



**NOTTINGHAM
CHILDREN'S
PARTNERSHIP**

PROUD OF NOTTINGHAM'S CHILDREN & YOUNG PEOPLE

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| Title of paper: | Report of the Chair of the Nottingham Safeguarding Children Board | |
| Report to: | Children's Partnership Board | |
| Date: | 13 th October 2010 | |
| Director(s)/Corporate Director(s): | Ian Curryer, Corporate Director of Children and Families | Wards affected: All |
| Contact Officer(s) and contact details: | Margaret McGlade, Independent Chair, NCSCB MargaretMcGlade2@aol.com | |
| Other officers who have provided input: | | |
| Relevant Children and Young People's Plan (CYPP) objectives(s): | | |
| Safeguarding and Early Intervention - Children, young people and families will benefit from early and effective support and protection to empower them to overcome difficulties | | |
| Strong families - More families will be strong and healthy, providing an enjoyable and safe place for children to grow up | | |
| Healthy and positive children and young people - Children and young people will be healthier, fitter, more emotionally resilient and better able to make mature decisions | | |
| Achievement - All children and young people will leave school with the best skills and qualifications they can achieve and will be ready for work or further learning | | |
| Economic well-being - Child poverty will be significantly reduced | | |
| Summary of issues (including benefits to customers/service users): | | |
| <p>This report has three elements</p> <ul style="list-style-type: none"> ▪ The Executive Summary of the 2009/10 NCSCB annual report (Appendix 1) ▪ A revised protocol; between the Children's Partnership Board and the NCSCB (Appendix 2) ▪ A brief update of key issues since April 2010 | | |
| Recommendations: | | |
| 1 | That the Nottingham City Safeguarding Children Board annual report be accepted and the Children's Partnership Board considers how it intends to respond to the issues raised. | |
| 2 | That the protocol between the Children's Partnership Board and the NCSCB be agreed. | |
| 3 | That the Children's Partnership Board recognises the risk to safeguarding services from budget reductions across the agencies and takes steps to coordinate information and decisions so that there is a coordinated approach that secures essential services and reduces the risks of unintended consequences to safeguarding services. | |

Report of the Chair of the Nottingham Safeguarding Children Board to the Children's Partnership Board 13 October 2010

1. Introduction

1.1 The Nottingham City Safeguarding Children Board and the Children's Partnership Board arrangements provide for two reports to be presented each year by the Chair of the Safeguarding Children Board, of which one is the presentation of the LSCB annual report. This is the second report in 2010/11 and accompanies the Annual Report for 2009/2010.

1.2 Board functions.

The LSCB has two statutory functions; to coordinate multiagency arrangements to protect children and to ensure the effectiveness of what is done to protect children.

The Safeguarding Children Board consists of senior representatives of all the statutory agencies with a responsibility to protect children meeting with specialist advisers and representatives from professional groups and third sector organisations.

Whilst the Board coordinates and ensures it is not operationally responsible for safeguarding services. That remains the responsibility of the Chief Executives of the participating agencies.

1.3 This report has three elements

- The Executive Summary of the 2009/10 annual report as Appendix 1
- A revised protocol; between the Children's Partnership Board and the NCSCB as Appendix 2.
- A brief up date of key issues since April 2010

2 The annual report

2.1 The Executive Summary of the Annual Report is attached as Appendix 1. The full report is available on the NCSCB website. This includes the Board's commentary on the effectiveness of safeguarding in Nottingham during the year.

The executive summary highlights both the achievements and the key issues faced by safeguarding services during the year.

2.2 The Apprenticeship, Skills, Children and Learning Act 2009 requires the LSCB to produce and publish an annual report on the effectiveness of safeguarding in the local area and to ensure that the local Children's Trust receives a copy. NCSCB has worked to produce this report to meet that requirement for April 2011. This has been done using all the local information available to the Board. More multi agency auditing is required to enable the Board to more fully fulfil that requirement. The Children's Partnership Board in turn is expected to respond to this report through the local Children and Young People's Plan drawing upon the advice from and the findings in the LSCB annual report, and to show how it intends to respond to the issues raised.

2.3 The summary of our assessment for 2009/10 is:

'Having considered the information gathered from partner agencies, along with the Performance Management Data for 2009/10 (included at Appendix 1) and the results of the safeguarding audits and external inspections, the NCSCB believes that safeguarding practice across agencies working with children and families is improving and that the partnership is robust. Although there has been ongoing pressure on frontline staff and services due to capacity issues and the increased number of children at all stages of the child protection process, most performance indicators were improved by the year end compared to the previous year. However, the audits undertaken show that there is still insufficient compliance with agency and inter agency procedure in practice. This requires focused management

attention in all agencies to ensure timely, quality safeguarding interventions. The staffing pressure in frontline services relative to the volume of demand remains the greatest risk to the quality of safeguarding practice in Nottingham.'

2.4 It should be noted that this refers to the year ending March 2010. Safeguarding work on Nottingham has continued to be affected by staffing pressures over the last six months which have impacted on agencies ability to deliver timely interventions.

2.5 The Chair of the Child Death Overview Panel and Designated Doctor for child protection, Dr Didcock, has been invited to the January meeting of the Children's Partnership Board to present her report in greater detail.

3 Protocol between the Children's Partnership Board and the NCSCB.

3.1 This protocol is attached as Appendix 2 and is for agreement. It extends our existing protocol and seeks to clarify the respective leadership roles of the two Boards in relation to specific groups of vulnerable children identified in the statutory guidance Working Together 2010

4 Update on key issues since April

4.1 The political landscape for safeguarding work is changing. The Coalition government has commissioned a review of current child protection arrangements from Professor Eileen Monroe, her interim report is due in the Autumn. This may impact on how the LSCB works in future. Changes to the statutory basis of Children's Trusts may also have an impact, as will major changes to how health services are commissioned and delivered locally. This will need to be factored in to future work.

4.2 The impending budget reductions as a result of the public sector deficit are likely to impact on safeguarding services. Although few proposed reductions have yet to be announced or published in advance of the Comprehensive Spending Review all agencies are working individually on how to create a balanced budget. The Children's Partnership Board will need to play a strong role in examining the combined effects of proposals and taking steps to mitigate the impact on safeguarding services. This is exemplified in the report on the interagency domestic violence strategy presented to the September Board where it is evident that services are funded from many different budgets across the agencies but the majority of services identified in this report do not have funding secured beyond April 2011.

4.3 In the meantime the work of the work of the Board has continued. The Board has met twice since April. Head teacher representation on the Board has been strengthened. All subgroups are meeting and are appropriately chaired.

4.4 One new Serious Case Review has been commissioned. This will be the first SCR in Nottingham to which new DfE guidance applies, requiring publication of the full Serious Case Review report with appropriate precautions to ensure the confidentiality of any other children and relevant others.

4.5 Throughout the period April-Sept the key issue has been capacity in those front line services responsible for safeguarding work. There have been staffing pressures In children's social work, the health visiting service and the specialist child protection police investigation unit. These pressures were evident at the time of my last report to this Board and have required significant senior management attention in these agencies. Considerable progress has been made over the period in all three services to recruit appropriately qualified staff. However the cyclical nature of the recruitment and retention problems in social work over the past few years is a continuing concern and the LSCB needs assurance that the solutions being

pursued this time will create a stable and permanently employed workforce in the longer term. On the credit side there has been much evidence of positive interagency senior management leadership in this situation and good evidence of liaison at senior level to ensure that case concerns were addressed throughout the period and agencies provided both support and challenge to one another.

4.6 The result of these difficulties is to be seen in first quarter's monitoring information which is scrutinised by both the CBP and the LSCB, where performance is poor on measure of timeliness of investigations and assessments. Timeliness is only one measure of performance, the quality of safeguarding practice is most important. Agencies need to be able to show that where time standards are not being met they have robust processes to risk manage and quality assure their interventions. A full Ofsted Inspection is expected in the near future and they will provide the external judgement on how well practice has been delivered in this period.

At the same time activity levels remain significantly above those of November 2008, when the Peter Connolly case came to public attention.

4.7 Budget arrangements for the Board for 2011/12 will need to be reconfirmed in the light of the reconfigurations of services expected in the coming years. The current budget has developed on a piecemeal basis over the years, which needs to be consolidated. It is also reliant on the Child Death Overview grant, which ends in March 2011. It is important that the multiagency budget supporting the Board's core functions is maintained through this period of change.

5 Progress on issues raised in my last report

5.1 My last report raised the issues surrounding the recruitment of permanent staff to the IRO service and recommended urgent action in relation to this. At the present time the IRO service is better positioned to undertake its duties, in that it is fully staffed; however, a majority are agency staff and the problems from the single status process which have hampered the recruitment of permanent staff remain to be resolved with other single status issues. This lack of flexibility or urgency is very regrettable.

5.2 A revised protocol between the Children's Partnership Board and the NCSCB has been produced and is for agreement.

5.3 The Board has adopted the participation strategy for the Children's Partnership Board and now has an action plan to implement this to ensure it has proper mechanisms for hearing from children, young people and their carers. This now needs a small budget to support participation activity related to safeguarding.

6 Conclusion and recommendation

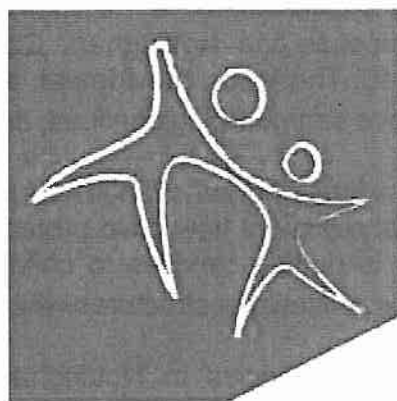
It is recommended that

6.1 The Nottingham City Safeguarding Children Board annual report be accepted and the CPB considers how it intends to respond to the issues raised.

6.2 The protocol between the Children's Partnership Board and the NCSCB be agreed.

6.3 The Children's Partnership Board recognises the risk to safeguarding services from budget reductions across the agencies and takes steps to coordinate information and decisions so that there is a coordinated approach that secures essential services and reduces the risks of unintended consequences to safeguarding services.

Margaret McGlade Independent Chair of the Nottingham City Safeguarding Children Board
26 April 2010



NOTTINGHAM CITY
Safeguarding
Children BOARD

Nottingham City Safeguarding Children

NCSCB

Annual Report 2009 - 10

Executive Summary

Chair's forward

I am pleased to introduce the Nottingham City Safeguarding Board's Annual Report for 2009 – 2010. The report provides an account of what has been done in the last year, to improve safeguarding services, and to ensure their effectiveness.

This report comes at a time of great change. A new Government with new policies for children, a national review of how child protection services can be improved, a financial crisis which is putting services to children and families at risk, and big changes to come in organisational structures which will create turbulence for staff.

This report shows that agencies in Nottingham take their responsibilities for safeguarding children very seriously and that partnerships between key agencies are strong. However, the key issue remains the capacity of front line services to deal with the level of demand and the ability of front line professionals to respond confidently and in line with procedures on every occasion, to provide help to children and their families.

These challenges are likely to grow rather than diminish in the next year and agencies will need to stay focussed on delivery by their front line staff and services.

I would like to thank the Board staff and the managers and professionals from all agencies for their contribution to the Board's work and to the safety and wellbeing of children in Nottingham City.

Margaret McGlade

Independent Chair, NCSCB

1. The Nottingham City Safeguarding Children's Board (NCSCB) 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 encompasses 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. This report is the annual review of the work of the Nottingham City SCB for the business year 2009-10. 'Working Together' 2006, states that each LSCB should have a clear work programme, including measurable objectives and a budget. This Annual Review reflects the priorities set within the NCSCB Business Plan for 2008-11, progress against these priorities, and areas for further development.
3. The report fulfils the requirements of the 'Apprenticeship, Skills, Children and Learning Act 2009' for LSCBs to produce and publish an annual report on the effectiveness of safeguarding in the local area and to ensure that the local Children's Trust receives a copy.
4. The NCSCB has two objectives, as detailed in the Children Act 2004 and Working Together 2010 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.
5. In addition, the report provides NCSCB commentary on the effectiveness of arrangements to safeguard children and young people in Nottingham during 2009/10.
6. **The Key Priorities for 2009/10 were to:**
 - fully implement the new NCSCB Constitution and governance arrangements
 - implement the Public Information and Communications Strategy
 - implement the updated Working Together 2010 once published
 - update and implement the Serious Case Review Toolkit following the publication of an updated Chapter 8 of Working Together
 - review and update NCSCB / NSCB Child Protection Procedures
 - develop Practice Guidance on Child Sexual Exploitation, Children from Abroad and E Safety
 - develop a Participation Strategy
 - develop guidance on children and young people involved with gun / gang crime
 - publish and deliver the updated NCSCB Training Programme
 - ensure robust links with the Children's Partnership Board

- develop and implement a Monitoring Effectiveness Strategy and Framework for the NCSCB
- work with partner agencies to establish and deliver effective mechanisms of information and data exchange
- drive the Section 11 Self Assessment process across all agencies
- discharge the NCSCB's responsibilities in relation to the provision of data relating to the Stay Safe National Indicators and overseeing the delivery of the Stay Safe section of the CYPP
- deliver an annual inter-agency audit programme that enables the Board to have an oversight of the current state of front line delivery of safeguarding practice
- Monitor the outcomes of Serious Case Reviews and the Child Death Overview Panel to ensure actions are delivered and outcomes are improved.

7. **Progress on Priority Areas.** The NCSCB made good progress in 2009/10 against the above priorities, including the following:

- The NCSCB Constitution was ratified in March 2009. A detailed Implementation Plan was produced and implemented which incorporated key actions from the Challenge and Improvement Tool and Lord Laming's progress report.
- The Public Information and Communications group has overseen the re-design of the NCSCB website. Work has continued to raise awareness of the work of the Board with agencies, voluntary sector and the public. NCSCB child protection leaflets for children young people and their families have been reviewed and re-issued.
- The inter-agency child protection procedures are issued on a cross authority basis. They have been revised against the draft revised statutory guidance; this includes the earlier revisions to Chapter 8 in relation to Serious Case Reviews. Implementation is carried forward into the new business year awaiting the final publication of Working Together 2010.
- The NCSCB has collaborated on the development on a number of joint pieces of work with Nottinghamshire SCB. Practice guidance relating to Child Sexual Exploitation has been completed and is subject to consultation. This will be implemented in the new business year and launched through a cross authority inter-agency seminar. Practice guidance relating to Children from Abroad and E Safety is underway.
- The review, development and implementation of a number of pieces of multi agency practice guidance including "Safeguarding Unborn Babies Where the Risks Are Too Great To Leave Them In The Care of Their Parents"; "Safeguarding Children With Drug and Alcohol Using Parents" and "Inter Agency Practice Guidance in relation to Children and Domestic Violence".
- The NCSCB were involved in the review of Children's Social Care thresholds and in the ratification and implementation of the "Guide for Professionals in Accessing Children's Social Care"

- The Domestic Violence group has revised and implemented its inter-agency practice guidance and continue to improve developments to identify, prevent and respond to domestic violence incidents.
- The work to improve the knowledge and skills of the children's workforce continues to be driven by the Workforce Management and Development sub-group. They have revised, published and delivered the NCSCB Training Programme for 2009/10. Further performance monitoring details are highlighted further on in this report.
- The NCSCB and CPB have improved partnership working through clearer communication processes and robust links between the respective Boards. Work is underway to produce a protocol which will further clarify roles, responsibilities and expectations
- The Board has secured funding and appointed a Performance Manager to further progress work relating to the Board's Monitoring Performance Strategy.
- A Monitoring Effectiveness Strategy and Framework has been developed, building on previous year's progress
- Partner agencies have developed and submitted Annual Safeguarding Reports on an agreed template, including performance against national and local indicators, a Section 11 self assessment and details of their safeguarding activity and quality assurance work.
- The Child Death Overview Panel (CDOP) has continued to improve on its arrangements to respond to expected and unexpected deaths of children.
- Work has been undertaken with cross authority partners to update the Serious Case Review Toolkit following the publication of an updated Chapter 8 of Working Together additionally the Panel have revised its terms of reference to ensure it's fully compliant with the statutory guidance. Members have worked hard to continue to improve the groups processes, skills and knowledge in relation to cases considered for review.

8. **The Effectiveness of the NCSCB.** The revised constitution has strengthened the governance and effectiveness of the Board. key strengths are:

- an Independent Chair who provides strong leadership
- senior representation from all statutory partners and others
- appropriate sub groups with leadership from the Board
- Lead Member for Children as a member
- clear Constitution and governance arrangements
- The board is appropriately resources for its core tasks but there will need to be further agreement about financing for 2011 onwards as the CDOP grant

ends and there will be major changes to health commissioning arrangements

- The Board made a significant input into the 2011/14 Children and Young People's plan, which now has safeguarding as a top priority

9. **Areas for development in governance in 2010/11:**

- recruitment of Lay Members and full representation of schools and educational establishments to the NCSCB Strategic Board
- further development of the NCSCB Task & Delivery Groups and the role of Professional Advisors
- Development of the Monitoring Effectiveness Strategy with a focus on Impact Measurements.

10. **NCSCB Safeguarding Training.** During 2009/10, the NCSCB reviewed and updated the multi agency training programme, developing a new training strategy to ensure learning from Serious Case Reviews, Child Deaths, new national priorities, policies and procedures and all local developments were fed into training.

11. The following courses and seminars were provided by the NCSCB between 01.04.09 and 31.03.10:

| | |
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| • Introduction to Safeguarding | 11 courses |
| • Safeguarding Update | 4 courses |
| • Working Together to Safeguard Children | 13 courses |
| • Domestic Violence & Safeguarding | 3 courses |
| • Supervision & Risk Management | 1 course |
| • Safeguarding the Most Vulnerable | 1 course |
| • Assessment Skills | 1 course |
| • IMR Training | 1 course |
| • Rapid Response Training | 1 course |
| • Serious Case Reviews Seminar | 93 participants |
| • Working with Chaotic Families | 151 participants |
| • Learning from Child Deaths | 95 participants |

12. Evaluation of NCSCB Multi Agency Training continues to be positive but it is acknowledged that further development of the evaluation process is required in order to fully understand the impact of training on practice. This will be included within the Monitoring Effectiveness Strategy 2010/11.

13. **Allegations Management.** The Local Authority Designated Officer (LADO) managed 90 allegations / concerns in relation to people who work with children between 1st April 2009 and the 31st March 2010. This represents a 26% increase on the previous year. In addition to this, approximately 25 other enquiries were made that were resolved at the point of contact.

14. Forty nine cases were completed within the year, with 25% of them being resolved within 1 month, a further 55% within 3 months and 20% taking up to a year to conclude. This is compliant with the expectations in Working Together 2010 in

relation to the number of cases it is reasonably expected to complete within 3 months and 12 months but improvements are required to the number of cases resolved within the first month.

15. **Private Fostering.** The figures reported for this year show a 56% increase in the number of private fostering arrangements this year, which could be a result of higher levels of reporting due to levels of awareness raising but further analysis of this during 2010 would be useful.

16. The Children (Private Arrangements for Fostering) Regulations 2005 state that the local authority must visit the premises of proposed private fostering arrangements within 7 days of the notification. The figures for 2009/10 suggest that we have achieved this in 72% of cases which is slightly lower than last year (78.2%). This is likely to be due to the impact of the increase in workload within child protection process in Children's Social Care.

4.3 **Quality Assurance and Risk Management.** The role of the Quality Assurance and Risk Management Panel is to develop and deliver the Monitoring Effectiveness Strategy and Report and provide assurance on the quality and effectiveness of safeguarding practice in Nottingham to the NCSCB, the Children's Partnership Board and key stakeholders. In addition, the panel also takes responsibility for the implementation of an effective Risk Management Strategy.

4.4 The Monitoring Effectiveness Strategy includes the following components:

- 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
- Implementation of action plans arising from reviews commissioned by the NCSCB
- Quality assurance activity, including multi agency audits.

17. A number of audits have been undertaken by, commissioned by or reported to the NCSCB during 2009/10 to assess the quality of safeguarding interventions and practice within Nottingham.

18. These included audits on children reported missing; video interviewing practices; children subject to a Child Protection Plan for 2 years or more and those children subject to a plan for a second or subsequent times; workforce development issues and child death processes.

19. The findings from all audits were transferred into Action Plans in order to develop practice. Recurring issues across the audits were:

- a lack of compliance with policy and procedures
- the impact of staff turnover on interventions
- the importance of SMART action plans

20. **Serious Case Reviews.** Between 01.04.09 and 31.03.10 one Serious Case Review was completed in Nottingham although this related to a death that occurred in 2008. The SCR was evaluated by Ofsted as adequate. The evaluation indicated that there is development work to be undertaken to improve the quality and consistency of Individual Management Reviews (IMR) and in response to this, the NCSCB will continue to provide annual IMR author training and implement a more robust process of quality assurance within agencies as part of IMR ratification.
21. The key learning from this Serious Case Review was in relation to:
- further understanding within agencies of the trilogy of factors (substance use, mental health issues and domestic violence) and the risk these present to children is required
 - all agencies, including those providing services to adults, must ensure a focus on the child(ren) is maintained
 - Robust information sharing between agencies and across local authority boundaries along with a think family approach and multi agency coordination is required.
22. The Action Plan for this Serious Case Review has been implemented throughout the year and most actions are complete. The issues were included within the review of the NCSCB / NSCB Child Protection Procedures during 2009/10 and multi agency safeguarding training provided by the NCSCB has been updated and courses developed to include this learning. There is also ongoing work in relation to undertaking complex assessments where the trilogy of risk factors exists and auditing safeguarding practice within schools.
23. The NCSCB have undertaken a Thematic Review in order to understand the broader issues in relation to all SCRs undertaken since 2007. The most common issues within these SCRs was Domestic Violence and Physical Abuse which were both identified in 19% of cases, followed by Mental Health issues and Drug Misuse and Sexual Abuse.
24. **Child Death Overview Panel.** Between 01/04/2009 and 31/03/2010, NCSCB reported the following data in relation to child deaths.
25. During the year, 39 deaths were reviewed and in relation to these, 56% were under 27 days old, 26% were under a year old and 18% were over a year old. The majority (59%) were male and White British (54%) although 13% of the children were of Asian or Asian British/Pakistani.
26. In relation to timescales, 67% of deaths are reviewed and ratified at CDOP in less than 6 months and 15% of deaths are reviewed and ratified at CDOP within 6-7 months.
27. During 2009/10 CDOP identified two areas where it was agreed that publicity campaigns would be of benefit by raising awareness within the community in order to reduce the number of deaths in these areas. The first area, related to sudden

infant death due to unsafe sleeping practices and the NCSCB, in conjunction with the Foundation for the Study of Infant Death (FSID) hosted a number of seminars entitled 'Better Beginnings' to highlight the risks. The second area was raising awareness in relation to the dangers of shaking babies and the NCSCB, working with Nottinghamshire Safeguarding Children Board (NSCB) CDOP has produced a 'Don't shake the Baby' leaflet.

28. **Partner Agency Safeguarding Reports** Safeguarding Reports were received from Children's Services, all the Health Trusts, Nottinghamshire Police, Nottinghamshire Probation, Connexions Nottinghamshire and the NSPCC. These reports enable the NCSCB to develop a full picture of safeguarding activity across Nottingham for the first time, including Section 11 Self Assessments.
29. A number of examples of positive developments within and across frontline safeguarding services were also highlighted in the partner agency reports that show a focus on ensuring duties are discharged with a view to safeguarding and promoting the welfare of children in Nottingham, as required under the children Act 2004.
30. A number of challenges and developments have also been identified by agencies in order to further improve safeguarding practice in Nottingham. Concerns in relation to the capacity in frontline services in an environment of budget cuts and increased concerns and referrals. Many agencies reported an increase in safeguarding work and referrals over the last year, particularly the Child Abuse Investigation Unit of Nottinghamshire Police, CitiHealth and Children's services Social Care. There have also been concerns raised about the level of vacancies in front line Social Work and Health Visiting, further impacting on capacity.
31. In addition, there is a need to focus on quality assessments of children and families; the full and positive implementation of the NCSCB Safeguarding Children Procedures and related Practice Guidance, along within agencies own policies procedures; and clear understanding of roles and responsibilities within safeguarding across agencies through line management structures.
32. **Finding from External Inspections.** The Ofsted rating provided for the purpose of section 138 of the Education and Inspections Act 200 6 for Nottingham City Children's Services in 2009 was "Performs Well" with a 3 star rating. The report stated "The overall effectiveness of all inspected services, settings and institutions is good" and drew attention to a number of positive aspects of service provision, including ratings for primary schools, provision within Special Schools and Pupil Referral Units and the high increasing number of young people staying in education, training or employment. In addition, it was acknowledged that performance against the National Indicator set, including those for Stay Safe, was in line with statistical neighbours although below national targets.
33. **The NCSCB commentary on the effectiveness of safeguarding arrangements in Nottingham.**

34. The levels of need within the population of children, young people and families in Nottingham are high due to the long standing issues of deprivation which impact on aspirations, achievement and outcomes for our most vulnerable families.
35. Nottingham's Early Intervention status, the implementation of the Common Assessment Framework (CAF) including the role of lead professional and the development of the Nottingham City Children and Young People's Plan are all having a positive impact on the services provided to children, young people and families within universal and targeted services across all 5 of the Every Child Matters Outcomes. This is evidenced by the high percentage of referrals to social care that are transferred into Initial or Core Assessment and those that lead to an Initial Child Protection Conference and the initiation of a Child Protection Plan. This suggests that referrals to social care are those where there are child protection concerns, and other support issues are being dealt with through an early intervention and prevention process.
36. Through the roll out of NCSCB and CAF Training, there is a developing understanding of the continuum of safeguarding across all services and levels of intervention within the Children's Partnership (acting as a Children's Trust) which will be further embedded with the implementation of the Family Support Strategy during 2010/11. This will ensure practitioners understand their role and responsibility at all levels of need and service delivery within a multi agency environment.
37. The national focus on safeguarding since the death of Baby P in the London Borough of Haringey which led to a review of safeguarding practices and the subsequent publication of "The Protection of Children in England: A Progress Report" by Lord Laming has led to a change in local practice across agencies. It has been reported nationally and locally that there has been an increase in referrals to Children's Social Care since this time which is likely to be as a result of practitioners and members of the community being more aware of safeguarding concerns and indicators.
38. The data presented within this report demonstrates a corresponding increase in all parts of the child protection and looked after process creating significant challenges both in terms of capacity and resources. Specifically, the number of referrals to Children's Social Care and the number of children subject to children protection plans which are both significantly higher than our statistical neighbours. There has also been an increase in the number of Child Protection Plans lasting 2 years or more and more children are subject to Child Protection Plans for a second or subsequent time. Robust performance management processes have been initiated to maintain quality within these processes whilst managing these challenges.
39. Capacity issues in frontline services have been raised throughout 2009/10 across a number of partner agencies, continuing into 2010/11 with specific challenges in frontline social work; the Independent Reviewing Service, Health Visiting and the Child Abuse Investigations Unit of the Police. A number of agencies are also experiencing internal reviews and re-organisations which impact on frontline and

management staff. This is particularly relevant to Nottinghamshire Police, the Health Trusts and the Local Authority. In addition, the first budget released by the coalition government provides an enormous challenge to Public Sector Services in relation to the budget cuts required and an associated risk to the voluntary and community sector agencies that are commissioned and funded through these organisations.

40. Having considered the information gathered from partner agencies, along with the Performance Management Data for 2009/10 (included at Appendix 1) and the results of the safeguarding audits and external inspections, the NCSCB believes that safeguarding practice across agencies working with children and families is improving and that the partnership is robust. Although there has been ongoing pressure on frontline staff and services due to capacity issues and the increased number of children at all stages of the child protection process, most performance indicators were improved by the year end compared to the previous year. However, the audits undertaken show that there is still insufficient compliance with agency and inter agency procedure in practice. This requires focused management attention in all agencies to ensure timely, quality safeguarding interventions. The staffing pressure in frontline services relative to the volume of demand remains the greatest risk to the quality of safeguarding practice in Nottingham.
41. **Challenges for 2010/11.** For 2010 /11 onwards there remain ongoing challenges for the NCSCB and partner agencies as identified below.
42. The full implementation of Working Together 2010 and the revised NCSCB / NSCB Safeguarding Children Procedures is a priority for all agencies during 2010/11. This will include the further development of the governance arrangements of the NCSCB referred to earlier in the report.
43. In addition, the Independent Review of Children's Social Work and frontline Child Protection Practice commissioned by the coalition government in June 2010 will impact on future developments in safeguarding. Professor Eileen Munro has been requested to undertake a fundamental review so that a reform can "strengthen the profession so that social workers are in a better position to make well informed judgements, based on up to date evidence, in the best interests of the children, free from bureaucracy and regulation". The review is also to concentrate on early intervention, transparency and accountability. A first report is due by the end of September 2010.
44. The Nottingham Children and Young People's Plan (CYPP) 2010 – 14 was launched in July 2010, in dialogue with the NCSCB with "stronger safeguarding" as a key priority within the first year of implementation. However, the resourcing of frontline services, particularly within Children's Social Care (Fieldwork Services), the Independent Reviewing Service, Health Visiting and Nottinghamshire Police Force is essential to providing quality interventions that meet legal requirements. In the current economic climate, this will provide enormous challenge to those agencies.

45. The Children's Partnership Vision is that services will intervene earlier, empower families to take responsibility and integrate services around the family. The first Strategic Objective of the CYPP is "Safeguarding and Early Intervention – Children, young people and families will benefit from early and effective support and protection to empower them to overcome difficulties." The NCSCB will work with the Children's Partnership Board to implement this objective and it will be reflected within the NCSCB Business Plan 2011 – 13.
46. The Joint Strategic Needs Assessment (JSNA) highlighted the need for partner agencies working with children, young people and families to move towards a culture of early intervention and prevention and identified a potential skill gap in relation to staff in universal and targeted services taking on greater management of safeguarding cases. In addition, it acknowledged that the Family Support Strategy will be crucial in agreeing referral routes and understanding the roles and responsibilities of different service areas at different levels of service intervention. Line management structures within agencies must be able to support these safeguarding responsibilities and must ensure frontline staff and managers are provided with appropriate levels of training and support; supervisory arrangements are robust and the appropriate safeguarding policies are in place (including in relation to recording, information sharing and early intervention).
47. Specific service gaps in relation to those children who are at risk of being sexually exploited and/or going missing from their home environment and the need to clarify procedural requirements and service needs in relation to those children who are affected by gun and knife crime or are unaccompanied asylum seekers were also identified as priority areas for development within the JSNA and are reflected within the NCSCB Business Plan 2008-11.
48. The following work has been prioritised in the 2010/11 NCSCB delivery plan:
- The alignment of NCSCB budgets in the light of changing organisation structures and financial pressures
 - Continuing to improve the governance arrangements of the LSCB
 - Children's participation and involving children and young people to gain their views on their safety and wellbeing is essential in order for the NCSCB to inform and effectively plan the direction of work in delivering inter-agency safeguarding arrangements.
 - Establishing an inter-agency process for safeguarding audit tasks to ensure that partners are compliant with NCSCB procedures and are working well together to identify and respond to children's risks and need.
 - Improving the communication and awareness raising amongst the public particularly the hard to reach communities. This will include securing Lay Member representation on the NCSCB.
 - Developing and agreeing an inter-agency information sharing protocol
 - Reviewing, developing and implementing policies and procedures in relation to Child Sexual Exploitation, Missing Children, Bullying, Gang and Violent Crime and Individuals who Pose a Risk.
 - Implementing the Monitoring Effectiveness Strategy for 2010/11 to include impact measurements, the development of a full programme of quality

assurance activity and feeding the voices of children and families into the development of services

Appendix 1

Performance Management Data

31.03.09 – 01.04.10

| | | | |
|---------------------------------------|----------------|----------------|--------------------|
| National Performance Indicator | Outturn | Outturn | Statistical |
|---------------------------------------|----------------|----------------|--------------------|

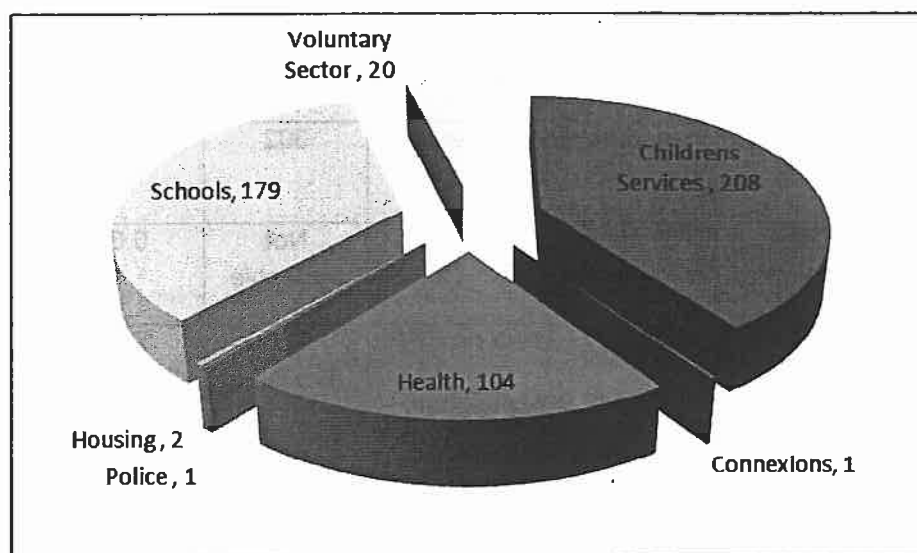
| | 2008 / 09 | 2009/10 | Neighbour |
|--|-----------|---------|---------------|
| NI032 Repeat Incidents of Domestic Violence | 31% | 22% | Not Available |
| NI048 Children killed or seriously injured in road accidents | -12.9% | -20.3% | -14.2% |
| NI 051 Effectiveness of Child and Adolescent Mental Health (CAMHS) services | 16 | 16 | 14 |
| NI 058 Emotional and behavioural health of children in care | 15.6 | 15 | 14.3 |
| NI 059 Initial Assessments for Children's Social Care carried out within 7 working days of referral | 63.8% | 68.2% | 69% |
| NI 060 % of Core Assessments in Timescale | 74.5% | 85.0% | 76% |
| NI 061 Timeliness of placements of LAC for adoption following an agency decision that the child should be placed for adoption | 73.8% | 69.0% | 72.6% |
| NI 062 Stability of placements of LAC: number of moves | 9.5% | 9.9% | 11.3% |
| NI 063 Stability of placements of LAC: length of placement | 64.7% | 63.9% | 65.2% |
| NI 064 Child Protection Plans lasting 2 years or more | 15.7% | 18.1% | 6% |
| NI 065 Children becoming subject of a Child Protection Plan for a second or subsequent time | 12.1% | 17.3% | 15.2% |
| NI 066 LAC cases which were reviewed within required timescales | 76.4% | 85.9% | 89.1% |
| NI 067 Child Protection cases which were reviewed within required timescales | 98.7% | 97.4% | 99.1% |
| NI 068 Referrals to Children's Social Care going on to Initial Assessment | 46.1% | 60.9% | 65% |
| NI 070 Hospital admissions caused by unintentional and deliberate injuries to children and young people | 119.9 | 135.7 | 140 |
| NI 071 Children who have run away from | 6 | 9 | 8.4 |

| | | | |
|---|-------|-------|-------|
| home/care overnight | | | |
| NI 147 Care leavers in suitable accommodation | 94.4% | 91.4% | 91.1% |
| NI 148 Care leavers in employment, education or training | 69.4% | 72.4% | 58.8% |

Local Safeguarding Indicators

31.03.09 – 01.04.10

- Number of Common Assessment Frameworks (CAFs) Initiated: 528
- Number of CAFs initiated by agency detailed below:



| Local Performance Indicator | Outturn 2008 / 09 | Outturn 2009/10 | Statistical Neighbour (08/09) |
|-----------------------------|-------------------|-----------------|-------------------------------|
| | | | |

| | | | |
|--|---------------|-------------|---------------|
| Number of children subject to a Child Protection Plan (per 10,000) | 412 74 | 471 84 | 375 48 |
| Number of Looked After Children (per 10,000) | 483 86.5 | 517 92.5 | Not Available |
| Number of Section 47 Enquiries initiated (per 10,000 per annum) | 593 106 | 786 141 | 870 |
| Number of Referrals received | 4833 | 5804 | 5126 |
| Rate per 10,000 Referrals | 865 | 1038 | 644 |
| Number of Re-referrals | 1609 | 1290 | 954 |
| Number of children subject to an ICPC (per 10,000) | Not Available | 473 85 | 500 |
| % ICPC held within 15 days of Section 47 Enquiries | Not Available | 82.2% | 72% |
| Number of CP Measures Commenced | 302 | 433 | Not Available |
| % Children on CPP not allocated to a social worker | Not Available | 0.6% | Not Available |
| Representation of BME children on CPP (Current Under 18's BME in Nottingham City is 26.62%) | Not Available | 7.7% | Not Available |
| Adoptions of LAC | 13.6% | 12.5% | 6.8% |
| Participation in Reviews | 80.6% | 74.3% | 86.0% |

**Protocol between Nottingham City Safeguarding Children Board (NCSCB)
and the Children's Partnership Board (CPB)**

1 BACKGROUND

- 1.1 Working Together 2010 states "The responsibilities of the LSCB are complementary to those of the Children's Trust – to promote co-operation to improve the wellbeing of children in the local area across all five *Every Child Matters* outcomes." (Page 99).
- 1.2 *The Children's Partnership Board, acting as the Children's Trust in Nottingham, is responsible for development and implementation of the Children and Young People's Plan. Nottingham City Safeguarding Children Board's role is to ensure the effectiveness of the arrangements made by partner agencies to safeguard and promote the welfare of children and young people. This protocol is designed to detail the agreement between the two boards to enable:*
- *a strategic approach to understanding needs, including a sophisticated analysis of data and effective engagement with children, young people and families;*
 - *a clear approach to understanding the effectiveness of current services, and identifying priorities for change – including where services need to be improved, reshaped or developed;*
 - *integrated and effective arrangements for ensuring that priorities for change are delivered in practice through the Children and Young People's Plan; and*
 - *effective approaches to understand the impact of specialist services on outcomes for children, young people and families, and using this understanding constructively to challenge lack of progress and drive further improvement. (Working Together 2010, Page 100).*

2 Constitutional Arrangements

- 2.1 The Independent Chair of the NCSCB is appointed by and accountable to the Director of Children and Families for the performance of the role but is also required to hold the DCS and partner agencies to account for the delivery of their safeguarding responsibilities on behalf of the Board.
- 2.2 The Director of Children and Families will be a standing member of the NCSCB Strategic Board (Working Together 2010).
- 2.3 The Lead Member (Portfolio Holder for Children's Services) is a "participating observer" on the NCSCB Strategic Board, receiving all papers and information and being involved in discussion rather than decision making (Working Together 2010). The Lead Member is also the Chair of the Children's Partnership Board.

- 2.4 The Independent Chair of the NCSCB will attend the Children's Partnership Board meeting twice yearly by arrangement to report on the work of the NCSCB and the effectiveness of local work to safeguard and promote the welfare of children in Nottingham. They will also present the Annual Report of the NCSCB to the Children's Partnership Board.
- 2.5 The Independent Chair will receive all minutes, agendas and papers for all meetings of the Children's Partnership Board.
- 2.6 The Independent Chair of the NCSCB will have a standing invitation to attend the Senior Officer Group (SOG) of the CPB.
- 2.7 The NCSCB will, through the Independent Chair, provide reports to be considered by the Senior Officer Group in relation to the work of the NCSCB and on work by the agencies in relation to their safeguarding duties. In the Independent Chair's absence, one of the Vice Chairs may be delegated to attend. Such reports will include information and recommendations about:
- work the NCSCB has carried out e.g. collecting and analysing information about the deaths of all children in the area
 - outcomes of serious case reviews and recommendations for action, or other safeguarding issues.
- 2.8 *In addition, the NCSCB will provide robust, independent challenge to the Children's Partnership Board on matters of safeguarding across all services, including performance against the national and locally agreed safeguarding indicators. The NCSCB will also take responsibility for monitoring action undertaken to improve safeguarding and highlight areas of underperformance and advise on ways to improve.*
- 2.9 In cases where the NCSCB considers a matter is urgent the report to Senior Officers Group will state this and it will be considered by the Senior Officer Group as urgent business at its next meeting.
- 2.10 The Senior Officer Group will make a formal response to reports received from the NCSCB. This may be by a representative of the SOG attending a meeting of the NCSCB Strategic Board.
- 2.11 The NCSCB will be consulted on the preparation and review of the Children and Young People's Plan and will take overall responsibility for coordinating the implementation of the safeguarding aspects of the plan.
- 2.12 The NCSCB will prepare six monthly reports to the Senior Officer Group on the implementation of the safeguarding elements of the Children and Young People's Plan and the NCSCB Business Plan making sure the two groups do not duplicate work or leave strategic or operational gaps in policies protocols services or practice. One of these six monthly reports will be the NCSCB Annual Report.
- 2.13 *The NCSCB will provide an annual Monitoring Effectiveness Report to the Children's Partnership Board, detailing an assessment of local safeguarding arrangements and the impact of these on children and young people. This*

will include information provided from partner agencies on safeguarding activity and a self assessment of compliance with Section 11 of the Children Act 2004, as well as the effectiveness of the NCSCB and its statutory responsibilities and results of quality assurance work undertaken in the year.

- 2.14 *The Children's Partnership Board will take overall responsibility for the reporting of data in relation to the performance indicators, targets and outcomes for children and young people. The NCSCB will monitor achievement in relation to the safeguarding indicators via quarterly reports to the NCSCB Strategic Board, providing recommendations and support for any improvements required.*
- 2.15 *The Children's Partnership Board, through the SOG, will report six monthly to the NCSCB on those area's from Working Together 2010 they are undertaking the strategic lead, as detailed within the Accountability Framework.*
- 2.16 *The Independent Chair of the NCSCB will report annually to the City Council Overview and Scrutiny Committee and to Young Nottingham Select Committee.*

3 Accountability For Specific Groups Of Vulnerable Children

- 3.1 *The LSCB and the Children's Partnership Board will maintain a matrix setting out the respective responsibilities of the two Boards for groups of vulnerable children as defined by Working Together 2010. The proposed responsibilities are set out in this document.*

Accountability Framework Between Nottingham City Safeguarding Children Board (NCSCB) and the Children's Partnership Board (CPB) in relation to vulnerable children as defined in Working Together 2010 – Chapter 6 & 11

| Safeguarding and promoting the welfare of children who may be particularly vulnerable (Working Together 2010 – Chapter 6 & 11) | | | | |
|---|--|---|---|--|
| Vulnerable Group / Priority Area | Lead Partnership | Lead Officer | Reporting Mechanisms | |
| Children Affected by Gang Activity | NCSCB Practice Guidance to be developed | Ken Beaumont Head of Service, Children and Families Community Teams | Reports through NCSCB Steering Group | |
| Child Sexual Exploitation and Human Trafficking (CSEHT) | NCSCB CSE & Trafficking Task & Delivery Group | Chair CSEHT, Ian Winton Nottinghamshire Police | Reports through NCSCB Steering Group | |
| Fabricated or Induced Illness | NCSCB Within the NCSCB Safeguarding Procedures | Janet Castillo NCSCB Manager | Responsibility for NCSCB procedures is with the Cross Authority Group, the Steering Group and Strategic Board | |
| Investigating complex (organised or multiple) abuse | NCSCB Within the NCSCB Safeguarding Procedures | Janet Castillo NCSCB Manager | Responsibility for NCSCB procedures is with the Cross Authority Group, the Steering Group and Strategic Board | |
| FGM | NCSCB | Janet Castillo, NCSCB Manager | Reports through NCSCB Steering Group | |
| Forced marriage and honour based violence | NCSCB | Janet Castillo, NCSCB Manager | Reports through NCSCB Steering Group | |

| Vulnerable Group / Priority Area | Lead Partnership | Lead Officer | Reporting Mechanisms |
|--|---|---|---|
| Allegations of abuse made against a person who works with children | NCSCB Practice Guidance being issued | Anne Partington, NCSCB Performance Manager | Annual reporting to DCFS and in the Monitoring Effectiveness Report to NCSCB Strategic Board and CPB |
| Learning Disabilities and Disabled (LDD) Children | CPB Safeguarding issues will be addressed within the wider context | Chair of LDD Group - Toni Wolf | Currently reports through NCSCB Steering Group but recommendation to report through SOG |
| Child abuse linked to belief in 'spirit possession' | NCSCB | Janet Castillo NCSCB Manager | Reports through NCSCB Steering Group |
| Children Living Away from Home - Looked After Children | Corporate Parenting Board | Paulette Thompson Omenka Head of Service LAC | Children In Care Council and Children in Care Outcomes Group report to Corporate Parenting Board (Six Monthly Reports to the NCSCB through the Steering Group to be set up) |
| - Private Fostering Arrangements | NCSCB: Monitoring CPB: Awareness Raising Children & Families: Service Delivery | Helen Blackman, Head of Service, Children's Social Care | Reports through NCSCB Steering Group |
| - Children and Young People in hospital | CPB | Safeguarding lead from NHS Nottingham City | Reports through SOG |
| - Children in contact with the youth justice system / in custody | CPB | Ken Beaumont Head of Service, Children and Families Community Teams | Reports through SOG |

| Vulnerable Group / Priority Area | Lead Partnership | Lead Officer | Reporting Mechanisms |
|--|--|--|---|
| Abuse by Children and Young People | NCSCB Within the NCSCB Safeguarding Procedures | Janet Castillo NCSCB Manager | Responsibility for NCSCB procedures is with the Cross Authority Group, the Steering Group and Strategic Board |
| Bullying | CPB | Viv McCrossen Head of Family & Community Teams (Central) | Reports to SOG and Task & Delivery Group set up to report to NCSCB Steering Group |
| Children whose behaviour indicates a lack of parental control | CPB Within the Family Support Strategy | Mark Andrews Head of Service Children & Family Community Teams | Reports through Senior Officer Group (SOG) and NCSCB Strategic Board |
| Race and Racism (to include Migrant Children and Unaccompanied Asylum Seeking Children) | CPB Safeguarding issues will be addressed within the wider context | <i>Childrens Services lead for Ethnic Minorities/Asylum Seeking Children)</i> | Recommendation to report through Senior Officers Group and NCSCB Steering Group |
| Violent Extremism | CDP | Prevent Lead Emma Orrock, Community Safety Executive Officer | Reports through the Prevent Steering Group |
| Domestic Violence | Crime & Drugs Partnership (CDP) | CDP – Jane Lewis, Domestic Violence Strategy Manager NCC - Dorne Collinson Head of Safeguarding | To report through SOG and NCSCB Steering Group |

| Vulnerable Group / Priority Area | Lead Partnership | Lead Officer | Reporting Mechanisms |
|--|--|---|--|
| Child abuse and information communication technology | NCSCB Cross authority E Safety Group | Anne Partington NCSCB Performance Manager | Task & Delivery Group reports through the NCSCB Steering Group |
| Children and families whose whereabouts are unknown | NCSCB | Janet Castillo NCSCB Manager | Reports through the NCSCB Steering Group |
| Children who go missing / Children who go missing from education | NCSCB Missing Children Task & Delivery Group | Chair Missing Children Task and Delivery Group (currently vacant) | Reports through the NCSCB Steering Group |
| Children of Families living in Temporary Accommodation | CPB | Housing Representative | Reports through SOG |

