

**BUCKINGHAMSHIRE SAFEGUARDING CHILDREN
BOARD**

Buckinghamshire



**Safeguarding
Children Board**

**2010 –2011
Annual Report and Business Plan**

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Appendix 1. Monitoring Map.

1. Membership of Buckinghamshire Safeguarding Children Board

(as at 31st March 2010)

INDEPENDENT CHAIR: Donald McPhail

VICE CHAIR: Alan Dinning

DIRECTOR OF CHILDREN'S SERVICES: Sue Imbriano

CABINET MEMBERS:

LEAD COUNCILLOR - Marion Clayton

CABINET MEMBER FOR -
SAFEGUARDING, C&YP Lin Hazell

SUB COMMITTEE CHAIRS

Child Death Overview Panel	Dr Lesley Ray, Designated Doctor for Child Protection.
e-Safety	Jenny O'Neill, Senior HR Manager, Safeguarding in Employment.
Monitoring and Evaluation	Mary Davern, Group Manager, Audit & Performance
Policy and Procedures	Diana Large, Divisional Manager, Permanency and Placement.
Prevention of Significant Harm	Jonathon McDonnell, Project Manager Addaction
Safeguarding in Employment	Gillian Hibberd, Corporate Director, People, Policy and Communications
Strategic and Serious Case Review	Heather Clarke, Divisional Manager, Prevention, Assessment & Protection
Training	Shetha Haider, Workforce Development Manager

BUCKINGHAMSHIRE COUNTY COUNCIL:

ACHIEVEMENT & LEARNING Louise Goll, Divisional Director, Achievement & Learning

DOMESTIC VIOLENCE Teresa Martin, Domestic Violence Co-ordinator

EARLY YEARS & CHILD CARE: Kathy Darvill, Access, Inclusion & Participation Manager

CAFCASS: Anthony Miller, Service Manager

CONNEXIONS:

Bob Harrison, Delivery Director

DISTRICT COUNCILS:AYLESBURY VALE DISTRICT
COUNCIL -Matthew Partridge, Head of Housing
& Leisure ServicesCHILTERN DISTRICT
COUNCIL -

Martin Holt, Head of Health & Housing

SOUTH BUCKS DISTRICT
COUNCIL -

Bob Smith, Director of Services

WYCOMBE DISTRICT
COUNCIL -

Ian Westgate, Corporate Director

HEALTH:

DESIGNATED DOCTOR

Doctor Lesley Ray

DESIGNATED NURSE

Tania Atcheson

BUCKS PCT

Rosemarie Finley, Service Manager for Families &
Children, Preventative ServicesBUCKS HOSPITALS NHS
TRUST

Celina Eves, Head of Midwifery

NHS BUCKINGHAMSHIRE

Christine Matthews, Children's Services Commissioner.

SOUTH CENTRAL SHA

Christine Etheridge, Children, Young People & Maternity
Lead**HEALTH / POLICE:**Dr Sheila Paul, Principal Forensic Physician/ Force Sexual
Offences Lead**MENTAL HEALTH:**OXFORDSHIRE &
BUCKINGHAMSHIRE MENTAL
HEALTH NHS FOUNDATION
TRUST

Dr Nick Hindley, Named Doctor for Child Protection.

PROBATION:Stephen Czajewski, Assistant
Director**SCHOOLS:**

Pauline Dichler, Head Teacher, Stony Dean School

THAMES VALLEY POLICE:

DCI Yvette Hitch, Crime Manager

YOUTH OFFENDING SERVICE:

Pauline Camilleri, Youth Offending Service Manager

Advisors to the Board:

Yvonne Gibson
Legal Advisor

Coral McGookin
Business Manager

Ann Lexton
Training Manager

Administrative Support:

Ally Martindale
Administrative Officer (Board)

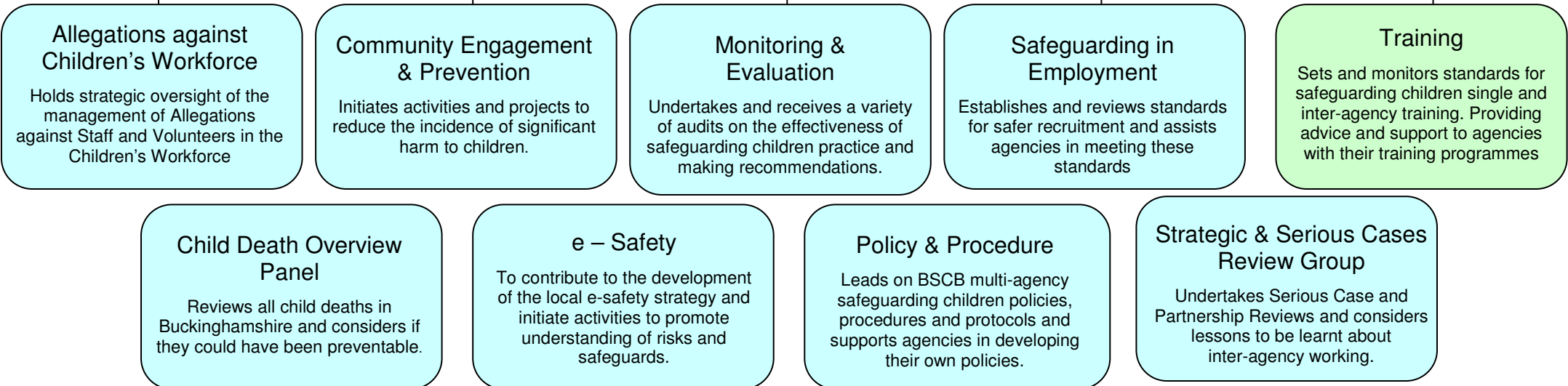
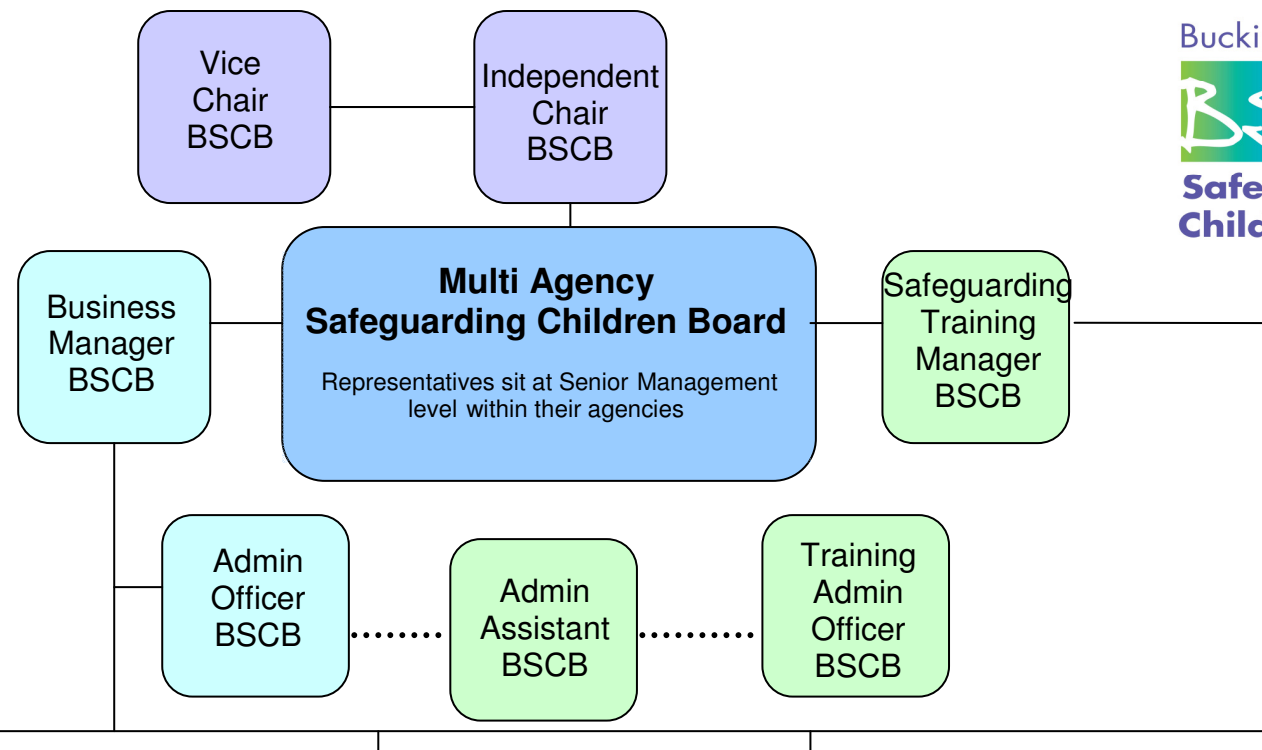
Maureen Keyworth
Legal & Democratic Services

Julie Marshall
Administrative Officer (Training)

Laurie Andrews
Administrative Assistant

2. Structure of the Board

The Buckinghamshire Safeguarding Children Board (BSCB) was set up in January 2006 in accordance with Working Together to Safeguard Children, to safeguard and promote the welfare of children in Buckinghamshire. Under the requirements of the Children Act 2004, the BSCB is the key statutory mechanism for agreeing how the relevant organisations in Buckinghamshire will co-operate to safeguard and promote the welfare of children in its area. Under this statutory requirement, the BSCB is also required to ensure the effectiveness of what these organisations do.



The Buckinghamshire Safeguarding Children Board (BSCB) is a statutory multi-agency organisation made up of key people who represent the many agencies in Buckinghamshire that work with children and their families. Its nine individual sub committees each have their own work plan and function which, between them, consider a wide range of safeguarding issues relevant to children in Buckinghamshire

3. The Role and Scope of the BSCB

Buckinghamshire Safeguarding Children Board (BSCB) was set up in January 2006 in accordance with Working Together to Safeguard Children, to safeguard and promote the welfare of children in Buckinghamshire. Under the requirements of the Children Act 2004, the BSCB is the key statutory mechanism for agreeing how the relevant organisations in Buckinghamshire will co-operate to safeguard and promote the welfare of children in its locality. Under this statutory requirement, the BSCB is also required to ensure the effectiveness of what these organisations do.

The core objectives of the BSCB are to:

- Co-ordinate what is done by each person or body represented on the Board to safeguard and promote the welfare of children in Buckinghamshire, and
- Ensure the effectiveness of what is done by each such person or body for those purposes (s14(1) Children Act 2004)

The Scope of BSCB

BSCB will contribute to the key outcomes of the Every Child Matters Agenda and in particular 'staying safe' by co-ordinating work to safeguard and promote the welfare of children and ensuring that work is effective.

Staying Safe includes:

- Protecting children from maltreatment
- Preventing impairment of children's health and development
- Ensuring children are growing up in circumstances consistent with the provision of safe and effective care; and
- Undertaking the role in ways that ensure children have optimum life chances and successfully enter adulthood

The BSCB will specify in every Annual Business plan the extent of the safeguarding agenda that it is seeking to cover for the year, with a view to working progressively to embracing the full safeguarding agenda.

Co-ordinating work to ensure children are properly protected from harm remains the core function of the BSCB. The BSCB will concentrate on core safeguarding issues for achieving 'Staying Safe Outcome's as well as contribute to 'Being Health Outcomes' within the Every Child Matters Agenda.

The scope of the BSCB role falls into three broad categories:

1. To engage in activities that safeguard all children and aims to identify and prevent maltreatment, or impairment of health or development, and ensures that children are growing up in circumstances consistent with safe and effective care

To achieve this objective the BSCB will:

- Continue to develop policies and procedures for safeguarding and promoting the welfare of children in Buckinghamshire
- Continue with, and expand monitoring activity into the effectiveness of organisations implementation of their duties under s11 of the Children Act 2004
- Establish means of communication with the communities in Buckinghamshire to ensure a wider understanding of safeguarding issues – and for the BSCB to respond to issues
- Ensure that information is available to children so they know who they can contact when they have concerns about their own safety and welfare
- Develop standards for the recruitment and supervision of persons who work with children and monitor their implementation and compliance
- Develop and implement a training strategy to meet the training needs of staff across all agencies so that they work effectively together to safeguard and promote the welfare of children who may be at risk of significant harm
- Participate in the local planning and commissioning of children's services to ensure they take safeguarding and promoting the welfare of children into account
- Continue to monitor and evaluate the effectiveness of what is done by the Local Authority and Board partners individually and collectively to safeguard and promote the welfare of children and advise them on ways to improve

2. To lead and co-ordinate proactive work that aims to target particular groups

To achieve this, the BSCB will:

- Continue to develop and evaluate thresholds and procedures for work with children and families where a child has been identified as 'in need' under the Children Act 1989, but where the child is not suffering or likely to suffer significant harm; and
- Work to safeguard and promote the welfare of groups of children who are potentially more vulnerable than the general population, for example children living away from home, children who have run away from home, children missing from school or childcare, children in the youth justice system, including custody, disabled children and children and young people affected by gangs.

3. To lead and co-ordinate arrangements for responsive work to protect children who are suffering, or at risk of suffering, maltreatment

To achieve this, the BSCB will:

- Ensure systems are in place to identify and support the safety and welfare of children who are privately fostered
- Ensure that systems are in place in all agencies for investigating alleged breaches of safeguarding practices in respect of persons working with children, and to monitor compliance with the procedures
- Establish a Child Death Review Group to review all deaths in Buckinghamshire
- Undertake serious case reviews as required by Working Together to Safeguard Children

4. Terms of Reference of the BSCB

1. Monitoring the effectiveness of organisations' implementation of their duties under s11 of the Children Act 2004
2. Ensure that information is available to children to know who they can contact when they have concerns about their own safety and welfare
3. Developing policies and procedures for safeguarding and promoting the welfare of children in the area of the authority
4. Develop and implement strategies to safeguard and promote the welfare of groups of children who are potentially more vulnerable than the general population, e.g. children living away from home, children who have run away from home, or children with disabilities
5. Ensure that systems are in place to identify and support the safety and welfare of children who are privately fostered
6. Develop and implement a training strategy to meet the training needs of staff across all agencies to work effectively together to safeguard and promote the welfare of children who may be at risk of significant harm
7. Develop standards for the recruitment and supervision of persons who work with children and monitor their implementation and compliance
8. Ensure that systems are in place for all agencies for the investigation of allegations of breaches of safeguarding practices concerning persons working with children and monitor compliance with the procedures
9. Establish a child death review group to review all child deaths in Buckinghamshire
10. Undertake serious case reviews as required by Working Together to Safeguard Children
11. Establish means of communication with the communities in Buckinghamshire to ensure that issues of safeguarding are understood by all communities and to provide the opportunity for those communities' issues to be addressed by BSCB
12. Monitor and evaluate the effectiveness of what is done by the LA and Board partners individually and collectively to safeguard and promote the welfare of children and advise them on ways to improve
13. Participate in the local planning and commissioning of children's services to ensure that they take safeguarding and promoting the welfare of children into account

5. BSCB Report 2009 / 10 – Key Themes

• **BSCB Membership**

The BSCB has continued to increase its engagement with the membership and projects undertaken by its Sub Committees. This has meant that the work of the Board is reaching, and influenced by, a much wider range of organisations and services across Buckinghamshire.

The membership of the Board itself has increased (please refer to full membership list in the introduction). Since the recommendations from Lord Laming's Review into the death of 'Baby Peter' Elected Members, Marion Clayton and Lyn Hazell joined the BSCB as participating observers. Their role is to challenge from a well informed position, having delegated responsibility from the Council for children, young people and families and are politically accountable for ensuring the local authority fulfils its legal responsibilities for safeguarding and promoting the welfare of children and young people. They provide the political leadership needed for the effective coordination of work with other relevant agencies with safeguarding responsibilities

The Director of Children's Services, Sue Imbriano's attendance on the Board began in advance of Lord Laming's recommendations, strengthening the local commitment to improving outcomes for all children and young people in Buckinghamshire. Sue Imbriano's role helps to ensure that all appropriate local authority services engage effectively with the LSCB and is accountable for the effective working of the Board.

• **BSCB Activity**

With increased membership to most of its Sub Committees the BSCB has been able to undertake a number of activities over the last year to promote safeguarding messages. These are outlined in the individual Sub Committee Reports in section 7. More importantly, there has been a continuing increase in the range of organisations attending BSCB events, with particular interest from the voluntary and faith sectors – building on the work of the previous years.

The BSCB supported the Voluntary Sector's Safer Recruitment even in November, in partnership with the Government's new 3rd Sector Safeguarding Unit, to help embed the new Independent Safeguarding Authority arrangements. Additionally, in support of the voluntary sector, the BSCB arranged for the training of seven designated advisors from the voluntary sector, with a view to them offering advice and support on child protection matters to a range of smaller voluntary organisations. It is planned to pilot this scheme in the 2010.

One of the main focuses for the Board has been embedding lessons from our local serious case reviews. The BSCB completed and submitted two review to Ofsted in 2009 and will submit a further three reviews in 2010. All action plans are continually monitored with regular reporting on progress to the Board. Further detail can be found in the individual reports for the Strategic and Serious Cases Review Sub Committee and the Monitoring and Evaluation Sub Committee.

The BSCB reviewed its strategic arrangements for overseeing the management of allegations against people in the children's workforce. In response to the priority given to this area of work, the BSCB decided to set up a new dedicated Sub Committee, made up of Named Senior Officers from member organisations. This will help to ensure that robust and consistent responses are applied across the whole children's workforce.

- **Reaching the public**

The BSCB has developed its website to reach a wider audience – beyond its statutory partners. It has dedicated pages for parents/ carers and for children and young people, offering a range of information and links to local services and further advice.

Our website includes our 'What to do if you are concerned about a child' advert, which can be accessed through U-Tube. It also includes a number of down-loadable leaflets produced to assist both public and the children's workforce on a range of safeguarding topics.

Work has continued in the sub committees to draw upon the public questionnaire responses undertaken in the previous year. These indicated that more and more services, including the voluntary sector are viewed as potential first points of contact for the public when they want to raise child protection concerns. This has influenced the individual work plans of the sub committees and in particular the activity of the Community Engagement and Prevention Sub Committee and our new e-Safety Sub Committee (see individual work plans).

The BSCB is collaborating with a number of services to plan shared research on safeguarding issues with the public – aiming to reach more vulnerable groups within Buckinghamshire. This will supplement the more readily available data and information that is received from national research and Young Peoples' Parliaments etc.

- **Section 11 Audits – Action Plans**

S11 Audits were undertaken with all of our partner organisations last year. They refer to the arrangements in the Children Act 2004 that our statutory partners are required to have in place in order to safeguard and promote the welfare of children. For example, having designated staff in place to advise others on safeguarding issues; having safeguarding policies and procedures in place; ensuring that all relevant staff receive appropriate training; and ensuring that there is accountability for safeguarding at the highest level within the organisation. Over the next year, partner agencies are committed to meeting these BSCB standards and will report on achievements at the following audit later in 2010.

The focus for our next s11 audit will be on evidencing that the BSCB and its partner members are making a difference. The 'support and challenge' interviews will require each Board partner to demonstrate developments since the previous s11 audit, including their requirement to embed lessons from our serious case reviews.

In order to assist partner agencies in evidencing their contribution to the collective work of the BSCB, an annual audit has been undertaken to show attendance at BSCB meetings and attendance and work activity for all members of the sub committees.

- **Revision of Government Guidance 'Working Together to Safeguard Children 2010' – implications for LSCBs**

This guidance was revised in 2010 following the publication of Lord Laming's report 'The protection of Children in England: A Progress Report 2009', the acceptance by the Government of all his recommendations and the Government's detailed response and action plan published in May 2009. The new guidance has also been updated to reflect developments in legislation, policy and practice relating to safeguarding children.

Key changes for LSCBs include changes to membership. Some of which were anticipated and acted upon by the BSCB (referred to above). Consideration will now be given to how we identify two representatives of the local community and representation for schools across the county, including the independent sector.

LSCBs are also now required to submit an annual report to the Children's Trust Board regarding the effectiveness of safeguarding in their area – the first of which to be submitted by April 2011. Our first report will draw upon evidence from the next s11 audits, which will identify how all our member agencies have made a difference to safeguarding, individually and collectively. The report will also rely heavily upon the findings from the range of audits planned by the Monitoring and Evaluation Sub Committee and all other monitoring activity undertaken by other the Board and sub committees (please refer to individual work plans). The monitoring activity undertaken by the Board as a whole, over the 2009 to 2010 period is included in the appendices and this reflects the wide reach of the Board's scrutiny.

The revised version of Working Together includes greater emphasis on particular groups of vulnerable children, including children in the criminal justice system; private fostering; those affected by gang culture, forced marriage; harm associated with electronic communications, including cyber bullying. The BSCB has been proactive in responding to these issues, which feature within the work of our Sub Committees, and in some cases have dedicated working groups.

The revised procedures within Working Together will be the main focus of the work in our Policy and Procedures Sub Committee to ensure that all BSCB procedures are up to date and comprehensive, but changes will also adopted in our Serious Case Review processes and the Child Death Overview to ensure compliance with national requirements.

- **The effectiveness of the BSCB**

Loughborough University published its research in 2009 on their research into the effectiveness of LSCBs. The research identified that LSCBs have addressed a number of weaknesses of the pre existing Area Child Protection Committees.

They found that the most effective LSCBs were the ones that had been realistic about what they were able to achieve. In this respect, the BSCB appears to have been realistic in focussing on its core business and being selective about extending the areas of preventative work.

Professionals at all levels are embracing the notion that safeguarding children is a shared responsibility, rather than one confined to children's social care. In Buckinghamshire, there is clear evidence of this shared responsibility in the ownership of all the activity of the BSCB and its sub committees.

The Loughborough research found that many authorities had struggled to establish accountability mechanisms and that in general governance arrangements generally remained weak. In Buckinghamshire however, the lines of accountability between the BSCB, Director of Children's Services and Lead Members are clear. Work in giving further clarification to the different roles of the BSCB and Buckinghamshire's Children's Trust Board is included in the next year's plan.

In measuring our achievements against the Loughborough findings and in the review undertaken by Government Office South East, the BSCB is viewed to be in a relatively strong position regarding the structures we already have in place and in terms of our developments in measuring effectiveness. The BSCB recognises the need to frequently review our position so that we are appropriately responsive to national and local demands.

6. Business Plan 2010 – 2011

Our Business Plan for 2010-11 has been informed by increased local information and data relating to safeguarding, as well as a number of national developments and findings, including 'The Protection of Children in England: Progress Report'; Ofsted's annual evaluation of serious case reviews.

In a significant way, the majority of our plans have been developed to reflect the learning from our local serious case reviews, which span a range of issues involving domestic violence; hard to reach young people; the impact of loss; the involvement of adult services; and the importance of professional challenge.

The BSCB's Annual Business Planning event was held in March 2010, involving Board and Sub Committee members in measuring our current position against our Terms of Reference. Once again, the event attracted increased attendance on the previous year and a wider range of interested parties, thereby assisting in our objective to broaden the engagement in our planning process.

At the Business Planning event, the Independent Chair, Business Manager and all Chairs of the Sub Committees reported on the last years activity; highlighting achievements and areas for further or new development. Particular emphasis was given to the Board's responsibility to monitor capacity issues across the whole children's workforce and to challenge anticipated risks to safeguarding arrangements.

All members of the Board and Sub Committees were given the opportunity to inform the work to be undertaken by the BSCB, based on both locally identified needs and key national messages. The Board members then determined priorities for 2010-11.

In previous years, much of our attention was given to ensuring that appropriate arrangements were in place. This year our event gave much greater attention to finding ways in which to measure our effectiveness. Our work plans were required to reflect the following identified imperatives for the coming year incorporate measures for identifying whether we are making a difference to safeguarding in Buckinghamshire:

Imperatives for 2010 to 2011

- Implementation of the revised Working Together to Safeguard Children 2010
- To review and extend membership – to include representation from adult services and members of the public
- To revise the Serious Case Review Process
- To clarify the BSCB's relationship with the Children's Trust – to include identifying a training strategy and evidencing the importance and effectiveness of challenge between both bodies.
- Training – to achieve clarity about different roles and responsibilities in the strategy and delivery of training across the children's workforce
- Learning to make a difference – from serious case reviews, partnership reviews and audits
- Identifying action that makes a difference – awareness raising and prevention
- Strengthening the voice of the child/young person in the work of the Board – expanding community engagement
- Strengthening our relationship with schools, including the independent sector
- Strengthening our relationship with GPs

To review the Child Death Review Process – and identify issues for prevention

- To make appropriate challenges in response to resource and capacity issues
- Reinvigorate multi-agency activity – engagement in assessment and planning processes; recognising complexity of risk assessments; developing mutual support and challenge
- Widen concept of s11 audit to include measures of effectiveness

General top priorities for the BSCB for 2010 to 2011 are:

- Addressing and challenging workforce capacity
- Challenging and strengthening the response to Safer Workforce.
- Ensuring the effectiveness of the Safeguarding Board
- Engaging Education in a broader way with the Safeguarding Agenda for example strengthening links with the Independent Sector.

As part of the business planning process, the Board members undertook their annual position analysis against the BSCB’s Terms of Reference. The following chart demonstrates the agreed conclusion of this activity:

TERMS OF REFERENCE PROGRESS POSITION (RED/AMBER/GREEN)

Terms of Reference	Position March 2007	Position May 2008	Position April 2009	Position March 2010
1. Monitoring the effectiveness of organisations’ implementation of their duties under s11 of the Children Act 2004	Red	Amber	Amber/ Green	Green
2. Ensure that information is available to children to know who they can contact when they have concerns about their own safety and welfare	Amber	Amber	“Stronger Amber”	Amber*
3. Developing policies and procedures for safeguarding and promoting the welfare of children in the area of the authority	Green	Green	Green	Amber*
4. Develop and implement strategies to safeguard and promote the welfare of groups of children who are potentially more vulnerable than the general population, e.g. children living away from home, children who have run away from home, or children with disabilities	Amber/ Red	Amber/ Red	Amber	Amber*
5. Ensure that systems are in place to identify and support the safety and welfare of children who are privately fostered	Amber	Amber	Amber	Green
6. Develop and implement a training strategy to meet the training needs of staff across all agencies to work effectively together to safeguard and promote the welfare of children who may be at risk of significant harm	Green	Green	Green	Green

7. Develop standards for the recruitment and supervision of persons who work with children and monitor their implementation and compliance	Amber	Amber	Amber	Amber*
8. Ensure that systems are in place for all agencies for the investigation of allegations of breaches of safeguarding practices concerning persons working with children and monitor compliance with the procedures	Amber	Amber	Amber	Amber/ Green
9. Establish a child death review group to review all child deaths in Buckinghamshire	Amber	Green	Green	Green
10. Undertake serious case reviews as required by Working Together to Safeguard Children	Green	Green	Green	Green
11. Establish means of communication with the communities in Buckinghamshire to ensure that issues of safeguarding are understood by all communities and to provide the opportunity for those communities' issues to be addressed by BSCB	Red	Amber	Amber	Amber*
12. Monitor and evaluate the effectiveness of what is done by the LA and Board partners individually and collectively to safeguard and promote the welfare of children and advise them on ways to improve	Amber	Amber	Amber	Amber/ Green
13. Participate in the local planning and commissioning of children's services to ensure that they take safeguarding and promoting the welfare of children into account	Amber/ Red	Amber	"Stronger Amber"	Amber
14. (New) To establish an e-Safety Sub Committee to promote and support an e-Safety Strategy for Buckinghamshire			Red	Green

*Note – In these cases, the position has been re-evaluated in the light of new local or national requirements. It does not mean that the position is one of deterioration – only that new work has been identified. With regard to 11 – it was viewed that we could never presume a position of Green as this is an area that required constant development to reflect the changing nature of our communities.

Process for developing the Business Plan

Our newly agreed priorities for the Board were then incorporated into the ongoing work plan of the Board and its Sub Committees. The following section outlines the detail of the plans to be taken forward by individual Sub Committees

7. SUB COMMITTEE TERMS OF REFERENCE, ACTIVITY 2009-10 AND WORK PLANS for 2010 -11

POLICY AND PROCEDURES SUB-COMMITTEE

Terms of Reference

1. To review central government guidance on the safeguarding of children and ensure that the Board is informed of the need to develop or revise policies
2. To develop local policies as required to ensure that staff in all agencies receive the guidance necessary to deal with the safeguarding issues relevant to the communities in Buckinghamshire
3. To develop implementation strategies for new policies and procedures produced by the Sub-Committee
4. To consider the implications for local policies and procedures on professional issues arising from Serious Case and Partnership reviews
5. To validate individual agencies'/ providers' safeguarding policies in line with current Safeguarding Board policies
6. To advise local agencies/ providers not represented on the Board of the need for, and appropriate content of, safeguarding policies
7. To provide regular reports to the Board on the work of the Sub-Committee
8. To agree an annual work plan with the Board as part of the business planning process
9. To provide an annual report on the work of the Sub-Committee for inclusion in the Business Plan
10. To develop communication strategies which raise awareness of the function and work of the Sub-Committee

Membership (as at 31st March 2010)

Diana Large – Chair (Divisional Manager Permanency & Placement, Bucks County Council)

Kathleen Edwards – Deputy Chair (Safeguarding Advisor for Child Protection, Bucks County Council)

Muriel Alleaume / Laura Bickhoff (Policy Officer, Bucks County Council)

Jane Bremnath (Named Nurse for Child Protection, Bucks Hospital Trust)

Alison Byrne (Safeguarding in Education Officer, Bucks County Council)

Kathy Forbes (Operations Manager, Prevention & Disability, Bucks County Council)

Emma Gilchrist (Detective Sergeant, Thames Valley Police)

Ann Lexton (Safeguarding Training Manager, BSCB)

Gerry Linke (Named Nurse for Child Protection, Bucks PCT)

Sue Martin (Director, Youth Focus)

Coral McGookin (Business Manager, BSCB)

Robert Newlands (Operations Manager, Referral & Assessment (North), Bucks County Council)

Ally Martindale (BSCB Admin Officer)

Report from Chair: Diana Large

Activity/achievements for the period 2009 - 2010

- Workshops - two on new Pre-Birth Procedures
- Special Interest group set up on Fabricated Illness
- Work with Aylesbury Prison on CP policy
- Policies and Procedures examined and approved for- Wycombe District Council , Model CP Policy BCC Education, Model CP Policy BCC Adult Services

- Developments to the BSCB Website-Improvements to format, new What's New area, new Practice Guidance area
- New Procedures and Guidance produced - Thames Valley Police Missing Children's Protocol and Missing Policy with BSCB Additions , Forced Marriage, Fabricated Illness, Guidance on Neglect

Work in progress/draft (ongoing)

- Mental Health Protocol
- Children Placed Outside of Bucks
- Abuse by Children & Young People
- Shared Risks for CYP and Vulnerable Adults
- Complaints Procedures for CP Conferences
- Policy and Procedures sub committee Protocol/Strategy for Communications
- Female Genital Mutilation (FGM)
- Young People and Gangs-joint with Community engagement and prevention sub- group
- Bereavement Policy for Looked After Children
- Pre-Birth Guidance (Bucks Serious Case Review recommendation)
- "Hard to Engage" Strategy for recommendation to the Trust Board (Bucks Serious Case Review recommendation)
- Sudden Death Protocol -being undertaken by Health outside of P and P sub committee.

New work for 2010-2011

- Safeguarding Children with a Disability - new Guidance 2010
- New and revised policies and procedures following revision of Working Together 2010
- Self- Harm/ Suicide - joint work with Community engagement and prevention sub committee (Bucks Serious Case Review recommendation)

Challenges and Key issues for the Policy and Procedures sub-committee

This is a hard working and highly committed sub-committee with representatives from eleven agencies / areas of service.

The group meet on a six weekly basis with reading time required prior to all meetings and additional work in Task and Finish procedure producing groups. Time commitment is high to maintain this and to undertake the work on the policies and procedures that are required to be produced or updated. This falls to few people and most agencies and individuals are feeling overstretched in carrying out this essential work. However commitment remains high and the majority of work "In progress/draft" is nearing completion.

It is critical that the group remains flexible and able to take on new work as the need emerges

We measure our effectiveness against the tasks in the Business Plan and as such we have provided agencies with the required up to date, accessible policies and procedures and more recently practice guidance.

There are four areas of work above that have arisen from Serious Case Reviews. It is critical that local learning takes place and that successful compliance with the new policies and procedures is achieved and evidenced.

BSCB MONITORING & EVALUATION SUB COMMITTEE

Terms of Reference

1. To agree with constituent BSCB agencies the management information that is required to inform the agency and the BSCB of the effectiveness of their activities
2. To analyse management information from constituent agencies and use to inform practice
3. To establish performance indicators for safeguarding children and to receive reports on attainment
4. To initiate multi-agency audits of safeguarding activities to establish if the procedures and standards of the Board are being adhered to
5. To be informed of individual agency's audits on safeguarding children and to have the findings presented to the Sub-Committee
6. To ensure that systems are in place to receive the views of parents and, when appropriate children, who are receiving services to safeguard children
7. To ensure that the views of professionals in all agencies are sought on the effectiveness of BSCB policies and procedures
8. To commission audits and inspections within the budget of the Sub-Committee, as required
9. To review the impact of audit findings on subsequent practice
10. To provide regular reports to the BSCB on the work of the Sub-Committee
11. To agree an annual work plan with the Board as part of the business planning process
12. To provide an annual report on the work of the Sub-Committee for inclusion in the Business Plan

Membership (as at 31st March 2010)

Mary Davern – Chair (Operations Manager, Quality Assurance & Information Management)

Kathleen Edwards – Deputy Chair (Safeguarding Adviser for Child Protection, Children's Services)

Tania Atcheson (Designated Nurse for Child Protection)

Tricia Bratby (Lead Professional for Child Protection, Bucks Hospital NHS Trust)

Terri Cartwright (Operations Manager, South, Safeguarding)

Brian Davenport (Children's Information Manager, Children's Services)

Sarah Holding (Divisional Manager, Access and Inclusion)

Anne Jones (Detective Inspector, Thames Valley Police)

Ann Lexton (Safeguarding Training Manager, BSCB)

Coral McGookin (Business Manager, BSCB)

Anthony Miller (Service Manager, CAF/CASS)

Gill Slade (Named Nurse for Child Protection)

Ally Martindale (BSCB Admin Officer)

Report on Activity/Achievements 2009 to 2010 and work plan for 2010-11 by Chair: Mary Davern

- **Audit of Children with Disabilities who have been the subject of Child Protection Concerns**
 - Final Audit Report presented to the Monitoring & Evaluation Sub Group - May 2009
 - Executive Summary & Action Plan presented to the Monitoring & Evaluation Sub Group – July 2009
 - Executive Summary & Action Plan presented to BSCB - September 2009

- **Audit of Children subject to a Child Protection Plan where parent/carer substance misuse is an issue**
 - Multi-agency Action Plan developed in response to Audit
 - March – May 2009
 - Executive Summary and Action Plan presented to BSCB – July

- **Audit of Health Visiting Practice in relation to Children under 5 years subject to a Child Protection Plan**
 - Action Plan in response to Audit developed – May 2009
 - Executive Summary and Action Plan presented to BSCB – May 2009

- **Allegations Audit**
 - Report presented to members of the Monitoring & Evaluation Sub Group
 - May 2009, and recommendations considered
 - Report presented to the Strategic & Serious Case Review Group, LADOs and relevant managers – June 2009
 - Multi-agency group set up to develop Action Plan in response to the Audit
 - July 2009
 - Finding and Action Plan to be shared with BSCB and new Allegations Sub Committee

- **Twice Yearly Meeting of Independent Chairs, Multi Agency CP Leads with Chair of Safeguarding Board**
 - March 2009
 - September 2009

- **Quarterly Statistical Reports produced for the Safeguarding Board**
Including
 - Numbers
 - Ethnicity
 - Duration subject to CP Plan
 - Conferenced but not made the subject of a CP Plan
 - Trends
 - CP/LAC
 - Categories
 - Key Performance Indicators

- **Quarterly reports to the Monitoring & Evaluation Sub Group from Safeguarding Adviser**
 - Reviewed cases of individual children subject to a CP Plan for 2 years plus
 - Reviewed cases of individual children subject to a CP Plan under the category of Neglect
 - Reviewed cases of individual young people aged 16 years and above subject to a CP Plan

- **Joint Commissioning/Safeguarding**
Advised in relation to BSCB minimum Standards Safeguarding
 - CP policies put in place by contractors
 - Endorsement of amended Section 11 audit tool to be used by BCC contractors (This work is now being taken forward by the Safety in Employment sub committee)

- **Findings from Audits linked to Commissioning of Services**
 - Findings from Audit of Children subject to a CP Plan where Parent/Carer substance misuse is a factor is feeding into the “Think Family” agenda. Review of children subject to a CP Plan will inform “Families at Risk” commissioning identifying high risk families and linking into the Family Intervention Project
- **Review of Agencies’ Action Plans in response to SF Serious Case Review**
 - Reviewed at Monitoring & Evaluation Sub Group September 2009
 - Updated Action Plans shared with BSCB – November 2009

Work in Progress

- **Are Children from BME groups over represented in the CP and LAC population?**
 - Members of Monitoring & Evaluation Sub Group involved in establishing the terms of reference for this piece of research currently being undertaken by Bucks New University
 - Draft findings shared February 2010
 - Full report due May 2010
- **Audit of Children under 5 subject to a CP Plan commissioned by Buckinghamshire Children’s Trust**
 - Receive and review the Action Plans from individual agencies in response to this audit - December 2009 – March 2010 with finalised Action Plan going to BSCB March 2010
- **Multi-agency Data Set presented to the Safeguarding Board**
 - Draft data set presented
 - Reviewed following new Ofsted Inspection document which included a data set and National Indicators
 - Agreed multi-agency data set with end of year data provided
 - Presented to Monitoring & Evaluation Sub Group (April 2010)
- **Pre-Birth Assessment Audit**
 - Initial terms of reference discussed with Monitoring & Evaluation Sub Group – November 2009
 - Meeting with independent consultant to discuss audit and availability – November 2009
 - Representatives from Sub Group to meet with consultant to finalise terms of reference – March 2010
 - Pre-Birth Assessments undertaken during 1st August – 31st March 2010 to will be audited in May 2010

Challenges the Group has faced

- The Sub Committee meets monthly and requires members to read audit reports in advance of meeting
- Members also have to consider audit findings in relation to their own area of service/practice, and share these findings within their agencies
- Members are also asked to contribute to action plans (on behalf of their agencies) to improve multi agency practice. This requires proactive involvement from members and relies on good communication back into agencies

- Sometimes audits have identified resource shortfalls within and across agencies. This has involved working with agencies who are not represented on the Monitoring & Evaluation Sub Group but who need to be involved in the development of the action plan. Additional meetings with key members from these agencies are essential. However, they are resource intensive
 - Where audits are identifying resource shortfalls linked to identified need, we will need to consider the engagement of colleagues from Commissioning to address these gaps
- Work loads: Action Plans from SCRs will in the future be reviewed by the SSCR Group. This will help progress our work plan
- The Sub Committee needs to consider the findings from Audits undertaken to date, identify particular issues for individual agencies as well as identifying common themes
- We will then need to consider whether workers at the “coal face” feel informed about the findings from Audits and whether these findings are contributing to improved multi-agency practice

Future Work Plan

- **Independent audit of Pre Birth Assessment – May 2010**
 - Review use of BSCB multi-agency protocol in relation to unborn babies
- **Audit of Looked After Children placed out of county and those placed at home with parents of Care Orders – April 2010**
 - To evaluate the effectiveness of multi-agency working, risk assessment and management of Child Protection issues
 - Audit to reflect the new Ofsted Inspection regime for LAC
- **Audit of Domestic Violence Referrals – July 2010**
 - Review referrals – analysis of risk, identification of any underlying issues and level of need
 - Thresholds for referral and response
 - Risk Assessments undertaken by individual agencies
 - Use of MARAC
- **Audit the use of responses to the Dispute Resolution (IROs) Protocol – September 2010 (Review of Children’s Cases Regulations 2002) (Recommendation from Serious Case Review LH) – Autumn 2010**
- **Audit of Young People’s involvement in the Safeguarding Process – Spring 2011**
 - Involvement in initial and core assessments
 - How young people’s views are accessed
- **Review Section 11 Audit – Autumn 2010**
- **Review Action Plan Children with Disabilities Audit – September 2010**
- **Review Action Plan from Audit of Children subject to a CP Plan where substance misuse is a factor for parent/carer – October 2010**

BSCB TRAINING SUB COMMITTEE

Terms of Reference

1. To advise BSCB on training issues in relation to safeguarding and promoting the welfare of children that it considers falls within the remit of the work of the BSCB
2. To maintain a training strategy for the BSCB, prioritising core business and making further recommendations in line with available resources, to inform the business planning process
3. To advise relevant staff from BSCB statutory agencies to access appropriate training to equip them in undertaking the roles required to safeguard and promote the welfare of children
4. To provide inter-agency training in safeguarding and promoting the welfare of children that includes the required knowledge skills and attitudes in line with national requirements and standards promoted by PIAT
5. To agree and recommend the development and delivery of an annual inter-agency training programme on safeguarding and promoting the welfare of children
6. To offer guidance upon request from non-statutory agencies and organisations on developing appropriate training for their members
7. To report on training provision outside the inter-agency programme to avoid duplication and address and prioritise omissions
8. To monitor and evaluate the quality of the training provided, particularly on whether the training is helping to improve safeguarding and promoting welfare in practice
9. To provide regular reports to the Board on the work of the Sub-Committee
10. To agree an annual work plan with the Board as part of the business planning process

Membership (as at 31st March 2010)

Shetha Haider – Chair (Workforce Development Manager)

Debbie Hartrick – Deputy Chair (Named Nurse for Child Protection)

Terri Cartwright (Operations Manager, South, Safeguarding)

Gill Coole (Professional Practice Learning and Development Adviser, Connexions)

Kelly Glister (Detective Sergeant, Thames Valley Police)

Kate Glover-Wright (Senior Practitioner, Bucks County Council)

Andrew Hillis (Training Officer, Thames Valley Police)

Sheila Jenkins (Named Nurse for Child Protection)

Ann Lexton (Safeguarding Training Manager, BSCB)

Yvette Morello (Safeguarding in Education Officer)

Sally Morris (Senior Probation Officer)

Clare Price (Young People's Commissioner and Co-ordinator, DAAT)

Vivien Salisbury (Consultant, Youth Focus)

Julie Marshall (BSCB Safeguarding Training Manager)

Report by Ann Lexton, BSCB Training Manager

The training sub-committee (TSC) is a well established sub group of the BSCB. Four main meetings a year take place with additional working groups on a variety of training related projects. The TSC sets up and drives the agenda for both single and inter-agency training. Following the retirement of Julia Davies last summer, Shetha Haider, Early Years and Childcare Workforce Development Manager was appointed as the new chair of the group with Debbie Hartrick Named Nurse as vice-chair. A representative from Connexions has joined the TSC.

The agenda for the TSC is based around the strategic objectives set out in the training strategy. Much of the work is integral to the core activities set out in the terms of reference for

the TSC. This includes supporting and auditing single agency training and providing the inter-agency training programme.

Work undertaken 2009-2010

Single Agency Training Quality Assurance

Setting standards and offering advice has been an important activity this year. The bi annual single agency support group meetings are now well established and used for this purpose. Expectations of what agencies should be providing for different staff are broadly contained in government guidance but agencies welcome more detailed local guidance. Partner BSCB agencies are largely using the BSCB resource pack for delivering their training. In many cases they use internal trainers (some have their own training pool) who completed the BSCB Training the Trainers course run in Nov 2009.

This year a project was set up that developed a tool for observing training including both content and delivery. Members of the TSC were allocated a different agency to observe and report back. For those members not involved in training delivery it provided a useful method against which they could make judgements about quality of training. In addition for those directly involved it also assisted in developing fresh ideas for their own programmes.

Most of the training observed to date has been judged of a high standard. Interim feedback raises two main issues.

- Variation between agencies in time allocated for the training
- Inaccurate information given which could link to poor practice and lack of relevant professional background and experience of the trainers.

Once the observations are completed the TSC will develop an action plan to ensure that learning from this exercise is used in delivery and evaluation of single agency training.

Delivery of IA Training Programme

In this years programme 36 courses were delivered over 49 days training over 600 professionals The programme has received excellent evaluation this year is effective in promoting interagency working.

Full figures will be added following the end of the training programme in April. All planned events in the 2009-2010 programme ran and were delivered predominantly by members of the training pool.

Ann Lexton Training Manager has coordinated the organisation and delivery of the interagency training programme ensuring that courses are of a high standard and cover a range of topics that support professionals in developing their skills and knowledge. The delivery of the programme relies on the commitment of all BSCB partner agencies in supporting the interagency training pool by releasing staff to deliver interagency training. The courses are advertised marketed through the printed training brochure and on the BSCB website.

Development Review and Evaluation of IA Programme

Over the last year twelve 2-day Working Together courses ran an increase of 3 events from the previous year. Although this went some way towards meeting increased demand, some agencies expressed concerns that their staff could not be offered the training considered necessary. This is a continual challenge, particularly as there is no increase in resources

Working Together is the course most frequently accessed and so its review and update is critical. It continues to be extremely well evaluated promoting a shared understanding of roles, process and communication in safeguarding children from harm.

Working with Challenging Families has been particularly geared this year to the practical needs of professionals. Delegates have welcomed the drawing together of strategies that can be used by all agencies; these are circulated following the training. The use of actors at this event receives excellent feedback.

The course on physical abuse is being reviewed and is likely to be reduced to a half day training in line with delegate and trainer's feedback and recommendations.

Managing and Supervising CP Practice has not been well supported by some agencies meaning that the right people are not attending. Some of the delegates have not been at an appropriate level. The TSC will need to consider best way forward together with the training manager and the consultant who delivers the course. A similar issue has been experienced with Effective Core Group training. This is highly evaluated by those who do attend but this year there have been no delegates from children's social care missing a valuable opportunity for inter-agency communication.

Following each event the trainers provide feedback on its success and recommendations for action revision/ update of content. Any controversial points are noted or issues with delegates that might require follow up. The feedback includes a review of their own performance as trainers and peer review.

All course evaluations are checked by training manager and comments may be followed up as appropriate.

Links with the other BSCB sub-committees are essential in order for new policies and procedures to be included as well as relevant messages from audits and serious case reviews. Examples include pre-birth procedures and the substance misuse audit.

Following the end of the programme figures will be available with which comparisons can be made between the TNA figures (reported in the 2008-2009 exercise) v cancellations v actual attendance, per agency. Last year these were very revealing enabling the TSC to challenge agency intention to send staff for inter-agency training with the reality of applications and attendance. In some cases there is a large shortfall.

Strength of the Inter-Agency Training Pool

The inter-agency training programme depends almost entirely on the commitment of this highly skilled group. This year important research was conducted on the costs and effectiveness of inter-agency training, commissioned by the DCSF. The research quoted in the new Working Together consultation points out that inter-agency training is mandated and effective but there is no ring fenced funding for its provision. This leaves it dependent on local arrangements and the commitment of partner agencies.

A comparison has been made with the research findings and the picture in Buckinghamshire. This has helped us to focus on strengths and weaknesses. To this end we have refreshed the partnership agreement for releasing suitable staff to join the training pool. New members are from safeguarding in education, health, children's social care and for the first time community and youth engagement. However at the same time we have lost a highly experienced member from CAMHS.

The training programme has benefited particularly this year from the support of members of the CAIU who have ensured consistent input for all Working Together courses.

Training pool members attended two local development days, one of which was facilitated by an independent trainer and focused on diversity issues.

Cancellations Charge

This policy was developed by TSC because of the large numbers of cancellations in previous years and took effect from April 2009. Agencies are now charged for all cancellations received after the issue of joining instructions stage. At the end of the year each agency will be given a total charge to be added on their contribution to BSCB.

Comparing cancellations to last year it is estimated they have reduced by about 40% so this strategy has been very effective in reducing cancellations. An accurate figure will be calculated following the end of the training programme. Generally speaking we have only experienced a small number of objections to the policy.

Training Needs Analysis

This took place in autumn 2009 and the response met the required deadline for all agencies. BSCB lead members took responsibility for ensuring their agencies made the return. The accuracy of the figures continues to be an issue when we see a shortfall between indicated need, applications, and actual attendance on inter-agency training or the opposite.

The indicated need for WT courses is up by 100 from last year and up by between 20- 50 for the specialist courses. It is not realistic with current funding to expand the programme. The TSC will need to explore ways of supporting agencies meeting this need as it remains the employers' responsibility to ensure their staff are suitably trained for their safeguarding roles.

Training Programme 2010-2011

The TSC is giving the highest priority to maintaining the increased level of WT courses that is to run 12 two day courses. In order to guarantee this within the budget some savings have been made by revising the specialist courses. Those courses that are most effective will be maintained. The drugs awareness will not be run as delegates can access this through DPEAP. Savings can be made by cutting the physical abuse training to half a day and not running the managers and supervisors course while it is under review.

BSCB Annual Conference 21st Oct 2009 Think Family: Working with Families where there are parental mental health needs

This was a very successful event attended by over 110 delegates who evaluated the conference as excellent.

The topic was agreed by BSCB and development and organisation was led by Ann Lexton training manager, with a multi-agency planning group. OBMHT took a lead role working with children's services and helping to fund the Conference. Some delegates came from adult mental health teams proving an excellent opportunity for building relationships and addressing some of the issues that can result in children's needs and safety being missed. The Conference was chaired by Donald McPhail and opened by Sue Imbriano, director of children's services and Caroline Birch director of Nursing OBMHT.

There was an excellent keynote from Professor David Cunningham Owens about parental mental illness and those interventions most likely to be successful. Dr Izabel Paz helped us

focus on the child's experience while Vicky Nicholls drew our attention to SCIE's recommendations to help us 'Think child, think parent, think family'. An acting scenario taken from a real (CAMHS) case was used to facilitate discussion on inter-professional relationships between adult and children's services. A draft mental health protocol was presented for discussion, this to be completed following feedback from Conference delegates.

Neglect: Practice Guidance Working Group

This piece of work was completed in Oct 2009 and the finished practice guidance document is now on the BSCB website. The aim was to create a practical guidance; it originated from feedback from training courses that indicated a need as well as from research on neglect undertaken by UEA.

The guidance was written by Ann Lexton, training manager, assisted by Tania Atcheson, Named Nurse and Peter Whitaker, senior educational psychologist. It proved difficult to get fuller participation from other BSCB agencies but the guidance was revised following feedback from some agencies.

It was launched at a single agency support group meeting in November 2009. Agencies and trainers who reviewed it at this event confirmed that it was well written and relevant for developing single agency training with key messages about neglect.

CHALLENGES

Some have been referred to earlier but the following is a summary of the main issues:

- Supporting agencies when the need for inter-agency training is identified but places are not available on BSCB courses.
- Using the training needs analysis to assist employers in identifying those employees requiring interagency training and prioritising accordingly.
- Supporting the consistent delivery of high quality single agency training and identifying shortfalls particularly in some adult services.
- Resistance to charges being made for inter-agency training particularly for voluntary organisations and those commissioned by children's services.
- Maintaining a robust inter- training pool with suitably qualified and experienced professionals.
- Recent research has endorsed the effectiveness of inter-agency training (Carpenter et al 2009) but work is required to evaluate local training more robustly.

Proposed Work Plan 2010

Core work to continue as follows:

- Undertaking annual training needs analysis
- Producing and delivering inter-agency training programme
- Supporting and developing the inter-agency training pool

- Leading on the annual BSCB Conference
- Supporting single agency through training support group and guidance on content.

This year with a particular focus on:

- Revision of training strategy as required in line with new WT 2010
- Further development of evaluation of inter-agency training
- Complete work on integrating findings of local serious case reviews and audits and a strategy to ensure this is a continuing process
- Action plan from findings of single agency training observations to ensure the delivery of high quality single agency training
- Clear guidance for employers on training staff unable to access inter-agency training but requiring further training than offered by BSCB and introductory training
- Running a pilot for the shared advisory role

COMMUNITY ENGAGEMENT & PREVENTION SUB COMMITTEE

Terms of Reference

1. To agree a definition of prevention in the context of safeguarding children relevant to the activities of the sub-committee.
2. To scope the activities of Board agencies and community partner agencies in preventing significant harm to children.
3. To initiate activities to promote awareness of the risks of significant harm to children aimed at reducing the incidence of significant harm to children
4. To fund initiatives within the budget of the sub-committee
5. To provide regular reports to the Board on the work of the sub-committee
6. To agree an annual work plan with the Safeguarding Board as part of the Business Planning process
7. To provide an annual report on the work of the sub-committee for inclusion in the Business Plan.

Membership (as at 31st March 2010)

Jonathon McDonnell – Chair (Interim Young People Cluster Manager, Addaction)

Rosemarie Finley – Deputy Chair (Service Manager, Family and Children's Preventative Services, Bucks P.C.T)

Lynda Ayres (Teenage Pregnancy and Parenting Commissioner, Bucks CC)

Jane Bremnath (Named Nurse for Child Protection, Bucks Hospital Trust)

Sue Burke (Domestic Abuse Coordinator, Bucks CC)

Kevin Burrell (Operations Manager, Inclusion, Bucks CC)

Donna Clarke (Service Manager, CAMHS)

Kathy Collinson (SSWP, SSAFA Forces, RAF)

Cherry Gregory (Designated Nurse, Children in Care)

Anne Jones (Detective Inspector, Thames Valley Police)

Helena Jones (Children's Services Manager, R U Safe?)

Tracey Lawrence (Youth Crime Prevention Manager, YOS)

Coral McGookin (Business Manager, BSCB)

Julie Montigue (Early Intervention and Prevention Manager, Bucks County Council)

Bill Moore (Inclusion Manager, Universal Provision, Bucks CC)

Amy Moore (Alcohol Commissioner and Coordinator, DAAT)

Yvette Thomas (Policy Equalities Manager, Bucks County Council)

Sarah Wood (Acting Youth Service Manager and Senior Practitioner, Bucks CC)

Ally Martindale (BSCB Admin Officer)

Report from Chair: Jonathon McDonnell on 2009/10 Activity and Plan for 2010/11

Achievements 2009/2010

Report from Chair: Jonathon McDonnell on 2009/2010 Performance & Plan for 2010/11

I would like to start my report by thanking Trevor Boyd who was Chair of this group from November 2006 to July 2009. Trevor led the sub committee from its creation and laid down strong foundations for us to move forward.

Transitions Handbook – This was a major piece of work for the sub group. The handbook has been printed and distributed.

Protective Behaviours – This has been the year of delivering Protective Behaviours training across the County. All of the training was over subscribed. This area of work will continue into the 2010/2011 plan

Suicide & Self Harming – A working group from the sub committee has pulled together guidance for wider Children's Services. This will be published later this year.

E-Safety – The success of the Autumn Conference led to the creation of the separate sub committee for e-safety.

Gangs – This year we began to explore the issues of gangs in Buckinghamshire. We undertook local research and presented to the sub committee. Work related to policy development was put on hold whilst we waited for national guidance, however by the end of the year we realised there was no clear time scale for when the national guidance would be published, so the work commenced.

Ongoing Work for 2010/2011

Female genital mutilation and gangs working groups – Both of these groups are made up of representatives from both Community Prevention & Engagement and the Policy & Procedures sub committee.

Preventing Violent Extremism – The sub committee will look to identify a speaker to address future meetings to help scope the work.

Protective Behaviours – The group will review the impact of protective behaviours within the county.

Learning lessons from Serious Case Reviews – We will disseminate learning where relevant to the wider community and to support agencies in relation to preventative action.

Work Plan 2010/2011

Suicide/Self Harming – We will finalise and launch the guidance to ensure wider circulation

Private Fostering – During this year the group will consolidate our knowledge in relation to private fostering. We will devise a strategy to promote the reporting process and the criteria for private fostering. This promotion will focus on Children's Services professionals and the wider population.

Consultation with children and young people – the group will establish strategies to incorporate the views of children and young people into the workings of the group. In particular, to link with existing consultation processes.

Promoting the needs of Children/Young People – Promoting the needs of Children & Young People who have family members in the Armed Forces.

Underage Alcohol use – We will explore this links between underage alcohol use and other risky behaviours. We will also explore the issues of safeguarding in relation to groups of young people misusing alcohol.

Exclusions – We will explore the links between exclusions and vulnerability. We will also liaise with exclusions services to ensure the wider level of focused and targeted provisional support is available to them.

BSCB SAFEGUARDING IN EMPLOYMENT SUB COMMITTEE

Terms of Reference

1. To establish and keep under review standards for the recruitment and on-going employment of anyone who has professional or voluntary access to children
2. To review current policies and procedures in relation to those standards
3. To assist agencies to develop strategies to meet those standards
4. To establish systems for the annual reporting of statistics from constituent agencies on the management of the processes for dealing with allegations of harm to children by staff and volunteers
5. To provide regular reports to the Board on the work of the Sub-Committee
6. To agree an annual work plan with the BSCB as part of the business planning process
7. To provide an annual report on the work of the Sub-Committee for inclusion in the Business Plan
8. To lobby relevant agencies both locally and nationally for improvement in practice
9. To raise awareness and share information across all agencies
10. To keep under review prevailing best practice and legislative improvements on safeguarding in employment and recommend improvements in practice to all relevant agencies
11. To create a culture in Buckinghamshire that maximises the safeguarding of children and young people

Membership (as at 31st March 2010)

Gillian Hibberd – Chair (Corporate Director, People, Policy and Communications, Buckinghamshire County Council)

Chris Daltry - Deputy Chair (HR Manager, Buckinghamshire County Council)

Maureen Britt (Resourcing Manager, Oxfordshire & Buckinghamshire Mental Health NHS Trust)

Moraigh Butler (Head of Personnel, Chiltern District Council)

Alison Caldwell Nichols (Senior Personnel Officer, Aylesbury Vale District Council)

Graham Chance (Risk Assessment Training Manager, AMEY)

Andrea Cochrane (Senior Practitioner, Training & Development, Youth & Community, Buckinghamshire County Council)

Nicola Cook (Governor Services Manager, Buckinghamshire County Council)

Kelly Mance (HR Manager, Buckinghamshire Hospitals NHS Trust)

Sue Martin (Director, Youth Focus)

Coral McGookin (Business Manager, BSCB)
Jenny O'Neill (Senior HR Officer, Buckinghamshire County Council)
Hilary Roberts (Business Manager, Impact Sports Coaching, Bucks and Milton Keynes Sports)
Beverley Shersby (HR Advisor, Buckinghamshire P.C.T)
Olwen Stovold (Childcare Manager, Buckinghamshire County Council)
Ally Martindale (BSCB Admin Officer)

Report by Vice Chair: Chris Daltry

1. The employment Sub Committee was formed in September 2006 and is chaired by Gillian Hibberd – Corporate Director People, Policy & Communications Buckinghamshire County Council, the vice chair is Chris Daltry – HR Manager - Employment Policy & Safeguarding Buckinghamshire County Council.
2. The purpose of the Sub Committee is to
 - a. establish and keep under review standards for the recruitment and on-going employment of anyone who has access to children
 - b. keep under review the prevailing best practice and legislative improvements in safeguarding in employment and recommend improvements in practice to all relevant agencies
 - c. lobby relevant agencies both locally and nationally for improvement in practice
 - d. work towards creating a culture in Buckinghamshire that increases the safeguarding of children
3. The Sub Committee meets on a regular basis every two months and in addition to the chair / deputy-chair. Current membership / attendance of the group are set out at Appendix 1.

Achievements 2009 to 2010

Vetting & Barring Scheme

4. This continues to be a significant piece of work with the Scheme going 'live' on 12th October '09 and generic guidance published the same day followed by Sir Roger Singleton's 'Drawing the Line' report published in early December. The working group, chaired by Chris Daltry, meets on a regular basis to address the issues that are emerging as more detail around the scheme operation is published.
5. The working group has published a number of documents, predominately produced by Alison Caldwell Nichols and Pat Stappard that are intended to support organisations with the implementation of the scheme. In addition Sue Martin has disseminated information on the V&B Scheme to VCS through workshop sessions, website updates, circulation of e-bulletins etc.
6. Sue Martin organised a Conference on Vetting and Barring Scheme for VCS organisations in MK, Oxon and Bucks on 2nd November. This included a presentation by a Home Office representative and Chris Daltry responded to questions from a local perspective. This event was funded by Children England working in partnership work with BSCB.

7. The working group organised a workshop, for a wider group of key people, with Donald Findlater, member of the ISA Board, to increase the knowledge of the scheme.

The working group has good representation across Buckinghamshire and details of members are shown at Appendix 2.

BSCB Events

8. Sue Martin organised a Voluntary Sector Conference, in May, on Safeguarding run in partnership with BSCB, this event included workshops of Safer Recruitment, Managing Allegations and the Vetting and Barring Scheme.
9. Jenny O'Neill delivered a session at the Safe Employment, Governance & Accountability workshops that were run for Headteachers and Governors.

Contactpoint

10. Jenny O'Neill has co-ordinated networking meetings with Health to look at HR considerations relating to Contactpoint

Safe Working Practice Leaflet

11. Jenny O'Neill led on the development /production of the Safe Working Practice Leaflet that was distributed widely to professionals working with children. Contributions were received from Bridget Day and other colleagues.

WORK IN PROGRESS

12. Coral McGookin and Chris Daltry are leading a piece of work to look at the implications of the Moira Gibb Social Work Reform paper.
13. Bridget Day is leading a small 'task and finish' group to look at specific issues in relation to transporting children and the safeguarding impact of this on both the child and employee.
14. The sub committee has made two specific challenges this year to other organisations in response to concerns raised about a lack of safer recruitment practice. One case was resolved satisfactorily and the learning shared and the other is still 'works in progress'.
15. Jenny O'Neill has developed and shared the Council's safe employment guidance for contractors further work will be undertaken on this to see if this could be used as a model for other agencies.

STATISTICS

16. The Group have an established process for monitoring CRB checks across the County. Given the volume the County council processes the Group have discussed the possibility of the County Council becoming a 'Centre of Excellence' for CRB checks and this will continue to be explored throughout the next 12 months.
17. Chris Daltry has taken the lead on requesting and chasing the data and then collating the statistics which will be available at the end of April '10.

FEEDBACK TO THE BOARD

18. The Sub Committee would like to thank all its Members for their contributions throughout the year and the Board for its support in ensuring that there continues to be good representation from all organisations that are covered by the Board.

CHALLENGES THE GROUP HAS FACED

19. As is evidenced earlier in this report a considerable amount of the work of the Sub Committee has been completed by employees from Buckinghamshire County Council. It is important to note that this position has again shifted positively over the year however there is still a balance of work falling to County Council representatives and some agency representatives have not yet taken on any work. This needs to be addressed.

Work Plan 2011 / 11

- To ensure that the Independent Safeguarding Authority's Vetting and Barring system is implemented smoothly throughout the County.
- Understand the new arrangements from the Children's Workforce Development Council and the impact on employment and Safer Recruitment Training specifically.
- Transportation of children – Receive the outcomes from the 'task & finish' group and action plan accordingly.
- To prepare for safeguarding in employment impacts as a result of the Olympics
- To develop joint approaches to monitoring and statistical analysis in relation to safeguarding in employment.
- To produce an Annual Report to the Safeguarding Board.
- Reviewing data regarding Allegations against staff

STRATEGIC AND SERIOUS CASE REVIEW SUB COMMITTEE

Terms of Reference

1. To consider cases that may require Chapter 8 review and to make a recommendation to the Chair of the Safeguarding Board
2. To scrutinise, following Chapter 8 reviews, internal management reports and overview reports to make recommendations to the Safeguarding Board
3. To consider lessons to be learned from Chapter 8 reviews from other areas and to make recommendations to the Safeguarding Board on any practice, policy or procedural changes that may be required
4. To initiate Partnership reviews on cases, other than Chapter 8 review cases, when it is considered that there may be lessons to be learned on the safeguarding of children
5. To establish a Strategic Management Group for cases meeting the criteria for complex case management

6. To receive and review data and significant case information on allegations against staff and volunteers at every Sub Committee meeting
7. To receive reports on patterns and specific issues relating to allegations against staff and volunteers. The Sub Committee will present this information to the Safeguarding Board on an annual basis
8. To ensure that membership for specific Serious Case Reviews is extended where appropriate e.g representatives from Adult Services or Human Resources
9. To provide regular reports to the Safeguarding Board on the work of the Sub Committee
10. To agree an annual work plan with the Safeguarding Board as part of the business planning process
11. To provide an annual report on the work of the Sub Committee for inclusion in the Business Plan

Report from the Chair: Heather Clarke

This Group was in existence prior to legislation requiring Area Child Protection Committees to become LSCB's. It is Chaired by Heather Clarke Divisional Manager for Prevention Assessment and Protection and the Vice Chair is Mary Davern Operations Manager, Quality Assurance and Information Management.

The Group meets on a regular basis for a 6 weekly business meeting, but needs to meet for other meetings outside this timeframe when overseeing Serious Case Reviews or on occasion when acting as a Strategic Management Group for serious and complex child protection investigations.

MEMBERSHIP (as at 31st March 2010)

Heather Clarke – Chair (Divisional Manager Prevention, Assessment and Protection, Buckinghamshire County Council)

Mary Davern – Deputy Chair (Operations Manager, Quality Assurance and Information Management, Buckinghamshire County Council)

Tania Atcheson (Designated Nurse for Child Protection)

Tricia Bratby (Child Protection Lead for Bucks Hospital NHS Trust)

Bridget Day (Manager, Safeguarding in Education Team / LADO)

Yvette Hitch (Detective Chief Inspector, Thames Valley Police)

Hayley Norman – Thorpe (Acting Group Solicitor)

Lesley Ray – (Designated Doctor for Child Protection)

Tracey Toohey (Named Nurse for Child Protection, OBMH)

Peter Whitaker (Senior Education Psychologist)

Georgina Spacey (Administrator for sub committee)

The Strategic and Serious Case Review Group meets 6 weekly but during this year up until April 2010 it has had to convene additional meetings to progress the outstanding Serious Case Reviews in Buckinghamshire and to consider other cases via our Partnership Review Process.

The Team Manager for the Specialist Assessment and Investigation Team and the Team Manager for Safeguarding in Education have been attending the Group Meetings for a standing agenda item on allegations against professionals. This part of the Group's agenda will now be covered by the newly formed Allegations against Children's Workforce sub-committee in 2010/11.

PURPOSE OF REPORT

The Buckinghamshire Safeguarding Children Board is asked to;

- i. **Receive** an update on the achievements of the SSCRG Sub Committee
- ii. **Endorse and actively support** the 2010/11 Work Programme

ACHIEVEMENTS / ACTIVITY IN 2009/10

- Completion of all outstanding Serious Case Reviews in Buckinghamshire all being submitted to OFSTED and all but one being published on the BSCB Website
- The Group met with the OFSTED Inspector who evaluated one of our SCR's to receive feedback on our performance and to make comment on the evaluation.
- Ongoing and regular oversight of the management of allegations against professional staff.
- The Group held a successful Partnership Review day on a case of concern. This gave a direct opportunity to review the case and the history with professionals involved in the case and to identify learning points.
- The Group contributed to a Serious Case Review undertaken by Bournemouth and Poole.
- The Group considered the New Working Together guidelines for SCR's (Chapter 8)
- The Group continued to maintain its links with other sub-committees.
- The group have facilitated a 'possible' complex investigation and will be giving oversight to the progression of this.
- The Group have handed over the responsibility of oversight of allegations against professional staff to the new Allegations against Children's Workforce sub-committee

2010/2011 WORK PROGRAMME

- Following a decision by the BSCB the Group will be taking over responsibility for monitoring the action plans from SCRs. There are two outstanding cases to monitor and this will be organised and arranged during this period.
- A further Partnership Review Day is planned to consider a case of concern to partner agencies.
- The Group need to consolidate the New Working Together guidelines for SCRs and update the Bucks Local Procedures accordingly.
- The Group should develop formal process for
 - Partnership Reviews including Partnership Reviews with Staff
 - Including Families and Young people in SCR's and Partnership Reviews
 - Informing staff about their role in SCR's and Partnership Reviews
 - Draw up more formal process in Bucks for disseminating 'lessons learnt' to staff across the Children's Workforce.
- The Group will continue to receive ongoing cases from all partner agencies and consider concerns raised and issues that may lead to decision to conduct reviews.
- The Group will continue to link with the other sub-committees of the BSCB to ensure communication is maintained and links on parallel themes and issues are taken forward.
- The Group is to actively contribute to the Annual Conference of the BSCB

CHALLENGES FOR THE SUB COMMITTEE and FEEDBACK TO THE BOARD.

- Continuing to meet the deadlines set by OFSTED for SCR's.
- Keeping up the high standard of attendance at all Group Meetings and additional meetings set through the agenda

- Ensuring that resources are in place to manage SCR processes and the additional work needed by the Group and Partner Agencies to complete these.
- Finding available and competent Overview Authors and IMR writers for any future SCR's in Bucks

CHILD DEATH OVERVIEW PANEL

From April 2008 the BSCB was required to have functions set out in Chapter 7 of Working Together 2006, to review all child deaths in Buckinghamshire. The BSCB initially established a joint Child Death Review Group with Milton Keynes for this purpose. Cases are now managed separately, but the two LSCBs meet at regular panel meetings to share learning.

Terms of Reference

1. To ensure, in consultation with the local Coroner, that local procedures and protocols are developed, implemented and monitored in line with the guidance in Chapter 7 of Working Together on enquiring into unexpected deaths.
2. To ensure the accurate identification of and uniform, consistent reporting of the cause and manner of every child death
3. To collect and collate an agreed minimum data set of information on all child deaths in Buckinghamshire and, where relevant, to seek additional information from professionals and family members
4. To evaluate data on the deaths of all children normally resident in Buckinghamshire, thereby identifying lessons to be learnt or issues of concern, with a particular focus on effective inter-agency working to safeguard and promote the welfare of children
5. To evaluate specific cases in depth, where necessary, to learn lessons or identify issues of concern
6. To identify significant risk factors and trends in individual child deaths and in the overall patterns of deaths in Buckinghamshire, including relevant environmental, social, health and cultural aspects of each death, and any systemic or structural factors affecting children's well-being to ensure a thorough consideration of how each death might be prevented in the future
7. To identify any public health issues and consider, with the Director(s) of Public Health and any other provider services how best to address these and their implications for both the provision of services and for training
8. To identify and advocate the needed changes in legislation, policy and practices to promote child health and safety and to prevent child deaths
9. To increase public awareness and advocacy for the issues that affect the health and safety of children
10. Where concerns of a criminal or child protection nature are identified:
 - To ensure that the police and coroner are aware and to inform them of any specific information that may influence their inquiries;
 - To ensure that social care are aware and to inform them of any specific information that may influence s47 enquiries or other action to be taken
 - To refer any child death that appears to meet the criteria to the Strategic and Serious Case Review Sub Committee
11. To improve agency responses to child deaths through monitoring the appropriateness of the response of professionals to each unexpected death of a child, reviewing the reports produced by the rapid response team and providing the professionals concerned with feedback on their work.

12. To provide relevant information to those professionals involved with the child's family so that they, in turn, can convey this information in a sensitive and timely manner to the family.
13. To monitor the support and assessment services offered to families of children who have died.
14. To monitor and advise the BSCB on the resources and training required locally to ensure an effective inter-agency response to child deaths
15. To co-operate with any regional and national initiatives – e.g. the Confidential Enquiry into Maternal and Child Health (CEMACH) – in order to identify lessons on the prevention of child deaths.

Membership (as at 31st March 2010)

Donald McPhail – Chair

Jan Constable – Project Leader

Tania Atcheson (Designated Nurse for Child Protection)

Joe Banfield (Detective Sargent, Thames Valley Police)

Gillie Bligh (Midwifery)

Tricia Bratby (Child Protection Lead, Bucks Hospital Trust)

Heather Clarke (Divisional Manager Prevention, Assessment and Protection)

Louise Goll (Divisional Director, Achievement & Learning)

John Radburn (South Central Ambulance Service)

Lesley Ray (Designated Doctor for Child Protection)

Report by Project Leader: Jan Constable

This is the second year for Buckinghamshire LSCB Child Death Review.

There have been five panel meetings which completed 23 reviews and a further 4 cases were deferred to year 3. The sixth panel falls on the first day of year 3. The panel meetings have been very full and it has proved difficult to estimate how much discussion will take place on cases.

The consistency of attendance has been variable and membership will need to be expanded with substitutes considered when BSCB separate from a joint panel with MKLSCB. The annual overview meetings will however remain combined to assist joint learning.

On 26th May 2009 the completed excel LSCB Preventable Data Collection Form LSCB1 to 31st March 2009 was electronically lodged with DCSF. For year 1 there had been 14 completed child death reviews and none were deemed preventable.

From May 2009 it was agreed between the LSCBs that the Chair and Deputy would become co-chairs to provide independence to the panel analysis.

Sample letters and leaflets for parents were considered and approval given to a format.

The Overview Panel has the advantage of being able to review each individual child death in the context of other deaths of children in the area, and to be able to identify any potentially contributory recurrent themes, circumstances, or possible limitations in service provision by one or more agencies.

Drawing on the information from individual cases and from the overall pattern of events, contributory factors and service provision in the local area will allow the overview panel the opportunity to develop local recommendations to help reduce childhood deaths and where

appropriate, specific ad hoc recommendations (e.g. dealing with particular road or environmental factors).

This information, together with both the factual and opinion-based outcomes of the Overview panel reviews will be aggregated in the regional and national reports on the Child Death Review process, which will in turn be able to produce more general sets of recommendations aimed at reducing child deaths.

New BSCB Sub Committees

e-SAFETY SUB COMMITTEE:

Government guidance in 'Working Together to Safeguard Children' 2010 states that LSCBs should consider activities to raise awareness about the safe use of the internet. LSCBs are a key partner in the development and delivery of training and education programmes with the Child Exploitation and Online Protection Centre (CEOP).

In response, the BSCB new e-Safety Sub Committee has been set up to:

- Reduce risk to children and young people by raising awareness about the safe use of information communication technologies
- Build on the work of Becta, the Home Office and CEOP
- Devise an overarching e-safety strategy for Buckinghamshire

Three meetings have taken place with membership ranging across a broad range of agencies and services across the children's workforce.

Initial scoping of the work to be undertaken is taking place, alongside inductions for the members to ensure that their work is well informed.

Terms of Reference

1. To build on the work of Becta, the Home Office and CEOP in raising awareness about the safe use of information communication technologies by children.
2. To take a lead role in the development and delivery of training and education programmes (including linking with CEOP)
3. To devise an overarching e-safety strategy which forms the basis for other agency strategies.
4. To support all agencies involved in the safeguarding of children in developing policies, procedures and strategies related to e-safety.
5. To ensure that the LSCB monitors that individual strategies are in place by means of the Monitoring and Evaluation sub-committee.
6. To carry out horizon scanning activity in order to inform a robust and responsive approach to policy development.
7. To ensure that, wherever possible, the views of children, young people and parents inform the development of the e-Safety strategy in Buckinghamshire.
8. To provide regular reports to the Board on the work of the Sub-Committee
9. To agree an annual work plan with the BSCB as part of the business planning process

10. To provide an annual report on the work of the Sub-Committee for inclusion in the Business Plan

ALLEGATIONS AGAINST CHILDREN'S WORKFORCE SUB COMMITTEE:

Strategic oversight of the work undertaken in managing allegations against staff and volunteers in the children's workforce has been up till now included in the remit of the Strategic and Serious Case Review Sub Committee. In recognition of the importance of this work and the time required to examine process and patterns, the BSCB decided that a dedicated Sub Committee should be set up.

This Sub Committee will be chaired by Alan Dinning, Divisional Director for Safeguarding in BCC. Membership of the committee will be made up of senior staff with designated responsibility for allegations management within partner agencies.

Terms of Reference

1. To receive and review data and performance information on allegations against staff and volunteers at every sub committee meeting.
2. To receive reports on patterns and specific issues relating to allegations against staff and volunteers.
3. To receive reports from the LADO on throughput and outcome of cases.
4. To promote all agencies compliance with the allegations against staff and volunteers policy.
5. To review and up-date the allegations against staff and volunteers policy.
6. To provide regular reports to the Safeguarding Board on the work of the sub committee.
7. To agree an annual work plan with the Safeguarding Board as part of the business planning process.
8. To provide an annual report on the work of the Sub Committee.

