed guide to MAPPA can be found at: www.mappa.justice.gov.uk

The local authority Risk Management Co-ordinator (RMC) acts as a single point of contact for MAPPA related business and is based in the Multi Agency Safeguarding Hub (MASH).

The RMC has a statutory 'duty to co-operate' with a range of responsibilities some of which include; core representation at all level 2 and 3 Panel meetings, initiating referrals via First Response with the support of police and the National Probation Service (NPS) and providing advice and consultation with wider children's social care networks.

- ✓ In terms of Staffordshire's Children's Services contribution, the Duty to Co-operate responsibility reflects attendance and contribution to all individual discussions and has been consistently maintained at a 100% participation level
- ✓ The work undertaken to manage offenders at level 2 and 3 is of a high standard and reflect highly effective partnership working
- ✓ Specific pieces of work have led to a much more through assessment of risk in respect of offenders and their location in relation to children
- ✓ Staffordshire out-perform the national KPI for Duty to Cooperate attendance which is currently 90%

Over the last 12 months Staffordshire Youth Offending Service, Staffordshire's Leaving Care Service, the NPS and the Integrated Offender Management Unit have worked together in a highly effective manner to manage a vulnerable Level 2 young adult with local and regional gang affiliations. The MAPPA process has been concerned to mitigate risk to the public alongside the needs and wellbeing of someone who has endured a significantly abusive childhood. The input from Families First has been pivotal in helping to keep a balanced focus around the vulnerabilities of the young offender.

The following are the critical statistics for the reporting period - April 1st, 2018 to March 30th 2019



New arrangements under Working Together 2018

Safeguarding and protecting children from serious harm is one of the most important and challenging responsibilities of government and of all agencies in a local area. Central government issues legislation, regulations and guidance in respect of safeguarding children and local areas are required to have systems and procedures in place to comply with these expectations and to keep local children safe.

A national review of these arrangements (the Wood Review 2016) found that the existing legislative and regulatory framework had led to a 'one size fits all' approach to local safeguarding arrangements which, in many parts of the country, was characterised by insufficient collaboration between agencies and weak governance structures, led by Local Safeguarding Children Boards, which were not sufficiently effective in developing and managing local safeguarding children systems. The review also found that the existing national model of 'Serious Case Reviews' was failing to promote the learning at both national and local levels required to make the safeguarding system more effective.

This review has led to reforms. In 2017, the Children and Social Work Act gave responsibility for the effective implementation of local safeguarding children arrangements to three agencies – the Local Authority; police and NHS Clinical Commissioning Groups – to be known as the 'Safeguarding Partners'. It abolished the requirement for local areas to have Local Safeguarding Children Boards and, instead, introduced the greater flexibility encouraged in the Wood Review by requiring the Safeguarding Partners to work with others, known as 'Relevant Agencies', to agree and put in place suitable local arrangements for the purpose of 'safeguarding and promoting the welfare' of children. In line with the supporting regulation found in the updated 'Working Together 2018' (July 2018), local areas are required to publish any new arrangements, including those for Local Child Safeguarding Practice Reviews (replacing Serious Case Reviews) and for the independent scrutiny of the effectiveness of local arrangements, by June 2019 and implement them by September 2019.

Proposed changes in Stoke-On-Trent and Staffordshire 2019/20

Following the Wood Review and revisions to the statutory guidance the Department of Education (DfE) opened up an application process for existing LSCBs to apply for funding to become an Early Adopter (EA). The aim of this programme was to support local areas develop and test innovative approaches to implementing the new safeguarding reforms, reflecting local circumstances where lessons might be applicable to other areas. The National Children's Bureau would help facilitate and support EA's.

Following a successful bid in late 2018, the Staffordshire Safeguarding Children Board appointed a project lead and formed a joint SCB shadow Safeguarding Partnership, consisting of the 3 statutory agencies.

The Independent Chair, John Wood was asked to attend and acted as a critical friend. This group worked on key pieces of work, some of which were informed by the feedback from the development workshops consisting of members from both Boards executive groups and sub groups chairs.

A new arrangements document will be published on the 1st April 2019 and can be accessed via the LSCB websites.

Summary of Key Changes

From April 2019, the following key changes will be made:

- The current Local Safeguarding Children Boards will be replaced by a new Joint Stoke-on-Trent and Staffordshire Safeguarding Children Board (SSSCB). This will be led, jointly and equally, by both local authorities, Staffordshire police and the Clinical Commissioning Group (on behalf of all CCGs and NHS providers in Stoke-on-Trent and Staffordshire).

- The two existing Executive sub groups will be replaced by a new joint Stoke-on-Trent and Staffordshire Safeguarding Children Partnership Group, joined by the local authority education safeguarding leads, the voluntary sector and the secure estate in Werrington. Membership will be extended where necessary to more fully represent the breadth of interests/stakeholders in children's safeguarding across the City and the County.
- There will be fewer standing sub-groups/ committees, with the exception of the serious case review sub groups, the Child Death Overview Panel (CDOP) and the task group for the Review of Restraint in Werrington Young Offenders Institute in Staffordshire.
- New processes will be put in place for the independent scrutiny of the effectiveness of the new arrangements and
- A stronger focus on engaging with the education sector communications and engagement

To support implementation of the new safeguarding partnership, the following contingency plans have been provisionally agreed to ensure a smooth transition to the new arrangements and meet the statutory requirements set out in national guidance. Further detail will be contained within the Boards transition plan.

SSCB Website

The existing SSCB website will continue in its current format until the new partnership is in place. Going forward it is proposed that this platform becomes a joint Stoke-on-Trent and Staffordshire Safeguarding Children Board website, with a sleeker and more efficient process for booking onto SSCB multi-agency training. Social media accounts will either be refreshed or created to increase the visibility of the new Board and to promote richer and more informative relationships with front line staff across the County and the City.

Child Death Reviews

During the development of the new Child Death Review arrangements, which are scheduled for implementation by the 1st October 2019, the existing Child Death Overview Panel process will be retained. All outstanding Child Death Reviews should be completed by 29th January 2020.

Serious Case Reviews

The SSCB will formally hand over 3 current Serious Case Reviews to the new partnership for finalisation before 29th September 2020 in accordance with national guidance. The SSCB has been involved with another Early Adopter, Birmingham Safeguarding Children Board who are exploring a 2 phased approach to Rapid Reviews and Child Safeguarding Practice Reviews (New language in WT 2018 for SCRs). Phase 1 will be looking at developing a Rapid Review process along with supporting documentation and then Phase 2 starting in late 2019, will explore the commissioning of a pool of lead reviewers, supported with agreed procurement processes and a quality assurance framework.

Threshold Document

The current threshold document 'Accessing the Right Help at the Right Time' was refreshed in January 2018 and will be subject of ongoing review under the new arrangements.

Transfer and Archiving of LSCB Records

The SSCB Business Support team will begin to transfer all relevant data, information and pertinent historical records to the new Safeguarding Partnership. The handover process will be compliant with the Data Protection Act 2018 and the General Data Protection Regulation.

Appendices

Agency	Board Meetings 2018/19			
	June 2018	Sept 2018	Dec 2018	March 2018
Staffordshire Police	✓	✓	✓	✓
Burton & South Derbyshire College	✗	✗	✓	✓
Staffordshire Fire & Rescue	✓	✓	✓	✓
Midlands Partnership NHS Foundation Trust	✓	✗	✓	✓
HMYOI Werrington	✓	✗	✓	✗
National Probation Service	✗	✓	✓	✓
Army Welfare Service	✓	✓	✓	✓
Staffordshire County Council	✓	✓	✓	✓
University Hospitals of North Midlands NHS Trust	✓	✓	✓	✓
Staffordshire CCGs	✓	✓	✓	✓
Staffordshire and Stoke Community Rehabilitation Company	✓	✓	✓	✗
Birmingham Community Healthcare NHS Foundation Trust	✓	N/A	N/A	N/A
Entrust	✓	✓	✓	✓
Named GP Stoke-on-Trent and North Staffordshire	✓	✓	✓	✓
Named GP South Staffordshire	✓	✓	✓	✓
Cafcass	✗	✗	✗	✗
University Hospitals of Derby and Burton NHS Foundation Trust	✓	✓	✓	✓
North Staffs Combined Health NHS Trust	✓	✓	✓	✓
Special School representation (member until June 2018)	✓	✗	✗	✗
Staffordshire Council of Voluntary Youth Services	✓	✓	✓	✗
Independent School representation	✓	✓	✓	✓
Staffordshire Youth Offending Service	✓	✓	✓	✓
Designated Nurse for Safeguarding Stoke-on-Trent and North Staffordshire	✓	✓	✓	✗
Designated Nurse for Safeguarding South Staffordshire	✓	✓	✗	✓
Designated Doctor for Safeguarding Stoke-on-Trent and North Staffordshire	✓	✓	✓	✓
Designated Doctor for Safeguarding South Staffordshire	✓	✓	✓	✓