



NOTTINGHAM CITY
Safeguarding
Children BOARD

Nottingham City Safeguarding Children Board (NCSCB)

Annual Report 2012 - 13

NCSCB Annual Report 2010/11

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1. Chair's Foreword

I am delighted to present the Annual Report of the Nottingham City Safeguarding Children Board for 2012/13.

It is pleasing to report that we continue to assess the Board to be effective in meeting its statutory requirements and in achieving positive safeguarding outcomes for the children and young people of Nottingham – success achieved in a year during which we experienced significant change and challenge.

A key change has been the closer alignment of the children and adult safeguarding boards for the City presenting the opportunity to better focus on cross-cutting safeguarding issues and ensuring a holistic approach to safeguarding.

The Annual Report focuses on our performance against the key priorities that we set in our Business Plan and in terms of our core purposes – the effective delivery of work to safeguard and promote the well-being of children and the co-ordination of this work across the partnership of agencies that make up the NCSCB. It refers also to responses to national and local policy developments that occurred within the year.

I would like to thank all agencies that participate in the work of the safeguarding board for their continued commitment, motivation, creativity and innovation over the past year. Our successes are collective and we are stronger in facing continuing challenges in the safeguarding arena from the basis of this strong partnership. Our Business Plan for 2013/16 sets some important objectives in continuing to make safeguarding everyone's business and to ensure our population is safe. We undertake this work at a time of significant change in many constituent organisations and against a backdrop of continuing financial constraint. Despite this we will strive to ensure continued improvement in our performance and in safeguarding outcomes for children and young people.

A handwritten signature in black ink, reading "P. R. Burnett". The signature is fluid and cursive, with a large, sweeping flourish at the end.

Paul Burnett

Independent Chair, Nottingham City Safeguarding Children Board

2. Introduction

2.1 The purpose of this Annual Report is to:

- provide an outline of the main activity and achievements of the NCSCB during 2012 - 13
- provide an assessment of the effectiveness of safeguarding activity in Nottingham
- provide the general public, practitioners and main stakeholders with an overview of how well children in Nottingham are protected
- Identify gaps in service development and any challenges ahead.

2.2 Nottingham City Safeguarding Children's Board was formally established in April 2006 in response to the requirements of the Children Act 2004 and its accompanying guidance 'Working Together to Safeguard Children' (2006). The scope and role of LSCBs encompass the broader remit of safeguarding and prevention in addition to child protection. The NCSCB also has a role in contributing to the commissioning, planning and delivery of children's services through the Children and Young People's Plan and Children's Trust arrangements.

2.3 The NCSCB has two objectives, as detailed in the Children Act 2004 and Working Together 2013 and this report details the progress against each of these objectives, as follows:

- to co-ordinate what is done by each person or body represented on the Board for the purposes of safeguarding and promoting the welfare of children in the area of the authority; and
- to ensure the effectiveness of what is done by each such person or body for that purpose.

2.4 The Annual Report reflects the priorities set within the NCSCB Business Plan for 2011 - 14, particularly in relation to the period 01.04.12 to 31.03.13, detailing progress against these priorities and areas for further development.

2.5 The report fulfils the requirements of the 'Apprenticeship, Skills, Children and Learning Act 2009' and Working Together 2013 which state that LSCBs must produce and publish an annual report on the effectiveness of safeguarding in the local area.

2.6 The annual report is published in relation to the preceding financial year and fits with local agencies' planning, commissioning and budget cycles. The report has been submitted to the Chief Executive, Leader of the Council, the local police and crime commissioner and the Chair of the health and wellbeing board.

2.7 We hope the public will find this Annual Report informative in understanding the role and work of the NCSCB and those stakeholders and their staff will be inspired to maintain the highest possible standards in the delivery of services for children and young people.

3. Coordinating Local Work to Safeguard and Promote the Welfare of Children.

Key Priorities for 2012/13.

3.1 The NCSCB set a Business Plan for 2011 – 14 which aligns with the Nottingham City Children and Young People’s Plan. An Implementation Plan for 2012 – 13 was agreed at a development session in January 2012 to ensure a focus on the key areas for the year.

3.2 The Mission Statement for the NCSCB is:

“We will ensure that safeguarding practice, strategic planning and commissioning across all partner agencies continuously improves as a result of NCSCB activity, with the aim of improving outcomes for children, young people and families.”

3.3 The NCSCB Business Plan for 2012 / 13 set out its Strategic Objectives as:

- To ensure effective coordination of multi agency safeguarding services for children and young people and deliver a robust governance system for the NCSCB that is able to respond to local and national developments in safeguarding as required
- To continually improve multi agency work to safeguard and protect children and young people and drive excellence in the system
- To monitor the development of early help for children, young people and families and quality assure the effectiveness of this
- To embed a learning system within the NCSCB and quality assure these within partner agencies

3.4 The priority area’s of work aimed at coordinating local work to safeguard and promote the welfare of children agreed for the year were:

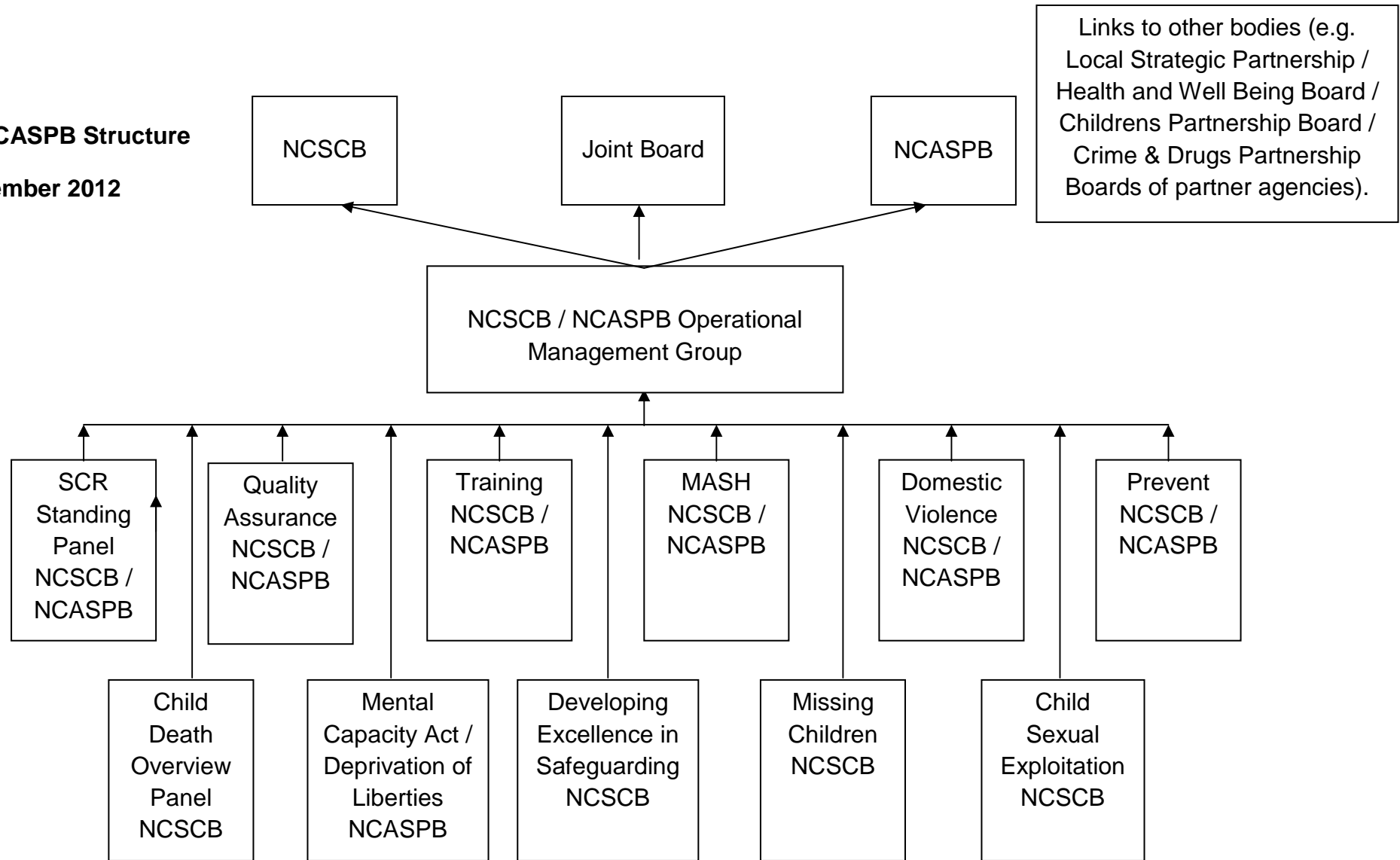
- Develop joint working between Nottingham City Adults Safeguarding Protection Board (NCASPB) and the NCSCB and ensure appropriate governance in the light of national and local policy and structural change.
- Ensure Sexual Abuse, including Child Sexual Exploitation is effectively managed by partner agencies
- Ensure safeguarding practice and processes are in place for children and young people who go missing, including those who are missing from education.
- Ensure Domestic Violence is acknowledged and managed as a priority safeguarding concern.
- Review all planning and commissioning of services for children and young people to ensure they take into account the need to safeguard and promote the welfare of children and young people.

3.5 The NCSCB has made good progress against these area's, including:

Governance and Accountability

- 3.6 The NCSCB and NCASPB have had shared chairing arrangements since March 2011, with Paul Burnett undertaking the role of Independent Chair for both boards since December 2011. Paul meets regularly with the NCSCB / NCASPB Business Office, as well as with the Head of Safeguarding and the Director for Children's & Adults Services.
- 3.7 During 2012/13, the NCSCB undertook a review of governance arrangements along with the Nottingham City Adults Safeguarding Partnership Board (NCASPB). The purpose of this was to ensure effective coordination of the safeguarding agenda, develop consistency in approach and develop efficient ways of working across the boards and all agencies working within them. As a result of this review, new structures were agreed for both boards and a shared NCSCB / NCASPB Business Plan for 2013 / 14 was developed to reflect the individual and shared priorities of both boards. The new structure was implemented from September 2012, with the first meeting on 17.09.2012 and the new business plan operational from 1st April 2013.
- 3.8 The NCSCB and NCASPB have distinct membership, agenda's, roles and functions but meet on the same day to enable shared agenda items to be discussed as well as to create efficiencies for colleagues across partner agencies who attend both boards.
- 3.9 An Operational Management Group (OMG) was established to replace the NCSCB Steering Group and to manage the business of both boards. The OMG is also chaired by Paul Burnett and all the chairs of the NCSCB / NCASPB Sub Groups are members of the OMG, both to represent their agency and to report on the work of the subgroup. Any agencies who provide services to children or vulnerable adults with significant involvement in safeguarding who not represented through the chairing of sub groups are invited to become member of the OMG. All of the sub groups work towards the priorities of the Business Plan and some of these work to both boards, as described in the diagram below.
- 3.10 The NCSCB Strategic Board, Operational Management Group and each of the Sub Groups have their own Terms of Reference, work plans and reporting expectations. Each group is chaired by an agency representative, has multi agency membership and is supported by the NCSCB / NCASPB Business Office where possible.
- 3.11 The Operational Management Group receives reports from all the sub groups on a regular basis and makes a full report to the NCSCB Strategic Board on progress, exceptions and risk.

NCSCB / NCASPB Structure
From September 2012



Relationship to the Children's Partnership Board

- 3.12 The NCSCB activities are part of the wider context of partnership arrangements that contribute to the wider goals of improving the wellbeing of all children in Nottingham. The Nottingham Children's Partnership Board (CPB) have continued to work to implement, review and develop the Nottingham Children and Young People's Plan and the services provided to all children and young people in the city.
- 3.13 The partnership has remained as the key mechanism to support all partners to work together to deliver a joined up vision for children, young people and families, through the continuation of the Children and Young People's Plan (CYPP), despite the change in legislation removing the statutory functions of this board. The plan sets out the collaborative work programme and priorities across all partners responsible for providing services to children, young people and families. All partners are accountable for the delivery of its priorities, objectives and specified targets. The Children's Partnership directs the required integrated working, joint planning, commissioning and resource allocation to achieve this.
- 3.14 The CYPP underwent a consultation and review process and the revised plan for year three (2012 – 13) was approved by the Children's Partnership Board. The plan was adjusted to take account of changes in policy direction that are impacting on the design and delivery of services to children, young people and their families. It also fits within agreed national government policies and reflects recommendations from regular inspections. NCSCB was fully involved within this consultation and review process.
- 3.15 The vision for the Children and Young People's Plan is: "A city where every child and young person can enjoy their childhood in a warm and supporting environment, free from poverty and safe from harm; a city where every child grows up to achieve their full potential.
- 3.16 The strategic priorities for the refreshed Children and Young People's Plan 2010 – 14 remain as:
- Stronger safeguarding
 - Healthy living
 - Reducing substance misuse
 - Raising attainment
 - Improving attendance
- 3.17 The Children and Young People's Plan also sets out a vision to develop the children's workforce in Nottingham City as "a workforce that is passionate about empowering all children and young people in the city to thrive and achieve."
- 3.18 The Children's Partnership works within the "Family Pledge" for Nottingham City, which includes three charters that set out the partnership promises to

children, young people and families in relation to the services they can expect. The charters are for children and young people, parents and carers and children in care. Included within these is a pledge to work with children and young people to help keep them safe in their home, at school and in their neighbourhood.

- 3.19 The NCSCB and the Children's Partnership Board are linked together through the Independent Chair of the NCSCB who reports twice yearly to the CPB on the work of the NCSCB and the work of the partner agencies in safeguarding children. The Chair will also present the NCSCB Annual Report to the Children's Trust. The Independent Chair receives all minutes, agendas and papers for all meetings of the Trust and can make representation on matters arising.
- 3.20 The Director of Children's Services is a member of the NCSCB and reports on CPB matters to all NCSCB meetings. The NCSCB seeks to provide challenge and scrutiny to the work of the CPB ensuring that in the commissioning, planning and delivery of services, the safeguarding of children is paramount in the Trust Board's decision making.
- 3.21 The NCSCB has ensured there is a maintained focus on effective safeguarding in the delivery of its business and, has ensured as a formal consultee in the development of the Children and Young People's Plan (CYPP), that this remains a priority within the children's trust.

Relationship to the Health and Well Being Board.

- 3.22 The Health and Social Care Act 2012 bestows a duty on upper tier local authorities to establish, lead and manage a Health and Wellbeing Board. This became a statutory duty from April 2013. A Shadow Health and Wellbeing Board for Nottingham City was established in October 2011, when formal Terms of Reference and Ways of Working were agreed.
- 3.23 The Health and Wellbeing Board lead and advise on work to improve the health and wellbeing of the population of Nottingham City and specifically to reduce health inequalities. The Board is responsible for agreeing the Joint Strategic Needs Assessment (JSNA) for Health and Social Care, agreeing a statutory Health and Wellbeing Strategy and promoting the integration of health and social care services for the benefit of patients and service users.
- 3.24 The Terms of Reference and Ways of Working for the Health and Wellbeing Board have been updated to reflect the statutory nature of the Board from April 2013. From April 2013 the Health and Wellbeing Board will be a formal committee of the City Council and as is established in accordance with legislation relating to local authority committees. The terms of reference have been agreed through a delegated decision of the Leader of the Council and will then form part of the Constitution of Nottingham City Council.

- 3.25 The Ways of Working document provides clear guidance and standards for the operation of the Nottingham Health and Wellbeing Board supplementary to the Terms of Reference.
- 3.26 The Health & Wellbeing Board meets every other month with additional meetings called if required. The NCSCB is named as a key report for the Health & Well Being Board and this is undertaken through the Corporate Director of Children & Families, with further development of an effective interface between the boards underway.

Membership

- 3.27 The NCSCB membership for 2012 – 13 can be found at Appendix 1 along with attendance levels.
- 3.28 Unfortunately the Lay Member recruited to the NCSCB in 2010 was unable to continue with this commitment within the year. The NCSCB has worked with the Nottinghamshire Safeguarding Children Board (NSCB) to undertake a recruitment process which was successful and we hope to have two Lay Members join the board for the meeting in September 2013.

The Lead Member

- 3.29 The NCSCB Lead Member continues to be Councillor David Mellen, the portfolio holder for Children's Services, who has been a regular attendee and contributor at the NCSCB Strategic Board, providing consistent political support to the board.

Meetings and Attendance.

- 3.30 The NCSCB Strategic Board met three times between 01.04.12 and 31.03.13 with a development session to prepare the Business Plan for 2013 – 14 held in January 2013. Regular and consistent attendance at meetings is necessary and attendance is monitored throughout the year. Analysis of the data for 2012/13 indicates that membership attendance is good particularly across the key stakeholders, Health, Children's Services and Police.

Budget

- 3.31 To function effectively the NCSCB needs to be supported by member organisations with adequate and reliable resources. Contributions from the three key agencies (Nottingham City Council, Nottinghamshire Police and NHS Nottingham City / GP Consortium on behalf of all health trusts) were agreed for 2012/13.
- 3.32 The NCSCB is funded under arrangements arising from Section 15 of the Children Act 2004. The budget for the NCSCB and the contribution of each

member organisation is agreed locally, based upon the requirement that member organisations take a shared responsibility for discharging the LSCB functions including how the necessary resources are to be provided to support such functions.

- 3.33 The NCSCB Business Office resources are split between both boards with each having a dedicated Board Officer, a shared Service Manager, Training Coordinator and administration. The budgets for both boards have also been amalgamated.
- 3.34 The total budget to support NCSCB / NCASPB activity in 2012/13 was £369, 307. Partner agency contribution was made up as follows:

Agency	Amount	Percentage
Nottingham City Council	£116,426	29.2%
Health (contribution on behalf of all health partners)	£232,476	58.2%
Education (via Schools Forum)	£30,000	7.5%
Police	£17,019	4.3%
Probation	£2,836	0.7%
Cafcass	£550	0.1%
Total	£399,307	

- 3.35 Budget allocation for both NCSCB and NCASPB 2012 – 13 were:

Staffing Costs	£160, 000
Independent Chair	£30, 000
Lay Members	£2, 000
Training	£10, 000
SCIMT	£122, 000
Communications & Publicity	£5, 000
Participation Strategy	£5, 000

- 3.36 Additional costs included the development of Policy, Procedures and Practice Guidance, Serious Case Reviews and Publicity / Communications are agreed as required.

NCSCB Effectiveness

- 3.37 The table below provides a self-assessment of the NCSCB using the model contained within the consultation document “Local Safeguarding Children Boards: Practice Guidance” published by the Department for Children, Schools and Families in March 2010.

Effectiveness Factor	Effectiveness Indicator
Chairing, governance and accountability	
Strong Leadership of the independent chair.	The current NCSCB Independent Chair was recruited as Independent Chair for both the NCSCB and the NCASPB in February 2012. Moving to shared chairing for both the adults and children's safeguarding boards provides a model of consistency and efficiency, where priorities, budgets and processes can be agreed jointly. The Independent Chair maintains contact with other LSCB's, the Department for Education and other regional / national bodies and has developed partnerships with key partner agencies in Nottingham. In addition, regular meetings with the vice chairs of the NCSCB and Chairs of other partnerships within Nottingham have been agreed.
Clarity of governance	The NCSCB Constitution provides a clear structure for the NCSCB Strategic Board, Panels, Sub Groups and Task & Delivery Groups. Lines of accountability and reporting are clear between all the groups as well between the Independent Chair, the Director of Children's Services and the Children's Partnership Board (CPB), as previously acknowledged by Ofsted. The constitution was reviewed within the year to ensure it was fit for purpose, reflected current local and national policy and guidance and was able to meet the strategic aims of the NCSCB Business Plan. Within this review, alignment with the Nottingham City Adults Safeguarding Partnership Board (NCASPB) was agreed.
Understanding of roles and responsibilities of board members	The NCSCB Constitution provides clear terms of reference for the NCSCB Strategic Board, Operational Management Group and all and sub groups that make up the NCSCB structure. Membership has been static throughout the year with little change. The Independent Chair or an NCSCB Officer aims to meet with all new strategic board members prior to their first meeting as part of the induction process. All panels and sub groups of the NCSCB have representatives of partner agencies who are nominated by the strategic board representative and also receive the NCSCB Induction packs. The Lay Members will receive a full induction prior to commencement of their role.
Structure & Membership	
Priorities & focus	The NCSCB strategic aims and priorities are detailed within the new Business Plan developed for 2011 - 14, based the LSCB objectives as detailed in Working Together 2010 and local priorities in relation safeguarding and vulnerable groups of children. The NCSCB was involved in the review and refresh of the Children and Young People's Plan supported the development

	of strategic aims and objectives for 2012 – 13. THE NCSCB has been sighted on the development and publication of Working Together 2013 and responded immediately upon publication.
Clear planning and reviewing of work.	The annual Implementation Plan for the NCSCB Business Plan is regularly reviewed, updated and managed through the Operational Management Group. Each of the sub groups have work plans for the delivery of their area of work and report through the OMG to Strategic Board. Work is planned to be line with the NCSCB Strategic Objectives and to allow the NCSCB to respond to new areas of work that arise as a result of national or local changes in policy / legislation, Serious Case Reviews, Child Death Reviews, training or multi-agency audits. During the year 2013 / 13 the NCSCB has been aware of the number of changes happening locally and nationally within the safeguarding arena and has been fully involved in the consultation of these and has been planning for the implementation of legislation, guidance and learning appropriately. The NCSCB has a number of strategies that provide the detail on specific areas of work, for example, a <u>Monitoring Effectiveness Strategy</u> and a <u>Training Strategy</u> .
Clarity of purpose, values and vision.	The NCSCB Constitution 2010 and the NCSCB Business Plan 2011 - 14 detail the vision, values and purpose of the safeguarding board and have been developed in partnership with all NCSCB Members. The strategic objectives provide the vision for the board and enable us to focus on key statutory and development areas.
Appropriate levels of seniority.	Members of the NCSCB Strategic Board are all senior strategic leaders or managers within their agencies, with a responsibility for safeguarding. Membership includes the Director of Children's and Adults Services, the Lead Member for children, Medical Directors and Chief Officers of Health Trusts, Head Teachers from Primary, Secondary and Special schools and the Head of Public Protection from the Police. The NCSCB is also supported by a number of senior professionals who act in the role of advisors, including Named and Designated Nurses and Doctors, a legal advisor and the Strategic Health Authority and representation from the Clinical Commissioning Group. The NCSCB also has representation of the Voluntary Sector within its structure at all levels and works closely with them to ensure representatives are nominated from across voluntary sector provision.
Stability of Board membership.	Attendance at the NCSCB Strategic Board has remained stable throughout periods of change for most partner organisation. Attendance at the NCSCB Operational Management Group and all sub groups has also been maintained by all agencies. Commitment to safeguarding and the partnership agenda is strong at all levels.
Communication	
Strong partnership exists	The NCSCB has strong links with Children's Services Children's

<p>between the LSCB and safeguarding operational teams.</p>	<p>(Social Care / Family Community Teams & Education), the Safeguarding Teams across all local Health Trusts and the Child Abuse Investigation Unit within the Police. Regular, open communication exists between the NCSCB and these colleagues to share information, provide advice, support and guidance and to share learning to develop services. Representatives of the operational teams are involved in a number of developments undertaken by the board (e.g. NCSCB Multi Agency Audits; NCSCB Training Pool & Delivery; Consultations and Audit Panels, etc) and commitment to these is strong. Strong links with the voluntary sector are also in place. Links between the NCSCB and the NCASPB have developed throughout the year and a shared sub structure is now in place with process aligned where it is appropriate.</p>
<p>Open communication and shared language between professionals.</p>	<p>Communication within the board structure has been strengthened by the development of the OMG as this provides an opportunity for communication between the Independent Chair and the chairs of sub groups. The NCSCB Business Office also plays a significant role in the supporting of communication between agencies and board groups. The NCSCB promotes the use of a shared language through its safeguarding procedures and practice guidance; multi-agency training and support for single agency training; and communications within the board structures and across partner agencies. The NCSCB has been fully involved in the development of the Family Support Strategy, which underpins the Safeguarding Children procedures in ensuring early intervention and prevention and an understanding of levels of need and appropriate levels of intervention.</p>
<p>Resources</p>	
<p>The LSCB has capacity to fulfil its responsibilities.</p>	<p>During 2011/12, the NCSCB has been supported by a Service Manager, Board Officer, Training Coordinator and administrative support. In addition, the NCSCB hosts Safeguarding in Education and Safeguarding in Early Years and Child Care (0—19) Coordinators and their associated training programmes. The amount of work generated through the NCSCB to maintain quality coordination and monitoring effectiveness services is extensive and the Business Office constantly reviews work to ensure efficiencies in processes.</p>

Sexual Abuse / Developing Excellence

- 3.38 A multi agency sub group of the NCSCB was set up in conjunction with the NSCB following the recommendations arising from a Serious Case Review to look at the issues relating to emotional abuse, sexual abuse and self harm / risk of suicide. This group has met on a number of occasions throughout the year, with defined Terms of Reference and an Action plan.

3.39 Work was undertaken through the group to identify how practitioners across all partner agencies could be supported to identify and manage sexual / emotional abuse and self harm as they are recognised as being particularly complex. As a result, consultation is underway on practice guidance and tools to support practitioners and these are planned to be launched in 2013. In addition, training on sexual abuse and neglect have been planned.

3.40 This work highlighted the importance of developing excellent safeguarding process for all child protection cases, but particularly those where the issues are complex. This resulted in recommendations being made to the NCSCB / NSCB about a number of principles relating to developing a culture in all partner agencies where practitioners and managers are able to identify abuse; where children and young people are able to disclose abuse (in a variety of ways) and that both of these lead to robust safeguarding interventions, as follows:

- All agencies must have appropriately qualified, trained, skilled and experienced practitioners and managers
- All agencies must provide appropriate safeguarding training for all their staff and managers
- Individual safeguarding interventions should be based on principles of good practice
- All CAF / child in need / child protection interventions should include the development of a Genogram and a chronology
- Understanding the child's experience and perspective should be central to the intervention
- In all child protection cases, particularly those where there concerns about complex abuse, practitioners must be supported to:
 - Read of all case files and gather historical information
 - Ensure clarity in all recording, assessments and case notes
 - Undertake full and comprehensive assessments with analysis
 - Understand all family and community links
 - Share information across all agencies involved and managing the case in a multi agency framework
 - Read the NCSCB / NSC Safeguarding Children procedures & relevant practice guidance, along with other appropriate research and guidance
- In addition, it is expected that managers across all agencies will provide the following support to staff who are involved in safeguarding interventions:
 - Regular supervision which includes individual case discussion and personal support
 - Reflective practice within supervision and line management arrangements
 - Access to appropriate specialist safeguarding training where required.

3.41 These principles are being developed into a tool for agencies during 2013.

Domestic Violence

- 3.42 A Domestic Violence Strategic Group has continued to meet under the governance of the Crime & Drugs Partnership (CDP), linking into the NCSCB. A sub group has also been created to manage the domestic violence work in relation to children.
- 3.43 Work has been undertaken to strengthen inter-agency working and recognise domestic violence as a priority safeguarding concern, as well as to ensure robust application of the multi-agency policy and procedures for children and young people, whilst developing policy, procedure and practice in relation to Domestic Violence and vulnerable adult.
- 3.44 The Domestic Abuse Referral Team (DART) was launched in June 2012; a co-located team which include colleagues from Police, Childrens Social Care and Health.
- 3.45 The DART aims to provide:
- Better informed decisions about risk
 - Quicker decision making
 - Change culture to respond in a multi-agency way.
 - Reduce number of referrals for IA
 - Develop an empowered and skilled workforce
- 3.46 Assessments are made using the Domestic Abuse Stalking & Harassment Risk Assessment Form, identifying high, medium and standard risk with exit plans including:
- Referrals to Family and Community Team
 - Interventions from Health Visitors and School Nurses
 - Information sharing with Education/Schools
 - Initiation of a CAF
 - Police Action
 - Referral to the City Domestic Abuse Panel
 - Referral to MARAC
 - Referral to Adult Social Care
- 3.48 The data below demonstrates DART activity for the first 6 months (24th June to 31st December 2012)

Total Number of incidents referred to DART	1724
High Risk	383
Medium Risk	897
Low Risk	444

- 3.49 The governance arrangements for the management of domestic and sexual violence within Nottingham has also been agreed, with key stakeholders including One Nottingham, the strategic partnership for Nottingham City, the Health & Well Being Board, the CDP and the NCSCB.
- 3.50 In addition, a number of Domestic Homicides, Serious Case Reviews and Significant Incident Learning processes have highlighted learning for the management of domestic violence and this will be fed into a review of the guidance, tools and training provided within this area.

Missing Children

- 3.51 The established NCSCB Missing Children Group has met regularly throughout 2012 / 13 and links closely to the Child Sexual Exploitation Cross Authority Group as vulnerabilities in these areas are linked.
- 3.52 At the end of April 2012, the NSPCC Missing From Home Service closed and responsibility for managing this transferred to Nottingham City Council in the Family Community Teams directorate. As a result, new practitioners are in post to undertake return interviews for those children who are not open to social care and there has been a focus on developing a robust performance management framework. A feedback tool to ensure children's views are captured has been developed and will be fed into the quality assurance process to develop an assessment of the outcomes for children.
- 3.53 A review is underway of the current method of reporting and managing information in relation to children missing from Education to achieve more accurate information and a robust process for locating these children. The NCSCB / NSCB Practice Guidance will also be reviewed during 2013 / 14 to ensure it reflects the National Action Plan and the links with Child Sexual Exploitation. The group will also take responsibility for managing issues in relation to vulnerable adults who go missing during the next year.
- 3.54 The figures for the last 6 months of the year are:
- There 615 episodes of missing recorded which involved 437 children
 - An equal number of boys and girls were reported missing and the majority (58%) were White British. The next highest category of children going missing were those described as Mixed Race at 12%
 - 21 missing episodes related to children under the age of 10 years and the highest age group reported missing was 14/15 year olds at 46% of the total number
 - One child went missing 13 times in a month and a small number of children went missing for more than 72 hours. Most children (73%) return within 8 hours

- 3.55 Further work will be undertaken during 2013 to provide information on outcomes for children reported missing, as well as to further embed a culture of undertaking return interviews.

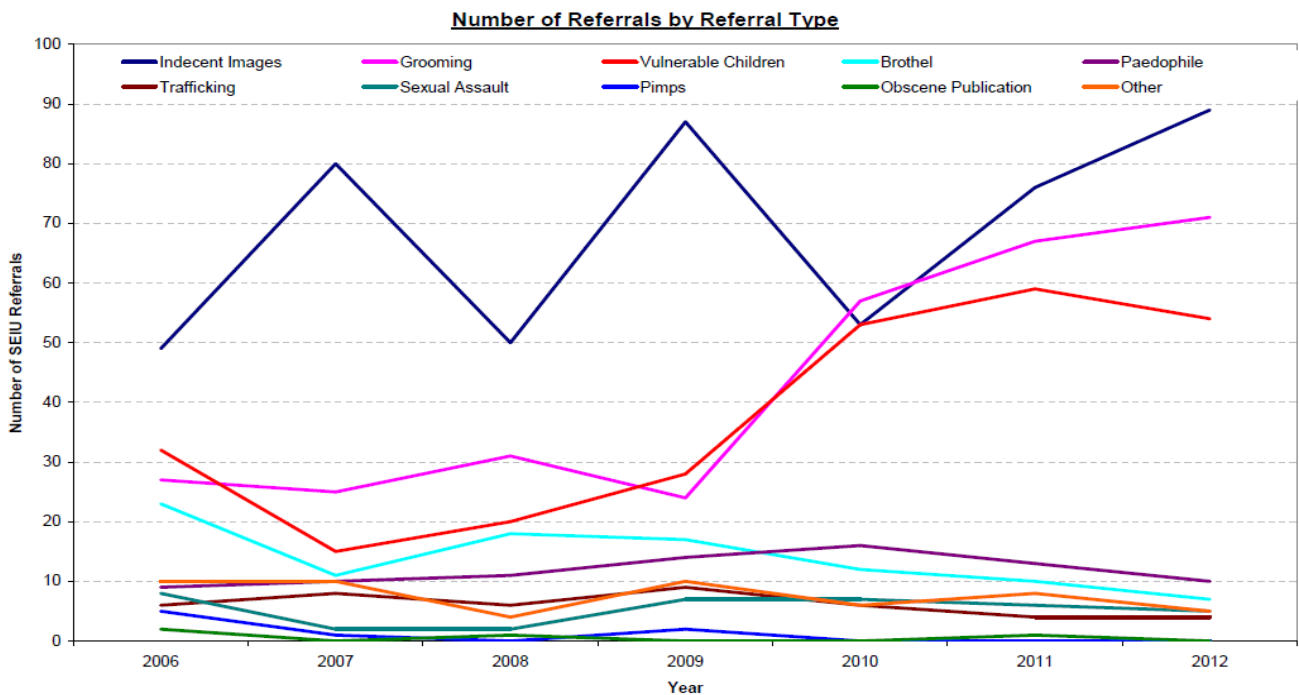
Child Sexual Exploitation (CSE)

- 3.56 The CSE Cross Authority Group works to both the NCSCB and the NSCB and continues to work under the direction themes of the Child Sexual Exploitation Multi-Agency Plan 2012-2014.
- 3.57 **Awareness Training for Professionals.** Awareness training for professionals who work with children and families is critical to ensure awareness of the indicators of sexual exploitation and a training strategy has been agreed and begun during the year. In addition a leaflet has been devised incorporating the Department for Education Step by Step Guide for Frontline Practitioners for Sexual Exploitation.
- 3.58 **Practitioners Forum.** A working group has been set up to look at the possibility of creating a practitioners group to discuss best practise around the investigation of child sexual exploitation and to learn from local and national experience. This will be a multi agency group, including statutory, private and voluntary sectors organisations, providing an opportunity for reflective practice, information sharing and development of skills / experience and knowledge.
- 3.59 **Engagement with Children & Young People on CSE.** After undertaking research, the CSE Cross Authority Group engaged with Pint Size Theatre Company to produce a performance for children and young people to raise their awareness on the issues of CSE and engage with them in discussion about keeping themselves safe. A number of performances have been organised and will run through 2013, aimed at children of secondary school age, with the support of the schools, voluntary sector and a number of other organisations.
- 3.60 **Scoping & Monitoring.** A group was created to review the method of data collection to ensure robust mapping of CSE within Nottingham City and Nottinghamshire. As a result, a data collection and scoping mechanism has been agreed and implemented through information collected at CSE strategy meetings. This will enable the information to be gathered during the assessment and intervention process and will therefore shape the development of appropriate protection plans to support the individual young person. In addition, the information will be fed into the strategic planning and service delivery commissioning to inform the direction of service provision required.
- 3.61 During 2012, Nottinghamshire Police investigated 143 cases of child sexual exploitation (CSE), as well as 71 cases of grooming and four cases of trafficking (data is across Nottingham City and Nottinghamshire County).

3.62 The number of cases which have been categorised as being linked to CSE across Nottinghamshire has increased dramatically over the last couple of years, and the number of grooming cases has also risen. Clearly CSE itself will in the majority of cases involve some form of grooming.

3.63 The chart below gives an indication of the complexities of cases being dealt with by Nottinghamshire Police’s Sexual Exploitation Investigation Unit (SEIU) and which may or may not relate directly to CSE. In addition to these figures, there are also likely to be cases which have been dealt with as child abuse cases rather than as sexual exploitation.

3.64 It is important to recognise that the definition of child sexual exploitation from the DfE National Action Plan includes all types of grooming methods, all forms of exploitation but does not include any offences relating to indecent images of children. Indecent images may form part of the grooming process itself but as a single offence it does not come under the definition for CSE.



3.65 Recommendations have also been made to both boards about the possibility of developing co located working to manage concerns in relation to CSE and further work will be undertaken throughout 2013 to consider how these proposals would fit with the broader safeguarding pathways currently in effect in both local authority area’s.

Prevent

3.66 Prevent is a partnership approach to preventing violent extremism and building resilience within communities across Nottingham (and

Nottinghamshire), by reducing the risk of people becoming or supporting terrorists or violent extremists. The Prevent Steering Group provides strategic leadership and direction on the agenda locally.

- 3.67 As part of this agenda, the Channel Panel is a multi-agency case conferencing approach to supporting and intervening early with individuals (children and adults), who may be vulnerable to being radicalised. Channel facilitates effective referral processes based on Risk Assessments to ensure appropriate statutory or community based interventions.
- 3.68 The Prevent Steering Group sits within the governance arrangements of the NCSCB / NCASPB and reports to the Operational Management Group on a six monthly basis.
- 3.69 Prevent has 3 objectives for continued work:
- To respond to the ideological challenge of terrorism and threat from those who promote it.
 - To work with sectors and institutions where there are risks of radicalisation that we need to address.
 - To prevent people from being drawn into terrorism and ensure that they are given appropriate advice and support.

Private Fostering

- 3.70 A private fostering arrangement is one that is made privately (i.e. without the involvement of a Local Authority) for the care of a child under the age of 16 (under 18 if disabled) by someone other than a parent or close relative for 28 days or more.
- 3.71 Nottingham City Safeguarding Children Board has a responsibility to oversee private fostering arrangements within Nottingham and monitor the Local Authority's compliance with their duties and functions. In discharging this responsibility, an annual report is presented to the NCSCB Steering Group by the Local Authority Officer with lead responsibility for private fostering.
- 3.72 The figures in the table below show the Nottingham City figures for Private Fostering for the last 3 years.

	2010/11	2011 / 12	2012 /13
Number of new Private Fostering arrangements	38	27	27
Number of cases where visits were within Private Fostering Regulation 4 requirements	3	27	27
Of these, the number of cases where this action was taken within 7 working days of receipt of notification of the Private	2	26	26

Fostering arrangements			
Number of new arrangements that began during the year	37	25	25
Number of PF arrangements that ended during the year	35	30	33
As at 31st March - Number of children under Private Fostering arrangements	23	22	15

- 3.73 With the continuation of the performance monitoring system and management oversight, children being seen in timescales for those beginning arrangements in the financial year remains as it did in 2011 / 12 at 96% (24 out of the 25 children were seen in timescale).
- 3.74 There was a slight decline in children being seen in timescale for those who were already in private fostering arrangements at the beginning of the year – 91% as oppose to 93% last year.
- 3.75 There was a significant decline in the number of children under private fostering arrangements at 31.03.13 – 32% lower than at 31.03.12.
- 3.76 Awareness raising information has been sent out to Cafcass, schools, health visitors and GPs this year and further consideration will be given to ensuring all agencies and communities are aware of the requirements to report private fostering arrangements will be undertaken in 2013/14.

Allegations Management

- 3.77 Working Together 2010 states that “LSCBs have responsibility for ensuring there are effective inter-agency procedures in place for dealing with allegations against people who work with children, and monitoring and evaluating the effectiveness of those procedures”. (Page 199)
- 3.78 The framework for managing cases where allegations have been made against people, who work with children, is as set out in Chapter 7 of the NCSCB / NSCB Safeguarding Children Procedures and this has been reviewed in year to ensure it is fit for purpose.
- 3.79 The threshold for managing allegations in Nottingham City includes those situations where there is a reasonable cause to believe that a child is suffering, or is likely to suffer significant harm. It also caters for cases of allegations that might indicate that a perpetrator is unsuitable to continue to work with children in his or her present position, or in any capacity. The procedures are adhered to in those cases where it is alleged that a person who works with children has:

- behaved in a way that has harmed, or may have harmed, a child

- possibly committed a criminal offence against, or related to, a child or,
- Behaved in a way that indicates that he/she is unsuitable to work with children.

3.80 The NCSCB has also introduced Special Circumstances Meetings as a way of managing allegations or concerns in relation to the following:

- If there are safeguarding allegations or concerns relating to a number of adults
- Where there are broader safeguarding practice issues within an agency
- Where there is no specific child or young person involved in an allegation or where the identifying details of the child / young person are not known

3.81 All partner agencies of the Nottingham City Safeguarding Board have a Named Senior Officer with responsibility for dealing with allegations. In addition, the Local Authority Designated Officer (LADO) manages and oversees all individual cases. The LADO provides advice and guidance in relation to allegations as well as monitoring the progress of cases to ensure that they are dealt with as quickly and consistently as possible. In addition, the Safeguarding in Education and Childcare (0-19 years) Coordinators who sit within the NCSCB undertake some LADO responsibilities particularly in relation to schools and childcare settings. This includes supporting those settings with the development of policy, practice and training that arise as a result of an allegation or concerns.

3.82 The Local Authority Designated Officer (LADO) managed 46 allegations / concerns in relation to people who work with children between 1st April 2012 and the 31st March 2013. This is 6 less allegations than was managed in the previous year (52) as a large number of cases (67) were again managed through the provision of advice, guidance and consultation. The consultations process has been developed to ensure it is robust and gathers as much information as possible at the earliest opportunity. This ensures that only those cases that meet the threshold described above are managed through strategy meetings and a full allegations management process.

3.83 For those allegations and concerns which staff met the requirements for a strategy meeting, these staff worked in a variety of different roles across a number of agencies, as detailed below:

Agency	No. Of Allegations 2011 / 12	No. of Allegations 2012 / 13
Children and Families (inc internal Residential)	8	2
Private Residential	4	2

Education (including teaching assistants, teachers, alternate education providers)	25	19
Foster Carers	2	8
Other Local Authority	1	1
Health	2	2
Police	1	0
Faith Groups	0	3
Childcare Sector (including Childminders)	7	6
Voluntary Sector	1	3
Other	1	0
TOTAL	52	46

3.84 The above allegations were categorised as follows:

Category of Abuse	2011 / 12	2012 / 13
Physical Abuse	27	20
Sexual Abuse	10	12
Emotional Abuse	0	0
Neglect	1	7
Online	2	0
Restraint	0	2
Other (including conduct, substance use)	12	5

3.85 Of the 46 allegation referrals received in 2012/13 34 cases (74%) were closed during the year with the following outcomes (multiple outcomes are recorded for some cases.)

Outcome	No. of Cases 2011 / 12	No. of cases 2012 / 13
No Further Action	12	6
Unfounded	6	5
Unsubstantiated	7	5
Substantiated	3	19
Convicted	1	2
Suspended pending Investigation	5	8
Subject to Disciplinary Procedures	5	13
Dismissed	3	11
Resigned	1	1
Received written warnings	3	2
Attended Training	1	4

3.86 Working Together 2010 states "it is reasonable to expect that 80% of cases should be resolved within one month, 90% within three months and that all but the most exceptional cases should be completed within 12 months,

although it is unlikely that cases that require a criminal prosecution or a complex police investigation can be completed in less than three months.” The complex nature of the allegations received has meant time is needed to ensure thorough investigations with the police; the employing agency and Children’s Social Care are undertaken. The majority of cases have been resolved within 3 months.

Timelines	Number of cases 2011 / 12	Number of cases 2012 / 13
One month	14 (44%) %	13 (38) %
Within three months	11(34%)	12 (35%)
Within 12 months	7 (22%)	7 (21%)

3.87 In addition to the new referrals received in 2012/13, 20 referrals from 2011/12 and 2010 / 11 have been concluded with the following outcomes and timelines (multiple outcomes have been recorded for some cases). The older cases were particularly complex and awaited the conclusion of criminal convictions and disciplinary processes which were lengthy.

Outcome	Number of cases
No further action	3
Unfounded	1
Unsubstantiated	3
Substantiated	9
Convicted	2
Suspended pending investigation	9
Subject to Disciplinary Procedures	5
Dismissed	11
Resigned	2
Received written warnings	2
Attended Training	2
Timelines	
One month	0
Within three months	3 (15%)
Within 12 months	11(55%)
Over 12 months	6 (30 %)

3.88 Nine Special Circumstances Meetings have been held during 2012/13 after referrals by the following agencies due to concerns about individual’s suitability and all these have been completed within the year. All but one of these cases related to an adults behaviour or conduct with questions raised about suitability.

Agency	Number of allegations/concerns 2011 /12	Number of allegations/concerns 2012 / 13

Children and Families (including internal residential)	2	1
Education (including teachers, teaching assistants and alternate providers	4	1
Foster Carers	3	5
Voluntary Sector	2	2

- 3.89 Through 2012/13 Safeguarding Co-ordinators have provided 67 consultations to agencies where the threshold for a strategy or special circumstances meeting hasn't been met, but there are conduct or practice concerns within an organisation or about an individual. These are logged and recorded by the Safeguarding Coordinators and quality assured by the LADO. All of these cases were managed through internal agency investigations or disciplinary processes and often resulted in appropriate training being put in place.

Agency	Number of consultations 2011 / 12	Number of consultations 2012 / 13
Children and Families	2	5
Education (including alternate education providers	20	34
Private Residential	4	3
Childcare Sector (including childminders)	15	14
Foster Carers		3
Health	1	3
Voluntary Sector	1	5
Total	43	67

- 3.90 The majority of allegations management processes and support requested from the LADO relate to concerns of physical abuse, sometimes linked to restraint, or to issues of personal and professional boundaries and the impact of behaviour outside of the work place that impacts on suitability.

Safeguarding Policy, Procedures and Practice Guidance

- 3.91 The NCSCB concluded a review of the NCSCB / NSCB Safeguarding Procedures in the year. The purpose of this was to ensure the procedures were update with the learning from Serious Case Reviews, Child Deaths and audit activity. In undertaking this review, the potential impact of the publication of Working Together 2013 was acknowledged and a full review following this was planned. In addition to the review, the safeguarding procedures were also transferred into a fully electronic version to support ease of use for practitioners.

3.92 A number of pieces of practice guidance were developed throughout the year and following full consultation with partner agencies, are expected to be published during 2013. These include:

- **NCSCB Discharge Planning Guidance and Tools** to support practitioners working with families when children are discharged from hospital and there are safeguarding concerns
- **NCSCB Mobile Families Practice Guidance** to support practitioners working with families who are highly mobile and move between local authority areas.
- **NCSCB / NSCB Guidance for Practitioners working with Sexual Abuse** to provide clarity on the safeguarding procedures and good practice when dealing with sexual abuse.
- **NCSCB / NSCB Guidance for Practitioners working with Emotional Abuse** to support the complexity of cases where emotional abuse is the main factor
- **NCSCB / NSCB Principles for Managing Self Harm** to support practitioners working with children and young people who self-harm.

3.93 All the above policies, procedures and practice guidance (along with other NCSCB information and support) are available at www.nottinghamcity.gov.uk/ncscb

Safeguarding Training

3.94 Working Together 2010 states “It is the responsibility of the LSCB to ensure that single agency and inter-agency training on safeguarding and promoting welfare is provided in order to meet local needs. This covers both the training provided by single agencies to their own staff, and multi-agency training where staff from more than one agency train together.”

3.95 The NCSCB Workforce Management and Development Sub Group are responsible for fulfilling this and other functions in relation to safe working practices across all partner agencies.

3.96 During 2012/13, the NCSCB has continued to provide a multi-agency training programme encompassing Introduction to Safeguarding, Working Together to Safeguard Children and a Refresher / Update course. A focus on core safeguarding courses was agreed through the NCSCB Strategic Board to enable resources to be used to quality assure safeguarding training across the partnership.

3.97 The number of courses run this year was as follows:

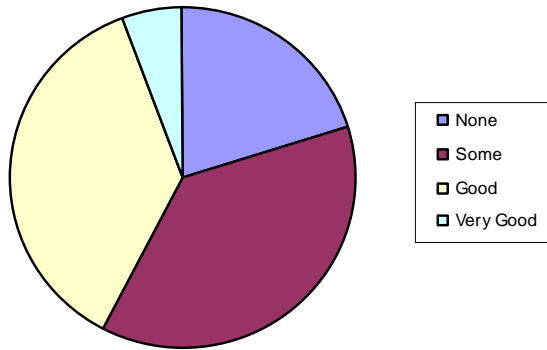
Course title	No of courses delivered 2012 / 13
Introduction to safeguarding	11

Safeguarding Update / What's New	3
Working Together	10
Rapid Response	1
Total No of courses	25

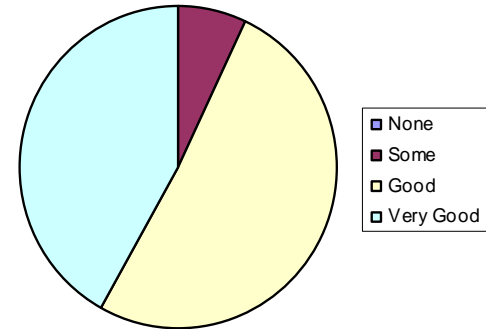
- 3.98 In addition to the core training programme, the NCSCB also delivers a programme of events aimed at delivering safeguarding messages and information to large audiences of representatives across the partnership. Most of these events are planned in conjunction with the NSCB and are planned to reflect current priorities, learning from Serious Case Reviews / Child Deaths and new legislation, policy, procedures or guidance. One seminar was held during this year focused on working with Missing Children which was delivered to 83 staff in Nottingham City.
- 3.99 There was a total attendance of 609 people at all courses provided by the NCSCB in 2012 / 13 which is 7.5 % lower than the number of participants in 2011 / 12. All Introduction to Safeguarding Courses were fully booked and average attendance rose from 25 to 27 per course.
- 3.100 Courses continue to be popular and at times oversubscribed and participants continue to evaluate the training and seminars provided by the NCSCB as positive. The training is still provided free to voluntary sector and non profit making organisations although cancellations are charged for in some circumstances.
- 3.101 Training is attended by representatives of most partner agencies, with the Voluntary Sector remaining the highest user of the programme at 54% of attendance on all courses and 81% on the Introduction to Safeguarding Course which is aimed specifically at this group.
- 3.102 The table below provides information on the courses and seminars provided by the NCSCB between 01.04.12 and 31.03.13 and the attendance of partner agencies at these.
- 3.103 The following data is drawn from the post course evaluations undertaken in the year. A process of gathering evaluations using an electronic system was introduced in December 2012 and this has had an impact on the number of evaluations received as the response rate is lower using this method.
- 3.104 97% of attendees at the Introduction to Safeguarding course thought the learning outcomes been met very well or well, 85% said they could apply the learning well or very well and 87% said it had developed their understanding and confidence. Levels of confidence in recognising and responding to safeguarding issues rose dramatically.

- 3.105 98% of attendees at the Working Together course thought the learning outcomes been met very well or well, 87% said they could apply the learning well or very well and 93% said it had developed their understanding and confidence. Levels of knowledge and understanding about the safeguarding process rose in relation to this course.
- 3.106 97% of attendees at the Safeguarding Update thought the learning outcomes been met very well or well, 97% said they could apply the learning well or very well and 90% said it had developed their understanding and confidence. Levels of knowledge and understanding about safeguarding rose in relation to this course.
- 3.107 We continue to meet our target of increasing the score on how diversity issues are dealt with by achieving 92% saying it was done well or very well against a target of 90%.

Overall level of confidence(Before)

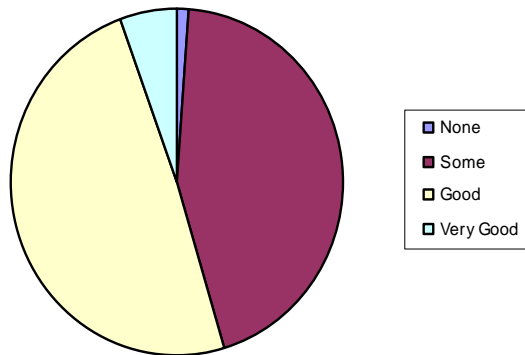


Overall level of confidence (After)

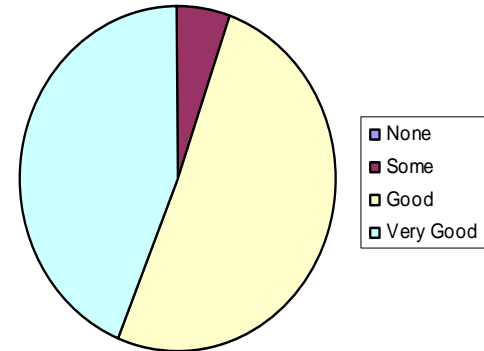


Introduction to Safeguarding

Overall level of confidence(Before)



Overall level of confidence (After)



Working Together to Safeguard Children

Agency Attendance on NCSCB Training April 2012 - March 2013

Agency	Introduction	Update	Working Together	Rapid Response	Missing Children seminar	Total
Schools & Learning		1				1
Quality & Commissioning		1			1	2
Safeguarding	9	11	2	4	19	45
Family Community Teams	6	27	4		37	74
Young People Learning & Skills						0
Probation	1	10	31			42
Nottingham Futures		1				1
CityCare Partnership		1	1		6	8
NUHT			1	3	1	5
NHCT	7	1	5			13
EMAS						0
NHS Nottingham (Commissioning)	2		1		2	3
NHS Treatment Centre			2			2
Nottingham City Homes						0
Police	1		4	4	8	17
CAFCASS	1		1		1	2
Fire & Rescue						0
Further & Higher Education	9		3			12
LMC		1				1
Primary schools	1	1	19		1	22
Secondary schools	1	1	11			13
Academies	2		17			19
Special schools						0
Independent schools			1			1
Voluntary Sector	243	45	80		3	371
Private	9	9	6		4	28
Other	8	2				10
<u>Total Attendance</u>	300	112	189	11	83	692

3.108 The NCSCB has implemented a Quality Assurance Strategy for safeguarding training to ensure that training provided across partner agencies is up to date, accurate and reflective of the NCSCB policy, procedures and priorities.

3.109 The quality assurance process is undertaken on a number of levels, as follows:

- **Evaluation Sheets**

These have been developed in order to enable reporting on levels of confidence in dealing with safeguarding issues before and after the training, and to link in with the impact measurements. Participants report significantly increased confidence, as detailed on the following page.

- **Quality Assuring Partner Agency Safeguarding Training**

During 2012 /13 the Safeguarding Children Training Quality Assurance Scheme was developed to become a scheme to quality assure safeguarding Adults training with Nottinghamshire County.

During this year, the following agencies have received validation of their Introduction to Safeguarding Children training materials:

- Nottingham City Schools & Education
- Nottingham City Early Years

Safeguarding in Childcare and Early Years Settings.

3.110 The NCSCB hosts the Safeguarding in Childcare (0 – 19) and Safeguarding in Education Coordinators who deliver their own Safeguarding Training Programmes for the respective sectors.

3.111 A review of the Safeguarding Children Training Programme and course contents for the Early Years Sector is undertaken annually to ensure feedback from participants and trainers was considered. All course materials are being quality assured through the NCSCB strategy.

3.112 The total number of courses delivered was as follows:

Courses April 2012 - March 2013	Courses	Delegates
Safeguarding and Promoting Childrens Welfare New Practitioners	2	40
Safeguarding and Promoting Childrens Welfare Refresher	7	128
Safeguarding and Promoting Childrens Welfare for Key	1	16

Person		
Safer Recruitment (delivered in conjunction with the Schools Training Programme)	2	14
Total	12	198

- 3.113 Due to the numbers of childcare practitioners including childminders requiring Safeguarding Refresher training, additional courses were provided throughout the year.
- 3.114 Course evaluations for this training programme were good, with 95% of delegates saying the course met the learning aims well. In addition, an increase in knowledge of safeguarding and how to respond to it was also noted.

Safeguarding in Schools and Education Setting.

- 3.115 Safeguarding training in schools is delivered in line with the academic year, September to July and therefore the information provided is based on training delivered between September 2012 and July 2013.

- 3.116 The Safeguarding in Education Team provides safeguarding training for staff in schools with different roles and levels of seniority. The training delivered ensures that all members of the school staff team are equipped with the appropriate level of knowledge and skills to effectively safeguard and promote the welfare of children and young people in their care. The Training Programme also ensures compliance with legislative and inspection requirements. The courses available include:
- **Introduction to Safeguarding** (for staff who work unsupervised with children and young people)
 - **Basic Awareness** (for staff who do not work unsupervised with children and young people) and
 - **Training specifically for Governors, Head Teachers and Designated Senior Persons (DSPs)**
 - **Safeguarding update training**
 - **Accredited Safer Recruitment training**

- 3.117 In the academic year 2012-2013 a total of 2561 delegates received safeguarding training. This training was delivered via the following routes:
- In house training delivered by the Safeguarding in Education Team.
 - The Schools and Education service rolling training programme delivered at Loxley House.
 - NCSCB Working Together training (DSPs only)

- In house training delivered by trained trainers. Trained trainers are designated senior persons for safeguarding who have accessed the Safeguarding in Education trained trainer programme

- 3.118 The Safeguarding in Education team delivered safeguarding training to a total of 1379 staff within their own school or college and a total of 37 schools and colleges benefited from whole school training.
- 3.119 The Safeguarding in Education team also offered an additional 29 safeguarding courses via its rolling training programme, enabling individual members of staff to access specific courses at an appropriate point throughout the academic year. 8 courses were withdrawn as a result of low demand, resulting in 21 courses being delivered. In total 247 delegates received training via the rolling training programme.
- 3.120 29 Designated Senior Persons from schools and educational settings attended the NCSCB Working Together course.
- 3.121 21 trained trainers delivered safeguarding training in their schools this academic year. Together they trained a total of 906 delegates.

Practice Guidance for Schools and Education Settings

- 3.122 The 2009 Practice Guidance (Childcare and Education Settings) was reviewed and updated in December 2012 and ratified by the NCSCB to support education practitioners with their safeguarding responsibilities. The revised Practice Guidance, Safeguarding and Promoting Children's Welfare in Education Settings, now only incorporates information relating to the education sector, not childcare, and serves as an information brief and toolkit to support education practitioners and leaders to carry out their duties and responsibilities to safeguard and promote the welfare of children.
- 3.123 Both the practice guidance and the training for schools were updated with the learning arising from the Serious Case Review undertaken in North Somerset which arose from allegations and later convictions of sexual abuse against a teacher in a primary school. In addition, a copy of the SCR and the report 'Safeguarding in Schools: Best Practice' was circulated to all Head Teachers and Designated Senior Persons for safeguarding (DSPs) in Nottingham City Schools during the Autumn Term 2011-2012. A copy of the publication has also been uploaded on the Nottingham City Schools Extranet.

School Safeguarding Compliance

- 3.124 Section 175 of the Education Act 2002 places a duty on each Local Authority to monitor the compliance of maintained schools having arrangements to safeguard and promote the welfare of children.

- 3.125 Each year schools are requested to report on their safeguarding arrangements from the previous academic year. The information below is based on reporting for the academic year 2010-2011, because compliance information for the academic year 2012-2013 will not be fully collated until the end of the school year.
- 3.126 The Safeguarding Compliance Report requires information from schools pertaining to their fulfilment of statutory duties, practices and involvement in safeguarding and child protection, as well as matters relating to allegations of abuse against adults in positions of trust. The information provided in Safeguarding Compliance Reports is used to identify areas requiring development within safeguarding in education. Such development areas may be relevant to specific schools or more general that all schools should be made aware of.
- 3.127 Academies and Independent schools are not statutorily required to report their safeguarding arrangements to the Schools and Education Safeguarding Coordinator, although locally it is considered best practice to do so. Therefore all schools; maintained, academies and independent, were requested to report on their safeguarding arrangements and were advised via email briefings and training, of the importance and benefits of doing so.
- 3.128 86 maintained schools (primary, secondary, Pupil Referral Units (PRUs) and special schools) and 23 academy and independent schools (primary and secondary) were requested to report on their safeguarding arrangements in January 2012. Out of a total of 109 schools; 85 schools responded; resulting in a 78% return rate. The return rate for maintained schools was 83.7% (72 out of 86 schools) and for independent schools and academies 56.5 % (13 out of 23 schools). The previous year a total of 93 schools were requested to report on their safeguarding arrangements, a lower number than this year because not all academies and independent schools were requested to report, 81 of the 93 schools responded last year; an 87% return rate. The table below details the compliance of all schools that reported in relation to the safeguarding arrangements and practices they have a statutory duty to complete.

	Total	As a (%) of returned forms
Number of schools with a designated safeguarding lead	85	100
Number of schools with a designated governor responsible for safeguarding¹	84	98.8
Number of schools who make their safeguarding policy available to parents and carers²	83	97.6
Number of schools who have procedures for dealing with allegations³	83	97.6
Number of schools where the Headteacher and Governor responsible for recruitment have completed safer recruitment training⁴	77	90.6
Number of schools who ensure new employees undergo an induction that includes safeguarding⁵	83	97.6
Number of schools whose staff have completed safeguarding training	84	98.8
Number of schools whose governing body has undertaken safeguarding training	55	64.7
Number of schools who have undertaken projects/activities in relation to safeguarding	75	88.2
Number of schools who have 5 or more CAFs open	48	56.5
Number of schools who have undertaken role as lead professional in a CAF⁶	76	89.4
Number of schools where there have been allegations against staff⁷	19	22.4

¹ 1 Independent School does not have a safeguarding governor as it is governed by the schools Trust.

² 1 school does not make the safeguarding policy freely available, but it is available on request. The other school did not provide any commentary as to why the policy is not made available.

³ 2 schools are in the process – both need recording and presenting to governors at next meeting.

⁴ 1 school did not answer, 1 did not have records available as they are kept off-site. 3 schools acknowledged that they needed to train additional members of staff, but do have a trained member of staff.

⁵ 1 school looking to improve this, another has no formal process, but all staff do attend a safeguarding awareness course at the earliest opportunity

⁶ 4 schools had had no CAF that they were aware of

⁷ 26% of these found to be totally unfounded. Only 2 cases resulted in dismissal.

4. Monitoring the Effectiveness of Local Work to Safeguard and Promote the Welfare of Children

4.1 Key priorities for 2012/13 were to:

- Ensure compliance with Working Together 2010 in relation to Serious Case Reviews and implement actions effectively
- Ensure compliance with Working Together 2010 in relation to Child Deaths and implement actions effectively
- Begin developing a Serious Case Review process based on the learning from Professor Munro's recommendations in relation to the systems learning processes.
- Monitor the effectiveness of the safeguarding activity across partner agencies and support partner agencies to continually improve their safeguarding arrangements
- Monitor child protection activity and outcomes, analysing safeguarding performance data to develop and improve performance across agencies
- To monitor the development of early help for children, young people and families and quality assure the effectiveness of this.
- To embed a learning system within the NCSCB and quality assure these within partner agencies

Serious Case Review Standing Panel (SCRSP)

4.2 Chapter 8 of Working Together 2010 details the purpose of a Serious Case Review and the circumstances under which the NCSCB must undertake one, or consider undertaking one. Referrals for consideration of a Serious Case Review can be made by any agency through their NCSCB Strategic Board representative and are presented to the Serious Case Review Standing Panel for consideration. The decision to undertake a Serious Case Review is the responsibility of the NCSCB Independent Chair.

4.3 The Serious Case Review Standing Panel is responsible for the commissioning, management and quality assurance of Serious Case Reviews and ensuring this is compliant with the expectations of Working Together 2010, including the use of independent authors and chairs. The SCR Standing Panel is chaired by DCI Alexander from Nottinghamshire Police.

4.4 The Serious Case Review Standing Panel is also responsible for the quality and implementation of strategic action plans produced following an SCR,

and requires panel members to submit evidence to demonstrate that actions have been completed.

- 4.5 One Serious Case Review was undertaken in the year and submitted to the Department of Education in May 2013. The SCR Process was developed for this review to reflect the systems methodology and enable a focus not just on *what* happened but also analysing *why* interventions were managed in the way they were. The aim of this was to ensure that the SCR process enabled an analysis of what the case might be telling us about the wider multi-agency system to ensure that any improvements had a wider impact and that learning was not just focused around issues that were purely case specific.
- 4.6 The SCR has not been published to date due to outstanding criminal and coronial proceedings. The SCR Standing Panel is monitoring the implementation of the action plans arising from this review and the learning will be shared at a seminar in 2013.
- 4.7 The SCR Standing Panel has also implemented a Significant Incident Learning Process (SILP) for those cases that do not meet the criteria for a Serious Case Review but where there is learning to be gained. This process is focussed on understanding why decisions and actions were taken to understand and analyse the services provided to a child and their family. One SILP was undertaken during the year and the learning has been shared with agencies working with children and families.
- 4.8 The NCSCB is developing a process for undertaking Serious Case Review in line with the expectations of Working Together 2013.

Child Death Overview Panel (CDOP)

- 4.9 NCSCB has had a Child Death Overview Panel (CDOP) since 1st April 2008 and, since September 2008, effective arrangements in place for the Rapid Response required following a child's unexpected death. The CDOP reviews all deaths of children resident in the NCSCB area, as required by chapter 7 of Working Together 2010 (and updated in Working Together 2013).
- 4.10 The CDOP is chaired by Caroline Brown, Designated Doctor for Child Protection and Consultation Paediatrician. The purpose of the Child Death Overview Panel is to ensure that through a process of multidisciplinary review of child deaths, the Nottingham City Safeguarding Children Board will better understand how and why children in our local authority area die.
- 4.11 For Nottingham City Safeguarding Children Board CDOP, the primary functions are interpreted as being:
- to review all deaths of children normally resident within Nottingham City;

- to overview deaths of children not normally resident in Nottingham City but who die within the City boundary
- to quality assure the Rapid Response Process in relation to unexpected deaths of children;
- To identify potentially preventable deaths.

4.12 The CDOP meets monthly and is accountable to NCSCB Strategic Board. Six monthly Cross Authority CDOP meetings are held with Nottinghamshire safeguarding Children Board to develop practice and procedures, share learning and compare data.

4.13 The CDOP has a fixed core membership and is not considered to be quorate without attendance from each key agency from the LCSB. Members include designated professionals, lead nurse and members from health including midwifery, Public Health, Children's Social Care and Family Community Teams, the Disabled Children's Team and the police. The NCSCB support to the CDOP is through a Safeguarding Board Officer and administrative support.

4.14 There were 30 child deaths in Nottingham City during 2012/2013, and there were 30 deaths reviewed and ratified, although some of these related to previous years. Of the deaths reviewed and ratified several had previous safeguarding concerns although none were or had been subject to a child protection plan or statutory order at the time of death. A significant number of cases had a history of domestic violence although this was not assessed as contributing directly to the death. In one of these cases it was considered as a contributory factor in the child's vulnerability.

4.15 For all cases of unexpected death occurring in Nottingham City rapid response procedures have been followed according to Working Together 2010. There is clear commitment from all partner agencies to the child death review process and child death overview panel.

4.16 With greater understanding of child death more effective and efficient pathways are being used to implement change across agencies to promote better safeguarding, welfare and health of children and prevent deaths. There are significantly improved links with governance enabling recommendations to be implemented by relevant frontline practitioners. Nottingham City CDOP undertakes an annual thematic analysis of the learning and recommendations arising. The panel is finding ways to ensure learning is incorporated and embedded into multi-agency training strategies and practice. There have been a number of issues raised repeatedly which are being taken forward as work-streams either by CDOP or by NCSCB;

- History of domestic violence.
- Communication between and within agencies.
- Communication with families particularly in children with complex behavioural and developmental disorders.
- Concern about adolescent physical and mental health.

The Quality Assurance and Risk Management Panel (QARM)

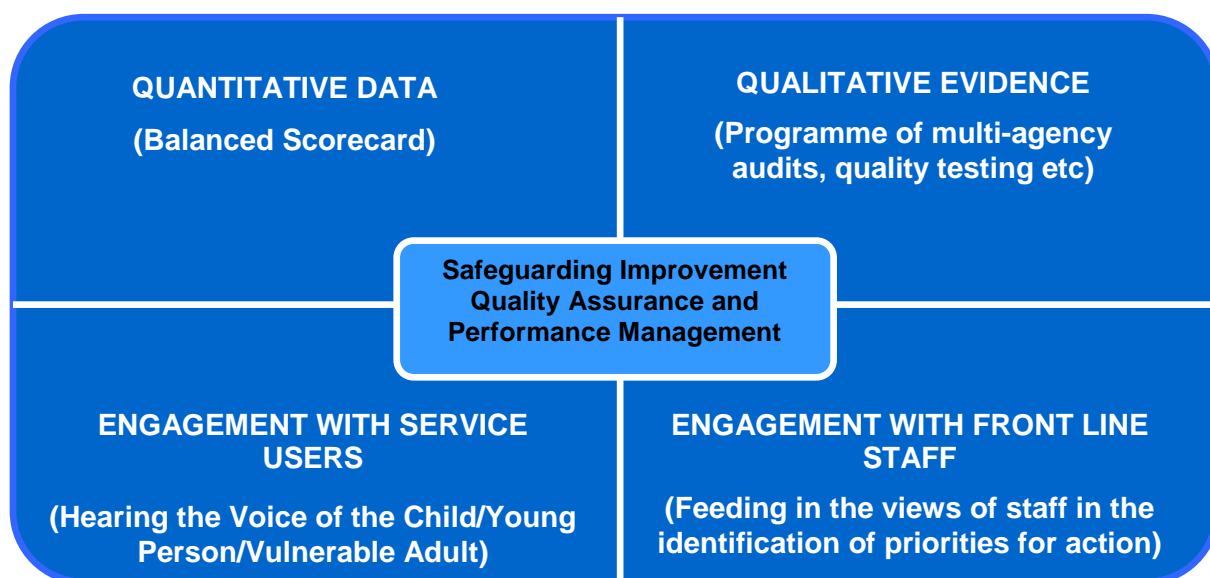
- 4.17 The role of the NCSCB and NCASPB Quality Assurance Sub Group is to deliver the Monitoring Effectiveness Strategy and Report and to provide assurance on the quality and effectiveness of safeguarding practice in Nottingham. In addition, the group also takes responsibility for the implementation of an effective Risk Management Strategy. During the last year the sub group has become a combined adults and children's group to reflect the Board's transition to joint arrangements.
- 4.18 The Monitoring Effectiveness Strategy 2012 / 13 has been revised to include adults as well as children during the year and is now ready to go to the Board for ratification. The following components are included:
- Quality assurance activity, including multi-agency audits.
 - Analysis and reporting on performance management data
 - Annual safeguarding reports from partner agencies
 - Section 11 self-assessments
 - Effectiveness of NCSCB processes, including Serious Case Reviews and Child deaths
 - Quality assurance of action plans implemented following reviews commissioned by the NCSCB
- 4.19 The NCSCB undertook a full review and development of the Performance Framework during the year for launch in April 2013. Within this process, a Quality Assurance and Performance Management Framework has been agreed in conjunction with the NCASPB.
- 4.20 The conceptual framework of the framework is built on the four 'quadrants outlined below
- 4.21 **Quadrant 1: Quantitative Data.** This comprises the key data that would enable the NCSCB to judge their effectiveness in critical areas. The data set:
- Spans the 'child's journey' to include early help/contact, referral and assessment/child protection/looked after children in relation to NCSCB performance;
 - Includes data from across the partnership and compliments data collected by other partnership forums and aims to assess multi-agency engagement and impact
 - Provides benchmarking against other local authorities
- 4.22 **Quadrant 2: Qualitative Data** It is critical that the NCSCB is able to look beyond quantitative performance data to judge the quality of services, particularly in a cross-agency context. Included within this is:
- Section 11 auditing

- Multi-agency audits

4.23 **Quadrant 3: Engagement with Service Users.** There is an emphasis on the need for LSCBs to hear the 'Voice of the Child' and to evidence the impact of the views of children, young people and families on their work. The framework includes:

- Strategic engagement with children and young people– e.g. with strategic forums such as Youth Councils, Youth Parliaments, school councils etc;
- Engagement with specific communities of interest: e.g. looked after children, black minority ethnic groups, disabled children and young people and adults, young carers/carers, older people councils etc
- Engagement at receipt of service level: e.g. customer satisfaction surveys, questionnaires, inter-personal service reviews undertaken by those delivering services at the point of service delivery.

4.24 **Quadrant 4: Engagement with Front-Line Staff.** The need for effective engagement between the two Boards and those working at the front-line across children's services is critical. The NCSCB has undertaken a staff survey over the last 3 years in order to assess safeguarding confidence and knowledge and this has provided valuable information to inform training and business planning strategies. The result of the survey for 2012 / 13 are below.



<-----RISK MANAGEMENT---->

NCSCB Multi Agency Audits

4.25 The NCSCB has developed and implemented a full programme of multi agency audits as the key process to assure the quality of safeguarding practice in the city.

4.26 The purpose of these audits is to consider:

- the extent to which the welfare concerns of looked after children and those subject to a Child Protection Plan are identified, assessed and responded to appropriately, including the effectiveness of referral, assessment, planning, intervention and review processes in practice
- the extent to which agencies and professionals work together to safeguard and promote the welfare and development of children and young people
- the quality of practice in relation to children and young people entering and leaving care
- the quality of support and care received by looked after children, including placement stability
- the outcomes achieved for looked after children as a result of these services, including health, attendance and progress at school, numbers in full-time education, employment and training and rates of offending.

4.27 Eleven cases were selected at random from children subject to Child Protection Plans and Children in Care and were subject to full multi-agency review during 2012 / 13.

4.28 The process involves the compilation of a chronology of intervention for each agency and a case discussion that enables all information held on the family to be considered within a multi-agency framework. The focus of the discussion is on understanding the safeguarding risks within the case and analysing the decisions / levels of intervention provided by agencies. Areas of good practice and development are highlighted along with any issues that require urgent management action.

4.29 There is specific learning in relation to the focus of each audit which is detailed below, along with more general learning that can have been gathered throughout the year and can be applied to all safeguarding interventions.

4.30 The 11 audits undertaken in during 2012 / 13 focused on:

- Sexual Exploitation
- Self Harm / Risk of Suicide
- Learning Disabled Parents
- Pre Birth Assessments
- Missing Children
- Adult Mental Health

4.31 Six children selected to audit were subject to Child Protection Plans and 5 were Looked After Children. The children's ages ranged from 2 months to 17 years, with the majority being aged 14 years. Eight of the children were

White British, 1 was Black Caribbean, 1 Polish and 1 Dual Heritage. Seven of the children had no disabilities recorded, 5 had learning disability / difficulty recorded, 2 had a speech delay and 1 had a physical disability noted. Two children were recorded as being Roman Catholic and the rest had no religion recorded.

- 4.32 The main safeguarding issues in the cases were in relation to risk of sexual abuse and neglect, which may be as a result of the topics chosen and the links to these issues. Adults who pose a risk, parental substance misuse, chaotic households, domestic violence, emotional abuse and physical abuse also featured highly in the sample.
- 4.33 The main area of learning to arise from the audits this year was the importance of full, holistic assessment, including historical information to enable practitioners to understand families and direct interventions. There were a number of cases where the assessment was strong and effective. In some cases there was a need for the assessment to include:
- A focus on parenting capacity and the ability of parents to improve
 - A focus on the impact of parenting on the child(ren)
 - Full consideration of fathers, partners and other adults in the household
 - Robust analysis and clear identification of the safeguarding risks
- 4.34 Understanding the child's experience and their wishes and feelings should be central to the interventions provided by all agencies and work needs to be done to ensure this is captured in the records. In half the cases audited, there was a notable focus on the needs of the parent, rather than the needs of the child and the impact of parenting on them.
- 4.35 There was evidence of the impact of families moving between local authority area's on assessment and interventions with information not being transferred in some cases and processes starting again. In other cases, where communication and the transfer of records had taken place, this enabled agencies to work in a timely way to ensure proactive safeguarding.
- 4.36 Information sharing and multi agency work between agencies in Nottingham City was robust in almost all the cases sampled, as was the recording within the files. In order to develop this, the purpose for sharing information and the action taken as a result should be recorded. The social worker's role as lead professional is essential in coordinating this.
- 4.37 Early intervention, both use of the Common Assessment Framework and in the deployment of resources to work with children and families, was evident in a third of the cases.

- 4.38 Long term planning based on the needs of the child and the safeguarding risks identified is essential and not always evidenced for both children in child protection processes and for those in care.
- 4.39 When cases are presented to Legal Planning Meeting for consideration of the initiation of care proceedings, it is essential that all information on safeguarding risks is available to direct the discussion and decision making.

NCSCB Staff Survey

- 4.40 The Quality Assurance and Risk Management Panel commissioned a third multi agency staff survey during 2012 / 13 to assess the level of safeguarding knowledge and confidence across partner agencies.
- 4.41 The survey was undertaken electronically, circulated to colleagues at all levels within partner agencies. A total of 641 responses were received compared to 668 in 2011 / 12 with the following results:

	2011	2012	2013
NCC Children & Family Services	168	174	164
Health	363	214	223
Schools	17	137	169
Police	36	26	13
Crime and Drugs Partnership	14	9	4
Probation	27	15	12
Connexions / Nottinghamshire Futures	53	26	-
CAFCASS	1	9	8
Fire & Rescue Service	2	1	4
Nottingham City Homes	4	17	2
Private sector	8	22	7
Voluntary sector	60	18	29
NCC Communities / Other	N/A	N/A	6
TOTALS	753	668	641

- 4.42 Of these responses, 8.1% described themselves as Strategic Leads, 20.3% as Managers and 72.7% as practitioners. Four volunteers responded.

- 4.43 In relation to the Common Assessment Framework (CAF), 73% of respondents said they were fully aware of the CAF and how it is used within their agency. However only 37% of respondents had ever undertaken a CAF with a figure of 41% saying they hadn't undertaken one and 22% stating it was not applicable to their role. The figures in these categories are the same as in the previous year.
- 4.44 Of practitioners who responded, only 22% (compared to 52% in 2011 / 12 and 70% in 2010 / 11) had never undertaken the role of Lead Professional and less than half felt confident or very confident in undertaking this role, which shows only a slight improvement since 2010 / 11.
- 4.45 The majority of respondents (69%) stated they were fully aware of the NCSCB Safeguarding Children Procedures but a small percentage remained unaware of them. 23% have referred to them in the last month although 38% have either never referred to them or can't remember the last time they did. A bigger majority (87%) were aware of how their own agency safeguarding policies related to their role and 37.9% had referred to them in the last month.
- 4.46 65.6% stated they had attended in house safeguarding training in the last year. The children's workforce was also asked about their knowledge in relation to adults safeguarding a slight majority (52%) had attended training in this area with 78.2% knowing what to do if they thought an adult was being abused. In comparison, 77% of the adults workforce have attended training on child protection with 97.2% stating they would know what to do if they thought a child was being abused.
- 4.47 52% of respondents receive at least monthly meetings where they can discuss the cases they are working with although 15% stated they never have these meetings.
- 4.48 Specific questions were asked in the survey relating to Domestic Violence, Child Sexual Exploitation and Missing Children to reflect the work being undertaken in these areas.
- 4.49 In relation to Domestic Violence, 14.3% of respondents had completed a Domestic Abuse, Stalking and Harassment (DASH) Assessment Tool, the recommended NCSCB Tool with the multi agency practice guidance. A majority (53%) had not used any of the tools within the NCSCB Domestic Violence Practice Guidance. The majority of people felt confident we are addressing the emotional impact of domestic violence on children as a joint workforce.
- 4.50 In relation to Missing Children, 34.4% of respondents said they were confident or very confident in managing in safeguarding children who went missing with more saying they were either unconfident or not confident at all.

- 4.51 The majority of respondents (78.8%) are aware of the NCSCB practice guidance 'Safeguarding Children and Young People from Sexual Exploitation' with 65.4% stating they felt confident or very confident in recognising the indicators for CSE.
- 4.52 When asked how effective we are in providing effective multi agency working in safeguarding cases, the majority (57.6%) think we are effective or very effective, whilst 51.3% think we are effective or very effective in multi agency decision making in relation to safeguarding.
- 4.53 The survey asked respondents to assess how confident they feel in recognising different categories of abuse in children. The results on the below show a slight increase in confidence in recognising all types of abuse.

2012	Very confident	Confident	Unconfident	Not confident at all
Physical Abuse	35.50%	54.90%	7.20%	2.40%
Emotional Abuse	24.80%	53.70%	18.10%	3.30%
Sexual Abuse	20.30%	45.60%	28.50%	5.60%
Neglect	34.30%	57.00%	6.70%	2.00%
2013	Very confident	Confident	Unconfident	Not at all confident
Physical Abuse	35.40%	57.80%	5.70%	1.10%
Emotional Abuse	25.50%	60.30%	12.30%	1.90%
Sexual Abuse?	21.10%	52.80%	23.70%	2.40%
Neglect	34.10%	60.20%	4.60%	1.10%

Risk Management

- 4.54 Risks identified within the NCSCB Risk Register are managed through the Quality Assurance sub-group and owned by the NCSCB Strategic Board, who receive regular updates.
- 4.55 A revised Risk Management Strategy has been developed this year to incorporate adults as well as children to ensure the Board, Panels and Sub Groups will be able to manage their own risk, highlighting any exceptions through the Quality Assurance Sub-group
- 4.56 The NCSCB Strategic Risk Register has been aligned with the strategic objectives of the NCSCB and is managed as a dynamic process with identified actions in place to mitigate against each risk.
- 4.57 **Annual Partner Agency Safeguarding Reports**

4.58 All NCSCB partner agencies submitted an annual safeguarding report to show detail safeguarding activity and compliance within the previous year. These were scrutinised by the Quality Assurance & Risk Management sub group to assess the contribution made by agencies to safeguarding children in the previous year.

4.59 Agencies reported a number of key achievements during the year, including:

- The provision and take up of safeguarding training has increased across a number of agencies
- The provision of formal, regular supervision to specialist teams working with children and young people across Nottingham University Hospitals (NUH)
- Appointment of a Specialist Midwife for Domestic Abuse within NUH
- The development of a Nottinghamshire Healthcare Trust (NHXCT) Safeguarding Integrated Development Network and the alignment of the safeguarding structure to the organisational structure
- Development of an NHCT Domestic Violence and Abuse Strategy
- Safeguarding is identified within the Nottinghamshire Police 5 year Strategic Policing Plan 2013 – 18 and a Vulnerability Policy is in development.
- Robust responses to learning identified from Serious Case Reviews
- The provision of a number of new, specialist services by the NSPCC
- The implementation of quality assurance strategies within Nottingham City Council Social Care and Family Community Teams

4.60 **Monitoring Effectiveness Through External Inspections**

4.61 The last Ofsted Inspection of Safeguarding and Looked After Services in Nottingham was in 2010. The evaluation from this inspection was that the “Overall Effectiveness of Safeguarding services and the Capacity for Nottingham City to Improve” was Good, because “Statutory requirements in respect of safeguarding are met and the partnership is able to demonstrate continuous improvement in service provision as the result of audits, inspections and user feedback.” The full report is available at www.ofsted.gov.uk

4.62 The last Annual Children’s Services Assessment undertaken by Ofsted in November 2011 rated the council as performing adequately, with an assessment that “the large majority of services, settings and institutions inspected by Ofsted are good or better and very few are inadequate. Most provision supports children and young people to stay safe and a large majority helps them enjoy their learning.”

4.63 A thematic Ofsted Inspection of services for disabled children and young people was undertaken nationally in 2012 with Nottingham taking part in

this in April 2012. A number of cases were examined and staff, managers and strategic leads were involved in focus groups with the inspectors. A report summarising the findings from all 12 local authorities was published in August 2012 and the findings considered locally. As a result of this, the NCSCB has developed the performance framework to ensure reporting on safeguarding disabled children and young people is included within this.

- 4.64 Ofsted are currently reviewing their safeguarding inspection framework and the NCSCB has been an active participant in the consultation on this.
- 4.65 In September 2012, as part of the regional peer review process, colleagues from Northamptonshire visited Nottingham to undertake a review on the provision of early help.
- 4.66 The focus was to examine the effectiveness of strategies and partnerships in *embedding the early offer of support and help for young people and their families and how this can help us tackle long-standing issues, for example, attendance.*
- 4.67 It was noted that external evaluators, including Ofsted, have judged Nottingham City to have overall good services and during the course of the review the team have seen strong evidence that this is the case and were impressed by the innovative interventions delivered by enthusiastic staff who have pride in the City.
- 4.68 The strengths noted in the report were:
- Committed and enthusiastic staff with a sense of pride in Nottingham
 - Staff who know their part of the business
 - Increasing use of data to inform commissioning and decision making
 - Attendance protocol and improvement in attendance
 - Move to Community Teams with Education Welfare Officers has led to increased CAF usage and improved attendance performance overall
 - Strong programmes of activity:
 - Well resourced tier 2 CAMHS
 - Tracking of serial victims and abusers
 - Focus on keeping interventions at lowest level
 - The move to integrated teams is a step in the right direction and is leading to improved joint working.
- 4.69 The following opportunities were noted:
- Making the complex simple
 - Development of the Edge of Care of Care Panel
 - The child's journey through community & targeted services, children in need and social care
 - Use of Children's Centres to meet intergenerational aspirations
 - Supporting the right people by design, not accident
 - CAF outcomes and ownership
 - Children Centre reach, attendance, targeting

Safeguarding Performance Data

- 4.70 The NCSCB has continued to consider the national and local indicator set shown below throughout 2012 / 13, whilst also developing a new multi-agency performance framework. This will provide a more robust framework that includes safeguarding information from partner agencies to reflect their role and responsibility.
- 4.71 The analysis of the effectiveness of safeguarding is set against a context of increasingly limited resources across all agencies with responsibility for safeguarding and child protection; a national focus on child protection, learning lessons from Serious Case Reviews and improving practice along with new national practice guidance and a global economic downturn affecting families and services locally.

Demographic Data for Nottingham City

- 4.72 According to Census 2011, 62,394 children and young people (under 18 year-old) live in Nottingham, 55,576 of whom are aged between 0 and 15 years. The proportion of the population who are 5 -17 is lower than the national average whereas the numbers of children who are 0 – 4 are slightly higher than the national average.
- 4.73 The city's population is becoming increasingly diverse. The Black and Minority Ethnic (BME) of all people across the city has increased from the 19% in the 2001 census to now stand at 35% in the 2011 census. It is even more diverse amongst the younger population and that of the city's schools where it stands at 45.8% (School Census Jan. 2013).
- 4.74 Nottingham is ranked the 20th most deprived local authority area in England in the 2010 Indices of Multiple Deprivation (IMD) - an improvement on the 13th ranking in the 2007 IMD. Deprivation and underachievement are deeply entrenched in many parts of the city with many children not growing up in safe, happy and fulfilled childhoods, nor are they achieving their potential. Some have complex needs and many will pass on the same challenges to their own children.
- 4.75 In relation to safeguarding and the increased focus on early intervention, many of our children are born into difficult and challenging family situations, for example:
- In 2011, 21,300 Nottingham City children live in out-of-work families. This is equivalent to 33.7% of the city families, compared to 17.28% in Greater Nottingham and 19.22% in England.

- There will be approximately 7,000 children and young people living with domestic violence in Nottingham. 3 children in every class room of 30 (JSNA 2011 Domestic Violence).
- The number of children with Child Protection Plans in March 12/13 increased from the previous year (March 11/12) resulting in 400 (70 per 10,000 children 12/13) from 296 (47 per 10,000 children 11/12) children. Referrals of families to Children's Social Care are consistently higher than its statistical neighbours. Almost 50% of nearly 5,000 initial referrals each year come from just five of our twenty city wards.
- By extrapolating the national data from Smoking, Drinking & Drug Use among Young People in England 2010 and the British Crime Survey (Smith, K & Flatley, J, 2011) for 11-17 year olds prevalence of drug use, we can estimate that between 3,007 to 3,085 (3,046) 11-17 year olds have used drugs in the last year in Nottingham. This will undoubtedly be an under estimate as both surveys relied on self reporting and only used a sample of the population.
- Using the British Crime Survey 2010/11 to estimate the number of 16-17 year olds that have used Class A drugs in the last year (5.1%) for Nottingham this would be an estimate of 319. Again this is likely to be an under estimate due to the methodology of the British Crime Survey.
- National research suggests that the proportion of pupils drinking has fallen in recent years, but the amount that pupils are drinking has increased (JSNA 2012 Children, Young People and Substance Misuse).
- Nationally, it is estimated there are 1.5 million adults significantly affected by a family member's drug use, this equates to 7,747 in Nottingham (using 2009 population estimates). (Adult Drugs JSNA 2011).
- The recent National Census in 2011 identified 6,026 young people aged 0-24 providing care for siblings or adults. According to Action for Young Carers, there has been an increase in number of young carers who have been in contact with provision for young carers in Nottingham City over the past four years.
- As at March 12/13, there were 556 children and young people in the care of Nottingham City Council. In Nottingham 25% of female care leavers from Jul 09 to Jul 11 have been pregnant, 8% of which have become pregnant since leaving care. Also 8% of male and female care leavers are or have been a young parent. Children in care or leaving care are particularly vulnerable to poor mental health, homelessness, substance misuse, offending and unemployment.

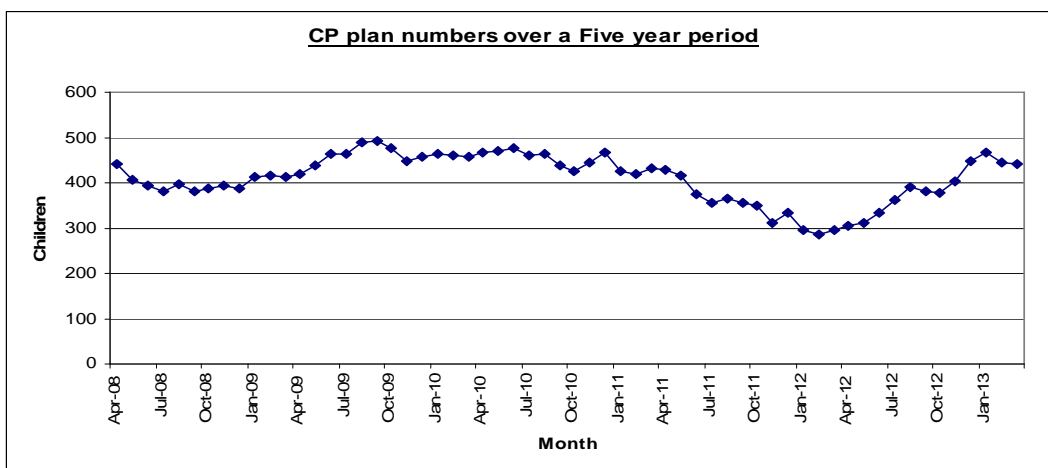
- Less than a quarter of pupils in City schools (8,891 children) have some form of Special Educational Need, with almost one third of these (2,884) requiring active support. The number has been decreasing since 2011. Over 4,000 children and young people aged 18 or under have disabilities, a number that has also been rising in recent years (unable to check for this figure).

4.76 The Children’s Partnership Board (CPB) and the NCSCB have a good understanding of the level and nature of needs within Nottingham and are working within the Children and Young People’s Plan to address these.

4.77 Both Boards and all partner agencies are aspirational for children and young people in the city but also acknowledge the impact of this level of need on service provision and commissioning requirements.

Safeguarding Activity

4.78 The number of children subject to Child Protection Plans peaked at nearly 500 in August 2009 but has been on a downward trend since then until the end of 2012. In the year 2012/13, 44% more Child Protection Plans were commenced than in the previous year, with a total of 600 plans starting and 436 Child Protection Plans being in place on 31.03.13. This is a significant increase on the year end figure for 2012 (297) which reflects a national increase in children subject to child protection plans but requires further monitoring throughout 2013 / 14.



Category

4.79 There has been a general consistency in the category of abuse that child protection plans are focused on for the last 4 years. Neglect remains the biggest single category of registration for children subject to Child Protection Plans. This is linked to the large numbers of under 5s who are subject to plans where there are adult issues relating to domestic violence, substance misuse, mental health and learning difficulties. The second

largest category is Emotional Abuse which is due to the impact of Domestic Violence on children.

- 4.80 There has been an increase in the number of children subject to a plan under the category of sexual abuse which suggests that we are developing skills and confidence in identifying and managing these issues.

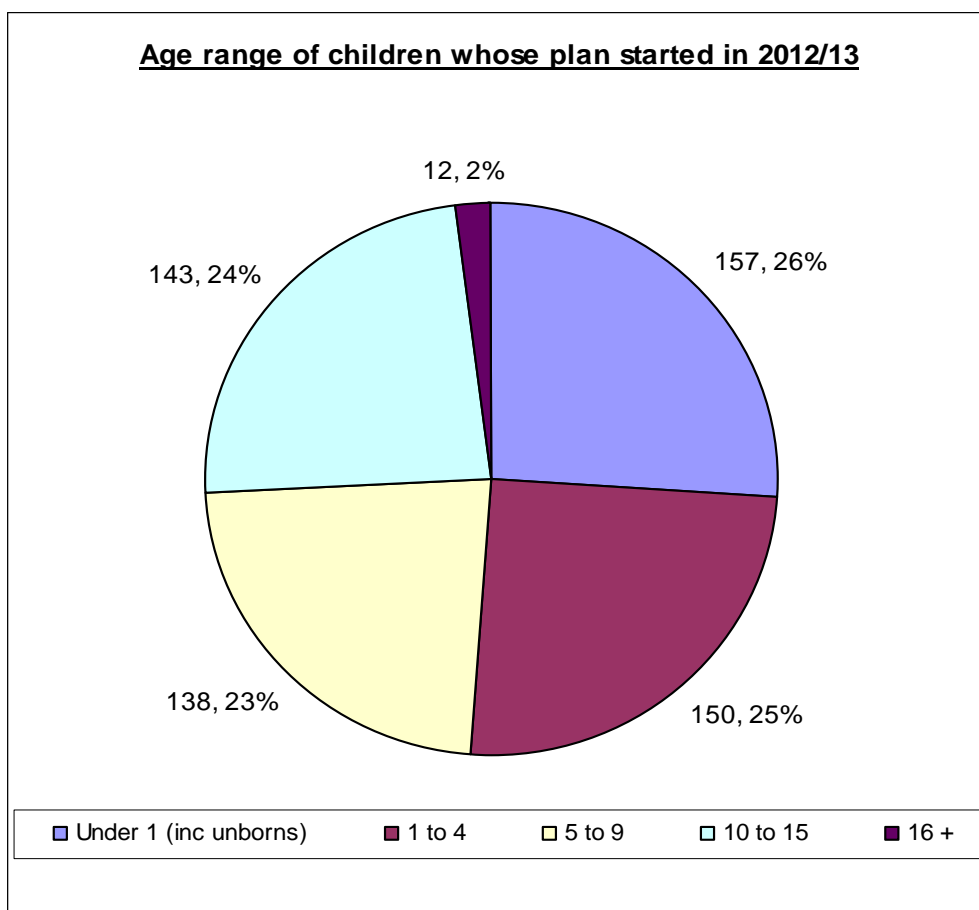
Category of abuse	31st March 2011		31st March 2012		31st March 2013	
	Children	Percent of total	Children	Percent of total	Children	Percent of total
Emotional abuse	45	10.4%	71	24.0%	97	22.2%
Emotional/Physical abuse	98	22.7%	33	11.1%	62	14.2%
Emotional/Sexual abuse	19	4.4%	Sp		11	2.5%
Neglect	131	30.4%	94	31.8%	143	32.8%
Neglect/Emotional abuse	30	7.0%	20	6.8%	41	9.4%
Neglect/Physical abuse	15	3.5%	6	2.0%	15	3.4%
Neglect/Sexual abuse	14	3.2%	Sp		12	2.8%
Physical injury	26	6.0%	19	6.4%	18	4.1%
Physical/Emotional/Neglect	24	5.6%	16	5.4%	8	1.8%
Physical/Emotional/Sexual abuse	5	1.2%	0			
Physical/Sexual abuse	8	1.9%	0			
Sexual abuse	16	3.7%	29	9.8%	29	6.7%
Physical/Neglect/Sexual/Emotional Neglect/Emotional/Sexual abuse			Sp Sp			
Total	431		296		436	

- 4.81 There has been a slight increase in the number of children subject to Child Protection Plans under multiple categories within the year.

Category	31st March 2011		31st March 2012		31st March 2013	
	Children	Percent of children	Children	Percent of children	Children	Percent of children
Multiple	213	49.4%	83	28.0%	149	34.2%
None multiple	218	50.6%	213	72.0%	287	65.8%

Age

- 4.82 The largest group of children subject to Child Protection Plans is the under 5's and this has been consistent over a number of years, with 307 out of the 600 plans relating to this age group.



4.83 Ethnicity of Children Subject to a Child Protection Plan on 31.03.13
 The ethnicity of children who are subject to child protection plans remains similar to last year, with the highest category being White British children followed by those who are White / Black Caribbean

Ethnicity	Number of children
Any other ethnic group / unknown	13
Asian / Asian Brit	22
Black / Black British	23
Mixed - any other mixed background	18
Mixed - White & Asian	19
Mixed - White & Black African	13
Mixed - White & Black Caribbean	56
Gypsy / Roma	5
White - Any other White background	19
White British	248

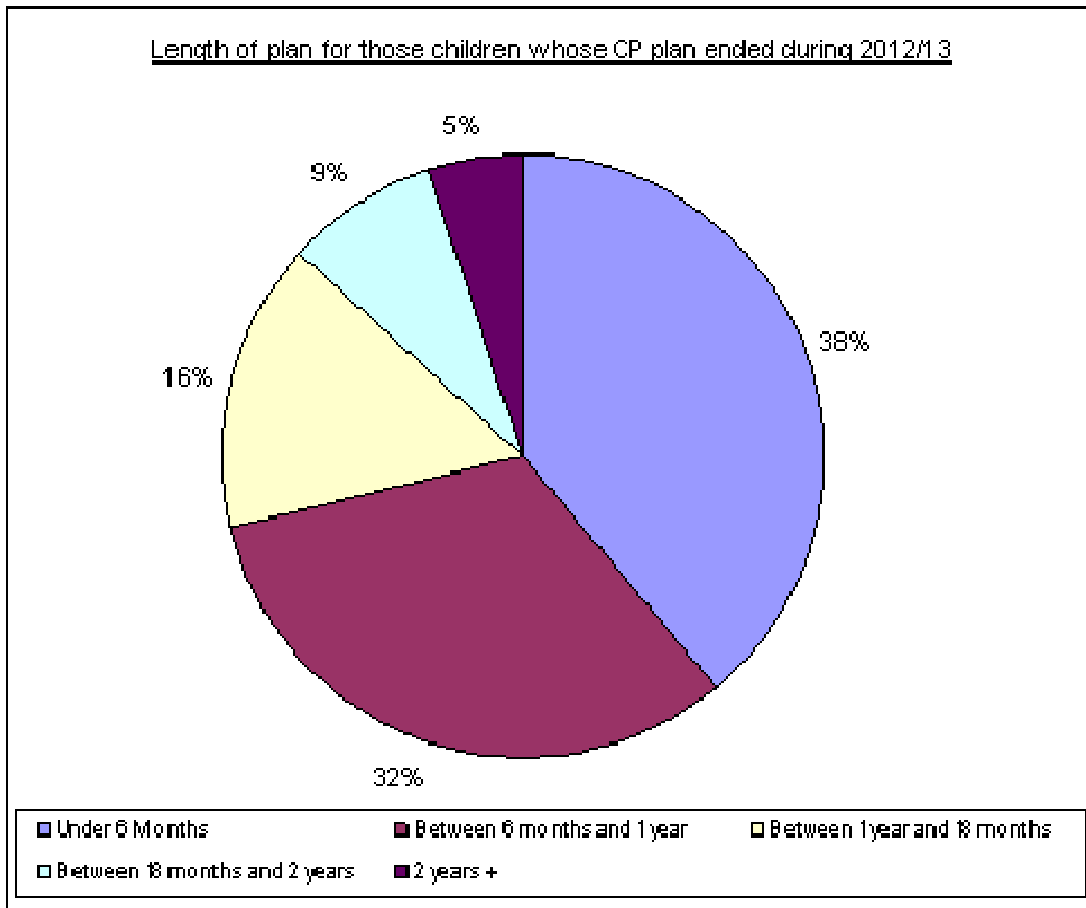
Length of Plans

4.84 The length of time a child is subject to a child protection plan is important in ensuring that plans are clear, defined and achieving outcomes for the child.

There was an increase in plans lasting for under 6 months during 2013, from 33% in 2012 to 38% in 2013 and a smaller proportion of children whose plan ended in 2012 lasted for more than 2 years, 5% in 2013 compared to 8% in 2012.

- 4.85 The reduction in the number of plans lasting for longer than 2 years is due to the continued success of strong performance management strategies that have been put in place in relation to this indicator, including the discussion of exit strategies at 12 months duration and the trigger at 15 months to Legal Planning Meeting to consider the threshold for Care Proceedings.
- 4.86 Between 1.04.12 and 31.03.13, 606 children were subject to an Initial Child Protection Conference (ICPC) which is a 24% increase on last year. There were 297 ICPC's held in the year compared to 268 the previous year. There were 573 Child Protection Review Conferences with 723 children being considered.
- 4.87 There were 1599 Children in Care Reviews, almost exactly the same amount as the previous year, with 691 children being considered and 714 children had more than one review.

Length of plan	2013	2012
Under 6 months	38%	33%
Between 6 months and 1 year	32%	33%
Between 1 year and 18 months	16%	18%
Between 18 months and 2 years	9%	8%
2 years +	5%	8%



Children in Care

- 4.88 On 31.03.13, there were 561 children in the care of the Local Authority which is a slight increase from 539 in 2012. This may be due to the impact of earlier intervention in families and the success of safeguarding interventions whilst they remain at home.
- 4.89 135 of these children were subject to a Placement Order and awaiting adoption whilst 40 children were adopted during the year, representing an increase on previous years. The Adoption Score Card has been developed to include clear timescales for children's plans particularly at the point when an adoption best interest decision is made and along with the Placement Order Panel, the Permanency Panel, Exit planning and the recruitment of specialist workers in adoption we are developing the range of options and timeliness of permanency placements for children.
- 4.90 The Legal Aid Sentencing and Punishment of Offenders Act (LASPOA 2013) recognised that young people on remand were being treated as adults and not children. As a result, from 03.12.12, all young people remanded into custody became looked after children and therefore became subject to the reviewing process and included with Children in Care figures.

Participation

- 4.91 By the end of March 2013 96.2% of children and young people had participated with their care plan, either by attending the conference / review meetings and speaking for themselves; attending the meeting and participating via an advocate; or sharing their information with a third party prior to the meeting. This represents a significant improvement from year end 2012 where it was 85.9%. 92.9% of Children in Care had participated in all their reviews throughout the year.
- 4.92 The Independent Reviewing Service is continuing to develop creative ways to enable children and young people to participate in the development and review of their care plans, including supporting them to chair some or all of their review meetings and ensuring contact is made with them prior to the review taking place. Parental attendance at conference remains high.

National Safeguarding Indicators

Key Performance Indicator		Outturn 2009 / 10	Outturn 2010/11	Outturn 2011/12	Outturn 2012/13
NI 032	Repeat Incidents of Domestic Violence	22.0%	17.0%	18.3%	13.0%
NI 048	Children killed or seriously injured in road accidents	-20.3% (2006 - 2008)	-15.3% (2007 - 2009)	-12.0% (2008 -10)	n/a
NI 051	Effectiveness of child and adolescent mental health (CAMHS) services	16	16	16	n/a
NI 058	Emotional and behavioural health of looked after children	15.0	16.5	15.2	15.2
NI 059	Initial assessments for children's social care carried out within 7 working days of referral	68.2%	55.4%	n/a	n/a
	Initial assessments for children's social care carried out within 10 working days of referral		77.2%	96.0%	91.0%
NI 060	Core assessments for children's social care carried out within 35 working days of their commencement	85.0%	79.8%	96.0%	94.0%
NI 061	Timeliness of p'ment following decision of PFA	69.0%	93.3%	62.1%	55.0%
NI 062	Placement Stability: number of placements	9.9%	10.0%	11.5%	12.7%
NI 063	Placement Stability: length of p'ment	63.9%	62.3%	73.1%	65.7%
NI 064	Child Protection Plans lasting 2 years or more	18.1%	11.7%	7.6%	4.9%
NI 065	Children becoming the subject of Child Protection Plan for a second or subsequent time	17.3%	16.6%	18.3%	22.0%
NI 066	CIC cases which were reviewed within required timescales'	85.9%	85.0%	94.6%	94.6%
NI 067	Child protection cases which were reviewed within required timescales	97.4%	97.8%	100.0%	99.4%
NI 068	Referrals to children's social care going on to initial assessment	60.9%	78.1%	65.6%	77.4%
NI147	Care leavers in suitable accommodation	91.4%	82.0%	80.4%	92.9%

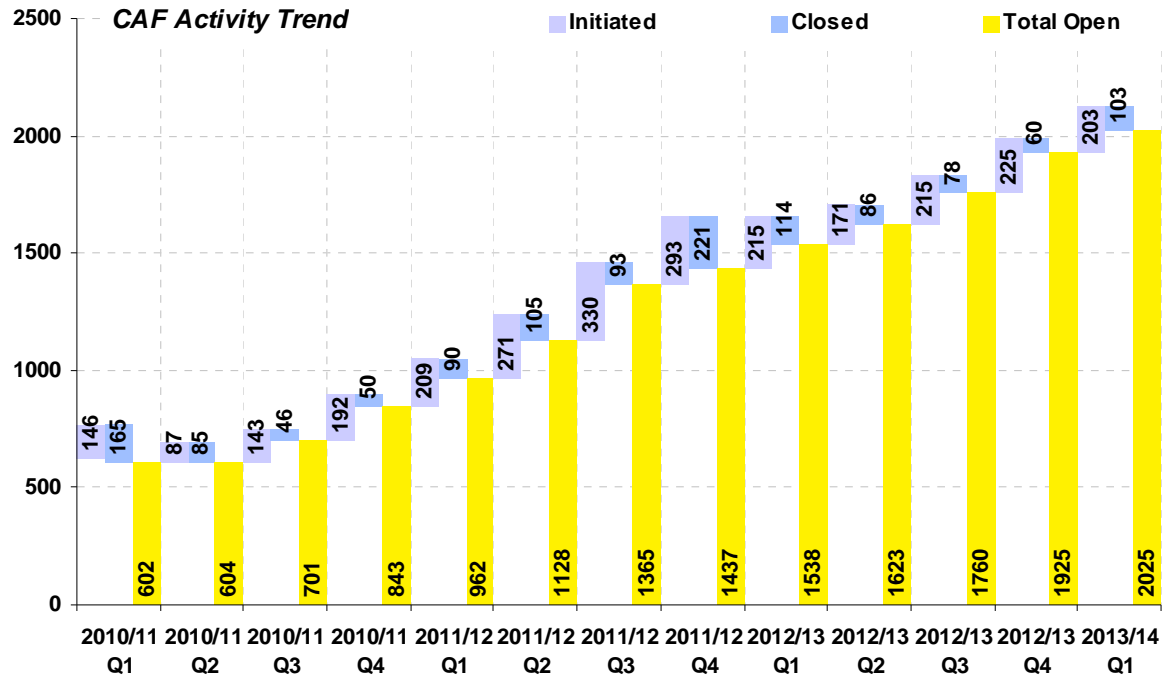
NI148	Care leavers in Education, Employment or Training (EET)	72.4%	54.1%	60.7%	48.2%
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Local Safeguarding Indicators

Local Indicators	Outturn 2009/10	Outturn 2010/11	Outturn 2011/12	Outturn 2012/13
Number of Children subject to a Child Protection Plan (per 10,000)	458 81.9	431 77.1	296 79.0	436 70.0
Number of Looked After Children (per 10,000)	517 92.5	519 92.8	541 1.0	561 90.0
Number of Section 47 enquiries initiated (per 10,000)	782 139.9	847 151.5	800 143.0	988 158.0
Number of Referrals (per 10,000)	5804 1038.2	5509 985.5	4695 840.0	4261 681.8
Number of Re-referrals	1290	1624	1483	1330
Number of children subject to an Initial Child Protection Conference (per 10,000)	473 84.6	510 91.2	502 90.0	606 97.0
% ICPC's held within 15 days of Section 47 enquiries	82.2%	90.2%	91.4%	89.7%
Number of CP Measures commenced	433	470	416	600
Adoptions of CiC (including SGO's)	12.5%	10.4%	9.9%	14.6%
Participation at Reviews	74.3%	71.1%	85.9%	92.9%
Representation of BME children on CPP(at 31st March) to City BME population	7.7%	1.8%	4.8%	15.9%

Common Assessment Framework (CAF)

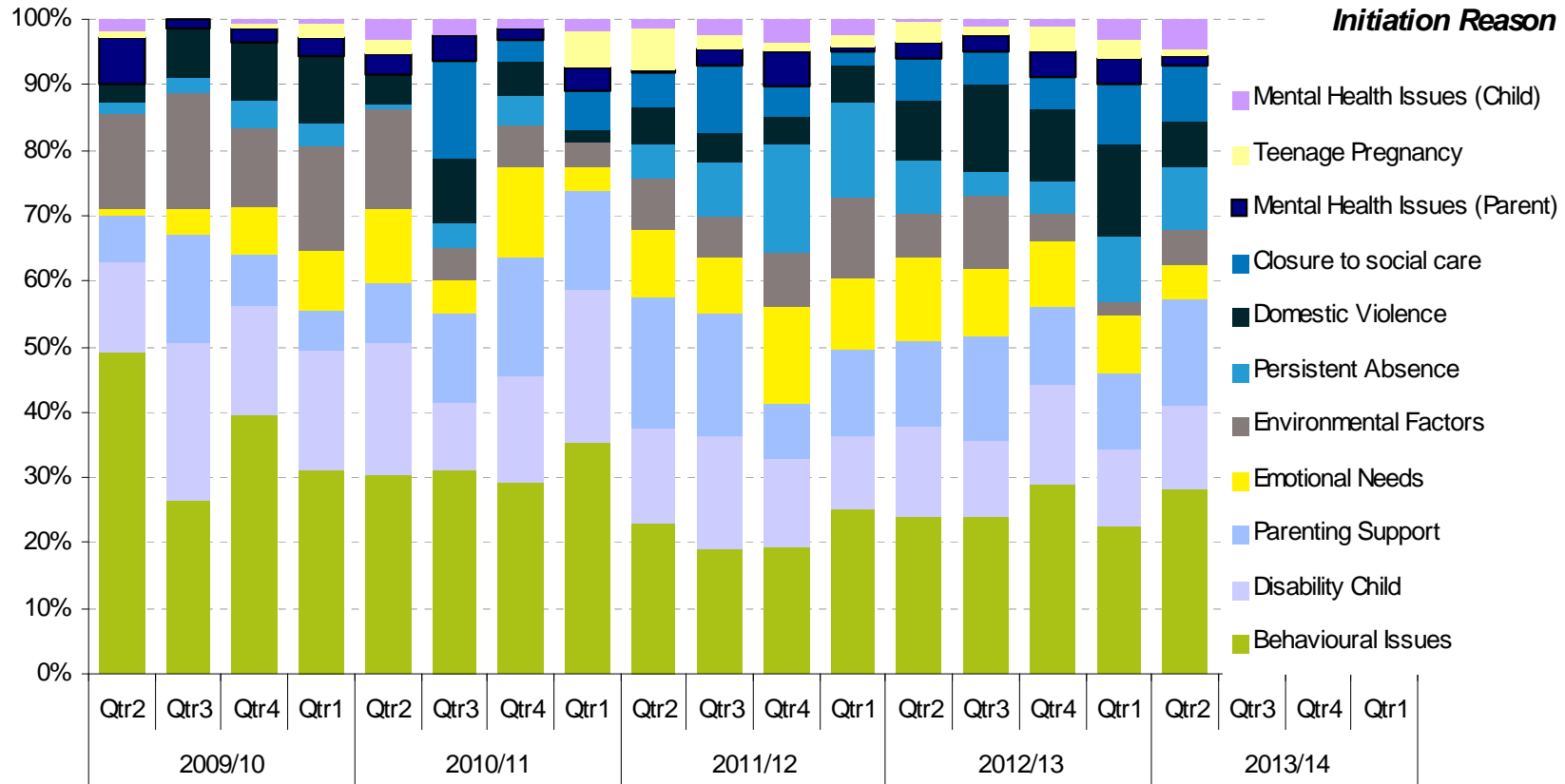
Numbers of CAFs undertaken in the year and compared to other years.



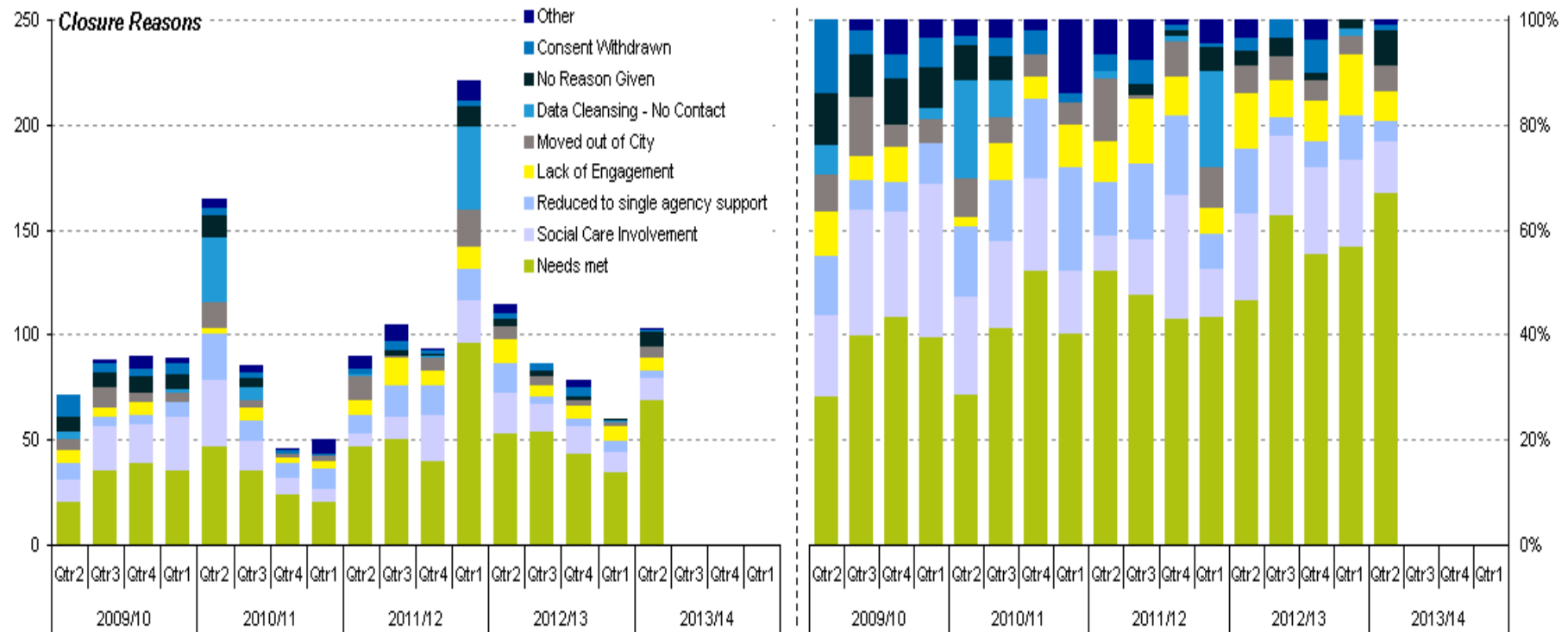
Average age of children with CAFs



CAF Initiation By Reason



CAF by Closure Reason



The NCSCB Commentary on the Assessment of the effectiveness of safeguarding arrangements in Nottingham.

- 5.1 The Ofsted Inspection of Safeguarding and Looked After Services in 2010/11; the Ofsted annual unannounced inspection of contact, referral and assessment arrangements within Nottingham City Council children's services in August 2011 and the Peer Review in September 2012 provide some assurance of the effectiveness of safeguarding in Nottingham City.
- 5.2 In addition, partner agency compliance with the expectations of Section 11 of the Children Act 2004; the Annual Safeguarding Reports and performance data for 20120 / 13 show robust mechanisms for managing safeguarding both within and across agencies.
- 5.3 The NCSCB has strong commitment from all agencies at every level of the work undertaken by the board and mechanisms such as the Child Death Review Process, Serious Case Reviews and Reflective Learning Sessions; and the Multi Agency Audit Process are robust in reviewing cases and identifying both areas of strength and where development is required.
- 5.4 Business Planning processes are inclusive of all agencies, linking into the Children & Young People's Plan, the Children's Partnership Board and the Joint Strategic Needs Assessment and enable the board to understand the local area' what the safeguarding priorities are and plan effectively.
- 5.5 The NCSCB continues to believe that Nottingham City has good safeguarding services for children and families, whilst also being able to identify where there is capacity to improve. Implementing both Eileen Munro's Recommendations and Working Together 2013 has enabled a focus on the development of systems and services that are child centred and focused on their journey through the safeguarding system. This will continue throughout 2013 / 14 with the development of updated NCSCB Safeguarding Procedures; streamlined assessment and intervention processes; the implementation of a robust, multi agency performance management and quality assurance framework.
- 5.6 **For 2013 / 14** onwards the ongoing developments and challenges for the NCSCB and partner agencies are:
- Implementation of Working Together 2013 and the development of the assessment framework within the updated NCSCB / NSCB Safeguarding Children Procedures
 - Updating Serious Case Review processes in line with Working Together 2012 and to enable a focus on analysis and learning together
 - The development, performance management and quality assurance of early help through the Family Support Strategy and use of the Common Assessment Framework

- The continued alignment and development of the children's and adults safeguarding boards
- A focus on key safeguarding issues such as Child Sexual Exploitation, Sexual Abuse, Emotional Abuse and Domestic Violence

Glossary

NCSCB	Nottingham City Safeguarding Children Board
NCASPB	Nottingham City Adults Safeguarding Partnership Board
NSCB	Nottinghamshire Safeguarding Children Board
SCR	Serious Case Review
SCRSP	Serious Case Review Standing Panel
CDOP	Child Death Overview Panel
QARM	Quality Assurance and Risk Management Panel
WoMAD	Workforce Management and Development
MARAC	Multi Agency Risk Assessment Conference (Domestic Violence)
CYPP	Children and Young People's Plan
CPB	Children's Partnership Board
NUH	Nottingham University Hospitals Trust
NHCT	Nottinghamshire Health Care Trust

Appendix 1

NCSCB Strategic Board Membership / Attendance

Name	Organisation	Role	Attendance
Paul Burnett		Independent Chair	100%
Ian Curryer / Candida Brudenell	Nottingham City Council	Corporate Director Children & Families	66%
Cllr David Mellen	Nottingham City Council	Lead Member	66%
Helen Blackman (Vice Chair)	Nottingham City Council	Director of Childrens Safeguarding, Children & Families	100%
Supt Helen Chamberlain (Vice Chair)	Nottinghamshire Police	Head of Public Protection	100%
Sally Seeley (Vice Chair)	NHS Nottingham City Clinical Commissioning Group	Assistant Director of Quality Governance	100%
Julie Gardner	Nottinghamshire Healthcare NHS Trust	Associate Director of Safeguarding and Social Care	100%
Sarah Kirkwood	Nottingham CityCare Partnership CIC	Director of Governance and Nursing	66%
Dr Stephen Fowlie	Nottingham University Hospitals Trust	Medical Director	66%
Nigel Hill	Nottinghamshire Probation Trust	Director	66%
Alastair Mclachlan	GP Safeguarding Lead	Clinical Commissioning Group	100%
Peter Moyes	Crime and Drugs Partnership	Director Neighbourhood, Crime and Justice	66%
Tracey Ydlibi	Schools - Special	Headteacher - Nethergate School	33%
Carol Fearria	Schools - Secondary	Headteacher – Nottingham Emmanuel School	100%
Sue Hoyland	Schools	Headteacher – Forest Fields Primary School	100%
Liz Tinsley	NSPCC	Service Manager	66%
Karen Moss / Marcia Lennon	CAFCASS	Regional Manager	100%
Claire Knowles	Legal & Democratic Service Directorate	Nominated Solicitor	66%
Dorne Collinson	Adult and & Children's Safeguarding	Head of Safeguarding & Quality Assurance	100%
Dr Caroline Brown / Dr Damian Wood	NHS Nottingham City	Consultant Paediatrician, Designated Doctor for Safeguarding	100%
Anne Partington	Children & Families	Safeguarding Partnerships Service Manager	100%