



ANNUAL REPORT 2010 - 2011

“Keeping Children Safe and Healthy”

MISSION STATEMENT OF THE WARWICKSHIRE SAFEGUARDING CHILDREN BOARD (WSCB)

- The Warwickshire Safeguarding Children Board ensures that sound arrangements to protect children are in place in Warwickshire.
- The Board safeguards children by contributing to the prevention of harm and the promotion of the welfare of children in Warwickshire.
- The Board achieves these objectives by promoting inter-agency cooperation, collaboration and challenge.

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1. FOREWORD BY CHRIS HALLETT

Independent Chair of Warwickshire Safeguarding Children Board (WSCB)

The publication of this Annual Report marks a decisive shift in the work of Warwickshire Safeguarding Children Board. Produced in accordance with the new 2010 version of *Working Together to Safeguard Children*, it focuses not just on the achievements of the Board and updates the progress made in key strategic areas but also provides a more comprehensive assessment of the effectiveness of local arrangements to safeguard children. Moreover, the report has been produced in the context of the evolving relationship between WSCB and the Warwickshire Children's Trust Executive Board, and the discharge of the respective duties of each Board as defined in a new *Memorandum of Understanding*. It is anticipated that the contents of this annual report will inform the Children and Young People's Plan 2011 to be produced by the Warwickshire Children's Trust Executive Board.

All of this is taking place at a time when the new government has instigated a root and branch review of child protection under the leadership of Professor Eileen Munro, which aims to build upon the work of Lord Laming's review published in 2009. Already, changes to governance arrangements affecting safeguarding children and promoting their welfare have been announced, and we wait with interest to see what the full implications of this will be. What is clear is that in common with other public services, child protection and safeguarding work is taking place in a climate of severe financial retrenchment and significant reconfiguration of organisations and agencies. Yet as the data contained in this document shows, there has over the last year been no let up in the upward trend of children requiring a child protection plan and the numbers needing to be the subject of care proceedings. The "stand-out" figure is the near 42% increase in Warwickshire in the number of children subject to a child protection plan at March 31st 2010 compared to the same time the year before, a truly phenomenal rise, but one that reflects a national trend evident since the tragic case of baby Peter Connolly in Haringey.

A key issue for WSCB in the year ahead and beyond will be ensuring, within this testing environment, that partner agencies of the Warwickshire Children's Trust Executive Board maintain their commitment to discharging Section 11 duties – the duty to safeguard children and promote their welfare as defined by the Children Act 2004 – with WSCB providing appropriate challenge when necessary. To this end, I envisage partner agencies of the Children's Trust conducting self audits on their child protection arrangements and reporting their findings to the Safeguarding Board.

Assessments that have been undertaken of local safeguarding arrangements during the last year indicate that despite the increasing pressures on frontline services, WSCB and its partners embark on the challenges ahead in good shape. The interagency district workshops held across Warwickshire in 2010 confirmed that systems and practices are robust; that professionals in the County for the most part have great confidence in these systems, and are dedicated and committed to promoting sound interagency practice. Areas for

improvement and development have been identified and ways in which these can be progressed are being discussed by the Safeguarding Board with local Children's Trust Partnerships. The Ofsted Unannounced Inspection of contact, referral and assessment arrangements within Warwickshire County Council Children's Services revealed a similar picture. There were no areas identified by the inspectors as requiring "priority development" but a number of strengths and areas of satisfactory practice were highlighted. An action plan is being developed to take forward those aspects that were identified as requiring some development. Confirmation of these trends is illustrated by the findings of the themed safeguarding reviews conducted across the health economy in Warwickshire.

The Safeguarding Board performs a crucial role in setting the climate and context for local safeguarding activity, including the exercise of challenge when shortfalls in policy, practice and provision are identified. The completion by its membership of the LSCB Challenge and Improvement Tool, devised by government and representing a methodology by which Boards may assess their own effectiveness within the wider context of local safeguarding arrangements, has indicated important areas for development in our governance arrangements. Central to this has been work on clarifying the Board's relationship with the Children's Trust through the new *Memorandum of Understanding* and working together on taking forward the Warwickshire Laming Action Plan. Also identified by this audit has been the need to update the Board's Constitution and review our subcommittee structure. This work will continue in the year ahead as WSCB strives to place itself on the firmest possible footing.

There are also challenges to be addressed on how the Board is financed at a time when government requirements have placed increasing but unfunded responsibilities on LSCBs, particularly in the area of serious case reviews and more generally in implementing the wider safeguarding agenda. The continued absence of a consistent national funding formula for LSCBs has been a major deficiency in policy, and has increased rather than lessened the challenge of addressing the underlying shortfall in the Board's budget.

With this broad context in mind, the report highlights progress that has been made in taking forward the Board's 5 key strategic priorities, and as in previous reports summarises the activity of the subcommittees - the "engine room" of the Board - and our various task and finish and working groups, where a huge amount of work has taken place.

There have been significant changes in the membership of the Board, some prompted by new requirements in government guidance. We have said goodbye with grateful thanks to Linda Crisp (CAFCASS); Karen Stone (Rugby Borough Council); Alan Franks (Nuneaton and Bedworth Borough Council), Diane Johnson (Youth Justice Service) and DS Neil Hewison (Warwickshire Police). In their place we have welcomed to our ranks, representing the same agencies in corresponding order, Barbara Harvey; Steven Shanahan, Craig Dicken, Lesley Tregear and DS Noel Mcmenamin. A warm welcome is also due to Tracey Wrench of the Coventry and Warwickshire Partnership Trust

and Jenny Butlin-Moran, W.C.C. Acting Assistant Head of Service (Safeguarding) who has joined the Board as the new chair of the Quality and Information Sub-committee, following the elevation of Phil Sawbridge to Head of Service for Safeguarding. Cllr Izzi Seccombe has left the Board having stepped down as W.C.C. Portfolio Holder for Children, Young People and Families and we are delighted to welcome her successor, Cllr Heather Timms. Deepest thanks are due to Izzi for the way she has championed and supported the work of WSCB. Following a new requirement for LSCBs to appoint lay members, we welcome Keith Drinkwater and Angela O'Boyle to our ranks and look forward to the unique perspective and contribution they will bring to our deliberations.

Three changes to the Board's membership are worthy of particular mention. We bade farewell to Victoria Gifford who served the Board with great distinction for many years as Vice Chair of the ACPC/LSCB and Chair of the Training Subcommittee. Victoria presided over a huge expansion in the Board's training strategy, a development that continues thanks to her work. We wish Vicki a very happy retirement. At this juncture I should like to thank Jill Freer (NHS Warwickshire) for agreeing to become the new WSCB Vice Chair.

It is almost impossible to conceive of a WSCB meeting or that of its predecessor, Warwickshire ACPC, without Phil Maull from the democratic services of the County Council in attendance to meticulously minute our deliberations. Though not a formal member of the Board, Phil's contribution to its smooth running has been enormous and he will be greatly missed. We wish him too a happy retirement.

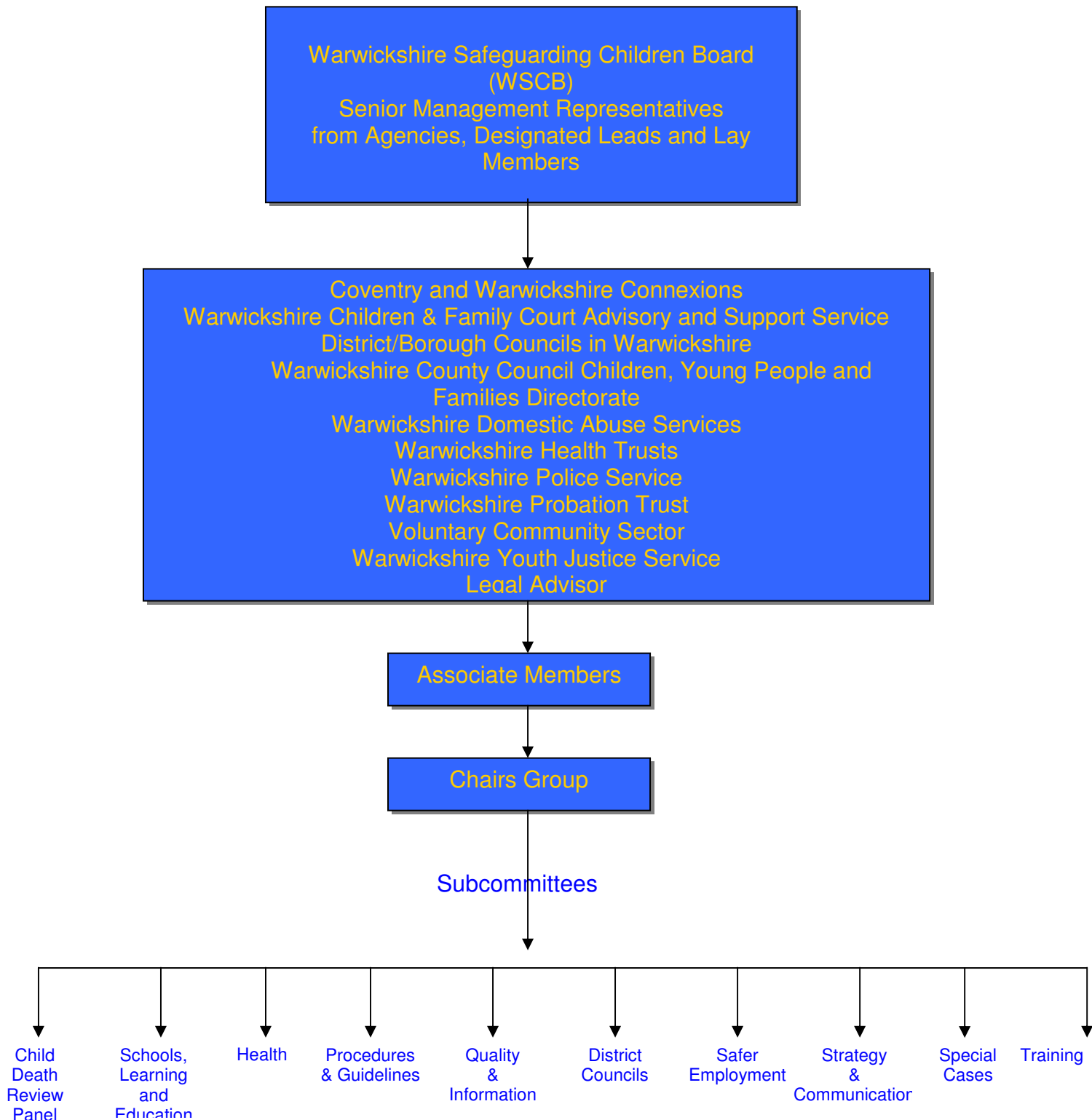
It was with deep sadness that during the last year the Board learnt of the death of Chris Halek, Director of Nursing at Coventry and Warwickshire Partnership Trust - a tremendous loss to the Board, the NHS, and above all her family, friends and colleagues. Our thoughts continue to be with them.

As we look forward to the year ahead, no one should be in any doubt as to the ongoing scale of the task we face in keeping children safe and healthy. The Board continues to value the dedication and skill that professionals across the County demonstrate on a day to day basis in meeting this challenge.

Finally, I would like to thank WSCB Board members, Associate members and members of the various subcommittees and working groups since the progress made by WSCB as documented in this annual report would not have been achieved without their dedication and diligent contribution to the activities within the report. In particular it would be remiss of me not to single out two of the officers of the Board, Vic Tuck and Linda Village, who do so much to progress the work of WSCB. Many thanks to you all.

Chris Hallett
Independent Chair of WSCB

2. STRUCTURE OF THE WARWICKSHIRE SAFEGUARDING CHILDREN BOARD



3. MEMBERSHIP OF WSCB

Maria Barnes

Assistant Head of Service – Safeguarding, Warwickshire C.C. Children,
Young People and Families Directorate

Jenny Butlin-Moran

Acting Assistant Head of Service – Safeguarding, Warwickshire C.C. Children,
Young People and Families Directorate

Martin Cliff

Assistant Head of Service – Safeguarding, Warwickshire C.C. Children,
Young People and Families Directorate

Allison Davies

Head of Customer Services – Stratford District Council

Marion Davis

Strategic Director – Children, Young People and Families, Warwickshire C.C.
Children, Young People and Families Directorate

Richard Desjardins

Spurgeons – Representative of the Warwickshire Voluntary Community
Sector

Craig Dicken

Communities Officer (Equalities and Cohesion) - Nuneaton and Bedworth
Borough Council

Keith Drinkwater

Lay Member

Jill Freer (Vice Chair)

Director of Quality and Safety; Executive Nurse – NHS Warwickshire

Victoria Gould

Young People’s Legal Services Manager, Warwickshire County Council

Barbara Harvey

Service Manager - Coventry and Warwickshire CAFCASS

Chris Hallett, (Independent Chair)

Bill Hunt

Deputy Chief Executive - Warwick District Council

Sue Ingram

Domestic Abuse Manager – W.C.C Community Safety and Localities

Detective Superintendent Noel Mcmenamin
Warwickshire Police

Jez Millen
Service Manager – Warwickshire C.C. Adult, Health and Community Services
Directorate

Angela O’Boyle
Lay Member

Simon Powell
Assistant Director (Community Development) - North Warwickshire Borough
Council

Phil Sawbridge
Head of Service - Safeguarding, Warwickshire C.C. Children, Young People
and Families Directorate

Steven Shanahan
Head of Housing Services - Rugby Borough Council

Dr Peter Sidebotham
Designated Doctor Child Protection – NHS Warwickshire

Steve Stewart
Executive Director - Connexions Coventry and Warwickshire

John Sullivan
Education Safeguarding Children Manager - W.C.C Children, Young People
and Families Directorate

Cllr Mrs Heather Timms
Warwickshire County Council Lead Portfolio Holder for Children, Young
People and Families

Lesley Tregear
Manager - Warwickshire Youth Justice Service

Dr. Vic Tuck
Development Manager - Warwickshire Safeguarding Children Board

Andy Wade
Assistant Chief Probation Officer – Warwickshire Probation Trust

Mary Weeks
Designated Nurse Child Protection – NHS Warwickshire

Tracey Wrench
Executive Director of Quality, Safety and Service User Experience–Coventry
and Warwickshire Partnership Trust

4. PROGRESS REPORT ON THE STRATEGIC PRIORITIES OF WARWICKSHIRE SAFEGUARDING CHILDREN BOARD.

In its 2008-2011 Business Plan, Warwickshire Safeguarding Children Board identified 5 Key Strategic Priorities:

- Promoting the Safer Employment Agenda (Recruitment of Staff and Managing Allegations Against Members of the Children's Workforce);
- Implementing and Sustaining Arrangements for the Review of all Child Deaths in Warwickshire;
- Preventing Unintentional Injury in Childhood;
- Reducing the Incidence of Missing Children;
- Defining Thresholds for Professional Intervention.

Progress on the first of these priorities, **Safer Employment**, has been led by the WSCB Safer Employment Subcommittee. Details of this activity may be found in the Progress Report on the work of the subcommittee which appears in the next section of this report.

Child Death Review Processes are now well established in Warwickshire with the child death review panel meeting on a regular basis to consider child deaths in the County. The latest Coventry, Solihull and Warwickshire Child Death Review Annual Report is now available and can be accessed via the WSCB website: www.warwickshire.gov.uk.

In summary, the Coventry, Solihull and Warwickshire Child Death Overview Panel is tasked with promoting the effective operation of the system, bringing together the findings of all three review panels in the sub-region, and identifying any trends that may require preventative action. It has endorsed a regional campaign to promote *Safe Sleeping for Infants*.

Ensuring that all agencies provide information in a timely way that enables panels to complete reviews is an ongoing challenge, but the Coordinator of the scheme, Dara Lloyd, has ensured that child death review processes are now embedded within the work of WSCB and our LSCB partners in Coventry and Solihull.

Preventing Unintentional Injury in Childhood and **Reducing the Incidence of Missing Children** are priorities that WSCB identified as requiring the attention of two *Task and Finish Groups*. The progress of these task groups is as follows:

- (a) **Preventing Unintentional Injury in Childhood Task Group – Chaired by Jane Williams (Head of Children, Young People and Family Services, Warwickshire Community Health)**

The Warwickshire Child Safety Partnership was formed in March 2009 to consolidate and extend the work of the task group originally established to take forward this strategic priority. Its membership includes a number of partners from health, early years, road safety, the voluntary sector and fire

and rescue. The aim of the group is to work in partnership to reduce the number of preventable accidents in the home or in public areas for all children.

Each year in the UK, unintentional injury results in more than six million visits to accident and emergency departments and costs the NHS approximately £146 million. Therefore unintentional injury represents a burden to the NHS, to local government and to the children and families affected (*Better Safe Than Sorry, Audit Commission National Report February 2007*). In 2008 to 2009 there were 1342 Warwickshire children admitted to hospital as a result of an unintentional injury. At an average cost of £750 per admission the total cost would be over a million pounds.

Road Safety and Fire and Rescue have a rolling programme through the year offering child safety messages to children and young people in a number of settings. In Child Safety Week a scheme called Safety Town is run in Nuneaton and Bedworth and there is an annual event called Live and Dangerous which is held at Gaydon Motor Museum. This year forty eight schools took part in the event. This reflects a real enthusiasm for working towards making Warwickshire a safer place for our children, and young people.

The *Sleep Safe* campaign was launched at the beginning of the year. This is a joint initiative between health services in Coventry and Warwickshire and the County Councils which was led by Dara Lloyd, the Child Death Review Process Coordinator. There were seven “cot deaths” in Warwickshire last year and the Sleep Safe Campaign was developed as a result of the findings from the Child Death Review process. In partnership with NHS Coventry a number of resources were developed along with the sleep safe logo. The packs of resources are given out by health visitors at the first visit to a new baby. They reinforce the messages about safe sleeping from the Foundation for the Study of Sudden Infant Deaths. To date, 600 packs have been distributed to new parents. An evaluation of the effectiveness of the packs has commenced.

In June 2010, Jane Williams and Dara Lloyd were invited to present a Master Class at a Regional Conference in Worcester on health inequalities. They shared a platform with speakers from CAPT (Child Accident Prevention Trust) who are leading on the National “Making the Link” Project. Dara and Jane were asked to speak about Warwickshire’s approach to taking up the challenge of reducing unintentional childhood injuries under the umbrella of the Local Safeguarding Children Board. This is seen nationally as a good practice exemplar with Warwickshire regarded as a pioneer in this area of work.

***(b) Reducing the Incidence of Missing Children Task Group–
Chaired by Detective Chief Inspector Nigel Jones***

The Warwickshire Missing Children Partnership Task Group is focusing activity to reduce the incidence of missing children in the county as a key strategic objective for WSCB. The group is in its second year of operation, having been established in recognition of a need for a co-ordinated strategic approach across agencies to tackling what has been an increasing problem. More than 400 children go missing in Warwickshire on an annual basis, as many as a third repeatedly, often placing themselves in vulnerable situations and coming to harm while they are away.

The work of the group to date has been targeted towards implementing systems to adequately identify and track all children born or moving in to Warwickshire and to raise awareness, align services and put processes in place to address the problem. Whilst it is too early to assess impact on reduction, good progress has been made through an improvement plan to introduce new referral and assessment processes and sharing of information arrangements. Introduction of these new processes will enable the group to monitor activity towards the overall objective of reducing the incidence of missing episodes, in particular children repeatedly running. Reporting on progress towards the objective is provided to the Quality and Information Sub-Committee of the Safeguarding Board.

Detailed analysis has been conducted to better understand the problem and target solutions to specific issues. This shows that:

- 33% of children and young people reported missing have done so more than once, with 10% five or more times. 20 young persons have gone missing 10 or more times.
- Girl's aged 14-15 years account for approximately 30% of all missing episodes, with indicators of risk of sexual exploitation.
- 3% had been missing for over 7 days.
- 30% reported going missing due to problems at home.
- Missing from care accounts for 36% of all incidences. Bearing in mind that less than 1% are in care, the volume for this category is highly disproportionate

A key development that will assist with targeting these issues has been the recent employment of a funded missing children practitioner conducting return home interviews. This will improve the assessment of factors involved in a child going missing and will enable us to address causes of running away of those repeatedly going missing or at highest risk. Casework for the practitioner is identified from a threshold that has been implemented to ensure resources are targeted to those at most need. A business case is being considered within the partnership to fund a Co-ordinators position to oversee activities across agencies and effectively drive a reduction strategy.

We continue to make progress against National indicator 71, established for local areas to assess whether levels of young people running away are accurately identified and responses are appropriate to meet their needs. Progress made during the year towards development of a service model has seen our self assessment score rise from 5 to 9. Our target is that we achieve the maximum score of 15 by April 2011.

Other main developments include:

- Updating of our Missing Children Protocol in cognisance of local developments and the statutory guidance on children who run away and go missing from home or care, published this year;
- Implementation of a referral, assessment and outcomes process for all children that go missing;
- Engagement of single points of contact locally to develop working relationships, enhance awareness and compliance with processes and to target cases of children repeatedly go missing;
- Development of a performance monitoring system to enable identification of key factors in children going missing and review of progress towards the overall objective.

The final strategic objective, **defining thresholds for professional intervention**, has been led by the WSCB Quality and Information Subcommittee. Following detailed consideration of this complex and challenging issue, a new protocol has been implemented, and is now being used by professionals in circumstances where a threshold is contested. This protocol is part of a wider interagency “case escalation” process designed to enhance the assessment and management of complex cases of child abuse and neglect. This process has continued to be refined over the last year and its impact monitored. A full review by the subcommittee will take place next year, but the indications are that the escalation process has assisted professionals in resolving situations where a threshold for intervention has been contested and in ensuring that complex cases may be effectively monitored and progressed. ***A booklet giving full details of our escalation process may be accessed via the WSCB website.*** This has recently been revised to include a series of “Frequently Asked Questions” that will assist professionals to use the process, in particular the *Enhanced Risk Analysis*. This new component of the *Warwickshire Risk Assessment Model* provides a mechanism for promoting an assessment that is particularly suited to analysing the full history of complex and chronic cases.

The re-launch of the booklet has added impetus to our endeavours to ensure the process is well embedded in Warwickshire and directly addresses an issue that emerged from the WSCB Interagency District Workshops relating to the need to ensure all professionals are fully aware of the process (see Section 8). Training events run by WSCB have further indicated that there is already sound wide-spread awareness and application.

Our risk assessment model continues to attract interest from other LSCBs and is currently being implemented in Birmingham with the assistance of WSCB. It has been the subject of a visit to Warwickshire by the team established by Professor Eileen Munro to help her conduct her government sponsored review of child protection in England.

5. PROGRESS REPORTS FROM THE SUBCOMMITTEES OF WARWICKSHIRE SAFEGUARDING CHILDREN BOARD

The Warwickshire Safeguarding Children Board has nine sub-committees, comprising representatives from the member agencies of the WSCB, which are tasked to complete work plans and report progress on these plans to the full Board when it meets. Subcommittees generally meet once every two months. Attendance by members of the full Board and its subcommittees is formally monitored with a data base established for this purpose. The Warwickshire Child Death Review Panel is now officially classified as a formal subcommittee of the Board (see *Working Together to Safeguard Children HM Government 2010*) making ten in all, but is distinguished from the others by its specific statutory functions rather than acting as a vehicle for driving the business of the Board. Its activities are summarised below under the Special Cases Subcommittee and described in full in the Annual Report of the sub-regional child death review processes encompassing Coventry, Solihull and Warwickshire.

Each subcommittee has a strategic objective and terms of reference to guide their operation, which are reviewed annually. These encompass the ongoing responsibilities of the respective subcommittee. Each has also identified specific key tasks that comprise their work plans for the year ahead and beyond.

Chairs of the subcommittees, the independent chair of the Board and its Development Manager meet on a regular basis to consider the work of the Board. The Chairs Group plays a key role in advising the full Board on key strategic and policy issues.

Progress Reports on the work of the subcommittees appear below. Details are also provided of the work of two key working groups which, as with the task groups described in the previous section, reflects the commitment of WSCB to promote the wider protection of vulnerable children.

District Council Subcommittee

Strategic Objective: *To ensure the safeguarding children agenda is fully embedded in district and borough councils across Warwickshire.*

The last year has seen steady continuing progress in training district and borough council frontline housing staff. Each council has completed a Self Assessment Template, identified those staff requiring Level 1, Level 2 and Core Group training and put in place training plans to address the needs of existing staff. In most of the district councils staff have now been identified who are able to directly deliver training to colleagues, the most recent development being the formation of a training pool in North Warwickshire B.C. trained by the WSCB Interagency Training Officer. The second major development of the last year has been the approval by WSCB of a joint

protocol between Warwickshire Children's Services and Housing Divisions on assessing and managing the accommodation and welfare needs of vulnerable younger children.

The work plan for the coming year will build on this progress with a balance between strengthening operational practices e.g. through the launch of the joint housing/children's services protocol for homeless young people via the Warwickshire Children's Trust Executive Board; by ensuring contractors and partner Registered Social Landlords have safeguarding reporting arrangements in place, and by embedding safer employment, training and safeguarding policy development within each council.

Health Subcommittee

Strategic Objective: *To deliver, in an appropriate and timely manner, the safeguarding children agenda across the Warwickshire health economy, ensuring that all training, audit and specific work around safeguarding is facilitated, implemented, monitored, evaluated and integrated in the ongoing work of all health professionals.*

Important progress has been made with regard to key tasks:

- Arrangements across Warwickshire & Coventry for the delivery of forensic medical examinations of suspected child sexual abuse, within working hours is well embedded and includes a system of regular peer review of all cases seen. There is still no out of hours service which is a recognised gap in the service. Currently the Police commission any out of hours service that may be required.
- The child death review process is embedded in the practice of health professionals with two major developments which were appointments of a child death review health administrator and a jointly funded post between the West Midlands Strategic Health Authority and the University of Warwick for a child death specialist nurse.
- Ensuring that Health Commissioning Contracts with service providers have a specific section on safeguarding children, which is continually reviewed and measured for robustness.
- Major review of the Safeguarding Children Training programme for all health staff.
- The continuation of a 3 yearly training programme for General Practitioners (GPs) and their staff which is now over 90% compliant.
- A whole afternoon of 'Protected Learning Time' for GPs was devoted to Safeguarding Children.
- Implementing recommendations arising from reports, serious case reviews or significant untoward incidents as required.

Procedures and Guidelines Subcommittee

Strategic Objective: *To take major responsibility for preparing and updating WSCB Inter-agency Child Protection Procedures and advise on and monitor the development of guidelines and procedures by WSCB partner agencies to safeguard children.*

In line with this strategic objective, the subcommittee takes the lead in discharging the function of the Board (as defined in government guidance for LSCBs) to assess its child protection and safeguarding procedures, those of partner agencies and others to ensure these are effective in keeping children safe.

Following the publication of the revised *Working Together to Safeguard Children* earlier this year, the subcommittee has concentrated on updating the WSCB Interagency Child Protection Procedures. In undertaking this major piece of work it has taken into account the many volumes of government guidance that have been published as separate documents during 2009/10, as well as making amendments incorporating lessons learnt from national and local Serious Case Reviews

Subject to confirmation that the current *Working Together to Safeguard Children* is the definitive guidance and word on this is anticipated in an interim report due from the Munro Review in the autumn of 2010, the new WSCB Interagency Child Protection Procedures will be published later this year. A series of road-shows will be organised by WSCB to brief professionals across the County on this new document

Quality and Information Subcommittee

Strategic Objective: *To ensure that the Safeguarding Board has in place sound mechanisms for monitoring, evaluating and auditing safeguarding activity by partner agencies, and ensuring that improvements are made to deliver better outcomes for children.*

The subcommittee has made good progress in respect of its key tasks over the last year. Of particular significance has been the continued development and implementation of a new integrated escalation process (see also Section 4) which assists professionals to formally address concerns about practice issues and service eligibility with each other in a timely manner. The subcommittee has established mechanisms for identifying cases that appear to be drifting and assigns one of its members to audit the case files. If there appears to be little hope of early progress, there is provision to refer the case to independent review by the NSPCC. So far this has not proved necessary with appropriate action having been taken to move cases forward following consideration by the sub-committee. These processes are now taken their place among the mechanisms at the disposal of the Board to promote the effectiveness of local arrangements to safeguard children.

Last year, the subcommittee expanded its membership in order to create capacity to meet the increasing requirements being placed upon Local Safeguarding Children Boards to scrutinise and challenge safeguarding practice. Other significant activity and achievement has been:

- Launch of an audit to assess whether sufficient action is being taken to prevent children from needing to have a child protection plan. This audit will place the Board in a stronger position to assess the effectiveness of preventative provision and early intervention strategies in the County, and whether these are being brought to bear with sufficient robustness and rigour. The NSPCC will be involved in the review of cases that is to follow the completion of a data collection tool developed for the purposes of this audit.
- Completion of a second project (a first having been successfully concluded in 2009) to develop a mechanism to enable children and parents to shape local safeguarding arrangements. This has proved challenging as securing the participation of parents and children in the new project has been difficult to achieve despite repeated endeavours. Wider consideration is now being given to how the views of children and young people may be represented at the Board and further key practice messages identified and communicated to professionals. Discussions have taken place with the Warwickshire Children in Care Council, particularly those young people who have experience of the child protection system. Consideration will be given to other means of communicating with parents and children with a view to developing an appropriate mechanism or mechanisms.
- Continued monitoring on behalf of the Board, of the progress being made in the implementation of Standard 5 (Safeguarding Children) of the National Service Framework (NSF).

The subcommittee continues to play an important role in the implementation of the Warwickshire Action Plan developed in response to Lord Laming's Progress Report, and is likely to be similarly involved in work to take forward the findings and initiatives that emerge from the Munro Review. WSCB has submitted material to this review to assist its deliberations, notably our Interagency Training Strategy. The review team has also made a specific request for details of the Warwickshire Risk Assessment Model to be provided, and the team has visited Warwickshire as part of its evidence-gathering function.

Safer Employment Subcommittee

Strategic Objective: *To ensure robust recruitment and vetting procedures and sound procedures for managing allegations are in place across Warwickshire.*

Nowhere is the safeguarding of children more high profile than in the selection and monitoring of people who have contact with children and this is reflected in the adoption of this area of work as one of the Board's strategic priorities. All partner agencies have continued to develop guidance and standards projecting a child-protective ethos within the recruitment process. The importance of continuing to maintain and share good practice has been an important aspect of work within this subcommittee. Areas of significant activity and achievement have centred on ensuring that agencies:

- Provide safeguarding information to potential applicants via the job advertisement, job criteria and job specification.
- Do not accept CV's – job application forms ensure that employers retain proper control of the selection process.
- Ask applicants questions that are specific to safeguarding children.
- Ask two referees specific questions about an applicant's attitude to safeguarding.
- Explore gaps in employment history.
- Ensure CRB checks are processed.
- Ensure safeguarding is included in induction programmes.
- Monitor practice once an applicant is in post.

Significant areas of future work will centre on:

- Implementation of the Vetting and Barring Scheme

The Government has deferred the introduction of the above scheme, the Home Office having requested a review and fundamental re-modelling of the provisions. The review is likely to scale back the requirements of the scheme and the categories of employees and volunteers working with children and vulnerable adults who are required to register with the *Independent Safeguarding Authority (ISA)*. The vetting and barring scheme was designed to protect children and vulnerable adults by preventing those who pose a known risk from gaining access to these groups through their work or voluntary activities. Further announcements are anticipated setting out the scope and timetable of the review. While the scheme has now been halted for the time being, partner agencies have assured the subcommittee that robust procedures on engaging individuals to work with children remain in place. However, this uncertainty is holding up the changes that agencies need to implement and has made it difficult to develop fresh internal guidance. The subcommittee stands ready to respond once it is made clear by the government how a revised vetting and barring system is to be introduced.

- Managing Allegations against members of staff

The subcommittee will develop new guidance for managing allegations against staff in line with *Working Together to Safeguard Children* (March 2010).

Schools, Learning and Education Subcommittee

Strategic Objective: *To ensure that specific issues relating to the Education Service are addressed and brought to the attention of the full board and or other sub-committees as appropriate.*

Schools and Education providers are key partners by virtue of their role in preventing abuse through education (the preventative curriculum), recognising early warning signs and reporting concerns appropriately. Significant areas of activity and achievement for the subcommittee have been:

- Ensuring that schools in Warwickshire are represented in line with the requirements of *Working Together to Safeguard Children* HM Government 2010) and views made known (both maintained and independent).
- Ensuring model policies are updated annually.
- Making advice and guidance available across the education sector in this complex area of work.
- Developing and sharing good practice.
- Encouraging schools and early year settings to prioritise safeguarding children within their improvement plans.
- Providing training specific to the education sector.
- Scrutinising some of the special risks that affect the most vulnerable children (children and young people with Special Education Needs and disabilities)
- Contributing to government consultation papers on Forced Marriage, Preventing Extremism, Safer Schools and Missing Children.

Key challenges ahead include:

- All local children services authorities are required to monitor the compliance of schools with Section 175 of the Education Act 2002. Governing bodies are in turn required to review their policies and procedures annually, and provide information to the authority about how these duties have been discharged. The subcommittee will undertake an annual audit that will focus upon these safeguarding aspects in schools.
- Explore the implications for safeguarding of the new government's agenda for schools.
- Establish an E-Safety Task Group under the auspices of WSCB to take forward the agreed strategy.
- Inspection of Safeguarding in Schools

The Subcommittee will continue to monitor the specific judgements on the effectiveness of the safeguarding provision in schools arising from Ofsted inspections, and share good practice across Warwickshire.

Special Cases Subcommittee

Strategic Objective: *To ensure that sound processes for reviewing all child deaths in Warwickshire and conducting Serious Case Reviews are in place in Warwickshire and lessons arising from these and other reviews are disseminated, as appropriate, across the multi-agency network.*

The subcommittee continues to play a role in supporting the work of the Warwickshire Child Death Review Panel*, a process assisted by the fact that many members of the subcommittee also sit on the panel. However, this task has changed to more of a monitoring role as the child death review system has become more strongly established. It has been possible to define more clearly the relationship between child death and serious case reviews as a result of the work of this subcommittee and that of the child death review panel over the last year. Another major task has been the drafting of new procedures on child death reviews for inclusion in the revised Warwickshire Interagency Child Protection Procedures, based on Chapter 7 of *Working Together 2010*.

The subcommittee has also overhauled the interagency procedures for conducting serious case reviews, again in line with major new requirements and revisions set out in *Working Together 2010* and as articulated in the eight recommendations on serious case reviews that appeared in Lord Laming's Progress Report on Child Protection in England (March 2009). This has made it possible for WSCB to complete a key dimension of the Warwickshire Laming Action Plan developed in response to this report.

Training for prospective agency authors of Individual Management Reviews (IMRs) has taken place, delivered by one of the country's foremost authorities on this work. Arising from this training, a special pack for IMR authors has been compiled which will assist in completing reports that meet the exacting standards demanded by government inspectors.

The subcommittee has continued the work of ensuring that recommendations arising from previous serious case reviews are effectively implemented, most notably work with W.C.C Commissioning and Support Services (CSS) on devising effective electronic systems for use by social workers in cross-referencing information on alleged and actual abusers with the children in respect of whom allegations and proven concerns have arisen, and vice versa. The subcommittee has continued to consider findings from serious case reviews conducted elsewhere in the country that have revealed issues that could usefully be taken forward in Warwickshire. Partner agencies have specifically considered how assessments involving children in contact with an estranged parent in respect of whom there have been allegations of domestic abuse take sufficient account of this issue. This was a matter highlighted by a serious case review in Kirklees, West Yorkshire,

There have been no Serious Case Reviews conducted in Warwickshire over the last year.

****It should be noted that the Warwickshire Child Death Review Panel which considers the death of all Warwickshire children, is now classified by “Working Together 2010” as a formal subcommittee of Warwickshire Safeguarding Children Board. Full details of the activities of this subcommittee are included in the annual report of Coventry, Solihull and Warwickshire Child Death Review Processes, the publication of which coincides with the production of this annual report of the Warwickshire Safeguarding Children Board. Both reports can be accessed on the Board’s website at www.warwickshire.gov.uk/wscb***

Strategy and Communication Subcommittee

Strategic Objective: *To facilitate and advise on the development of co-ordinated approaches across WSCB partner agencies to implement major initiatives and achieve consistent practice improvements.*

This subcommittee has continued the task of ensuring that the Board is on a sound strategic footing and that key areas of practice development are advanced. Areas of significant activity and achievement have been:

- Presentation to WSCB of an initial scoping exercise of interagency arrangements to safeguard particularly vulnerable children. A further report is already being planned which will include a wider group of children falling within this definition.
- In respect of children who are trafficked – one of the most vulnerable groups – a link has been established with the UK Border Agency (UKBA), a regional officer having already addressed the subcommittee on its work in the Midlands.
- Continued expansion of the Associate Membership Scheme – this has included the UKBA becoming an associate member.
- Exploration of the links between animal cruelty and child abuse through involvement of the RSPCA’s regional children’s safeguarding officer. The RSPCA is now counted as one of the Associate Members of WSCB.
- Planning of the 7th Annual WSCB Conference which will explore national and regional developments over the last year, with a keynote address to be delivered by Marion Davis, Strategic Director of Warwickshire Children’s Services and current President of the Association of Directors of Children’s Services (ADCS). The second major theme of this conference will be a consideration of safeguarding issues relating to the vulnerable children considered in the scoping exercise referred to above. A series of workshops delivered by local practitioners with relevant expertise will take place, including one led by the UKBA on trafficked children.

- Increased level of publication of the WSCB News Bulletin including special editions produced for each district detailing the WSCB Interagency Workshops that took place this year, and their findings. (See section 8 of this report on “Further Assessments of the Effectiveness of Local Arrangements to Safeguard Children”). These editions were distributed to professionals working in the relevant district.
- Continued expansion of links with Faith Groups in Warwickshire with a special safeguarding event for these groups scheduled for the autumn of 2010. (See report below).
- Supporting the delivery of the *Taking Care Scheme*, which has now been able to expand with the support of WSCB and the leadership of Ann Seal, the Scheme Coordinator, to cover primary schools across the whole County.
- Development of a new Communication Strategy designed to meet the demands of the changing safeguarding environment.

Another major area of work for the subcommittee which has moved forward significantly over the last year has been the launch and implementation in Warwickshire of the *West Midlands Regional Protocol for Managing Persons who Pose a Risk to Children (PPRC)*. Interagency briefing events have taken place informing participants of the arrangements that have been set in place for the notification and assessment of PPRC. This work needs to be seen in the context of the wider function of the subcommittee to cement the relationship of the Safeguarding Board with local MAPPA arrangements (Multi-Agency Public Protection Arrangements). The MAPPA Coordinator sits on this subcommittee and its Chair represents WSCB on the Warwickshire MAPPA Strategic Board.

The subcommittee has also led on the implementation of the government’s LSCB Challenge and Improvement Tool, completed by members of WSCB in a wide-ranging and inclusive exercise during and following the 6th WSCB Annual Conference in 2009. This will lead to a major revision of the WSCB Constitution as our governance arrangements are adapted to meet an increasingly challenging environment for safeguarding children.

Training Subcommittee

Strategic Objective: *To ensure there is effective multi-agency training in place in Warwickshire that promotes a shared understanding of the tasks, processes, principles, roles and responsibilities outlined in national guidance and local arrangements for safeguarding children and promoting their welfare, in order to achieve better outcomes for children and young people in Warwickshire.*

The Training Strategy for Warwickshire Safeguarding Children Board 2010-2013 produced by the WSCB Training Subcommittee, is documented in the next section of this annual report. Among key training events that took place last year, building on the considerable upward trend in training activity evidenced in the training strategy, were:

- Two major training conferences on “Child Protection: Lessons from Laming” delivered by the Eyewitness Theatre Company. These conferences were funded from income generated by the Board’s charging policy for non-attendance on training programmes;
- Delivery of a new package entitled: “Understanding Attachment in Abuse and Neglect”, a programme that links with an established package on “Identification and Management of Emotional Abuse”;
- Monthly sessions of the WSCB level 1 Child Protection Awareness Training;
- Level 1 accredited training on “Raising Awareness of Domestic Abuse and Harm to Children” which links with Level 2 training on the subject;
- Delivery of a new programme on “Effective Core Group Working”;
- Delivery of our well established programme: “Working Together to Safeguard Children: Improving Interagency Communication”.

Details of the demand for places on our programmes and the numbers of staff who have attended training programmes over the last three years, are also included in the Training Strategy for 2010-2013.

These figures indicate that there is a need for partner agencies to address the issue of “no shows” on WSCB training even though a place has been allocated to the member of staff. While costs are recouped through the Board’s charging policy, it still means a place has been lost that could have been used by another professional. The wasted training and staff development opportunity is less easy for the Board to recover.

In order to increase the training capacity of the Training Subcommittee:

- WSCB has operated a pool of accredited trainers since January 2008. The pool is supported through 2 monthly supervision meetings facilitated by the WSCB Interagency Training Officer.
- To meet the increasing level 1 training need new members have been recruited into the training pool.
- A full day training pool development event has taken place to ensure members are fully equipped to deliver child protection training.

Our training plans have continued to be informed by a major training needs analysis (TNA) that took place in 2008, and which has been partially updated since. This TNA will be extensively revised in 2011 with a further wide-ranging needs analysis to be completed. The Training Subcommittee has also initiated on behalf of the Board a major training evaluation project which will measure the impact of interagency training delivered in Warwickshire on a longitudinal basis. The findings of this will emerge over the course of the next year. It is also to contain a discrete analysis of the impact of training in the health economy.

It should be noted that with the exception of the conferences delivered by the EyeWitness Theatre Company, it has not been necessary for the WSCB Training Subcommittee to commission any other external trainers to deliver our training programmes. These have been planned and presented by professionals from within Warwickshire, indicating the high levels of knowledge, expertise and training skills the Board is able to draw upon to develop the knowledge and skills of staff.

Coventry and Warwickshire Safeguarding Children in Faith Groups Forum

An important area of work of the Board, led by the Strategy and Communication Subcommittee, has been the establishment, in collaboration with Coventry LSCB, of this forum, designed to promote and embed the safeguarding children agenda within faith groups. WSCB has traditionally enjoyed a positive working relationship with child protection leads in religious organisations – the Coventry Diocese, Birmingham Archdiocese and Methodist Churches - and the forum has helped to consolidate this work while making it possible to develop a relationship with inter-faith groups representing a wider range of faiths, based in Coventry, Warwick and the West Midlands.

The forum has made it possible for individuals involved in the work of the two LSCBs to share details of important developments in the safeguarding agenda with our colleagues in faith groups, and for these colleagues to raise issues of interest and concern to them. The forum has among many topics this year, considered the implications for faith groups of the safer employment agenda, forced marriage and promoting e-safety. Training opportunities for colleagues in faith groups have also been identified. The ongoing challenge for the forum is how best to reach out to more faith organisations, most of which function independently, in order that children may be effectively safeguarded in these settings. This work will be advanced by a special safeguarding event this autumn for local faith groups, and professionals in Coventry and Warwickshire with an interest in this area of work. *Full details of the forum; its work, and terms of reference can be found on the WSCB Website.*

Forced Marriage and Honour Based Violence Working Group

Work on this important aspect of safeguarding both adults and children has been undertaken in Warwickshire over the last few years by a number of agencies. However, 2010 has seen a major advance with the merger of a group established last year by both Warwickshire Safeguarding Adults Board and WSCB to consider the implications of new government guidance on Forced Marriage, with one established by the Warwickshire Race Equality Partnership to develop strategies for addressing Honour Based Violence (HBV), of which Forced Marriage is of course, a component.

The merged group, chaired this year by the WSCB Development Manager, has agreed terms of reference, drafted a Warwickshire Forced Marriage and HBV *Statement of Intent* which is to be brought before both Safeguarding Boards, and is in the process of devising an action plan based on the themes of awareness raising; prevention, and specialist services. Training on forced marriage and its prevention is already delivered under the auspices of Warwickshire County Council Domestic Abuse Services, and the working group will consider ways of extending this. It is also intended that a county-wide conference on these themes will be organised in due course.

The group has been particularly pleased to welcome the enthusiastic involvement of the Warwickshire Crown Prosecution Service (one of the WSCB's Associate Members) in helping to develop this aspect of adult and child safeguarding. The WSCB Procedures and Guidelines subcommittee has also contributed to this work by updating child protection interagency procedures on forced marriage so that these now embrace the new government guidance and incorporate the identification and management of cases involving Honour Based Violence.

6. THE WARWICKSHIRE SAFEGUARDING CHILDREN BOARD TRAINING STRATEGY 2010-2013

1.0 Introduction

1.1 This strategy has been written to provide a workforce and development framework for constituent members of WSCB, other agencies and organisations who work with children and their families. WSCB and Children's Trust Board constituent members, and employers should develop their safeguarding training strategies and programmes in accordance with this document. This strategy replaces previous WSCB training strategies to capture updated statutory guidance contained within Working Together to Safeguard Children 2010. The strategy will be updated on an annual basis and reviewed in light of the Munro review.

1.2 This training strategy:

- Gives clear guidance on the responsibility of employers in statutory, voluntary and independent organisations to ensure their employees are confident and competent in carrying out their safeguarding responsibilities are aware of how to recognise and respond to safeguarding concerns.
- Outlines the responsibility of the Warwickshire Children's Trust Executive Board to ensure that partner agencies meet these requirements.
- Outlines the responsibility of WSCB to evaluate the quality of single agency training ensuring that relevant training is provided by individual organisations and checking that the training is reaching the relevant staff within organisations.
- Gives clear guidance to employers about validation, monitoring and evaluative processes for single agency training programmes.
- Outlines WSCB priorities for safeguarding children training programmes

2.0 Context

2.1 Following the tragic death of Baby Peter in Haringey in 2008, Lord Laming was commissioned by the Government to undertake a review into the protection of children in England. Following receipt of his report "The Protection of Children in England: A Progress Report, 2009", and the acceptance of the recommendations contained within, a full review of Working Together to Safeguard Children was undertaken, with the revised document being published in March 2010.

2.2 The revised Working Together 2010 gives an additional impetus and statutory imperative for safeguarding children training and development; especially quality assurance.

2.3 The aim of all training and development of staff is to enable workers and managers to safeguard and promote the welfare of children effectively.

“This includes being able to recognise when a child may require protection, taking account of their age and ability and knowing what to do in response to concerns about the safety and welfare of a child. Practitioners and managers must also be able to work effectively with others, both within their own agency and across organisational boundaries and this can be achieved by a combination of single agency and multi-agency training (4.1)

2.4. The *common core of skills and knowledge for the children and young people's workforce* clearly indicates that the ability to safeguard and promote the welfare of children is contained within the basic skills and knowledge everyone who works with children and young people (including volunteers) are expected to have.

3.0 Training Values

Consistent with the common core skills, all training should place the child at the centre and promote the importance of understanding the child's daily life experience, asserting their wishes and feelings, listening to the child and never losing sight of his/her needs. In other words, training should focus on the child's "Lived Experience"

All training should create an ethos that values working collaboratively with others (valuing different roles, knowledge and skills) respects diversity (including culture, race religion and disability), promotes equality and encourages the participation of children and families in the safeguarding processes.

4.0 Roles and Responsibility

4.1 Employers

Employers are responsible for ensuring that their staff are competent and confident in carrying out their responsibilities for safeguarding and promoting the welfare of children and young people (4.5).

4.1.1 It is the responsibility of the employer to recognise that in order for staff to fulfil their duties consistent with Working Together, different groups of staff will have different training needs which are dependant on their degree of contact with children and young people and/or with adults who are parents and carers, and their level of responsibility and independence in decision making.

4.1.2 Table 1 presents a matrix of roles as an example of the recommended training required and suggests methods of accessing training. ***It is the responsibility of the employer to match the roles within their agency to the recommended training needed.***

4.1.3 Induction – within 6 months of post

Employers ***should ensure*** that all those in contact or working with children and young people and/or adults who are parents or carers have ***mandatory induction within 6 months of a post*** which includes appropriate familiarisation with their child protection responsibilities, including ***appropriate*** knowledge in child development to enable the recognition of potential signs of abuse and neglect and how to respond if they have concerns about a child's welfare. Please refer to table 2 to see recommended content for induction training programmes.

4.1.4 Refresher Training – every 3 years

Employers ***should ensure*** that refresher training is provided every three years. Please refer to table 2 for recommended content for refresher training.

4.1.5 Child Development

Employers ***should ensure*** that employees who work or have contact with children are ***appropriately*** trained in child development and how to act on potential signs of child abuse and neglect. This is important to highlight the significance of some indicators of abuse (e.g. bruises in pre-mobile children, sexually inappropriate behaviour in children).

4.1.6 Specialist Roles

Employers ***should ensure*** that appropriately qualified staff undertaking specialist roles in both children's and adults' services receive the necessary specialist training (e.g. Advanced child protection training for social workers, joint investigation training for police and social workers). Please refer to table 2 for recommended content for specialist roles training programmes.

4.2 Children's Trust Boards

4.2.1 "Working Together to Safeguard Children 2010 states that it is the ***responsibility*** of the Children's Trust (Executive) Board to ensure that all staff that have contact or work with children are appropriately trained in child development, can recognise the potential signs of abuse and neglect and know how to respond if they have concerns about a child's welfare.

4.2.2 It is also the ***responsibility*** of the Children's Trust (Executive) Board for making sure that training opportunities to meet the priority needs identified by the WSCB are available and that all staff who work or have contact with children are appropriately trained in child development

4.3 Warwickshire Safeguarding Children Board (WSCB) Training Subcommittee

4.3.1 On behalf of the full WSCB, the Training Subcommittee is responsible for:

- Developing the local training strategy for safeguarding and promoting the welfare of children;
- Reviewing and evaluating the quality, scope and effectiveness of single and multi agency training to ensure it is meeting local needs;
- Ensuring that both single and multi agency training is delivered to a consistently high standard, and that a process exists for evaluating the effectiveness of training (W.T. 4.43);
- Reporting annually to the Children's Trust Board an assessment of progress in ensuring that all staff *who work with or have contact with* children are appropriately trained. (W.T. 4.20);
- Identifying safeguarding training needs and priorities;
- Managing the delivery of multi agency safeguarding children training;
- The regular review and updating of training programmes in line with the emerging training needs, local and national developments.

4.3.2 The WSCB Training Subcommittee will report progress on the implementation of the WSCB training strategy to the Children's Trust annually providing a review of the quality, scope, reach and effectiveness of both single and multi agency training (W.T. 4.20).

It will include:

- Assessment by WSCB of progress being made in ensuring that single agency and inter-agency training on safeguarding and promoting the welfare of children is provided to meet local needs (W.T. 4.20);
- Analysis of S11 data relating to single agency compliance with the requirement to ensure that all relevant staff understand the role and responsibility to safeguard and promoted the welfare of children; and have undertaken the appropriate level of training;
- Quality assurance of multi agency training delivery;
- Quality assurance of single agency safeguarding training.

4.4 WSCB Training Subcommittee Members:

4.4.1 It is the responsibility of WSCB training subcommittee members to prioritise attendance at the Training Subcommittee wherever possible and ensure an appropriate representative attends when not possible.

4.4.2 To report to the Subcommittee on an annual basis their specific agency/service area training and workforce development issues as follows:

- Numbers of staff and volunteers who have received induction specifically in relation to safeguarding;
- Numbers of staff receiving refresher training;
- Outstanding safeguarding children training needs;
- An up to date WSCB validated Safeguarding Training Programme and/or strategy that includes mechanisms for evaluating;
- Who the designated or lead person(s) for safeguarding is/are;
- What the mechanisms for child protection supervision of staff are.

4.4.3 This information will be used to inform the WSCB annual report to the Warwickshire Children's Trust Executive Board providing a review of the quality, scope, reach and effectiveness of both single and multi agency training (W.T. 4.46)

5.0 Monitoring and Evaluating Single Agency Safeguarding Children Training

5.1 Validation of Single Agency Training

5.1.1 All safeguarding children training (single and multi agency) should be 'validated' by a WSCB validation panel on behalf of the WSCB Training subcommittee. This process will also include monitoring the numbers of staff from agencies who have accessed safeguarding children training.

5.1.2 By December 2011 it will be a requirement that details of **all** current courses or programmes should be submitted to WSCB validation panel as a priority and future, new proposed courses or programmes are required to seek validation before running.

5.1.3 'Validation' means that the course or programme can run and claim WSCB validated status and use a WSCB 'validation' mark for a period of one year although courses/programmes will need to re-submit for validation should substantial changes be proposed for the course/programme.

5.2 WSCB Accredited Training Materials

WSCB accredited training materials are available for use by WSCB accredited trainers. Where possible these materials should be used within single agency training programmes to promote quality assurance, consistency of key child protection messages, and avoid duplication.

5.3 Evaluating Single Agency Training

5.3.1 It will be a requirement of the annual validation process that single agencies evaluate their safeguarding training programmes including the following:

- relevance, currency and accuracy of course content (see table 2)
- quality of training delivery;
- short and longer term outcomes (NB see 9.3.2 - it will be an expectation that single agency's use the WSCB evaluation tool when developed) and
- impact on working together and inter-professional relationships (4.45)

5.3.2 Single agencies should provide an annual overview report of their evaluation of programmes to the WSCB Training subcommittee. This information will be used to inform overall training needs analysis.

6.0 WSCB Multi Agency Training

WSCB manages the delivery of multi agency training. Research indicates that where LSCB's manage the delivery of multi agency training, the training is highly effective (Carpenter et al 2009)

6.1 WSCB Interagency Training Principles

WSCB Multi Agency Training programmes are based on sound principles and standards based on the common core. Specifically the training will seek to:

- Be Child Centred
- Respect diversity
- Value working collaboratively
- Promote equality
- Relate clearly to legislation, local policies and procedures
- Take account of adult learning styles
- Be responsive to local needs and subject to evaluation and review.
- Promote the participation of children and families

6.2 The Purpose of Multi Agency Training

6.2.1 The purpose of multi agency training is to develop the following aims to improve the outcomes for Children and Young People:

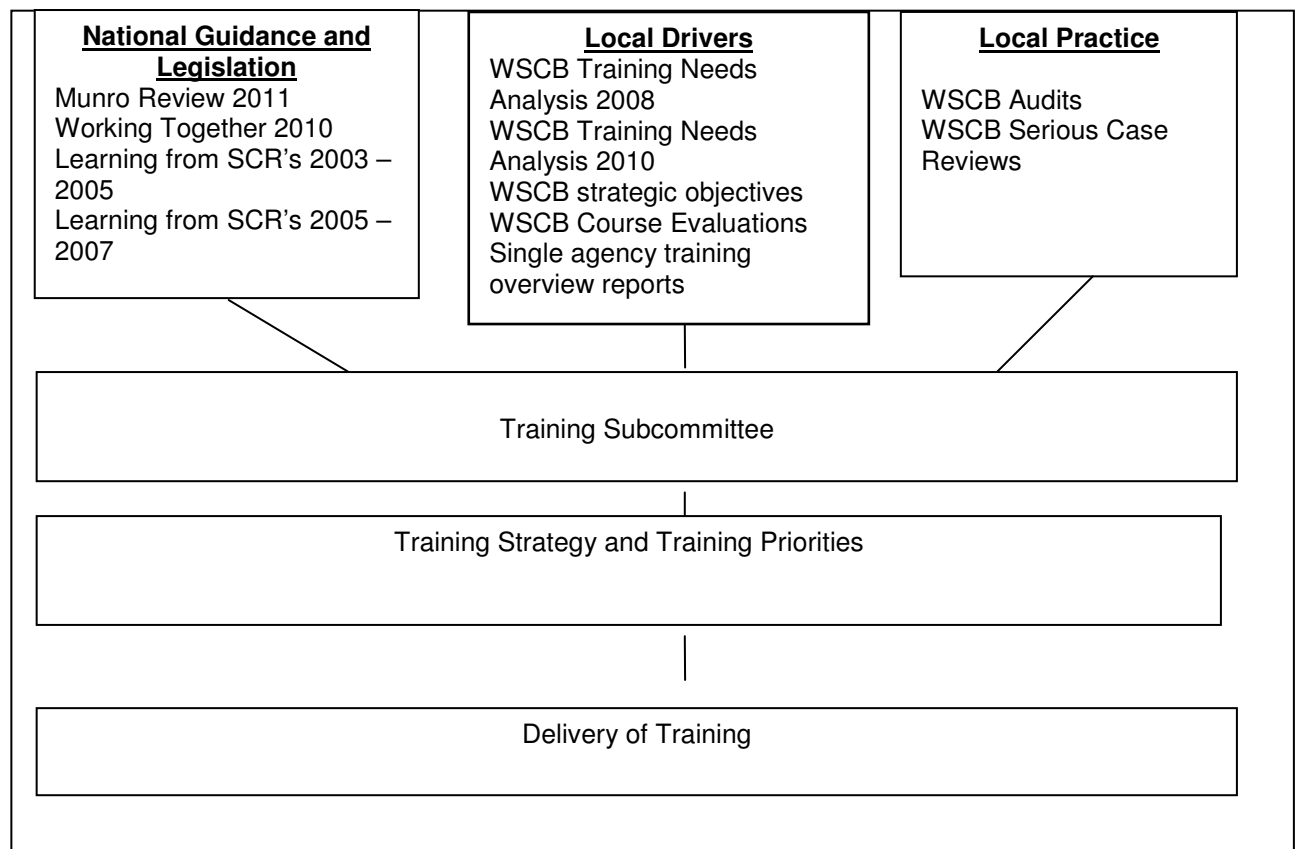
- A shared understanding of the task, processes, principles and roles and responsibilities outlined in national guidance and local

arrangements for working together to safeguarding children and promoting their welfare;

- More effective integrated services at both strategic and individual case level;
- Improved communication between professionals, including a common understanding of key terms, definitions and thresholds for action;
- Effective working relationships including an ability to work in multi disciplinary groups or team;
- Sound child focused assessments and decision-making; and
- Learning from Serious Case Reviews and reviews of child deaths.

6.3 WSCB Training Needs and Priorities for 2010 - 2013

6.3.1 Figure 1 below shows the drivers and evidence used to identify WSCB multi agency training priorities



6.3.2 WSCB safeguarding children training competency priority themes for 2010 – 2013 are:

- Recognising the signs and symptoms of abuse and neglect;
- Using appropriate expertise and support when required/Making use of effective supervision;
- Building professional authoritativeness;
- Understanding disguised non compliance and how this can deflect from seeing the child's lived experience;
- Opportunity for multi agency networking to increase understanding of others roles and responsibility;
- Accurate Risk Assessment in Child Protection;
- Accurate identification of the Child's Lived Experience.

All WSCB multi agency training programmes are underpinned by the competency priorities above.

7.0 WSCB Multi agency Training Courses.

Places on WSCB multi agency training courses are prioritised for agency professionals whose organisation make a financial contribution to WSCB to enable those colleagues to understand the purpose of multi agency working and be able to effectively work within a multi agency context to safeguarding and promote the welfare of children

Between 2007 – 2009* there has been:

- 241 % increase in the number of courses offered
- 315 % increase in the number of nominations forms received
- 300 % increase in the number of training places allocated
- 309% increase in the number of delegates accessing training

* see appendix 2 for more detailed breakdown

- Despite having a charge for non attendance it is concerning that courses are carrying an unacceptable vacancy level. This is a concern as courses carry waiting lists of staff that were unable to be allocated a place due to oversubscription
- This issue is being monitored through the training subcommittee.

7.1 WSCB Interagency Core Training Programme 2010-2013

7.1.1 Half Day Programmes

- **Child Protection Awareness Training . (Half day) delivered by the WSCB Pool of Accredited Trainers on a minimum of monthly basis**

An entry level awareness programme delivered in locality based venues (where possible) to promote locality working and networking. Places are prioritised for those agencies that do not have the capacity to deliver this training 'in-house' e.g. some district council staff.

Target group: Staff from groups who have not previously had any child protection training or any training in the last three years and who are unable to access this level of training 'in-house'.

- **Raising Awareness of Domestic Abuse and Harm to Children (Half day). An entry level awareness programme.**

Delivered a minimum of three times a year with consideration to increase if required.

Target group: Staff from all groups who have not previously had any training of Domestic Abuse and subsequent harm to children.

7.1.2 Full Day Programmes:

* ***Before attending full day programmes, it is crucial that staff have already completed basic Child Protection training either from their agency or the WSCB Child Protection Awareness Half Day programme.***

- ***Working Together To Safeguard Children: Improving Interagency Communication (Full Day)*** It is recommended that staff attend this course ***before*** any other full day programmes. Delivered a *minimum* of 3 times annually with consideration to increase if required.

Target Group: Staff from Group 3, 4 and 5 who have already accessed their agency's Child Protection training or the WSCB Child Protection Awareness Half Day programme

- ***Emotional Abuse: Identification and Case Management (Full Day)***
Delivered a minimum of 3 times annually with consideration to increase if required.

Target Group: Staff from Group 3, 4 and 5 and managers who supervise staff from these groups.

- ***Domestic Abuse and Child Protection (Full Day)***
Delivered a minimum of 3 times annually with consideration to increase if required.

Target group: Staff from Group 3, 4 and 5 and managers who supervise staff from these groups.

- ***Understanding Attachment in Abuse and Neglect; Exploring the Multi Agency Response. (Full Day)***

Delivered a *minimum* of 3 times annually with consideration to increase if needed.

Target group: Staff from Group 3, 4, 5 and managers who supervise staff from these groups.

7.1.2 Two Day Programmes

* ***It is expected that staff have completed the 1 day programmes before applying for 2 day programmes***

Effective Child Protection Planning and Core Group Working (Two Days)

Delivered a *minimum* of 3 times annually with consideration to increase if needed.

Target group: Staff from groups 3, 4, 5 and managers who may be supervising staff from these groups **and** who have accessed all other WSCB interagency training courses **and** who regularly attend Child Protection Conferences and Core Groups.

7.2 Additional Courses to meet oversubscription

Uptake of places on all courses is monitored. In case of oversubscription of places on courses or training events consideration will be given to delivering additional courses subject to budget and training capacity constraints. Places on these additional events will be prioritised for delegates from the target group of staff the course is aimed at **and** who have previously applied for the course but were unsuccessful in obtaining a place.

7.3 Additional Courses or Conferences

WSCB Training sub committee continually review the need to convene additional courses or conferences to meet emerging training needs. These events are promoted through the Training Sub Committee and the WSCB web site training page.

8.0 Charging Policy

WSCB training is provided free at the point of delivery to staff from those agencies that financially contribute to WSCB. However, there is a charge of up to £75 for less than 10 working days notice of cancellation of a confirmed place on training.

In cases where there is spare capacity on courses, places may be offered to staff from other agencies (e.g. the private, voluntary and independent sector). In this event there may be a charge of up to £50 per half day, £100 per day.

Full details of the WSCB charging policy can be found in the WSCB multi agency training directory.

9.0 Monitoring and Evaluating Multi-Agency Training

9.1 WSCB is responsible for reviewing and evaluating the quality, scope and effectiveness of single and multi agency training to ensure that it is meeting local needs and will report on this annually to the Warwickshire Children's Trust Executive Board.

9.1.1 WSCB Training Data Base

WSCB training is monitored through using access data base.
The information kept is:

9.1.2 Delegate information:

- Delegate's name;
- Their post;
- Their professional agency;
- Which course they have applied for;
- Which course they have attended;
- Which course they have sent apologies for;
- And which course they have not shown up for (if any).

9.1.3 Course details

- Date of course;
- Venue;
- Trainers name;
- Number of nominations for courses;
- Number that attended the course;
- Number of delegates placed on the reserve list (delegates who have applied for an oversubscribed course);
- Number of confirmed places on training;
- Number of cancellations received for confirmed places on training giving more than 2 weeks notice;
- Number of cancellations received for confirmed place on training with less than 2 weeks notice;
- Number of delegates that have incurred a charge in line with the WSCB charging policy for non cancellation of places.

9.1.4 Participant Evaluation Forms

- Participants provide feedback on content of course including trainer's delivery.
- This data can be considered according to agency so agencies that are under-represented on training can be targeted for future training events.

9.2 WSCB Evaluation of Multi agency training

9.2.1 Evaluation should include the following:

- relevance, currency and accuracy of course content;
- quality of training delivery;
- short and longer term outcomes; and
- impact on working together and inter-professional relationships (W.T 4.45).

9.2.2 Each course is evaluated at the end of the training by delegates completing feedback forms which include the relevance, currency and accuracy of course content and the quality of training delivery.

9.2.3 Responses are loaded onto the WSCB training data base.

9.2.4 Course content and delivery is shaped in response to delegate feedback. Course content is overhauled on an annual basis after scrutinising 12 months of feedback forms in conjunction with national drivers and local practice drivers.

9.2.5 Delegates are requested to consent to being telephoned 3 months after training to evaluate the longer term outcomes of training and the impact training had on working together an interpersonal relationships impact of training on practice.

9.2.6 An overview evaluation report covering all multi agency training is produced annually and reported to the Training Sub Committee. This data is used to feed WSCB training needs analysis.

9.3 WSCB Audit to measure the impact of training on practice

9.3.1 To measure longer term impact of training on practice, WSCB training sub committee is undertaking a pilot audit of single agency and multi agency training to measure the impact of training on practice between June and December 2010. A full report will be submitted to the WSCB in March 2011.

9.3.2 The audit will develop an evaluative tool that can be used by single agencies to evaluate their training. It will then be expectations that single agencies make use of this tool to evaluate their training.

10.0 Meeting the Increased Demand for Safeguarding Children Training

10.1 WSCB training sub committee are providing more multi agency training courses to more professionals every year (see appendix 2). In addition the WSCB Training Officer supports *pools of trainers* who have been trained to use WSCB training materials. There are currently three such pools of trainers.

- WSCB multi agency training pool that deliver the range of WSCB multi agency training programmes;

- WSCB Early Years Training Pool Delivering Child Protection Training to Early Years;
- North Warwickshire Borough Council training pool - An 'in-house' training pool who have been trained to use WSCB accredited child protection awareness training materials.

10.1.1 Trainers are supported by regular management meetings and updated accredited materials.

10.2 E-learning

10.2.1 WSCB Training subcommittee is cautious about using e-learning as a stand alone solution to meeting safeguarding children training needs although it accepts this can have a place in a blended programme which includes class room based learning or managerial support. To assist employers who may be considering e-learning as a stand-alone solution to increased training demand, WSCB Training subcommittee has issued an advisory position statement (See appendix 1 of this Training Strategy).

10.3 Requests from Agencies to WSCB to provide Training

10.3.1 All requests to the WSCB for any specific training will be considered and responded to by the WSCB Training subcommittee in light of other emerging government drivers, local training priorities and capacity to deliver. All requests will be recorded and reviewed by the training subcommittee to establish if these are highlighting any particular themes or emerging training needs.

Table 1
Suggested Training for Groups of Staff

Staff	Example Roles	Training Needed	To include (see table 2)	Methods
<p>Group 1</p> <p>Staff in infrequent contact with children, young people and/or parents/carers who may become aware of possible abuse or neglect.</p>	<p>GP receptionists Community advice centre staff Caretakers One stop shop Ground men Recreation assistants Environmental health officers Librarians</p>	<p>Induction within 6 months</p> <p>Refresher training at least every 3 years</p>	<p>What is child abuse and neglect Signs and Indicators of abuse and neglect Normal Child Development Maintaining a Child Focus What to do in response to concerns Own safeguarding responsibilities</p>	<p>Single Agency Programmes with WSCB validation</p> <p>WSCB child protection awareness accredited programme</p>
<p>Group 2</p> <p>Those in regular contact or have a period of intense but irregular contact, with children, young people and/or parents/carers including all health clinical staff who may</p>	<p>Housing staff, hospital staff, police other than those in specialist CP roles Sports development officers, disability specialists, faith groups, community youth groups, play scheme</p>	<p>Induction as above</p> <p>Refresher training at least every 3 years</p>	<p>The above plus</p> <p>Documentation and sharing of information regarding concerns</p>	<p>Single agency programmes with WSCB validation</p> <p>WSCB child protection Awareness accredited programme</p>

<p>be in a position to identify concerns about maltreatment, including those that may arise from the use of CAF</p>	<p>volunteers, PCSO's</p>			
<p>Group 3</p> <p>Those who work predominantly with children, young people and/or their parents/carers and who could potentially contribute to assessing planning, intervening and reviewing the needs of a child and parenting capacity where there are safeguarding concerns</p>	<p>Paediatricians, GPs, youth workers, those working in Early years sector, midwives, school nurses, health visitors, teachers, designated education professionals sexual health staff, social care workers, sexual health staff, those working with adults in learning disability, mental health, alcohol and drug misuse services, Youth justice staff</p>	<p>Single agency training related to specific role, in addition Inter-agency training</p> <p>Refresher at least every three years</p>	<p>The above plus:</p> <p>Working together to identify assess and meet the needs of children where there are safeguarding concerns</p> <p>The impact of parenting issues such as domestic abuse, substance misuse on parenting capacity</p> <p>Recognising the importance of family history and functioning</p> <p>Working with children and family members including addressing lack of co-operation and superficial compliance within the context of role</p>	<p>Single agency Programmes with WSCB validation Multi Agency Regional Workshops or District based facilitated network meetings</p> <p>External conferences or workshops</p> <p>WSCB Multi agency training Working Together to Safeguarding Children</p> <p>WSCB Domestic Abuse and Harm to children</p> <p>WSCB Emotional Abuse</p> <p>WSCB Attachment Development in abuse and Neglect</p>

				WSCB Child Protection Planning and Core group Working (only for staff who regularly attend CP conferences and core groups)
<p>Group 4</p> <p>Those who have particular responsibility in relation to undertaking section 47 enquiries, including professionals from health, education, police and children's social care, those who work with complex cases and social work staff responsible for coordinating assessments of children in need</p>	<p>Social workers, key workers, CPU police officers, team leaders</p>	<p>Refresher training at least every three years</p>	<p>The above plus:</p> <p>Section 47 enquires, roles responsibilities and collaborative practice</p> <p>Using professional judgements to make decisions as to whether a child is suffering or is likely to suffer significant harm</p> <p>Taking Emergency Action</p> <p>Working with complexity Communicating with children in line with interviewing vulnerable witness guide</p>	<p>Single agency training with WSCB validation</p> <p>Professional development relating to role e.g. Advanced Child Protection workshop for Social Workers</p> <p>Joint agency training (e.g. police and social care)</p> <p>WSCB Multi agency Training: WSCB Child Protection Planning and Core Group Working</p> <p>Other methods External conferences</p>

				and workshops
<p>Group 5</p> <p>Professional advisors, named and designated professional</p>	<p>Named Nurses, named doctors, Designated Nurse</p>	<p>Refresher training at least every 3 years.</p>	<p>Content as for groups 1,2,3 and 4 if advising staff in that group and:</p> <p>Promoting effective professional practice</p> <p>Advising others</p>	<p>Single agency training and professional development relating to role</p> <p>Multi agency training e.g.</p> <p>WSCB annual conference</p> <p>WSCB district workshops</p> <p>WSCB workshops</p> <p>WSCB sub committees</p> <p>External courses conferences and workshops</p>
<p>Group 6</p> <p>Operational managers at all levels including: practice supervisors; front line managers and managers of Child Protection Units.</p>	<p>Operational Health Managers</p>	<p>Refresher training at least every 3 years.</p>	<p>Content as for groups 1,2,3,4 if supervising staff in that group and:</p> <p>Supervising Child Protection Cases</p> <p>Managing performance to promote effective inter-agency practice.</p>	<p>WSCB Multi-agency training and conferences</p> <p>WSCB District Workshops</p> <p>In addition single-agency training and professional</p>

			Specialist training to undertake key management and/or supervisory roles e.g. intake/duty teams	development related to specific role.
Group 7 Senior managers responsible for the strategic management of services; NHS board members.		Refresher training <i>at least</i> every 3 years.	Content as for groups 1, 2 and 3 and section 11 expectations.	In-house and WSCB induction programme. National and local leadership programmes. WSCB annual conference WSCB District Workshops WSCB sub committees External courses conferences and workshops
Group 8 Members of the LSCB including:	Board members Independent chair Directors of Children's Services Elected member Lay members Members of executive and sub/task groups Business support team	Refresher training <i>at least</i> every 3 years.	Content as for groups 1, 2 and 3 and roles, responsibilities and accountabilities. Expectations on members in order to promote effective co-operation that improves effectiveness.	WSCB induction programme. WSCB development days. National Leadership Programme. WSCB annual conference

	Inter-agency trainers.		<p>Current policy, research and practice developments.</p> <p>Lessons from Serious Case Reviews.</p> <p>Specialist training to undertake specific roles, for example independent chair; business manager.</p>	<p>WSCB district workshops</p> <p>WSCB workshops</p> <p>WSCB sub committees</p> <p>External courses conferences and workshops</p>
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Table 2 Table showing recommended content of training programmes by staff group

Training Content	Group 1	Group 2	Group 3	Group 4	Group 5	Group 6	Group7	Group 8
1) What is child abuse and neglect?	√	√	√	√	√	√	√	√
2) Signs and indicators of abuse and neglect	√	√	√	√	√	√	√	√
3) Normal child development	√	√	√	√	√	√	√	√
4) Maintaining a child focus	√	√	√	√	√	√	√	√
5) What to do in response to concerns	√	√	√	√	√	√	√	√
6) Own safeguarding roles and responsibilities	√	√	√	√	√	√	√	√
7) Documentation and sharing of information regarding Concerns		√	√	√	√	√	√	√
8) Using the Framework for the Assessment of children in need and their Families		√	√	√	√	√	√	√
8a) To have knowledge of the CAF process		√	√	√	√	√	√	√
9) Working together to identify, assess and meet the needs of children where there are safeguarding concerns			√	√	√	√	√	√
10) The impact of parenting issues, such as domestic abuse, substance misuse on parenting capacity			√	√	√	√	√	√
11) Recognising the importance of family history and Functioning			√	√	√	√	√	√
12) Working with children and family members, including addressing lack of co-operation and superficial compliance within the context of role			√	√	√	√	√	√
13) Sn. 47 enquiries, roles, responsibilities and collaborative practice				√				
14) Using professional judgements to make decisions as to whether a child is suffering, or is likely to suffer significant harm				√				
15) Taking emergency action				√				
16) Working with complexity				√				
17) Communicating with children in line with interviewing vulnerable witness guidance				√				

18) Promoting effective professional practice					√			
19) Advising others					√			
20) Supervising child protection cases						√		
21) Managing performance to promote effective interagency Practice						√		
22) Specialist training to undertake key management and/or supervisory roles in, for example, intake/duty teams						√		
23) Section 11 expectations, roles, responsibilities and accountabilities							√	√
24) Expectations on members in order to promote effective co-operation that improves effectiveness								√
25) Current policy, research and practice developments								√
26) Lessons from Serious Case Reviews								√
27) Specialist training to undertake specific roles e.g: a) independent chair, b) business manager								√

Warwickshire Safeguarding Children Board (WSCB) Position Statement for E-learning Programmes for Child Protection Training

In the absence of a robust evaluation tool to assist with selecting fit for purpose e-learning programmes to meet the expanding need for Child Protection Training, WSCB has produced this guide that presents some key issues that should be considered by organisations when proposing to use e-learning programmes as a response to the expanding need for child protection training.

Fit for Purpose

Before purchasing a course there should be extensive exploration of the content and what the course is expected to achieve with the target group of learners. There are many courses and commercial companies with sophisticated sales teams who produce child protection e-learning courses. Different programmes use varied teaching and learning methods developed by varying levels of effective professional experts.

Teaching Methods

Some programmes use simple tell and test methods. These can be monotonous to the user and encourage content 'skipping' as the user fast tracks to the test. More complex explorative learning programmes can take much longer for the learner to complete (a local example takes 8 hours) and leads to increased risk of learners not completing the programme.

Internet Connection

Most programmes need a high speed broadband internet connection with appropriate hardware for the graphics to work properly and the programme not to crash or freeze (a challenge for the more rural and remote centres). Many will not work with dial up connections

Compatibility with adult learning styles

Some LSCB's that have commissioned e-learning programmes have found there has been a low uptake of places by staff which has resulted in unused subscriptions. This has led to those areas not renewing their e-learning subscriptions. This can be because of a variety of reasons, loss of password, lack of time, getting interrupted, unable to access a good enough computer. However, the WSCB training needs analysis (2009) identified that staff generally are not enthusiastic about e-learning solutions to child protection training. They prefer a class room based programme where they can check out learning and network with others. Both Artemis (a regional e-learning solution to the Common Induction Standards) and the NCSL Safer Recruitment Training started as e-learning programmes. Both have now

produced some face to face or class room based learning to support or replace entirely e-learning programmes.

Locally Applicable Content. Once purchased e-learning programmes can be rigid in content and not updatable easily. Many companies are selling generic programmes countrywide so they do not reflect local procedures, guidance and trends and training needs.

Administration. Many courses require a high level of administration time checking on subscription and license status as well as who has completed and who needs to complete.

Safe Learning Climate

Child Protection training is an emotive subject requiring sensitive delivery within a learning climate where learners can challenge attitudes and assumptions. This is especially pertinent at entry level child protection training sessions, where most learners will not have had any child protection training before so the content will be entirely new. When delivering class room based training, WSCB pool of trainers estimate there is a disclosure (either professional or personal) from a delegate on training in approximately 35% of courses. E-learning does not have any capacity to manage disclosures or the emotional impact of training on delegates.

Working Together?

Piat (Promoting Inter Agency Training - a partnership between the NSPCC, Sheffield University and the Professional Development Group University of Nottingham) state that e-learning has a contribution to make to raising awareness by providing up to date information on research, legislation and policy and the development and updating of knowledge. However, in Piat's view ***there is no substitute for bringing people together for an element of face to face learning and development if we want to improve the way professionals work together.***

2007 Courses	Number of Courses	Number of Nominations received	Number of places allocated	Number attended	Vacancy rate
Child Protection Awareness	1	15	15	15	0%
Domestic Abuse and Child Protection	3	118	89	74	17%
Emotional Abuse	3	107	80	68	15%
Responding to Child Deaths	1	17	17	17	0%
Serious Case Reviews	1	28	28	9	67%
Working Together	3	112	80	56	30%
2007 Total	12	397	309	239	22%

2008 Courses	Number of courses	Nominations received	Places allocated	Number attended	Vacancy rate
Understanding attachment development in abuse and neglect	1	64	29	21	28%
Child Protection Awareness	11	177	177	162	9%
Child Death Review Team Induction Training	1	14	14	13	7%
Core group training (key Workers)	1	32	25	21	16%
Core group training (core group members)	3	113	85	66	22%
Domestic Abuse and Harm to children	4	169	119	98	18%
Emotional Abuse	3	98	86	65	24%
Working Together	3	71	68	58	15%
2008 Total	27	738	603	504	16%
% Increase from 2007	225%	248%	195%	210 %	- 6%

2009 Courses	Number of Courses	Number of Nominations received	Number of places allocated	Number attended	Vacancy Rate 2009*
Attachment Training Conference	1	137	124	89	28%
Understanding Attachment in Abuse and Neglect (level 2)	3	138	93	85	9%
Child Protection Awareness (Level 1)	12	308	280	218	22%
Domestic Abuse and Harm to Children Awareness (Level 1)	3	60	60	50	16%
Domestic Abuse and Harm to Children (Level 2)	3	138	93	85	9%
Emotional Abuse (level 2)	3	130	90	63	30%
Lessons From Laming – Training Conference	1	235	109	84	22%
Working Together	3	105	80	66	17.5%
2009 Total	29	1251	929	740	20%
Increase from 2007	241%	315%	300%	309%	- 2%
Increase from 2008	7%	169%	154%	146%	+4%

7. Trends in Safeguarding Activity in Warwickshire (2009-2010)

Warwickshire Safeguarding Statistics 2009/10 - Summary of Key Issues

- During the year there were 547 Child Protection Conferences held. This represents a 29.3% increase on last year when 423 Child Protection Conferences were held.
- There has been a significant increase in the number of children who were made subject to a Child Protection Plan with 488 plans initiated during 2009/10 in comparison to the 352 initiated in 2008/9. This reflects a national trend as opposed to being a Warwickshire phenomenon, and in common with other areas, indicates unprecedented pressures on the child protection system.
- At 31st March 2010, 503 children were subject to a Child Protection Plan. This represents a 41.7% increase in comparison with the figure of 355 as at March 31st 2009, confirming the point above.
- Once again this year, the largest group of children to become subject to a Child Protection Plan were those aged 1-4 years.
- Out of the five Child Protection Plan categories, "Emotional Abuse" has seen the greatest increase this year, up from 9.9% last year to 18.7% this year.
- The proportion of children subject to a Child Protection Plan at 31st March 2010 whose ethnicity was Black/Minority Ethnic has decreased, down from 8.7% last year to 6.2% this year. In comparison White British children subject to a Plan have increased from 86.0% to 89.3%.
- Warwickshire's performance under the child protection National Indicators (NIs) indicates that despite these unprecedented pressures, Warwickshire's performance against them can be viewed as "good" or better when set in a national context.

NI64 - (Child Protection Plans lasting 2 years or more)

Performance for NI64 is 7.76%, which is an increase on last year's figure of 5.8%.

NI65 - Percentage of children becoming subject to a child protection plan for a second or subsequent time

Warwickshire reported a figure of 16.8%. This is an increase when compared to the 2008/9 figure of 14.2%.

NI67 – Timeliness of child protection reviews

Performance for NI67 is 99.7%. This is a decrease on last year when 100% was achieved.

Warwickshire Safeguarding Children Board

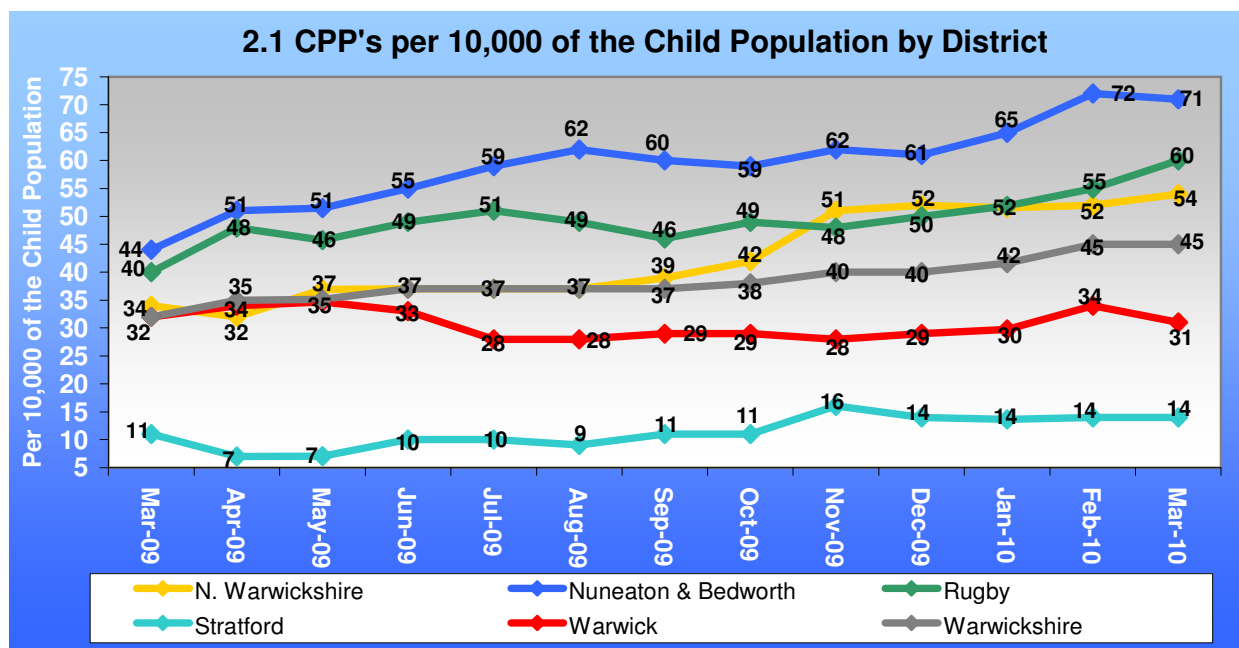
1. INTRODUCTION

1.1 This report summarises child protection activity in Warwickshire between 1 April 2009 and 31 March 2010.

1.2 Warwickshire's Safeguarding Children Board agreed the dataset on which this report is based in July 2010.

2. NUMBER OF CHILDREN MADE SUBJECT TO A CHILD PROTECTION PLAN PER 10,000 OF 0-17 POPULATION

2.1 The chart below shows the total number of children who were made the subject of a Child Protection Plan per 10,000 of Warwickshire's 0-17 population as at 31st March 2010 by district. Previous month's data is provided for comparative purposes.

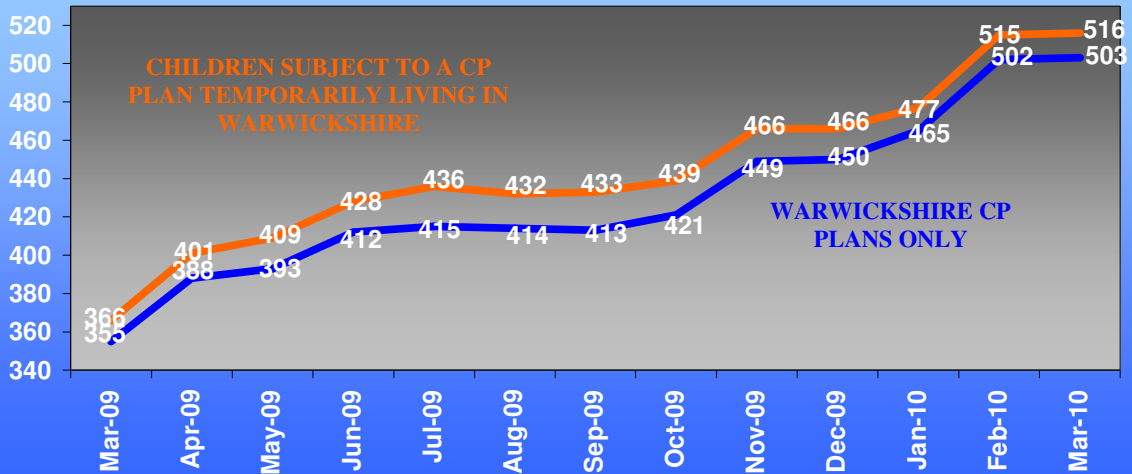


3. CHILDREN MADE SUBJECT TO A CHILD PROTECTION PLAN as at 31st MARCH 2010

3.1 As at 31 March 2010, 503 children were subject to a Child Protection Plan in Warwickshire. This is a 41.7% increase on the 355 children subject to a plan as at 31st March 2009. Chart 3.1 shows how this number has progressed over the past year.

Warwickshire Safeguarding Children Board

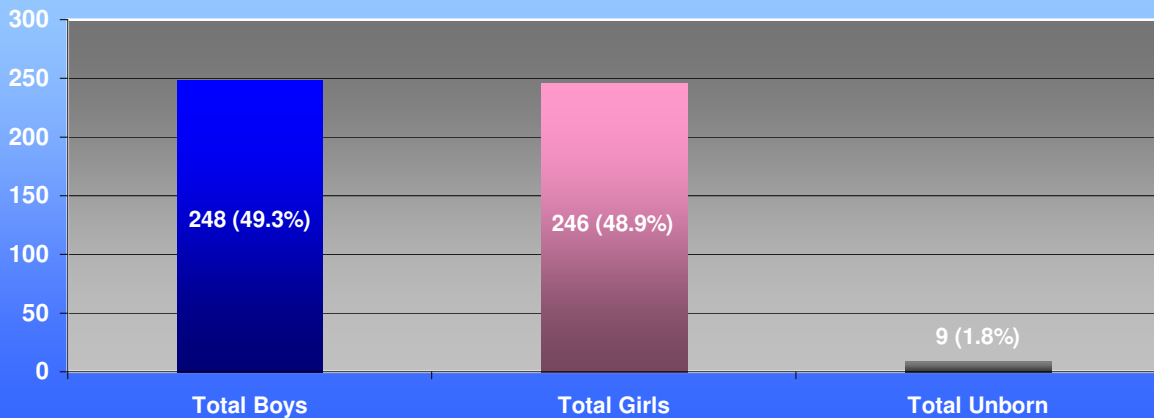
3.1 Total No. of Children Subject to a Child Protection Plan 2009/10



3.2 As at 31st March 2010 there were 13 children subject to a Child Protection Plan, who were temporarily living in the area. This is an increase of 3 children when compared to the previous year's figure of 11.

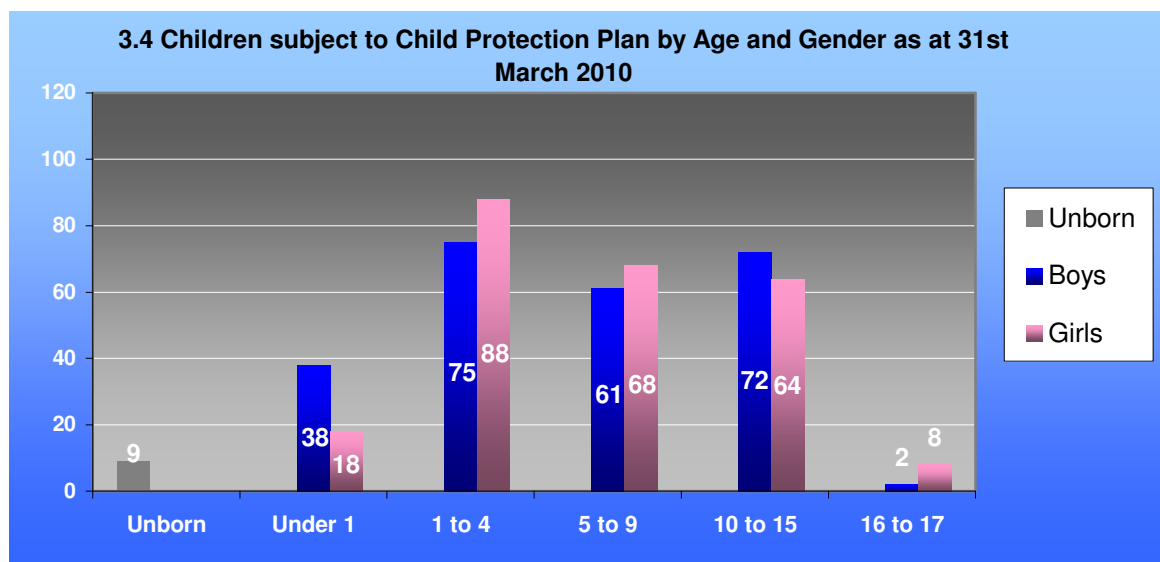
3.3 The gender breakdown of children subject to a Child Protection Plan as at 31st March 2010 is detailed in chart 3.3. 49.3% (248) of children made subject to a Child Protection Plan were boys, which is an increase on last year's figure of 46.8%. The percentage of girls who were made subject to a Child Protection Plan as at 31st March 2010 saw a decrease this year, to 48.9% (246) from 49.9% as at 31st March 2009.

3.3 Percentage of Children subject to a Child Protection Plan as at 31 March 2010 by Gender

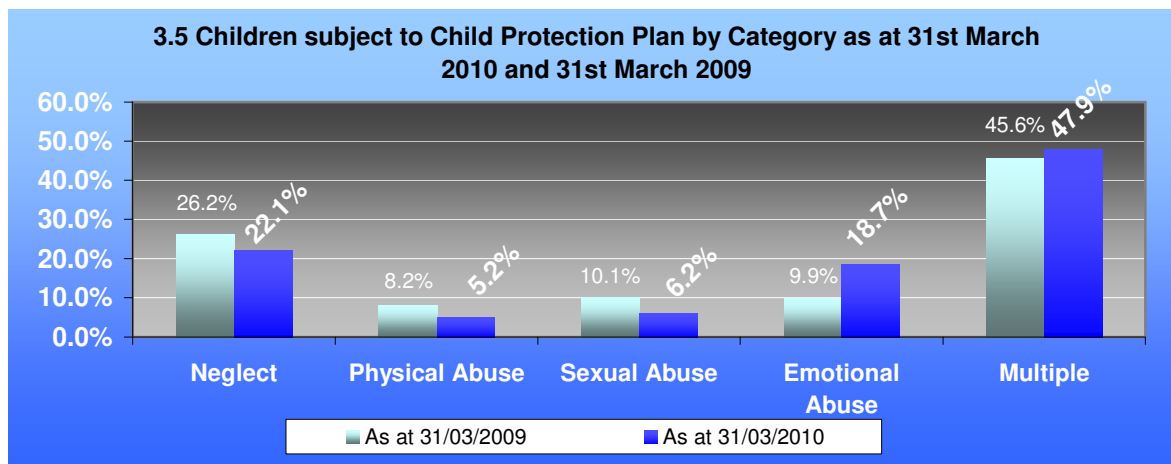


Warwickshire Safeguarding Children Board

3.4 The proportion of children subject to a Child Protection Plan who are under the age of five (including unborn children) has increased slightly to 45.3% (228) this year from 44.5% (158) last year. Therefore this year, 54.7% of children subject to a Child Protection Plan are aged 5 or over. There were 9 unborn children subject to a Child Protection Plan as at 31st March 2010 compared to 12 unborn children last year.

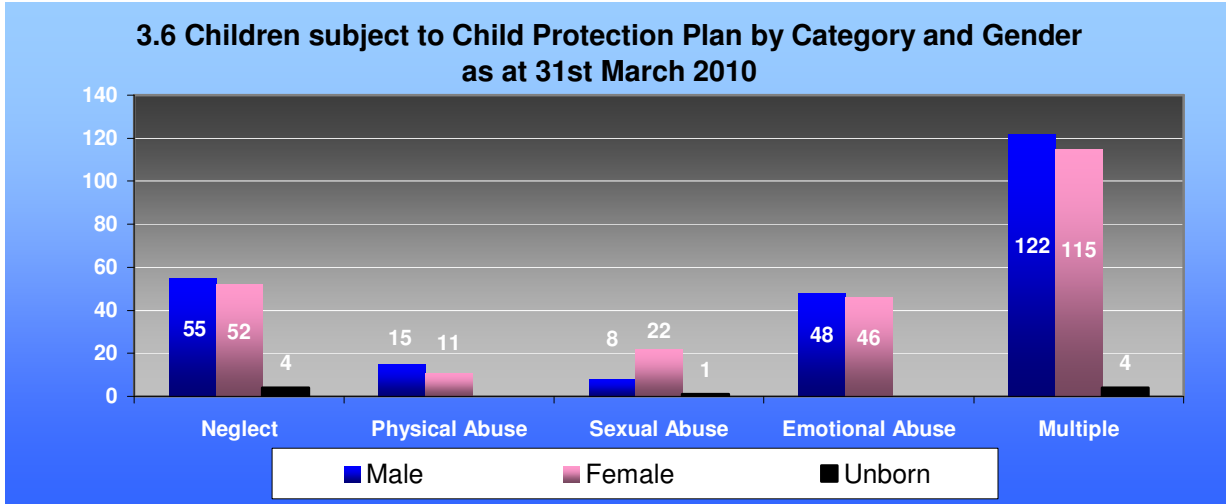


3.5 Chart 3.5 shows the categories under which children were made subject to a Child Protection Plan as at 31st March 2010 with the previous year's figure shown for comparison. Children under the category of 'Neglect' account for 22.1% of cases which is a decrease on last year's figure of 26.2%. The number of children under the category of 'Sexual Abuse' has decreased to 6.2% this year from 10.1% last year. The number of children under the category of 'Physical Abuse' has decreased to 5.2% from 8.2%. The number of children under the category of 'Emotional Abuse' has almost doubled, from 9.9% last year to 18.7% this year. Whilst children made subject to a Child Protection Plan under 'Multiple' has once again risen, up from 45.6% in 2008/9 to 47.9% this year.

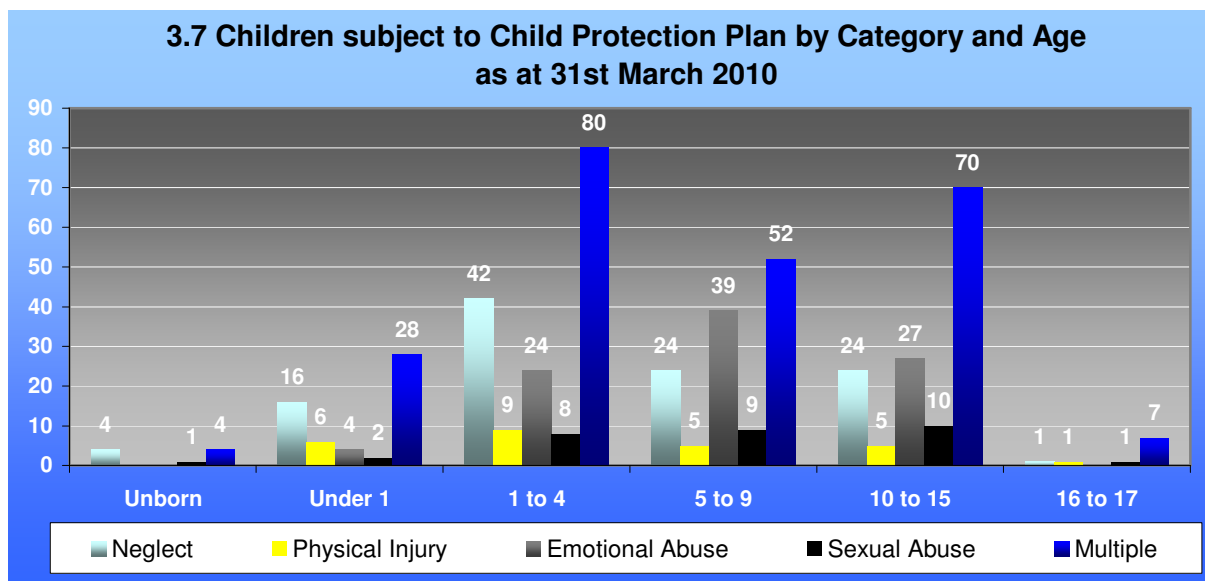


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3.6 Chart 3.6 shows the children subject to a plan at 31 March 2010 by Category and Gender. More girls were made subject to a Child Protection Plan under the categories of 'sexual abuse' than boys. Whereas, more boys were made subject to a Child Protection Plan under the categories of 'Neglect', 'Emotional Abuse', 'Physical Abuse' and 'Multiple' than girls.



3.7 Chart 3.7 shows children by category and age range. This year the majority of children who were made subject to a Child Protection Plan under the categories of 'neglect' and 'physical abuse' were aged 1 to 4. The largest number of children made subject to a Child Protection Plan under the categories of 'Sexual Abuse' and 'Multiple' were aged 10 – 15 and 1-4 respectively. Whereas more children aged 5 - 9 were made subject to a Child Protection Plan under the category of 'emotional abuse'.

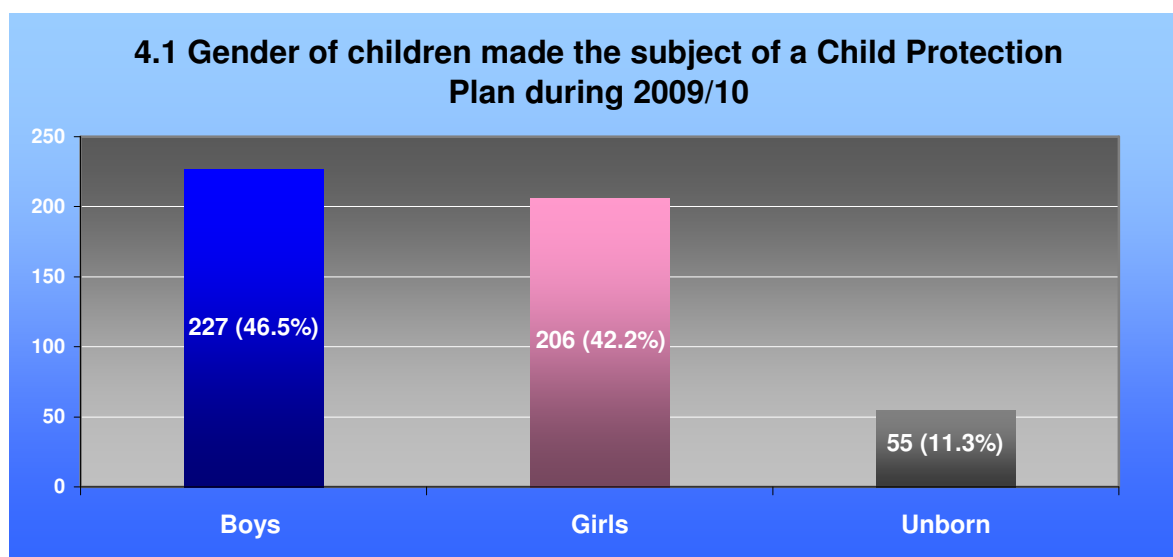


Warwickshire Safeguarding Children Board

3.8 Excluding the 9 unborn children subject to a Child Protection Plan at 31 March 2009, 89.3% were of White British ethnic origin. Last year, the comparable figure was 86.0%. This year, there were 31 children (6.2%) whose ethnicity was black/minority ethnic which is a percentage decrease on last year when there were 31 (8.7%) black/minority ethnic children subject to a Child Protection Plan.

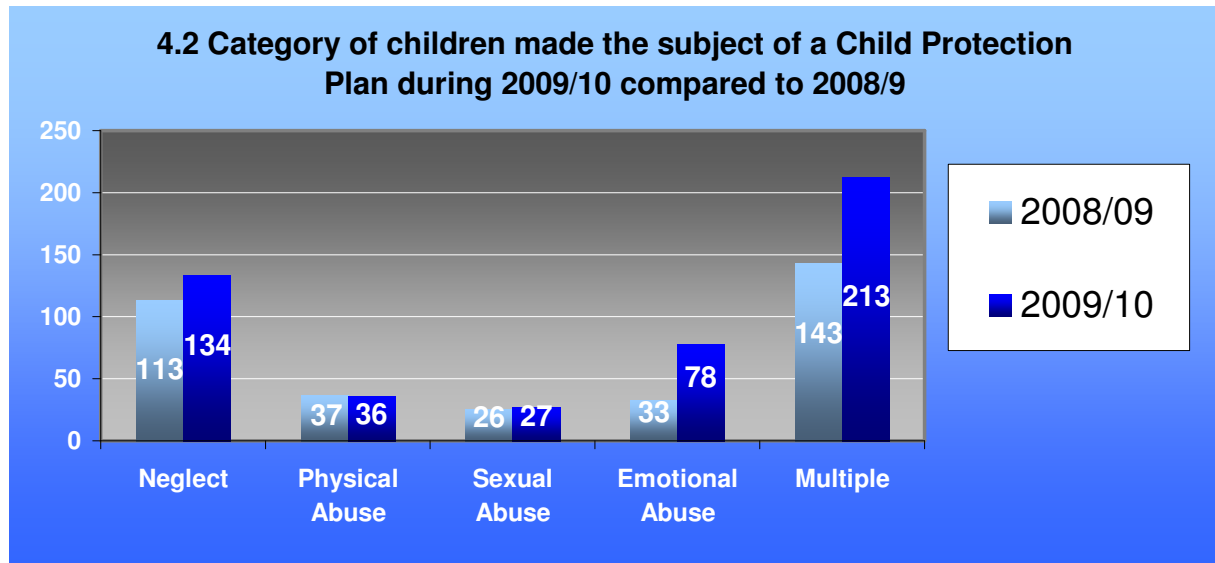
4. CHILD PROTECTION PLANS INITIATED DURING THE YEAR

4.1 488 children became subject to a Child Protection Plan during 2009/10, compared to 352 during 2008/09. Of that 488, 227 were boys, 206 were girls and 55 were unborn. The chart below shows the largest number of children becoming subject to a Child Protection Plan during 2009/10 were boys. Last year, the largest number was girls.



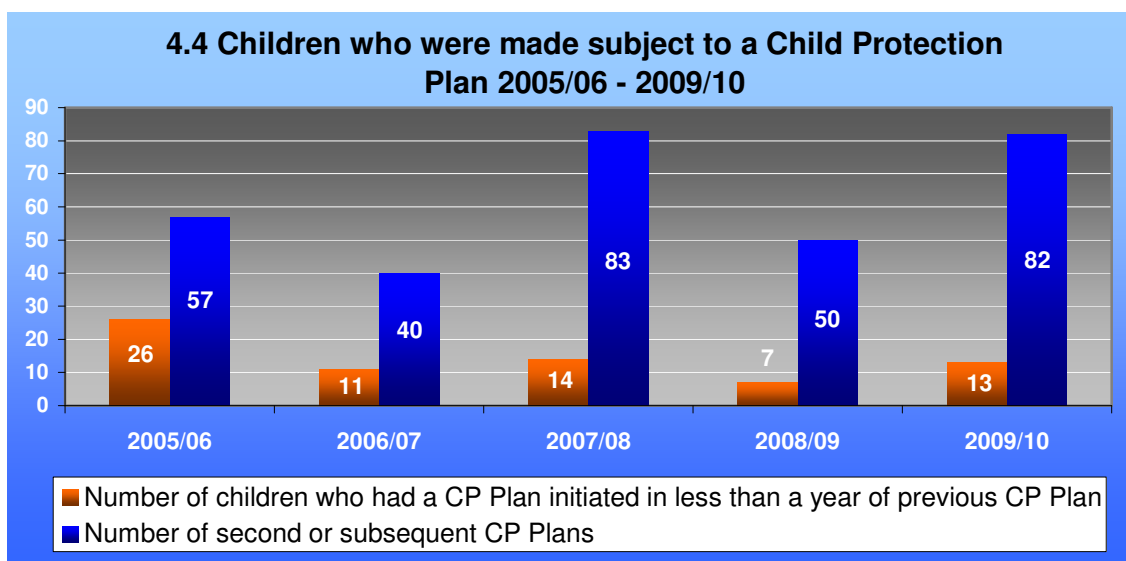
4.2 The majority of the 488 children made subject to a Child Protection Plan during 2009/10 were put under the category of 'Multiple'. This was followed by the categories of Neglect and Emotional Abuse. The category that has seen the biggest increase compared to last year is 'Emotional Abuse' having more than doubled. (See Chart 4.2 overleaf).

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4.3 Of the 488 children who became subject to a Child Protection Plan during the year ending 31st March 2010, 406 (83.2%) of these became subject of a Child Protection Plan for the first time compared to 85.8% last year. A further 82 (16.8%) children became subject to a Child Protection Plan for a second or subsequent time. This is an increase on last year when 50 (14.2%) of the total number (352) of children became subject to a Child Protection Plan for a second or subsequent time.

4.4 Chart 4.4 shows the number of children who became the subject of a child protection plan for a second or subsequent time since 2005/06. This chart also identifies those who became subject to a child protection plan for a second or subsequent time within less than a year of their previous plan.



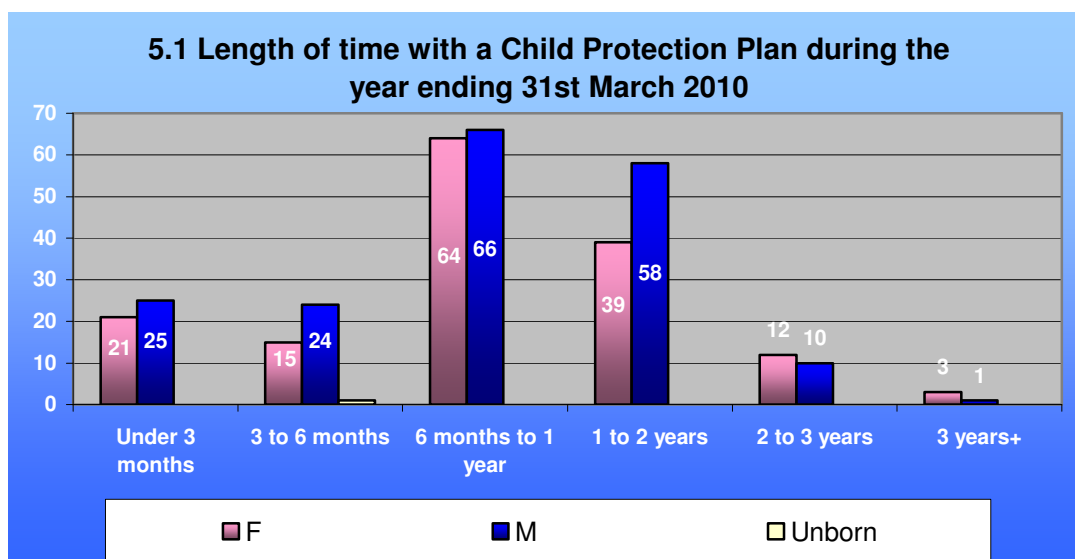
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The number of children who became subject to a plan for a second or subsequent time has increased by 64% to 82 from 50 last year, whilst the number for whom a second or subsequent plan was initiated within a year of their previous plan has almost doubled to 13 in 2009/10 from 7 in 2008/09.

Warwickshire reported a figure of 16.8% against NI65 (Percentage of children becoming subject to a child protection plan for a second or subsequent time). This is an increase when compared to the 2008/09 figure of 14.2%.

5. DURATION OF CHILD PROTECTION PLANS

5.1 339 children had their plans discontinued during the year ending 31st March 2010. This is an increase of 10 when compared with last year. Chart 5.1 shows the number of children whose Child Protection Plans were discontinued during the year ending 31st March 2010, by length of time as the subject of a Child Protection Plan.



5.2 Chart 5.1 shows that for both genders, the majority of plans were closed between 6 months and 1 year and between 1 year and two years. This was similar to last year although the gender gap for “1 to 2 years” was less pronounced as it was for year ending 31st March 2010. The numbers of children that fall into the “2 to 3 Years” and “3 Years +” categories has increased compared to the previous year.

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5.3 Table 5.3 shows this year's discontinued plans by the length of time the child was subject to a Plan and compares this with last year's figures.

5.3 Duration of Child Protection Plans Prior to Discontinuation		
	2008/09	2009/10
Under 3 months	9.7%	13.6%
3 months but under 6 months	16.4%	11.8%
6 months but under 1 year	36.2%	38.5%
1 year but under 2 years	31.9%	28.7%
2 years but under 3 years	4.0%	6.5%
3 years and over	1.8%	1.2%
Total	100%	100%

5.4 Performance for NI64 (Child Protection Plans lasting 2 years or more) is 7.76%, which is an increase on last years figure of 5.8%.

6. INITIAL CHILD PROTECTION CONFERENCES HELD DURING THE YEAR

6.1 During year ending 31st March 2010 there were 547 Child Protection Conferences held. This represents a 29.3% increase on last year when 423 Child Protection Conferences were held. Of the 547 Child Protection Conferences held during 2009/10, 488 (89.2%) resulted in the initiation of Child Protection Plans.

7. REVIEWS OF CHILD PROTECTION CASES

7.1 As at 31st March 2010, 372 children had been subject to a plan continuously for at least three months. Of that 372, 371 (99.7%) had had a review. This is a slight decrease on last year when 100% was achieved. This means that our performance in NI67 (Timeliness of reviews) has returned from band five to band four.

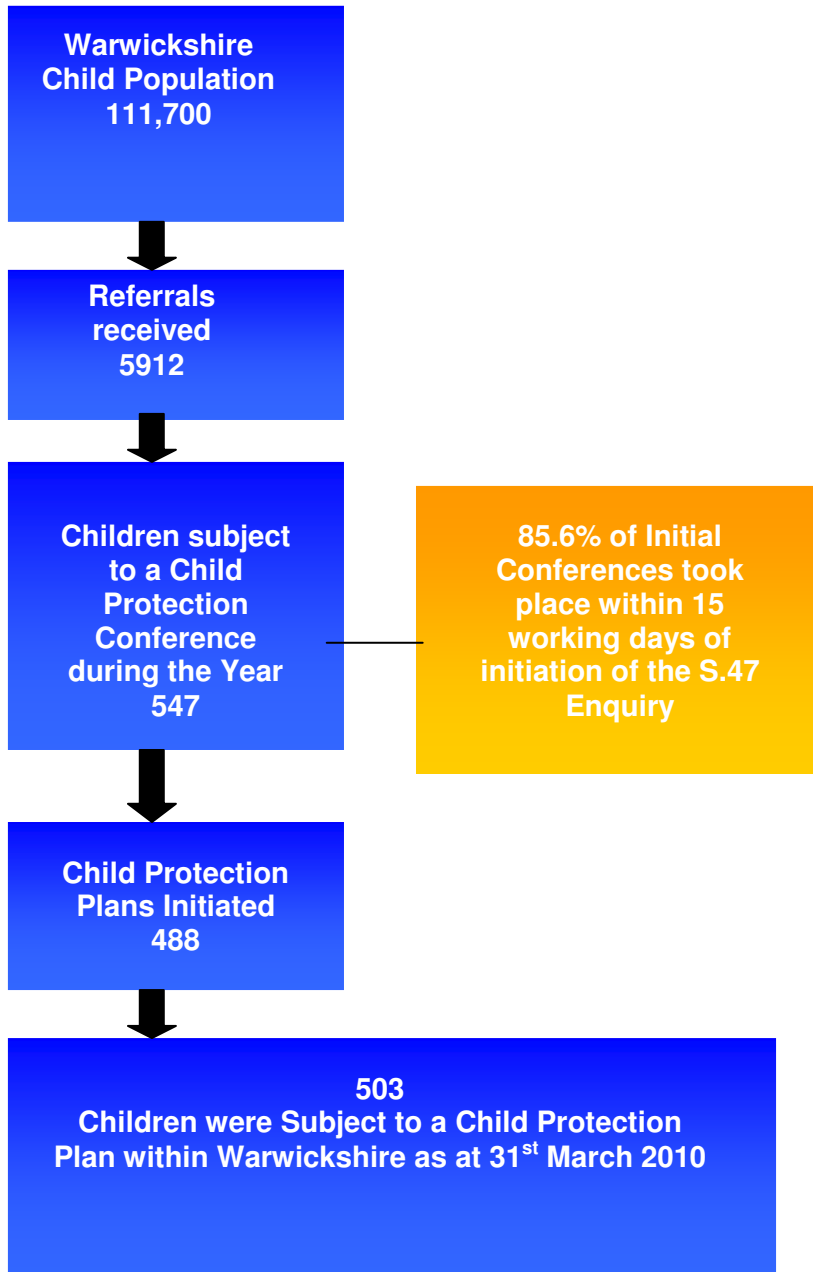
8. POLICE PROTECTION AND EMERGENCY PROTECTION ORDERS

8.1 As at 31st March 2010 there were no children accommodated under either a Police Protection Order or Emergency Protection Order. However, during 2009/10 there were a total of 6 children placed on Emergency Protection Orders and 16 placed in Police Protection.

Warwickshire Safeguarding Children Board

9. SUMMARY OF CHILD PROTECTION ACTIVITY

9.1 Chart 9.1 below summarises some of the activity detailed in Sections 1-8.



10. NUMBER OF PRIVATE FOSTERING ARRANGEMENTS

10.1 A privately fostered child is defined as a child under the age of 16 (18 if disabled) that is cared for by someone other than a close relative (i.e. a grandparent, brother, sister, uncle, aunt, or step-parent). A child is not privately fostered if the person caring for him or her has done so for fewer than 28 days and does not intend to do so for longer than that. Privately fostered children are not “looked after” children in the terms of section 22 of the Children Act 1989. However, Local Authorities have a responsibility to ensure that the welfare of privately fostered children is promoted, as identified in Part IX of the Children Act 1989, amended by section 44 of the Children Act 2004.

Warwickshire now have to make a statutory return on the number of children privately fostered across the county during the year. Below outlines some of the key data submitted to the DfES for 2009/10.

Warwickshire Safeguarding Children Board has a responsibility to ensure the effectiveness of local arrangements for privately fostered children and receives a detailed annual report on this activity. The number of children reported as falling under this status has varied little since 2005 when the Board was formed.

The number of private fostering arrangements as at 31 March 2009	14
The number of notifications of new private fostering arrangements received during 2009/10	13
Number of new arrangements that began during 2009/10	10
Number of private fostering arrangements that ended during 2009/10	10
Number of children under private fostering arrangements as at 31 March 2010	14

11. LEGAL ACTIVITY TO SAFEGUARD CHILDREN

The following data confirms the significant upward trend in child protection activity in Warwickshire, this time viewed through the issuing of care proceedings evident over the last three years. Again, this reflects a national trend.

In the year July 2007 – July 2008, 43 new cases were issued.

In the year July 2008 – July 2009, 60 new cases were issued

In the year July 2009 - July 2010, 82 new cases were issued.

W.C.C Children’s Legal Services are currently holding 107 issued cases in public law care proceedings compared to 68 in July 2009.

8. FURTHER ASSESSMENTS OF THE EFFECTIVENESS OF SAFEGUARDING ACTIVITY IN WARWICKSHIRE

This Annual Report has already presented information on the variety of ways in which WSCB, through its subcommittee structure, assesses and contributes to the effectiveness of safeguarding activity in Warwickshire by conducting audits and promoting a wide range of other initiatives. Our annual data set has provided insight into the *levels* of this activity and how our systems have kept pace with the significant increases in demand for child protection services. In addition to this important information, there have been specific projects and regulatory activity that have contributed to the building of a comprehensive picture of safeguarding activity in the County and its quality. These are presented in this section of the report.

WSCB Interagency District Workshops

The chief means this year by which WSCB itself has set out to make this assessment this year has been through the delivery of a series of district based workshops for strategic and operational managers, and agency designated leads in child protection. The statutory and non-statutory sectors were represented. On completion of these workshops, findings were analysed and shared with the Warwickshire Children's Trust and its local partnerships to explore how the outcomes of the assessments could be taken forward.

Background to the Workshop and Methodology:

Three years ago WSCB undertook a round of district workshops to assess the state of safeguarding arrangements and activity across the County. The Board was keen to revisit each district to update on local themes and issues. This time a completely different approach to that employed previously was used to reflect on local practice, blending the County Council's approach to assessing and managing risk in the evaluation of its services with brand new material developed by the *Social Care Institute for Excellence*. This material introduces a "systemic" as opposed to a "person-centred" approach to the analysis of complex cases, where the practice of professionals is viewed in the context of the systems in which they operate, and the many factors that influence individual practice.

The SCIE model proceeds from the basis that it is reasonable to assume that most people come to work each day wanting to help children and not allow them to be harmed. This was an important starting point for the Board given the tendency evident in public discourses on child protection to vilify professionals involved in this difficult work. The aim of the workshops was to identify what is done well – areas of strength – and what the gaps and areas of uncertainty might be. The next step was to agree how these would be addressed as the basis for making local systems and practices even safer.

This was backed up by applying the Warwickshire County Council approach to identifying and managing risk in service provision. This is based upon an informed approach to decision-making by identifying what staff are up against in achieving their objectives, in this case keeping children safe. What can go wrong and what can go right? By answering these questions it becomes possible to pinpoint opportunities which can be exploited. This is as important as identifying the threats and barriers faced because it makes it possible to develop local risk management strategies and plans,

Participants attending the workshops explored these issues by considering the case of baby Peter Connelly whose death led to Lord Laming's 2009 enquiry. Using a chronology of the case, they were able to identify together *key turning points*, debate the impact of *contributory factors* and apply these locally.

Findings from the Workshops

North Warwickshire

Key Strengths Identified in the District:

- Children's Centres are a real asset, picking up and communicating concerns;
- CAF (Common Assessment Framework) is well embedded;
- "Family Matters" Meetings are an important part of early intervention;
- Sound child protection processes in place – a good duty system and strategy meetings are effective;
- All the children in the family will usually be made the subject of a child protection plan to help keep them safe;
- Regular core group meetings take place with all professionals proactive in their approach;
- Case chronologies are enabling professionals to build up a good picture of cases;
- Assessments of individuals who become involved with vulnerable families are a feature of practice;
- Weekly face to face contacts between GPs and health visitors are in place;
- Monthly "interface" meetings take place between health professionals and children's social care;
- GPs have a system for flagging cases where there are concerns about children;
- The Healthy Child Programme is an asset;
- Good case transfer and allocation protocols in place in children's team;
- Escalation processes help to ensure cases are kept "on track".

Potential Gaps and Uncertainties Identified:

- Still a need for better engagement of GPs in safeguarding children;
- Problems in communicating with schools during school holidays;
- Housing officers rarely receive feedback on referrals they make;
- Practice with chronologies sound but some are still incomplete or poorly focused;
- Adult focused services may still lose sight of the child;
- Systems for sharing lower level concerns not as strong as necessary.

Key Actions identified:

- GP training and engagement should be viewed as a priority;
- Developing a stronger focus on the child within adult services – e.g. mental health and drug misuse services;
- More opportunities for local networking – lunchtime forums;
- Opportunities for professionals to "shadow" each other;
- Refining our approach to compiling chronologies.

A major area of concern identified by participants was the strain on resources and capacity as a result of the upsurge in child protection referrals and children subject to plans and court proceedings in the aftermath of the baby Peter case.

Nuneaton and Bedworth

Key Strengths Identified in the District:

- Children Centres are a valued resource in the district;
- The CAF System (Common Assessment Framework) is well embedded;
- Use of chronologies to record and analyse information about children;
- A file on *each* child in a family where there are serious concerns;
- Good arrangements for consulting with managers on decisions;
- Importance of reporting criminal behaviour to the Police recognised;
- Swift checks made on regular visitors to homes of vulnerable children;
- Sound child protection processes in place – speedy strategy meetings;
- Good involvement of legal services in decision-making;
- WSCB Risk Assessment Model for individual cases is well applied;
- Strong processes for escalating cases about which there are concerns;
- Professional Challenge accepted as an important part of practice.

Potential Gaps and Uncertainties Identified:

- Ensuring that what works well *always* happens – for example ensuring that all chronologies are up to date and police checks always take place when needed;
- Staff needing to regularly review their records to maintain an overview of cases and progress actually made by the family;
- Adverse impact of changes and turnover in staff;
- Visits by children to Accident and Emergency Departments needing to be reported to health visitors swiftly;
- Ensuring adult mental health services are integrated into interagency working;
- Uncertainty over the parameters of medical confidentiality;
- Involvement of GPs in the child protection system.

Key Actions Identified:

- Ensuring that the key people attend child protection meetings;
- Checking staff availability as far as possible before meetings are arranged;
- Improving the time-frame for A and E departments to get information to health visitors on children who are seen;
- Review the arrangements for GP/Health Visitor liaison on cases and ensure health records capture safeguarding issues;
- Promote further safeguarding training for GPs;
- Explore the possibility of establishing district safeguarding boards where local issues can be identified and improvements made.

The area of biggest concern identified by participants was the strain on resources and capacity as a result of the upsurge in child protection referrals and children subject to plans and court proceedings in the aftermath of the baby Peter case. Participants also highlighted the need for new resources allocated to safeguarding children to reach the frontline as swiftly as possible.

Rugby

Key Strengths Identified in the District:

- Strong child protection processes – clear recording of decisions, prompt strategy meetings, clear risk identification, clear contingency planning, prompt legal planning meetings; “receiving in” conferences;

- Chronologies seen as a valuable tool in managing cases;
- Strategy discussions good at identifying “risky adults” joining vulnerable families and police checks take place;
- Children’s Panel considers complex cases;
- Good interagency working evident in Rugby;
- Good supervision arrangements for health visitors and school nurses;
- Escalation processes and the enhanced risk analysis used in planning complex cases;
- Medicals undertaken on all children in a family where child protection concerns have been identified – good information sharing between the hospital and children’s team;
- Children’s Centre a valuable asset in supporting families and identifying concerns;
- CAF (Common Assessment Framework) embedded in the district.

Potential Gaps and Uncertainties Identified:

- Need to ensure supervision is available in all agencies;
- Notifications to the local housing authority of vulnerable children of which they need to be aware is not consistent;
- Ensuring that all professionals are competent in child protection – a need for every agency to be able to access multi-agency training;
- Engaging GPs more effectively in child protection.

The area of biggest concern identified by participants was the strain on resources and capacity as a result of the upsurge in child protection referrals and children subject to plans in the aftermath of the baby Peter case. This has also led to a marked increase in the number of cases moving into court proceedings. These strains are particularly acute for the children’s teams in Rugby.

Key Actions identified:

- Additional resources to help manage the increase in demand for child protection services;
- Ensuring that the local Housing Authority is involved more effectively in responding to vulnerable children by children’s teams;
- Explore the possibility of opening up a dialogue with GP practices in Rugby to promote stronger engagement in child protection – a possible joint approach delivered over time by children’s teams and named/designated nurses;
- Strengthening the emphasis on early intervention and prevention, for example by promoting CAF even more strongly.

Stratford and Southam

Key Strengths Identified in the District:

- Children’s Duty Teams offer helpful consultation to professionals seeking advice about children who are giving rise to concerns;
- Strong child protection systems – timely and effective;
- Robust and well chaired child protection conferences;
- Good access to early intervention services;
- A relatively stable children’s work-force;
- Sound interagency working – good liaison between schools, health and social care – a “working together” forum helps promote this;
- Good use of chronologies on interagency basis;
- Risk assessment model and escalation processes are used effectively;
- Legal Services involved at an early stage in case planning.

Potential Gaps and Uncertainties Identified:

- CAF (Common Assessment Framework) assessments not always initiated at a sufficiently early stage in a case;
- Not all professionals aware of the Escalation Process;
- Tendency at times for professionals to take information from parents/carers “at face value” – a need to “triangulate” information from different sources and compare it to build a full picture of the child and family;
- Ensuring that professionals *always* share their chronologies with partners;
- Guarding against placing children with individuals nominated by parents during the course of a child protection investigation, without police checks;
- Liaison between Accident and Emergency Departments and other professionals about children presenting needs to be improved;
- GPs not fully engaged in safeguarding children;
- Having sufficient resources for safeguarding children.

Key Actions Identified:

- Embed CAF further into family support processes and ensure these assessments are initiated at an earlier stage;
- Steps to engage GPs more effectively in safeguarding processes;
- Strengthen locality forums to promote effective interagency communication and networking;
- Promote stronger communication between A and E departments and children’s teams when there are concerns about children;
- Promote stronger awareness of the Warwickshire Case Escalation Process.

Warwick District**Key Strengths Identified in the District:**

- Strong child protection processes in place: conferences; core groups and legal planning;
- Prompt police checks made on individuals joining vulnerable families;
- CAF (Common Assessment Framework) well embedded in the district;
- Children’s Centres are a major asset in early intervention – “Family Matters” meetings take place on a weekly basis;
- Parenting assessments are available;
- Children under 2yrs who are admitted to hospital with a head injury are checked to see if they or their siblings are subject to a child protection plan;
- Good inter-professional relationships are evident in the district;
- Full medical assessments are undertaken on suspected neglect cases;
- Children’s teams always involved in hospital discharge plans involving vulnerable children;
- Professionals becoming more practised at compiling and using chronologies;
- Escalation processes are proving useful in case planning.

Potential Gaps and Uncertainties Identified:

- Information sharing mechanisms not always as strong as they might be;
- Staff supervision is good but needs to be in place for all practitioners;
- A lack of time to prepare and update chronologies;
- More time needed for thorough case analysis after transfer from another team;
- A dilemma with families which opt out of CAF but do not meet child protection thresholds – ongoing concerns and unmet needs;

- Obtaining accurate information from parents who choose not to be honest with professionals.

Key Actions Identified:

- Refine skills in compiling case chronologies;
- Establish a basis for common thresholds for intervention across the County – a suggestion that Operation Managers in Children’s Services might explore this;
- Strengthening quality of liaison between children’s teams and health professionals, particularly GPs and health visitors;
- Commitment to attending child protection meetings by key professionals;
- Clarify whether it is the role of schools to challenge individuals who appear to have joined a vulnerable family.

The major concern identified by participants was the strain on resources and capacity as a result of the upsurge in child protection referrals and children subject to plans and court proceedings in the aftermath of the baby Peter case.

Challenges and Actions Arising from this Assessment – Arrangements for Review

Discussions are taking place between WSCB and local partnerships operating under the auspices of the Warwickshire Children’s Trust Executive Board, to link the findings of the workshops to the work-streams and priority areas already being actioned by the partnerships through their own subcommittee structure. The aim is to ensure that safeguarding children is placed at the heart of the work of the partnerships and is promoted proactively. Indications are that the findings of the district workshops have dovetailed with the work local partnerships are already undertaking through their subcommittees/task groups. Progress on taking forward the key actions identified at the workshops will be reported to the CTEB and Safeguarding Board with the Development Manager of WSCB visiting the local partnerships to establish jointly with the CTEB Manager the extent of this progress.

This work is regarded as very much part of the developing relationship between the Boards, including the unfolding governance and accountability arrangements between the two in accordance with a new *Memorandum of Understanding*. Implementation of the actions arising from the workshops is a clear manifestation of how each may effectively exercise their duties and responsibilities in relation to protecting and safeguarding children in Warwickshire, including from the perspective of WSCB, the need to challenge the CTEB should shortfalls be identified.

On a specific and consistent theme to emerge from the workshop, the WSCB Health Subcommittee has already undertaken considerable work to promote GP engagement in child protection work. A further document has been produced to take this priority forward and discussions with the Local Medical Council (LMC) are continuing.

The Annual Unannounced Inspection of contact, referral and assessment arrangements within Warwickshire County Council Children’s Services

This inspection was conducted on 15 and 16 June 2010, and carried out under section 138 of the Education and Inspections Act 2006. It contributes to the annual review of the performance of the authority’s children’s services, for which Ofsted will award a rating later in the year. The inspection sampled the quality and effectiveness of contact, referral and assessment arrangements and their impact on minimising any child abuse and neglect. Inspectors considered a range of evidence, including: electronic case records; supervision files and notes; observation of social workers and senior practitioners undertaking referral and assessment

duties; and other information provided by staff and managers. Inspectors also spoke to a range of staff including managers, social workers, other practitioners and administrative staff. The inspection identified areas of strength and satisfactory practice, with some areas for development. No areas for priority action were identified. From the evidence gathered, the following features of the service were identified:

Strengths:

- Children and young people and their families are given very good opportunities to contribute to their assessments leading to more effective plans;
- The quality of core assessments prepared for child protection conferences is good; Examples were seen of complex situations being insightfully considered with balanced and appropriate decisions reached;
- Staff are well managed and value the level and quality of the support and supervision they receive from accessible local managers. This has a discernible positive impact on their professional confidence in dealing with challenging casework.

Satisfactory practice:

- Children at immediate risk of harm are safeguarded by timely and appropriate action;
- The deployment of a social worker to the police has improved communication, two-way understanding of pressures and thresholds, and is helping to focus referrals more effectively;
- Prompt and effective decisions and actions at the point of initial contact protect children who may be at immediate or significant risk;
- Initial assessments are routinely shared with parents;
- All child protection investigations and child protection cases are allocated to qualified and suitably experienced social workers;
- Clear systems are in place to safeguard children with disabilities. Child protection investigations are undertaken by duty teams supported as necessary by specialist staff from the integrated disability service;
- A range of agencies contribute effectively to strategy meetings which are well chaired and result in clear plans;
- Good examples of direct work with children and families are evident;
- Newly qualified social workers receive good support and training packages;
- Administrators and social workers operate together effectively and supportively with roles and responsibilities well defined;
- Close operational oversight by front line managers ensures prompt and effective decision-making. As a consequence workers are clear about the direction and focus of their cases;
- Comprehensive management information is regularly reviewed by senior managers and used to improve provision;
- Senior and operational managers undertake a regular programme of case audits and these are fed back to individual staff to improve their practice.

Areas for development:

- Significant variation in practice and consistency between teams makes it more difficult for agencies working across districts to collaborate in the most effective way and some opportunities for disseminating good practice are missed;
- Agencies vary across districts in their understanding and application of the threshold for referrals;

- Significant vacancy levels in the long-term team in one district have led to very high caseloads in the duty team and a backlog of incomplete assessments and delays; However this is well monitored which ensures no children are at immediate risk;
- The focus on equality and diversity in assessments and work with families is variable and there is no comprehensive programme to ensure staff receive training;
- The quality of initial assessments varies. While some are of a good standard and contain a clear analysis of risks, a small number are too brief and do not take account of available information;
- A small number of initial assessments are signed off by managers before all the necessary work is undertaken or completed;
- Modifications to the electronic recording system have led to improvements. However it is still not a fully effective working tool. The duplication of electronic and paper files results in some inefficiency;
- The physical condition of one of the public reception areas and the standard of confidentiality offered to service users is poor.

Arrangements for taking forward areas for development:

Work on constructing an Action Plan to take forward the areas identified for development is currently being led by the W.C.C Acting Assistant Head of Service (Safeguarding) who also chairs the WSCB Quality and Information Subcommittee. Ofsted will specifically consider these areas in any future inspection of services to safeguard children in Warwickshire.

Themed Reviews of Health Services in Warwickshire and Safeguarding Children

Introduction:

In January 2010, NHS Warwickshire PCT undertook a themed review of Safeguarding Children across the 4 provider health Trusts in Warwickshire, namely Warwickshire Community Health, Coventry & Warwickshire Partnership Trust, George Eliot NHS Trust and the then South Warwickshire Hospital NHS Trust (now South Warwickshire Foundation Trust).

Aim:

To ensure that the services commissioned by NHS Warwickshire are of high quality and robust for safeguarding children & young people.

Documentation:

This review was informed by the 'Safeguarding Children: A Review of Arrangements in the NHS to Safeguard Children' Care Quality Commission (2009), and the Sir David Nicholson Letter Safeguarding Children & the Care Quality Commission Review (DH: July 2009) Gateway reference 12228. The underpinning documents were Working Together to Safeguard Children 2006 and Section 11 Single Agency responsibilities of the Children Act 2004.

Assessment Tool:

This was devised under 4 main headings in line with the Safeguarding Review:

- Leadership & Support;
- Training;
- Policies & Systems;
- Senior Managers & Trust Boards Assurance & Monitoring.

Methodology:

- Each Trust was sent the assessment tool prior to complete;
- A panel which consisted of an Independent Chair, a Designated Child Protection health professional and representation from the Local Authority Safeguarding Children Team and a Joint Commissioner was selected;
- The Panel visited each Trust for a day, meeting with the safeguarding children leads to discuss safeguarding and review the evidence provided in support of the assessment tool;
- Members of the Panel then visited areas within each Trust to speak to staff about their knowledge of safeguarding children;
- At the end of the day the panel met with the safeguarding leads to give verbal feedback and identify any issues which required urgent attention;
- The panel then compiled a report and scored the assessment tool which was sent to each Trust within 20 working days, with a period of time for each Trust to compile an action plan.

Review Outcomes:

Main themes are to ensure that:

- Sufficient time commitment and administrative support is allocated for some of the Named Roles;
- There is a robust system for CRB checks;
- Trust Policies/procedures are regularly reviewed and updated;
- Safeguarding Children Audit plans are in place and monitored;
- Training trajectories are met.

Implementation of the Action Plans:

The action plans are monitored through the Care Quality Review monthly meetings with each Trust, which are chaired by Senior Managers of the Quality and Safety Directorate of NHS Warwickshire

Conclusion:

All the Trusts have demonstrated a real commitment to Safeguarding Children and overall evidenced some areas of excellent practice.

Warwickshire County Council Scrutiny and Overview Task and Finish Group

A fourth major mechanism through which the effectiveness of local arrangements to safeguard children have been assessed and analysed, has been a major review of safeguarding and child protection undertaken by Warwickshire County Council through its Scrutiny and Overview Subcommittee. Chaired by a member of Warwickshire County Council and consisting of elected members from the main political parties, the task group began to take evidence from agencies and professionals both documentary and in person in January 2010, and has continued this process throughout the year. A report has been compiled which will go before the Overview and Scrutiny Subcommittee. The findings of this major review of safeguarding activity in Warwickshire will be included in next year's annual report as part of our ongoing commitment to assessing the effectiveness of local safeguarding activity.



For further information regarding this Annual Report and other aspects of the work of the Warwickshire Safeguarding Children Board please contact:

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You can also find out more about the Warwickshire Safeguarding Children Board by visiting the WSCB website at:

www.warwickshire.gov.uk/wscb