

Title of paper:	Nottingham City Safeguarding, Children Board (NCSCB)		
Report to:	The Children's Partnership Board		
Date:	19 December 2012		
Relevant Director:	Ian Curryer	Wards affected:	
Contact Officer(s) and contact details:	Paul Burnett, Independent Chair, Local Safeguarding Children Board Pr.burnett@btinternet.com		
Other officers who have provided input:			
Relevant Children and Young People's Plan (CYPP) objectives(s):			
Stronger safeguarding – With a key focus on ensuring that there are high standards of safeguarding across all agencies and that the Partnership takes a pro-active approach to the elimination of domestic violence.			√
Healthy living – With a key focus on increasing the proportion of children and young people who have a healthy weight.			
Reducing substance misuse – Partnership work to lessen the impact on children of parental drug and alcohol misuse and to reduce drug and alcohol misuse amongst children and young people.			
Raising attainment – Raising the attainment levels and increasing engagement in employment, education and training.			
Improving attendance – Improving rates of attendance at both Primary and Secondary as a key foundation of improving outcomes.			
Summary of issues (including benefits to customers/service users):			
The report has two purposes: 1. To inform strategic leaders of children's services of work undertaken and key issues addressed by the NCSCB that are relevant to the Children's Partnership or to individual members of the Partnership; 2. To provide an opportunity for the NCSCB and the Children's Partnership to hold one another to account for their contribution to safeguarding children and young people in Nottingham. The report covers the period 2011/2012 and sets out recommendations for partners' consideration.			
Recommendations:			
1	To note the report of key developments over the last twelve months in relation to inspections, national legislative and policy developments, serious case reviews and changes to local safeguarding governance arrangements.		
2	To consider the areas of future work headlined in this report and the means by which continued dialogue between the two Boards might be secured to ensure appropriate alignment of activity and continued scrutiny and challenge between the two Boards		
3	To recognise the risk to safeguarding performance posed by the significant change taking place in agencies across the partnership and take steps to ensure that action is taken to manage and mitigate this risk both individually and collectively.		

1. BACKGROUND AND PROPOSALS

1.1 The NCSCB and the Children's Partnership Board arrangements provide for two reports to be presented each year by the Independent Chair of the Safeguarding Board of which one is this presentation of the LSCB annual report.

1.2 The NCSCB has two statutory functions: to ensure the effectiveness of arrangements to safeguard children across the City and; to co-ordinate multi-agency arrangements to protect children and young people in Nottingham.

1.3 The NCSCB consists of senior representatives of all the statutory agencies that have a responsibility for safeguarding children along with specialist advisers and representatives from professional groups and third sector organisations.

1.4 Whilst the Board is responsible for ensuring and co-ordinating safeguarding arrangements it is not operationally responsible for safeguarding services. That remains the responsibility of the chief officers of participating agencies/organisations

2. RISKS

It is a key responsibility of LSCBs to identify and manage safeguarding risk and this is built into the business planning arrangements of the Board. There are not specific additional risks created by this report.

3. FINANCIAL IMPLICATIONS

The LSCB is funded through contributions from partners. There are no financial implications arising from this report.

4. LEGAL IMPLICATIONS

None specifically arising from this report.

5. CLIENT GROUP

All children and young people

6. IMPACT ON EQUALITIES ISSUES

The remit of the NCSCB is to be responsible for the effective safeguarding of all children and young people in the City and to ensure that the specific needs of individual groups of children are addressed particularly where evidence of safeguarding risk has been identified.

7. OUTCOMES AND PRIORITIES AFFECTED

Stronger safeguarding – With a key focus on ensuring that there are high standards of safeguarding across all agencies and that the Partnership takes a pro-active approach to the elimination of domestic violence

8. CONTACT DETAILS

Paul Burnett

Independent Chair, Nottingham City Safeguarding Children Board and Adult Safeguarding Board

pr.burnett@btinternet.com



Nottingham City Safeguarding Children Board (NCSCB)

Annual Report 2011 - 12

NCSCB Annual Report 2010/11

<u>Contents</u>	<u>Page</u>
1. Chairs Foreword	2
2. Introduction.	3
3. Coordinating Local Work to Safeguard and Promote the Welfare of Children.	5
<ul style="list-style-type: none">• Governance and Accountability• NCSCB Effectiveness• Safeguarding Training• Progress on Priority Areas• Private Fostering• Allegations Management	
4. Monitoring the Effectiveness of Local Work to Safeguard and Promote the Welfare of Children.	24
<ul style="list-style-type: none">• Quality Assurance and Risk Management Panel & Audits• Serious Case Review Standing Panel• Child Death Overview Panel• Partner Agency Safeguarding Reports• Safeguarding Performance Data	
5. The NCSCB Commentary on the Effectiveness of Safeguarding Arrangements in Nottingham.	54
6. NCSCB Membership	57

1. Chair's Foreword

- 1.1 I am delighted to present the Annual Report of the Nottingham City Safeguarding Children Board for 2011/12.
- 1.2 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. I would like to pay tribute to Margaret McGlade, my predecessor, who sadly died in October 2011, for much of this success and I regard it as a privilege to have taken over this role to build on the achievements that the Board secured under her leadership.
- 1.3 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 – most notably the publication of Professor Eileen Munro's review.
- 1.4 In the latter part of the year we began to consider closer alignment between the children and adult safeguarding boards in the City to secure better coherence and co-ordination between their work, particularly in terms of securing holistic responses to whole family safeguarding needs. The decision has been taken to move in this direction and 2012/13 presents exciting opportunities to further improve our performance in securing effective, co-ordinated safeguarding for the children, young people and adults in Nottingham City.
- 1.5 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 2012/13 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.

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 2011 - 12
- 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 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.

2.4 This report is the Annual Review of the work of the Nottingham City SCB for the business year 2011 - 12. 'Working Together' 2010, 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 2011 - 14, 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' 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.

- 2.6 In addition, the final chapter of the report provides NCSCB commentary on the effectiveness of arrangements to safeguard children and young people in Nottingham during 2011 / 12.
- 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.**

3.1 **Key Priorities for 2011/12.**

3.2 The NCSCB Business Plan for 2011 – 14 was agreed following a development session with the NCSCB Strategic Board. This aligns with the timing of the Nottingham City Children and Young People's Plan.

3.3 The Mission Statement for the NCSCB was agreed as

“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.”

3.4 In addition, the board agreed a set of Strategic Objectives for the lifetime of the business plan, as follows:

- 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

3.5 A learning system is as defined in the Munro Review of Child Protection - a multi agency system that promotes the use of professional judgment and learning from experience / research, adapting practice as a result. The multi-agency system is expected undertake regular monitoring and auditing and feed the learning into practice. In addition, the NCSCB will ensure all work undertaken by or on behalf of the board uses the findings of appropriate research in its development / reporting.

3.6 The priorities for 2011 - 12 were set to support the achievement of these objectives and the statutory functions of the NCSCB, as follows.

3.7 The priorities to ensure coordination of local work to safeguard and promote the welfare of children the NCSCB were agreed as:

- Development of joint working with Nottingham City Adults Safeguarding Protection Board (NCASPB) and NCSCB.
- Implementation of the action plan arising from the Ofsted Inspection of safeguarding & Looked After Services in December 2010

- Ensuring sexual and emotional abuse are effectively managed by partner agencies, with a focus on identification & interventions
- Ensuring safeguarding practice and processes are in place for children and young people who go missing
- Ensuring Domestic Violence is acknowledged and managed as a priority safeguarding concern.

3.3 The ongoing business for the year in this area was agreed as:

- Ensuring the NCSCB governance arrangements are robust and responsive.
- Raising awareness of safeguarding issues and the responsibilities of the NCSCB, partner agencies and the wider community in safeguarding
- Contributing towards the monitoring, development and review of the Children and Young People's Plan 2011-14.

3.3 The NCSCB has made good progress against these priorities, including the following:

3.4 **Governance and Accountability**

3.5 The NCSCB had a change in independent chairing arrangements during the year and confirmed Paul Burnett as the Independent Chair for both the NCSCB and the NCASPB in February 2012.

3.6 The NCSCB constitution and structure were reviewed, updated and ratified at Strategic Board in January 2012 as an annual process to ensure it remains up to date and fit for purpose. The review specifically assessed each Task and Delivery Group of the board to ensure their alignment with the strategic objectives of the board.

3.7 The NCSCB Strategic Board, Steering Group and each Panel, Sub Group and Task and Finish Group 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 an NCSCB Officer and administration where possible.

3.8 The NCSCB Strategic Board receives reports from the Steering Group, the Quality Assurance & Risk Management Group, Child Death Overview Panel and Serious Case Review Standing Panel at each meeting.

3.9 The NCSCB Steering Groups receive reports from each Sub Group and Task and Finish Group and report up to the NCSCB Strategic Board for information or by exception.

3.10 **Relationship to the Children's Partnership Board**

3.11 The NCSCB activities are part of the wider context of children's trust arrangements and 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.

- 3.12 The partnership has remain 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.
- 3.13 The CYPP has undergone a consultation and review process and the revised plan for years two and three (2011 – 13) has been 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.
- 3.14 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."**
- 3.15 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**
- 3.16 **Safeguarding and Early Intervention** remains a strategic priority during 2011 – 13 with a concentration on those areas where the partnership can make a difference. The partnership wants children, young people and families to benefit from early and effective support and protection to empower them to overcome difficulties. In order to achieve this they will:
- increase the impact of the Family Support Strategy in providing alternative pathways to improving outcomes
 - assess the impact of family support on social care referral rates
 - build inter-agency support for the DASH (domestic abuse, stalking, and honour based violence checklist) risk assessment so that

domestic violence is dealt with as early as possible, knowledge of risk is shared and a proportionate response can be made

- ensure that the needs of disabled women suffering from domestic abuse, who can be particularly isolated, is recognised in the development of the DASH
- minimise bullying behaviour by:
 - working with parents, schools and young people to improve the emotional resilience of young people
 - supporting victims and re-educating perpetrators
 - sharing best practice and
 - supporting the Crime and Drugs Partnership, particularly through work with families, to challenge and eliminate gang culture in local neighbourhoods as a key foundation of improving outcomes.

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 In order to achieve this, the partnership will engage with the core and wider workforce to reinforce integrated ways of working to enable colleagues to 'feel' part of a one children's and young people's workforce. They will also provide models of best practice for all organisations and people who work with children and young people so that the workforce:

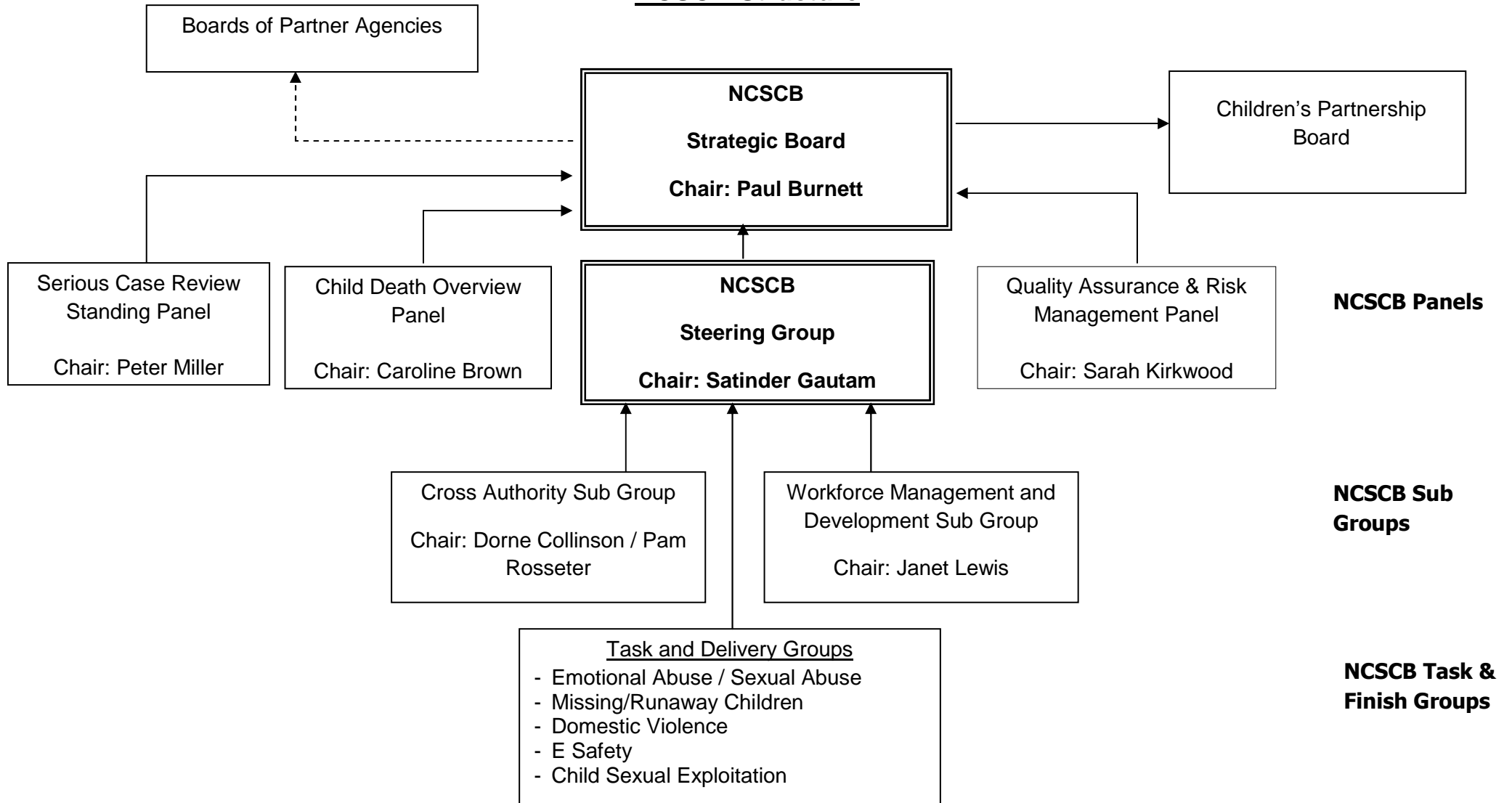
- is recruited robustly, inducted and developed to ensure the best possible quality of service to children and young people and reflects the diversity of the community we serve
- is lead and managed so that the interests of the children and young people are at the heart of everything we do
- is skilled in identifying when children and young people are not achieving their full potential, including those who are most vulnerable and engage them as soon as possible to enable them to thrive and achieve
- actively promotes the involvement of children and young people and parents in service improvement
- works effectively in multi-agency settings and teams to support child centred/family focused working and delivers integrated practices
- understands their responsibilities for safeguarding and welfare and
- has aspiration for themselves and the children and young people and families they support.

3.19 The Children's Partnership, with the support of the NCSCB has also launched 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.

- 3.20 The Children's Partnership Board will continue to review its governance, its members and terms of reference to ensure they are aligned with the emerging governance structures of the Health and Well Being Board.
- 3.21 The NCSCB and the Children's Partnership Board (CPB - Children's Trust Arrangement) 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.
- 3.22 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.
- 3.23 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

NCSCB Structure



3.24 **Membership**

3.25 The NCSCB membership for 2011 – 12 can be found at Appendix 1. There has been some impact of partner agency reorganisation on the NCSCB but this has been managed within agencies and representation has transferred smoothly and successfully.

3.26 A Lay Member was recruited to the NCSCB in 2010 and worked with the board until December 2011. A recruitment process to ensure full representatives from lay members is planned for 2012.

3.27 **The Lead Member**

3.28 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.

3.29 **Meetings and Attendance.**

3.30 The NCSCB Strategic Board met three times between 01.04.11 and 31.03.12. Regular and consistent attendance at meetings is necessary and attendance is monitored throughout the year. Analysis of the data for 2011/12 indicates that membership attendance is good particularly across the key stakeholders, Health, Children's Services and Police.

3.31 **Budget**

3.32 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 2011/12.

3.33 The business support provided to the NCSCB was combined with the business support for the NCASPB during 2011 and therefore the budgets required to support the two boards was also amalgamated. This created efficiencies within the infrastructure and has enabled further development of safeguarding development within a "Think Family" model.

3.34 The total budget to support NCSCB / NCASPB activity in 2011/12 was £568, 757. Partner agency contribution was made up as follows:

Nottingham City Council	£316,426
NHS Nottingham City (for all health)	£232,476
Nottinghamshire Police	£17,019
Probation	£2,836
CAFCASS	£550
Connexions	£2,200

3.35 Budget allocation for both NCSCB and NCASPB 2011 – 12 were:

Independent Chair	£30, 000
Lay Members	£2, 000
Administration	£52, 015
Management and Officer Support	£168, 034
Training	£77, 691
Allegations Manager	£43, 504
SCIMT	£115,708

3.36 Additional costs budgeted for included the development of Policy, Procedures and Practice Guidance, Serious Case Reviews and Publicity / Communications.

3.37 In December 2011, due to the ongoing economic pressures within the local authority, £200, 000 was deducted from this budget which was recouped through the deletion of an officer post, reduction in budgets for the development of policy, undertaking of Serious Case Reviews and creation of publicity materials. In addition, a plan to extend the role of the Allegations Manager to develop a service for those working with vulnerable adults was not realised.

3.38 **NCSCB Effectiveness**

3.39 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 in October 2011 and confirmed as Independent Chair for both the NCSCB and the NCASPB in February 2012. Prior to this, strong leadership foundations and expectations were in place through the previous chair who had been in place 4 ½ years. 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 current NCSCB 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.
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.
Understanding of roles and responsibilities of board members	The NCSCB Constitution provides clear terms of reference for the NCSCB Strategic Board and all panels and sub groups that make up the NCSCB structure. Induction packs are issued to all new NCSCB members. 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.
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 20101 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.
Clear planning and reviewing of work.	The annual Implementation Plan for the NCSCB Business Plan is regularly reviewed, updated and managed through the NCSCB Steering Group. Each of the panels and sub groups have work plans for the delivery of their area of work and report through the NCSCB Steering Group or 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. The NCSCB has a number of strategies that provide the detail on specific area's of work, for example, a Monitoring Effectiveness Strategy and a Training Strategy.
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.
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 Steering Group; Quality Assurance & Risk Management Panel; Serious Case Review Standing Panel; the Child Death Overview Panel and the Workforce Management & Development sub group has also been maintained by all agencies. Commitment to safeguarding and the partnership agenda is strong at all levels.
Communication	
Strong partnership exists between the LSCB and safeguarding operational teams.	The NCSCB has strong links with Children's Services Children's (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. Links between the NCSCB and the NCASPB have developed throughout the year and a shared sub structure is planned for the boards in 2012/13.
Open communication and shared language between professionals.	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.
Resources	
The LSCB has capacity to fulfil its responsibilities.	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 impact of budget reduction within the year resulted in the deletion of an additional officer post. The amount of work generated through the NCSCB to maintain quality coordination and monitoring effectiveness services is extensive.

3.40 **Developing Joint Working with Nottingham City Adults Safeguarding Partnership Board (NCASPB)**

- 3.41 The NCSCB has been working with the NCASPB throughout 2011 to identify ways the safeguarding boards and their structure and functions can be aligned. The purpose of this work is to consider where there are efficiencies as well as to develop consistency, share learning and learn good practice from each other.
- 3.42 The NCASPB was developed in 2007 following the implementation of the guidance in “No Secrets: guidance on developing and implementing multi-agency policies and procedures to protect vulnerable adults from abuse” published in 2000. The board does not have any statutory functions or powers but has developed on a model of partnership working and good practice to influence the development of adults safeguarding in Nottingham. It is expected that the implementation of the Health and Social Care Act will provide a statutory framework for the development of adults safeguarding boards nationally.
- 3.43 A consultation across the NCSCB and NCASPB in early 2012 resulted in an overwhelming response from partner agencies to align the work of the boards to ensure resources in agencies were best used and to develop consistent policy, practice guidance and practice within the boards. Developments within agencies have led to a number of safeguarding leads having responsibility for both children's and adults safeguarding.
- 3.44 The following model has been agreed for implementation during 2012 / 13:
- The NCSCB and NCASPB will share an Independent Chair
 - The NCSCB Strategic Board and NCASPB will meet consecutively on a quarterly basis, with a joint meeting to consider areas of shared business
 - Consideration will be given to a joint executive group to steer the work of the board

- The Quality Assurance sub groups of both boards will consider how their functions and responsibilities can be shared
- The Serious Case Review sub groups of both boards will meet consecutively to enable the development of shared procedures, practice guidance and learning
- The Child Death Overview Panel and Deprivation of Liberties sub groups will remain distinct and separate
- The training functions of both boards will be merged, as will publicity and communications work.

3.45 **Implementation of the action plan arising from the Ofsted Inspection of Safeguarding & Looked After Services in December 2010**

3.46 The Ofsted Inspection of Safeguarding and Looked After Services evaluated Nottingham City as “Good” in terms of overall effectiveness and capacity to improve. A number of areas of good practice were noted, including effective quality assurance processes being used to strengthen services; strong leadership across the partnership; strategic plans that ensure safeguarding is a priority; effective performance of local and national indicators and good involvement of the voluntary sector in service provision. In addition, the training provided by the NCSCB was acknowledged as extensive and the NCSCB Annual Report as outstanding.

3.47 There were 12 recommendations arising out of the inspection and the Action Plan arising from this was monitored through the NCSCB Steering Group until completion in March 2012, with further development planned in two areas of work.

3.48 Developments arising from the Ofsted Action Plan include:

- Development of a process by which information is shared between the Safeguarding Children Information Management Team (SCIMT) and Nottingham University Hospitals (NUH) to ensure that staff in the Emergency Department have timely and accurate access to information about children who are subject to Child Protection Plans. This will be further strengthened through the implementation of the MASH (Multi agency Safeguarding Hub)
- Weekly performance management of the application of thresholds for the screening and social care duty system and use of escalation processes across the partnership. The escalation policy for agencies referring to social care has also been strengthened
- Development of GP training to include the Family Support Strategy and Pathway and referral processes to Children’s Social Care. Awareness of early intervention services, including the Common Assessment Framework has also been included within the 7 GP Learning Events that have been undertaken.
- A review and update of the electronic recording system in social care (Care First) to include chronologies

- A focus on ensuring plans for children explicitly include their views, wishes and feelings which has resulted in an increase in the participation of children in reviews from 74.3% to 85.9% this year
- The strengths and Difficulties Questionnaire is embedded into Looked After Children's Annual Health Review with a pathway for referral to CAMHS where appropriate
- Health Action Plans are reviewed in each child's Looked After Review
- The 15+ service has been developed to provide greater access to Personal Advisors for young people leaving care aged up to the age of 25 years, Pathway Plans can now be completed electronically and are performance managed and a new 16+ Accommodation Strategy has been developed
- The Permanency Policy has been reviewed and updated and is now available as a web enabled resource
- An annual questionnaire is completed with all Looked After Children and reported through the Corporate Parenting Board
- The Independent Reviewing Officers Handbook is being implemented across the service.

3.49 **Ensuring sexual and emotional abuse are effectively managed by partner agencies, with a focus on identification & interventions.**

3.50 Sexual and emotional abuse are complex areas of work for all agencies, practitioners and managers working with children and families. Learning from Serious Case Reviews has highlighted the difficulties in identifying when children have been abused, particularly when there is no direct disclosure and the challenge of providing robust, multi agency interventions that support children and young people.

3.51 A multi agency group of practitioners and managers that represent partner agencies of the NCSCB and the NSCB have been developing a programme of work through 2011 to tackle these issues that will be implemented during 2012.

3.52 The focus of this work is to develop the skills, knowledge and confidence of practitioners to enable them to work proactively with complex issues. This will be done through training, development of practice guidance and tools and use of consultation forums where practitioners can discuss cases.

3.53 The undertaking of comprehensive assessments, including gathering full historical information, developing chronologies and genograms and analysing all vulnerability and protective factors is essential within all cases, but particularly those where there are potentially complex abuse issues. Practitioners must be supported by their agencies and managers to undertake these and the NCSCB is supporting the development of a multi agency supervision framework that includes reflective practice.

3.54 **Child Sexual Exploitation (CSE)**

- 3.55 Sexual exploitation of children is child abuse and the only effective way to tackle sexual exploitation of children is via effective multi-agency and partnership working. Tackling Child Sexual Exploitation (CSE) remains one of the most important challenges for the Safeguarding Children Boards across Nottingham City and Nottinghamshire County.
- 3.56 Sexual exploitation of children and young people under 18 involves exploitative relationships, violence, coercion and intimidation, being characterised in the main by the child or young person's limited availability of choice resulting from their social / economic and / or emotional vulnerability.
- 3.57 It is recognised that sexual exploitation can have serious long term impact on every aspect of the child or young person's life, health and education. It also damages the lives of families and carers and can lead to family break ups. It is important that agencies support young people and their families to reduce and begin to repair harm.
- 3.58 A cross authority CSE Task and Delivery Group has been created with NSCB under the Chair of Detective Inspector Martin Hillier from Nottinghamshire Police. DI Hillier works within HQ PPU and is the lead for CSE investigation in Nottinghamshire. Membership of the group has been established to represent the required agencies needed and create a core group who can establish and deliver a local strategy for CSE.
- 3.59 The group has been established to meet the LSCB responsibilities outlined in the National Tackling Child Sexual Exploitation Action Plan (December 2011) and the terms of reference for the group have been agreed across both authorities.
- 3.60 The group has identified the priority area for action is to improve the response to children who have been, or are at risk of, being harmed and will ensure the NSCB will have a strategic overview of inter-agency working and its impact on the prevention and protection of children sexually exploited, or at risk of sexual exploitation. Services for children and young people, who are at risk of or involved in sexual exploitation, will be co-ordinated and delivered in a safe, responsive and effective manner.
- 3.61 The strategy for 2012 / 13 focuses on:
- Prevention & Response
 - Safeguarding & Protection
 - Bringing Offenders to Justice
 - Public Confidence
- 3.62 The associated shared strategic priorities are:

- Mapping needs in relation to levels of CSE
- Putting in place systems for monitoring the prevalence and response to CSE through the use of data
- Working towards a co-located multi-agency team to deliver a co-ordinated response
- Increasing understanding & awareness of CSE among professionals and the wider community
- Training staff across agencies to identify CSE and respond appropriately

3.63 **Ensuring safeguarding practice and processes are in place for children and young people who go missing**

3.64 The NCSCB recognises that a child going missing from home or a care setting is a significant indicator that they may require safeguarding. Children who go missing are also at higher risk of reduced outcomes in a number of areas and are vulnerable to additional safeguarding risks, such as sexual exploitation, trafficking, substance use and abuse.

3.65 The NCSCB has a Missing Children Steering Group responsible for overseeing local work in relation to the identification and management of children who go missing and there have been a number of achievements by this group in the year.

3.66 The NCSCB / NSCB Missing Children Protocol was reviewed and consulted on across partner agencies and re published in December 2011 as a result.

3.67 Until 31 March 2012 the NSPCC in Nottingham (Services to Children and Families Division) provided the Home and Away service to Nottingham City via a Service Level agreement. This service worked with children who are reported as missing from home and carried out the statutory functions as was required by National Indicator 71. This included the completion of a return interview assessment, implementing an action plan to bring about change (utilising the CAF model as appropriate) and the provision of direct support to children and parents when required. The young people eligible for the service were children / young people who have been reported missing to the Police on more than one occasion (or one occasion if the incident was sufficiently concerning) and who were not currently open to Children's Social Care. 132 young people children were referred to the Service during 2011/12,

3.68 From April 2012, the Missing Children Service has been transferred to the Family Community Teams within Nottingham City Council Children and families. A Missing Children Senior Practitioner, Family Support Worker and administrative supported are being recruited to manage this work and ensure that Return Interviews are undertaken with all appropriate children and they are linked into the Common Assessment Framework process and appropriate support across partner agencies.

3.69 **Ensuring Domestic Violence is acknowledged and managed as a priority safeguarding concern.**

3.70 Domestic violence and its impact on children and vulnerable adults has been prioritised by both the NCSCB and the NCASPB for the length of their business plans. Inspections and audit have highlighted the volume of domestic violence in Nottingham City and the requirement to provide robust and protective multi agency responses, where information is shared at the earliest opportunity.

3.71 There are believed to be between 7, 000 and 10, 000 children in Nottingham at risk of domestic abuse in Nottingham. Between June and December 2011, there were 2, 500 police responses to domestic violence where children or pregnant women were involved and a risk assessment was carried out. 409 of these referrals were assessed as being high risk and therefore required a response from Children's Social Care, with the remaining requiring further assessment and interventions from other agencies. In the same period, 616 safeguarding referrals were made to Adults Services, 66 of which were in relation to domestic abuse. In addition, 38 adults per month were considered at the Multi Agency Risk Assessment Conference (MARAC) between April and December 2011, of which 48% are recorded as having a disability.

3.72 In order to meet these challenges, a Domestic Abuse Referral Team (DART) has been scoped for implementation in June 2012. The DART will act as a pilot for the Multi Agency Safeguarding Hub (MASH) which will be implemented in Nottingham City In February 2013, replacing the DART.

3.73 The DART is being established as part of a programme of work to improve services for children, young people and vulnerable adults at risk from domestic violence which includes early identification, prevention and new commissioning strategies.

3.74 The DART comprises a multi-agency team of people who continue to be employed by their individual agencies (LA, police and health services) but who are co-located in one office. It operates on the basis of a sealed intelligence hub where protocols govern how and what information can be released from the intelligence unit to operational staff. Co-location is considered the most effective way of building relationships, trust and understanding between agencies so that staff are confident about sharing information. The team will be managed by a qualified Social Work Team Manager but clinical supervision will be provided by the workers employing organisation, where required.

3.75 The team will deal exclusively with domestic abuse concerns where there are children or a pregnant woman in the household, or where there is a vulnerable adult who meets the threshold for Social Care Services who is being subjected to domestic abuse.

- 3.76 Nottingham City Division, Public Protection are taking the lead in respect of the development of the DART and the governance arrangements will be through the shared business of the NCSCB and NCASPB.
- 3.77 The Children's Domestic Violence Task and Delivery Group sits within the structures of the NCSCB and is chaired by a representative of the Children & Families Community Teams, supported by the Trilogy of Risk Lead.
- 3.78 The work plan for 2011- 2012 has prioritised the identification of the prevalence of children and families affected by domestic violence and abuse and intervention through the use of CAF. The aim is to capture a robust data set across the partnership to ensure the needs of families who experience domestic violence are recognised and met.
- 3.79 The Task and Delivery Group is also supporting the implementation of the DART to ensure practitioners are equipped to carry out direct enquiries and respond appropriately to domestic violence.
- 3.80 In addition, Women's Aid Integrated Services (WAIS) Stronger Families Project is working to support women and children affected by domestic abuse and the Nottinghamshire Domestic Violence Forum's (NDVF's) GREAT (Good Relationships and Equal and Trusting) project is working to raise awareness with children and young people in schools about domestic violence.
- 3.81 **Prevent**
- 3.82 Prevent is a partnership approach to preventing violent extremism and building resilience within communities across Nottingham, and 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 and plans to implement the revised national strategy.
- 3.83 As part of this work, the Channel Project coordinates work with individuals to help them resist activity likely to expose them to violent extremism, or prevent them becoming further involved on a pathway likely to lead to violent extremism. They also facilitate effective referral processes based on Risk Assessments to ensure appropriate statutory or community based diversionary activities. There have been 30 referrals to Channel since its inception and 13 of these were under 18 years old.
- 3.84 The Prevent Steering Group sits within the governance arrangements of the NCSCB and reports to the NCSCB Steering Group on a six monthly basis.
- 3.85 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.

3.86 **Private Fostering**

- 3.87 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.
- 3.88 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.
- 3.89 A Private Fostering Steering Group has been established within Children & Families and has met 6-8 weekly in the past year. It consists of the Service Manager in Social Care with the lead responsibility for Private Fostering and the 3 Family Support Team Managers in North, South and Central who are the operational leads in their respective areas for Private Fostering.
- 3.90 The group has taken responsibility for performance managing the private fostering process and has seen a significant Improvement in children being seen within appropriate timescales for those beginning private fostering arrangements in the financial year.
- 3.91 The figures in the table below show the Nottingham City figures for Private Fostering for the last 4 years. Further discussion has taken place with the Department for Education on the number of cases where visits were within Private Fostering Regulation 4 requirements to clarify reporting expectations. This has resulted in all arrangements being included within this figure (as in previous years apart from 2010/11), rather than only those where social care were informed prior to the arrangement (as reported in 2010/11).

	2008/09	2009/10	2010/11	2011 / 12
Number of new Private Fostering arrangements	23	36	38	27
Number of cases where visits were within Private Fostering Regulation 4 requirements	23	35	3	27
Of these, the number of cases where this action was taken within 7 working days of receipt of notification of the Private Fostering arrangements	18	26	2	26

Number of new arrangements that began during the year	21	30	37	25
Number of PF arrangements that ended during the year	20	28	35	30
As at 31st March - Number of children under Private Fostering arrangements	12	19	23	22

3.92 In 2010/11, 20 children out of 37 (54%) were seen within timescales, whereas in 2011/12, 24 out of 25 (96%) children were seen within.

3.93 In addition, the group has overseen the updating and revision to the website. Leaflets and posters were distributed to agencies and voluntary groups during 2011 to raise awareness of private fostering and there are plans to undertake this task again this year to ensure reporting remains high.

3.94 Priorities for 2012 / 13 are as follows:

- Reviving the statement on Private Fostering
- Auditing cases on a regular basis
- Undertaking a children's questionnaire in relation to the service received
- Profiling Private Fostering at the Social Care Manager's meeting.

3.95 **Allegations Management**

3.96 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)

3.97 The framework for managing cases where allegations have been made against people, who work with children, as set out in Chapter 7 of the NCSCB / NSCB Safeguarding Children Procedures, is wider than 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.

- 3.98 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
- 3.99 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.
- 3.100 The Local Authority Designated Officer (LADO) managed 52 allegations / concerns in relation to people who work with children between 1st April 2011 and the 31st March 2012. This is 37 less allegations than was managed in the previous year (89) as a large number of cases (43) were managed through the provision of advice, guidance and consultation. This was a result of developing the consultations process to ensure it is robust as possible and gathers as much information as possible at the earliest opportunity. This ensures that only those cases that meet the threshold are managed through strategy meetings and a full allegations management process. Further work will be undertaken in 2012 / 13 to ensure that this trend is monitored and quality assurance processes are in place.
- 3.101 These staff worked in a variety of different roles across a number of agencies, as detailed below:

Agency	Number of Allegations
Children and Families (inc internal Residential)	8
Private Residential	4
Education (including teaching assistants, teachers, alternate education providers)	25
Foster Carers	2
Other Local Authority	1
Health	2
Police	1
Faith Groups	0
Childcare Sector (including Childminders)	7

Voluntary Sector	1
Other	1
TOTAL	52

3.102 The above allegations were categorised as follows:

Category of Abuse	
Physical Abuse	27
Sexual Abuse	10
Emotional Abuse	0
Neglect	1
Online	2
Restraint	0
Other (including conduct, substance use)	12

3.103 Of the 52 allegation referrals received in 2011/12, 32 cases (51%) were closed during the year with the following outcomes (multiple outcomes are recorded for some cases.)

Outcome	Number of cases
No Further Action	12
Unfounded	6
Unsubstantiated	7
Substantiated	3
Convicted	1
Suspended pending Investigation	5
Subject to Disciplinary Procedures	5
Dismissed	3
Resigned	1
Received written warnings	3
Attended Training	1

3.104 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, an increase from 33% last year to 44% this year.

Timelines	Number of cases
One month	14 (44%) %
Within three months	11(34%)
Within 12 months	7 (22%)

- 3.105 In addition to the new referrals received in 2011/12, 25 referrals from 2010/11 have been concluded with the following outcomes and timelines (multiple outcomes have been recorded for some cases).

Outcome	Number of cases
No further action	8
Unfounded	1
Unsubstantiated	4
Substantiated	9
Convicted	1
Suspended pending investigation	9
Subject to Disciplinary Procedures	10
Dismissed	10
Resigned	2
Received written warnings	2
Attended Training	2
Timelines	Number of cases
One month	6 (24%)
Within three months	6 (24%)
Within 12 months	11(44%)
Over 12 months	2(8%)

- 3.106 Thirteen Special Circumstances Meetings have been held during 2011/12 after referrals by the following agencies due to concerns about individual's suitability and 11 of 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
Children and Families (including internal residential)	2
Education (including teachers, teaching assistants and alternate providers	4
Foster Carers	3
Voluntary Sector	2

- 3.107 Through 2011/12 Safeguarding Co-ordinators have provided 43 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
Children and Families	2
Education (including alternate education providers)	20
Private Residential	4
Childcare Sector	15
Health	1
Voluntary Sector	1
Total	43

3.108 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.

3.109 **Safeguarding Policy, Procedures and Practice Guidance**

3.110 A number of pieces of safeguarding policy, procedures or practice guidance have either been reviewed or developed in the year in conjunction with the Nottinghamshire Safeguarding Children Board, including:

- **NCSCB / NSCB Safeguarding Children Procedures** – were reviewed and updated during the year to ensure they were compliant with legislation and national policy and practice. In addition, learning from a number of quality assurance processes including Serious Case Reviews was added.
- **NCSCB / NSCB Protocol and Practice Guidance on Missing Children** – was reviewed and re written to ensure clarity on roles, responsibilities and expectations across partner agencies.
- **Safeguarding Disabled Children and Young People Practice Guidance** – was reviewed and updated to include reference to practice and roles/ responsibilities
- **Self Harm Practice Guidance** – was reviewed and updated to ensure accuracy with current policy, procedure and practice

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

3.112 **Safeguarding Training**

- 3.113 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.”
- 3.114 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.
- 3.115 During 2011/12, the NCSCB has continued to provide a multi agency training programme encompassing Introduction to Safeguarding, Working Together to Safeguard Children, a Refresher / Update course and a specialist training event on Emotional Abuse / Neglect. 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. As a result the number of courses run this year was reduced from 43 to 30 but capacity at all courses was increased on average but 3 people per course. A new approach to training was also successfully piloted whereby a large event was held with a programme that maintained interactive elements of training and enabled participation.
- 3.116 There was a total attendance of 658 people at all courses provided by the NCSCB in 2011 / 12 which is a 13% decrease on the previous year. A total of 92 participants attended the Self Harm seminar from Nottingham City.
- 3.117 Courses continue to be popular and at times oversubscribed and participants continue to evaluate the training and seminars provided by the NCSCB as positive.
- 3.118 Attendance at training is positive across most agencies, with the Voluntary Sector remaining the highest user of the programme at 47% of attendance. There has been increased attendance from all schools as the expectation for Designated Senior Persons to attend the NCSCB Working Together has been strengthened.
- 3.119 The focus for 2012 / 13 training delivery is to ensure that the Introduction To Safeguarding is only accessed by the voluntary sector and that partner agencies provide their own introductory course. In addition, the Working Together course will be further promoted for all those staff who are involved within child protection processes.
- 3.120 The following courses and seminars were provided by the NCSCB between 01.04.11 and 31.03.12:

Agency	Number of Staff Attended Training	
Nottingham City Council Children & Families	Schools & Learning	38
	Quality & Commissioning	3
	Safeguarding	39
	Family & Community Teams	125
	Young People, Learning & Skills	0
Health Trusts	City Care Partnership	20
	Nottingham University Hospitals Trust	7
	Nottinghamshire Health Care Trust	18
	East Midlands Ambulance Service	3
	NHS Nottingham City	2
	NHS Treatment Centre	1
Schools	Primary Schools	31
	Secondary Schools	12
	Academies	5
	Special Schools	1
	Independent Schools	1
Other Agencies	Probation	35
	Nottingham Futures	1
	Nottingham City Homes	3
	Police	23
	CAFCASS	3
	Fire & Rescue	2
	Further & Higher Education	15
	Voluntary Sector	320
	Private	38
	Other	4
TOTAL		750

3.121 The NCSCB has developed a robust Quality Assurance Strategy for safeguarding training and this has been implemented during 2011 / 12.

3.122 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.

- **Evaluating the Impact of NCSCB Training**

A post course questionnaire is sent to all participants and their managers three months after their attendance at a course. The asks for

feedback about how they have put their learning into practice and asks them to complete three case studies in order to show their understanding of safeguarding issues. Only 16% of people have responded to this during the first year of implementation and the challenge for 2012 / 13 is to improve response rates. Whilst the results are useful, there is an obvious limitation in the reach of these.

- 67% of attendees had been able to apply their learning well or very well
- 75% of attendees had developed their understanding and confidence in working with other professionals well or very well. The others said they had a good or very good understanding already
- 67% said their practice in identifying concerns had improved
- 75% said their practice in responding to a child appropriately had improved.
- 75% said their practice in taking the appropriate action had improved

This process will be further embedded during 2012 - 13 with the aim of increasing response rates to ensure a greater understanding of the impact of training is realised.

- **Quality Assuring Partner Agency Safeguarding Training**

During 2011 /12 a new Safeguarding Children Training Quality Assurance Scheme was finalised and implemented throughout the year.

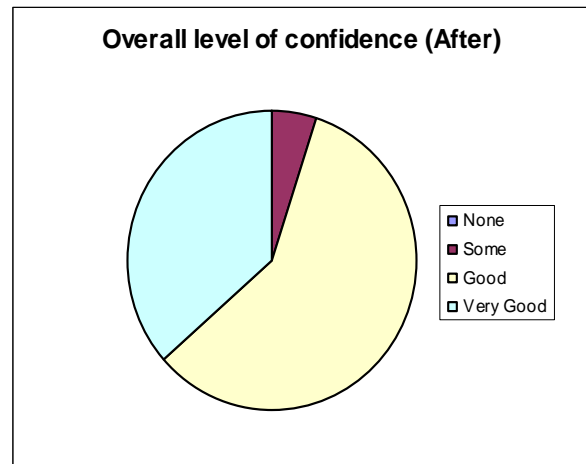
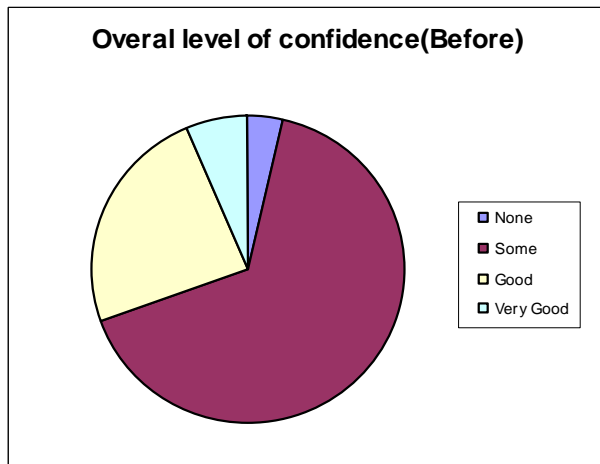
The following agencies have received validation through a multi agency process of their Introduction to Safeguarding Children training materials:

- Nottingham University Hospitals Trust
- Nottingham CityCare Partnership
- Nottinghamshire Healthcare Trust
- Nottingham City Council Leisure Services
- Nottingham City Safeguarding Children Board

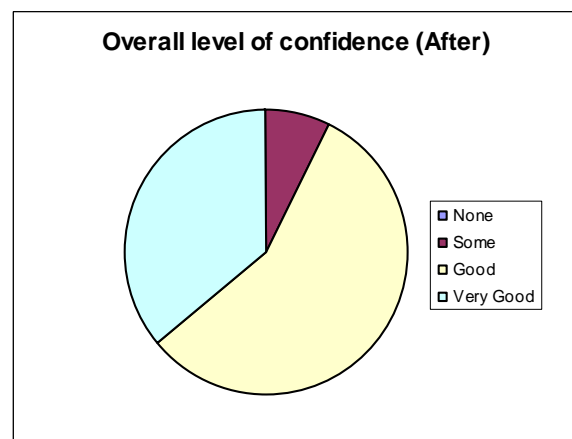
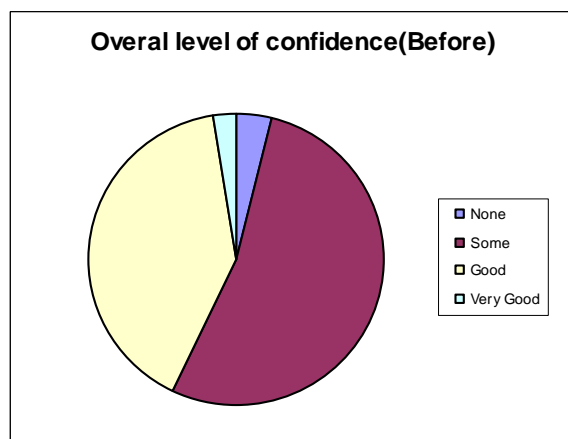
An implementation plan for 2012/13 has been drawn up to extend the process to include the validation of training delivery for those agencies who have validated training materials.

NCSCB Training Evaluations.

NCSCB Introduction to Safeguarding



Working Together to Safeguard Children



3.123 Safeguarding in Childcare and Early Years Settings.

3.124 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.

3.125 A review of the Safeguarding Children Training Programme and course contents for the Early Years Sector was undertaken in 2011 to ensure feedback from participants and trainers was considered. All course materials are being quality assured through the NCSCB strategy.

3.126 A Safeguarding Training Pathway was also developed which specified which courses individuals should attend depending on their role and

responsibility. This included introduction of a half day Safeguarding Refresher course consistent with the NCSCB refresher; an Introduction to Safeguarding course for those registering to be childminders and work in their own homes and leads for safeguarding within the childcare sector were encouraged to attend the NCSCB Working Together Board course to encourage learning from other sectors and ensure they are part of the multi agency framework to safeguard children.

- 3.127 Feedback on the new pathway, course content and course availability has been positive in that childcare settings including childminders are saying that the courses reflects their service delivery and meets their needs.

Childcare and Early Years Settings Course Title	Number of Courses	Number of Delegates
Introduction to Safeguarding	14	287
Introduction to Safeguarding and the Role of the Designated Senior Person (DSP)	1	21
Safer Recruitment	1	8
Role of the DSP	2	14
Safeguarding Refresher	2	42
Totals :	20	372

3.128 **Safeguarding in Schools and Education Setting.**

- 3.129 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 2010 and July 2011.

- 3.130 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 school staff 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 DSPs.**
- **Accredited Safer Recruitment training**

- 3.131 In the academic year 2010-2011 the Safeguarding in Education Team delivered safeguarding training to 42 schools and education providers

within the city with the number of individuals trained in each school / provider ranging between 15-30 members of staff. In addition to the individual schools training delivered, the team provided a rolling training programme to enable individual members of staff to access specific courses at any point throughout the academic year. The number of safeguarding courses put on last academic year was 26 with a total attendance of 1757 from staff in the education sector.

3.132 Safeguarding in Education: School Compliance

3.133 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.

3.134 Each year during the Spring Term 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 2009-2010, because compliance information for the academic year 2010-2011 will not be fully collated until the end of the school year 2011-2012.

3.135 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.

3.136 In the academic year 2009 – 10, 93 schools were requested to report on their safeguarding arrangements and 82 responded.

3.137 As a direct result of the information provided on schools' Safeguarding Compliance Reports in 2009-2010, the Safeguarding Coordinator carried out support visits to eight schools with identified development needs and undertook individual reviews and amendments of the safeguarding policies for 9 schools, ensuring they met Ofsted requirements.

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

4.1 Key priorities for 2011/12 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
- 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

4.16 Serious Case Review Standing Panel (SCRSP)

4.17 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.

4.18 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.

4.19 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.

4.20 One Serious Case Review was completed in the year and submitted to Ofsted in September 2011 for evaluation. This was prior to the changes in evaluation and received a rating from Ofsted as good. This SCR has not

been published to date due to outstanding criminal and coronial proceedings.

- 4.21 The SCR Standing Panel has also developed a Significant Incident Learning Process 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. The process will be implemented fully in 2012.
- 4.22 The NCSCB undertook a number of alternative reviews during the year to identify areas for development in working with children and families. These highlighted the vulnerability of parents with learning disabilities, particularly in relation to sexual abuse; the importance of reflective practice and management oversight of decisions; the need to remain focused on the child and not be distracted or influenced by the issues of parents or an assumption about their ability to protect; the importance of chronologies and full historical assessments; and the impact of parents' mental health on children and the need to ensure services across children and adults are joined up. The learning from these processes has been implemented through action plans and has influenced the development of the NCSCB Business Plan. Additional learning in relation to domestic violence was fed directly into the development of the DART and the MASH to ensure information is shared across agencies at the earliest opportunity to enable full assessments of risk and appropriate levels of intervention.
- 4.23 **Child Death Overview Panel (CDOP)**
- 4.24 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.
- 4.25 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.
- 4.26 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.

- 4.27 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.
- 4.28 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.
- 4.29 Nottingham University Hospitals (NUH) NHS Trust employs the City Designated Paediatrician for Unexpected Deaths (DPUD) for 6 hours per week with help from the Designated Doctor for Safeguarding. The Specialist Death Nurse for Child Death Review is employed for 37 hours per week and is supported by an Administrator for 22 1/2 hours per week.
- 4.30 The NCSCB submitted an annual statutory return to the Department for Education in respect of the Child Death Data Collection as required in relation to the 35 deaths reviewed in the year 01.04.11 to 31.03.12. Of these, 12 children died in previous years, 23 died in the current year and there are 17 reviews not complete as at 31.03.12. Of those not complete, 13 of the deaths occurred in 2011/12 but were not ratified by 31/03/12, either because the CDOP was awaiting the outcome of reviews or they occurred too late in March for the necessary checks to be undertaken before the year end. There are also 4 deaths which took place before 01/04/11 where CDOP cannot ratify the case until the Coroner's verdict is known.
- 4.31 Of those deaths reviewed between 01.4.11 to 31.3.12, 6 deaths had modifiable factors.
- 4.32 Of those deaths reviewed between 01.4.11 to 31.3.12, 3 were unexpected.
- 4.33 In relation to the children whose deaths were reviewed, 62% were under 27 days old; 80% under a year old and 17% were aged 10 – 18 years old. Just over 34% of the children were boys. There were 37% White British, 37% were of Asian or Asian British/Pakistani background and 11% were of Black African or Caribbean background.
- 4.34 Most of the deaths (92%) occurred in a hospital setting.
- 4.35 In relation to timescales, 86% of deaths were reviewed and ratified at CDOP in less than 6 months. This is an improvement on previous timescales.

- 4.36 The more complex cases take more time within the CDOP process to ensure all information is gathered and considered and an appropriate plan devised to ensure that CDOP is assured that changes have taken place. Cases where serious incident reviews are undertaken by individual agencies also take longer to come to CDOP and to be reviewed.
- 4.37 There is no national mechanism in place for systematically analysing, collating and disseminating local learning on child deaths (Munro 2011) and so Nottingham City Child Death Overview Panel has led on collaborative working with neighbouring panels covering the East Midlands. A Regional Summit on Child Death has been held which enabled networking, sharing of good practice, identification of trends and planning started for effective public health campaigns.
- 4.38 The CDOP focus for 2011/12 was to ensure that learning from the child death reviews is embedded into frontline practice. CDOP has focussed on creating strategic objectives and SMART recommendations and actions from all reviews; ensuring evidence is in place that reflects changes in practice; and developing formalised pathways into the governance processes of partner agencies. Recommendations from the CDOP form the CDOP Action Log and work plan. Evidence of timely completion of recommendations and actions is required. As the CDOP becomes more experienced, more effective and efficient pathways are being used to implement changes across agencies to promote better safeguarding, welfare and health of children and prevent future deaths. The panel is finding ways to ensure learning is incorporated and embedded into ongoing multiagency training strategies and practice.
- 4.39 For 12/13 CDOP is undertaking a thematic analysis of the learning and recommendations arising since it started in 2008. Initial review of this demonstrates that many of the early issues identified related to process concerns and have been solved. Work is now being undertaken to review the later themes and where common clarify how to develop work plans to address these. There have been a number of themes raised repeatedly which will form the basis of the medium term work plan; these include domestic violence, linking to ongoing work by the NCSCB; consanguinity; adolescent mental and emotional health and communication with specific groups of children and between and within agencies.
- 4.40 **Monitoring the effectiveness of the safeguarding activity across partner agencies**
- 4.41 **The Quality Assurance and Risk Management Panel (QARM)**
- 4.42 The role of the Quality Assurance and Risk Management Panel is to deliver the Monitoring Effectiveness Strategy and Report on behalf of the NCSC to provide assurance on the quality and effectiveness of safeguarding practice in Nottingham. In addition, the panel also takes responsibility for the implementation of an effective Risk Management Strategy.

4.43 The Monitoring Effectiveness Strategy 2011 / 12 includes the following components:

- 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

4.44 **NCSCB Multi Agency Audits**

4.45 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.

4.46 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.

4.47 The QARM Panel was responsible for agreeing the process, terms of reference and priorities for the multi agency audit process. Ten cases were selected at random from children subject to Child Protection Plans and children who are Looked After and were subject to full multi agency review during 2011 / 12.

4.48 A pool of multi agency auditors was identified in April 2011 and to undertake these audits, facilitated by the NCSCB. Within the audit process, agency representatives consider the files from another agency to ensure there is multi agency scrutiny within the process. This also enables the development of learning across agencies in relation to the roles, responsibility and recordings of other agencies.

- 4.49 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.
- 4.50 There is specific learning in relation to the focus of each audit which is detailed below, along with more general learning that can has been gathered throughout the year and can be applied to all safeguarding interventions.
- 4.51 The 10 audits undertaken in during 2011 / 12 focused on:
- Services for 16 – 18 year olds
 - Implementation of the practice guidance “Safeguarding unborn babies where the risks are to great to leave them in the care of their parents”
 - Implementation of NCSCB Procedures
 - Substance Use
 - Sexual Abuse
 - Neglect
- 4.52 The focus of these audits had an impact on the age range of children selected and some of the areas of learning.
- 4.53 Five children selected to audit were subject to Child Protection Plans and 5 were Looked After Children. All of the children were part of siblings groups and although the focus of the audit was on them as individuals, the needs of the other children were considered throughout. It is worth noting that the average size of the sibling groups was 5 children, with the lowest number being 3 and the highest 10. This gave rise to complex family situations which should be considered within the safeguarding assessments.
- 4.54 In terms of the safeguarding issues that were present in each family, 3 cases in both samples had evidence of the Trilogy of Risks (Domestic Violence, Parental Substance Use and Adult Mental Health issues), with all cases audited featuring domestic violence. Much of this domestic violence was long term within families and featured in a number of the relationships. All categories of abuse featured, with Neglect and Physical Abuse being the most common. Lack of engagement with services featured in 6 cases across the whole sample.
- 4.55 There were a number of issues that only arose within one or two audits, including suicide in the family and suicide ideation; the parents having their own experience of being Looked After and the child being a young carer.

Total Number of Audits	10
Age of Children	8 months – 17 years
Ethnicity	3 White British 3 Mixed Race (White British / Black Caribbean) 1 White Irish 1 White Scottish 1 Polish 1 Unknown
Disability	8 none recorded 2 ADHD and Learning Difficulties Foetal Alcohol Syndrome featured in 2 cases
Religion	8 none recorded 2 Catholic
Safeguarding Issues	10 Domestic Violence 8 Parental Substance Use (including alcohol) 6 Adult Mental Health (mainly depression) 8 Neglect 8 Physical Abuse 6 Emotional Abuse 5 Sexual Abuse (including possible & historical) 6 Lack of Engagement / Disguised Compliance 2 Self Harm

4.56 **Child Protection Cases:**

4.57 Key strengths were found in all cases and all children were considered to have a plan that reflected their current level of risk and need. Overall, the timescales for the child protection processes had been adhered and multi agency working and information sharing across agencies was strong across all cases, particularly once Section 47 enquiries had been initiated. Multi agency working and information sharing across agencies was strong across all cases and families were offered a great deal of support via the inter-agency network, both in an early intervention model and once the Child Protection process had been initiated. There was some evidence of a focus on the current incident / concern and it was felt that more attention could be paid to the history of the family and previous patterns of parenting. This information should be considered at the point of referral as well as within the ongoing assessment and intervention. It was also highlighted that a focus on each individual child in the family was required and with full assessments that understand the impact of safeguarding concerns on that child. This is particularly true of domestic violence, sexual abuse and emotional abuse and a focus on talking to children and understanding their life is required. The Common Assessment Framework should be used routinely as a tool to bring together an inter-agency assessment prior to specialist service intervention or as part of a de-escalation process. This would also strengthen the quality of referrals to Children's Social Care. In some cases, concerns about the adults became the focus of the intervention. Further understanding of families that do not engage with

services, the impact of this on the children and the action required should be undertaken

4.58 **Looked After Children Group**

The plan for all these children was appropriate and they were considered to have been safeguarded by the interventions in place, with their outcomes improved by virtue of them being looked after. In one case, ongoing safeguarding concerns remained due to their vulnerability in relation to sexual exploitation. Birth Protection Plans used in the cases where the children were removed at birth were strong, based on good assessment and shared across the multi agency team. Child Protection and Looked After process and timescales were generally adhered to across all cases. Robust, child-centred contact arrangements had been put in place and recorded in most cases. Strong inter-agency work and information sharing was evident. It was acknowledged that full assessment of all family members where children might be placed must be undertaken in all cases. A focus on understanding children's behaviour, rather than managing it, should be developed amongst those working with Looked After Children. This would include understanding the impact of historical abuse.

4.59 **Shared Learning Across all Audits:**

- A child's religion should be routinely recorded and understood within the assessment
- Chronologies and genograms should be used consistently in all cases. Evidence from the audit suggests they significantly improve the ability to understand and respond to the safeguarding concerns
- Recording across all agencies could be improved to ensure that interventions are clearly understood and the outcomes of these are assessed. In addition, accuracy in recording requires improvement and relationships across all members of the family must be detailed specifically.
- Robust and routine management oversight in decision making, including reflective practice, should be developed across all agencies.

4.60 The learning from these audits will be fed through the QARM to the NCSCB Strategic Board with recommendations implemented throughout 2012 / 13:

4.61 **NCSCB Staff Survey**

4.62 The Quality Assurance and Risk Management Panel commissioned a second multi agency staff survey during 2011 / 12 to assess the level of safeguarding knowledge and confidence across partner agencies.

4.63 The survey was undertaken electronically, circulated to colleagues at all levels within partner agencies. A total of 667 responses were received compared to 727 in 2010 / 11 with the following results:

Agency	Number of responses 2010 / 11	Number of Responses 2011 / 12
NCC Children & Families	166	174
Health	342	214
Schools	16	137
Police	35	26
Crime & Drugs Partnership	14	9
Probation	27	15
Connexions (Nottingham Futures)	53	26
CAFCASS	1	9
Fire & Rescue	2	1
Nottingham City Homes	4	17
Private Sector	8	22
Voluntary Sector	59	17
Total	727	667

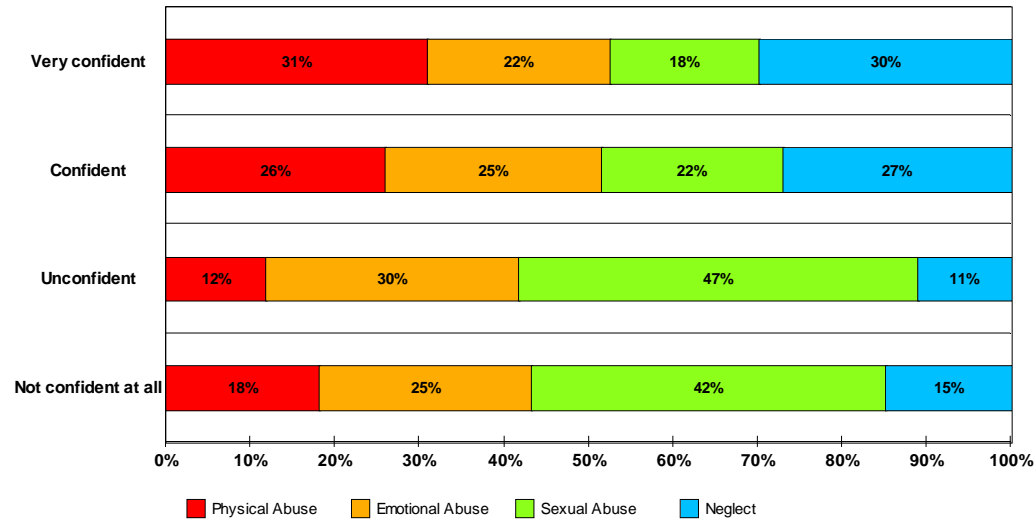
- 4.64 The increase in responses from schools was particularly encouraging.
- 4.65 Of these responses, 9.4% described themselves as Strategic Leads, 22.9% as Managers and 51.1% as practitioners. Two volunteers responded and 127 people (19%) were not able to describe themselves in these categories. This group included administrators, school staff (including head teachers, teachers, teaching assistants and support staff), Independent Reviewing Officers, Police Officers, Children's Centre Workers and nurses. This would explain the decrease in those described as practitioners last year (down from 70%) and further explanation of these roles will need to be provided in future surveys.
- 4.66 In relation to the Common Assessment Framework (CAF), nearly 70% of respondents said they were fully aware of the CAF and how it is used within their agency, which is an increase of 10% from last year. However only 38% of practitioners who responded had ever undertaken a CAF, compared to 41% last year. The main reason given for not undertaking CAFs was that respondents stated it was not their role to undertake CAFs.
- 4.67 58% of respondents felt that the CAF has been fairly or very effective in achieving good outcomes for children.
- 4.68 Of practitioners who responded, 52% (compared to 70% last year) had never undertaken the role of Lead Professional and less than half felt confident or very confident in undertaking this role, which shows no improvement since 2010 / 11.
- 4.69 There was a reduction in the number of people who stated they were fully aware of the NCSCB Safeguarding Children Procedures, from 80% last year to 65.7%. This could be as a result of the different level of staff

responding to the survey but highlights the need for the NCSCB to do further training / awareness raising through partner agencies.

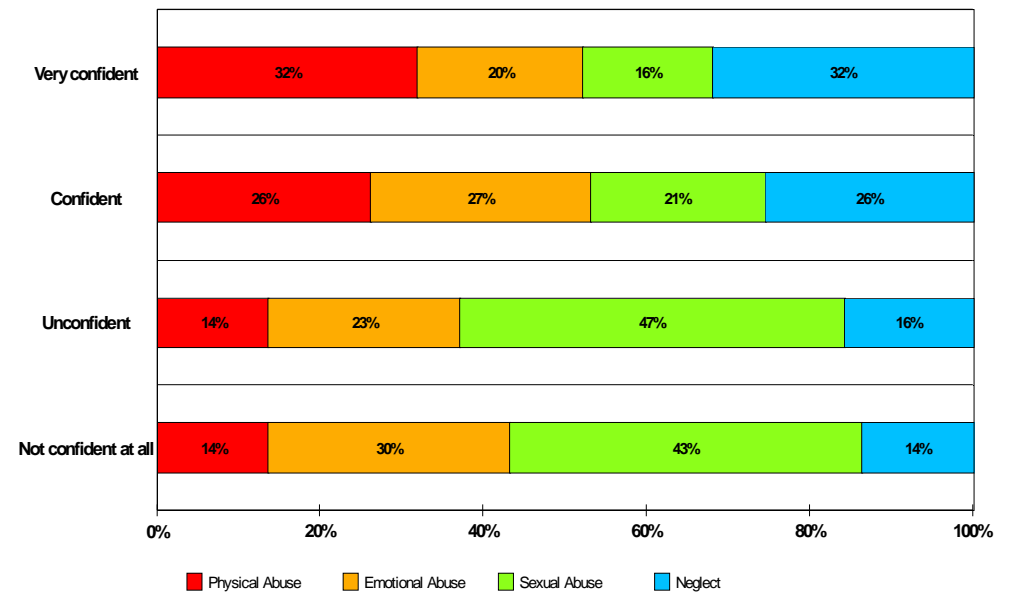
- 4.70 The vast majority of respondents had attended safeguarding training in the last three years – 74% had attended internal agency training and 49.5% had attended multi agency training.
- 4.71 The survey asked respondents to assess how confident they feel in recognising different categories of abuse in children. The results on the below show that there is little difference in the levels of confidence between this year and last.

How confident are you in recognising the following in children?

2011 / 12



2010/11



- 4.72 Responses to the frequency of supervision / line management discussion were very mixed highlighting the inconsistencies across agencies.

How often to do you have supervision / line management meeting where you discuss the children and families you are working with?	
8.4%	Never
13.6%	Weekly
6.8%	Fortnightly
30.2%	Monthly
5.1%	Bi Monthly
10.0%	Quarterly
28.8%	I don't work directly with children and families

- 4.73 The NCSCB is undertaking some work to understand how practitioners can be fully supported in undertaking safeguarding work. In the survey, they were asked what tools they currently use to identify and manage and what tools they would find useful.
- 4.74 In relation to the tools that practitioners currently used, the following were identified:
- Over 80% used practice guidance when managing safeguarding concerns
 - Up to 90% used reflective practice and supervision
 - Approximately 80% of staff used risk assessments
 - Action Learning Sets and Web Enabled Assessments are used by about half of respondents
 - Checklists and flowcharts are used by up to 80% of people
- 4.75 In relation to the tools that respondents suggested would be useful or wanted to share, a number of people mentioned information sharing across agencies, flowcharts detailing expected actions, multi agency training and an understanding of other agencies roles and responsibilities and the pathway through services.
- 4.76 **Risk Management**
- 4.77 Risks identified within the NCSCB Risk Register are managed through the Quality Assurance and Risk Management Panel and owned by the NCSCB Strategic Board, who receive quarterly updates.
- 4.78 A Risk Management Strategy has been implemented this year to ensure all NCSCB Boards, Panels and Sub Groups will be able to manage their own risk, highlighting any exceptions through the Quality Assurance and Risk Management Panel.

- 4.79 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.
- 4.80 **Annual Partner Agency Safeguarding Reports**
- 4.81 The Monitoring Effectiveness Strategy 2011/12 details the expectations for partner agencies to complete Annual Safeguarding Reports, including a self assessment of the Section 11 requirements of the Children Act 2004, reports on progress in relation to safeguarding, safe recruitment and any safeguarding inspections or audits undertaken.
- 4.82 The Annual Partner Agency Safeguarding Reports were considered by the Quality Assurance & Risk Management Panel to enable a multi agency assessment of agencies contribution to safeguarding.
- 4.83 Section 11 assessments have been completed by partners each year since 2007 and over that time have shown a positive and improving picture. In 2011/12 all partner agencies of the NCSCB completed Section 11 assessments. The findings of the annual reports and Section 11 audits continue to indicate a positive picture regarding local practice.
- 4.84 Then vast majority of requirements under Section 11 are fulfilled by all partner agencies with each agency able to provide documentary evidence of this. There were a small number of cases where further work was identified or underway to ensure full compliance and action plans were in place to address these
- 4.85 Comprehensive Annual Reports were provided by partner agencies of the NCSCB and these were evaluated by the Quality Assurance and Risk Management Group.
- 4.86 Specific strengths achievements identified within the reports include:
- Partnership work, commitment to safeguarding and contribution to / learning from Serious Case Reviews
 - Audits and reviews undertaken within agencies
 - Publication of an information leaflet describing the actions required following a suspected non accidental injury
 - Introduction of a triage tool in the QMC Emergency Department to assist in the identification and escalation of safeguarding concerns
 - Guidelines for practitioners working with women who conceal their pregnancy
 - The development of a multi agency profiling tool to identify children in care who have complex needs and require a higher level of oversight and support
 - Development of a bespoke Children In Care Social Work Team

- Development of a number of local NSPCC projects, providing support to specific groups of children and young people as follows:
 - Parenting programme for substance and alcohol using parents with children under 2 years
 - Reunification of children home from care
 - Solution focussed support to children in care
 - Assessment in cases of sexual abuse, where there is an allegation but no conviction
 - Assessment and intervention for children at risk of Child Sexual Exploitation
- Reduction in the number of children who are subject to Child Protection Plans and stabilisation of the number of children in care
- Developing and implementing a “Think Family” approach and culture within agencies
- Commitment to the “Getting it Right” charter in relation to learning disability
- Focus on early intervention and increasing the use of the CAF
- Increase in the funding to the Family Nurse Partnership to enable to development of the service to more families

4.87 Area's of development highlighted:

- The Domestic Abuse Referral Team and the Multi Agency Safeguarding Hub
- Piloting the Domestic Violence Disclosure Scheme (Clare's Law)
- Promotion of the use of the Common Assessment Framework within agencies
- A supervision and reflective practice within agencies
- Further development of policies and procedures, awareness and communication and partnership working
- Creation of specialist safeguarding posts
- Implementation of the National Health Visitor Implementation Plan - “A Call to Action” which see the number of health visitors in the city almost double by 2015

4.88 **Monitoring Effectiveness Through External Inspections**

- 4.89 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

- 4.90 In August 2011, an unannounced inspection was undertaken by Ofsted of the contact, referral and assessment arrangements for children in need and children who may be in need of protection Nottingham. This identified many areas of strengths and where practice was meeting the minimum requirements, with no priority areas for action although 5 areas for development were taken forward.
- 4.91 The 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."
- 4.92 An Ofsted Inspection of Nottingham City Council Fostering Services was undertaken in December 2011 rated the overall quality of services as good, with good attention to equality and diversity. The provision across all 5 Every Child Matters Outcomes was good, as was the organisation. Three recommendations were made in relation to the training of foster carers, including those who were friends and family foster carers and the need to ensure foster carers meet the individual needs of children as set out in the placement plan.
- 4.93 **Safeguarding Performance Data**
- 4.94 The NCSCB has continued to consider the national and local indicator set shown below throughout 2011 / 12, whilst also beginning work on a new multi agency score card. The aim of this is to develop a more robust framework that includes safeguarding information from partner agencies to reflect their role and responsibility. The new framework will be developed from the existing measures but a view to:
- being outcomes focussed
 - following the child's journey through the safeguarding / child protection system, including the performance indicators for early help
 - being compliant with the performance framework introduced by the Department of Education following the Munro Review
 - include key safeguarding performance indicators from partner agencies
 - link to the quality assurance processes of partner agencies and the NCSCB Multi Agency Audits
- 4.95 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.

4.96 Demographic Data for Nottingham City

4.97 Approximately 60,920 children and young people live in Nottingham, 50,089 of whom are aged between 0 and 15 years of age (Mid 2010 population estimate). The proportion of the population who are 5 -15 is lower than the national average whereas the numbers of children who are 0 – 5 are in line with the national average.

4.98 The city's population is becoming increasingly diverse. The Black and Minority Ethnic (BME) percentage for under 16s is currently 27.7% (2009) but is projected to be at least 33% by 2017.

4.99 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.

4.100 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:

- Over 42,000 Nottingham City children live in households where no adults work or where the household income is low. This is equivalent to 69.6% of the population of 0 to 18 year olds compared to rates of 49.9% in Greater Nottingham and 44.3% in England.
- it is estimated that 7,000 to 10,000 children and young people are living with domestic violence at home
- The number of children with Child Protection Plans today decreased from the previous year resulting in 297 (53 per 10,000 children 2011/2012) or 311 (56 per 10,000 children May 2012) children.
- it is estimated that there may be approx 3,700 young people under the age of 18 regularly using Class A drugs, although the number directly involved in substance abuse today is likely to be significantly higher. The proportion of young people drinking alcohol has not risen in recent years, but the amount consumed has doubled in the last twenty years, with more young people 'drinking to get drunk'
- a large number of children and young people are affected by the substance or alcohol abuse of their parents or carers. Over 4507 (JSNA 2010 chapter) children under the age of 19 may be affected by problematic drug use of heroin or crack by their parents or carers, with a larger number affected by the abuse of other drugs.

Estimates of children affected by parental alcohol abuse will be 20,000 in Nottingham.

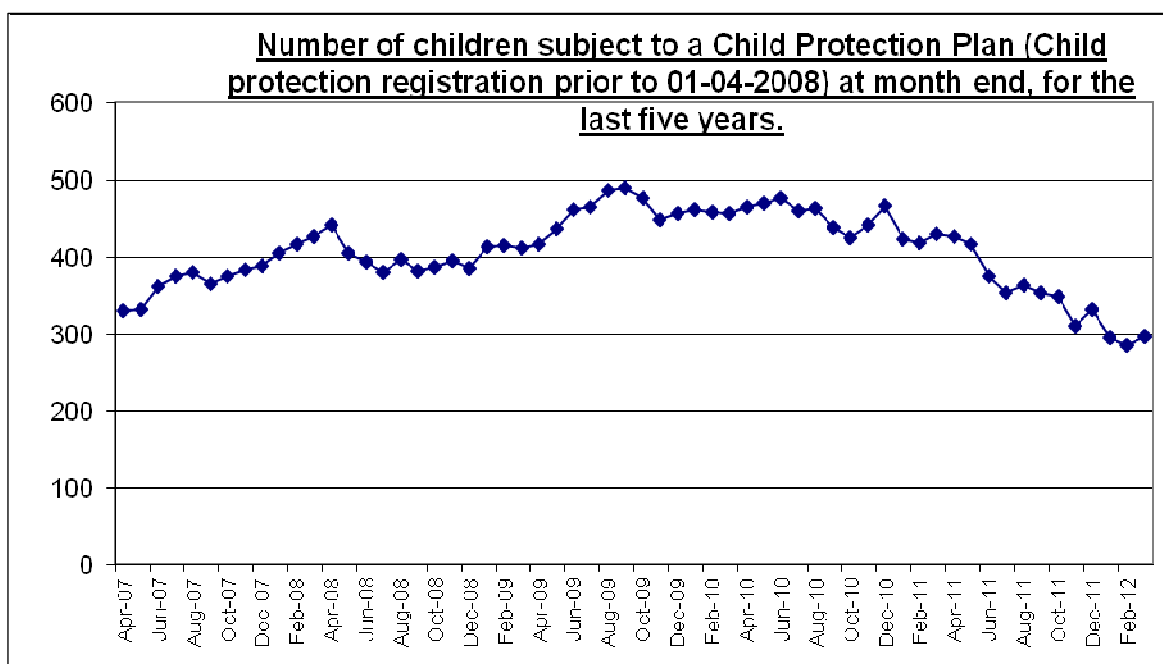
- The last National Census in 2001 identified nearly 1350 young people aged 19 or under providing care for siblings or adults. Given the number of parents with substance or alcohol dependency, this could be much higher, with some estimates putting the figure at closer to 10,000
- On 3rd April 2012 there were 541 children and young people in the care of Nottingham City Council, with many leaving care with no or minimal qualifications. 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
- Over a quarter of pupils in City schools (11,439 children) have some form of Special Educational Need, with one third of these (almost 3,600) requiring active support. This figure has been rising. Over 4,000 children and young people aged 18 or under have disabilities, a number that has also been rising in recent years.

4.101 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.

4.102 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.

4.103 Safeguarding Activity

4.104 The number of children subject to Child Protection Plans peaked at nearly 500 in August 2009 but has been on a downward trend since this time, ending on 31.03.12 with 296 children subject to plans. This reduction is as a result of activity to review the large number of children who had been subject to Child Protection Plans for over 18 months. This review involved a panel of all three statutory agencies assisting practitioners from across the partnership to reflect and consider risk from a different position. This process demonstrated the beginnings of a change in culture across the partnership and received positive feedback from the practitioners involved.



Numbers of Children Subject to Child protection Plans 2010 / 12

<i>April</i>	<i>May</i>	<i>June</i>	<i>July</i>	<i>Aug</i>	<i>Sept</i>	<i>Oct</i>	<i>Nov</i>	<i>Dec</i>	<i>Jan</i>	<i>Feb</i>	<i>March</i>
427	417	375	354	364	354	349	310	333	296	286	296

4.105 Category

4.106 There has been a general consistency in the category of abuse that child protection plans are focused on for the last 3 years. Neglect remains the biggest 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 the Emotional Abuse which is due to the impact of Domestic Violence on children and there has been a slight increase in this, with a slight decline in combined Physical / Emotional Abuse Category. This is likely to be due to a focus on the main category of abuse.

4.107 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.

	31st March 2010		31st March 2011		31st March 2012	
Category of abuse	Children	Percent of total	Children	Percent of total	Children	Percent of total
Emotional abuse	62	13.5%	45	10.4%	71	24.0%
Emotional/Physical abuse	81	17.7%	98	22.7%	33	11.1%
Emotional/Sexual abuse	6	1.3%	19	4.4%	Sp	
Neglect	148	32.3%	131	30.4%	94	31.8%
Neglect/Emotional abuse	47	10.3%	30	7.0%	20	6.8%
Neglect/Physical abuse	21	4.6%	15	3.5%	6	2.0%
Neglect/Sexual abuse	19	4.1%	14	3.2%	Sp	
Physical injury	40	8.7%	26	6.0%	19	6.4%
Physical/Emotional/Neglect	6	1.3%	24	5.6%	16	5.4%
Physical/Emotional/Sexual abuse	Sp		5	1.2%	0	
Physical/Sexual abuse	10	2.2%	8	1.9%	0	
Sexual abuse	15	3.3%	16	3.7%	29	9.8%
Physical/Neglect/Sexual/Emotional					Sp	
Neglect/Emotional/Sexual abuse					Sp	
Total	458		431		296	

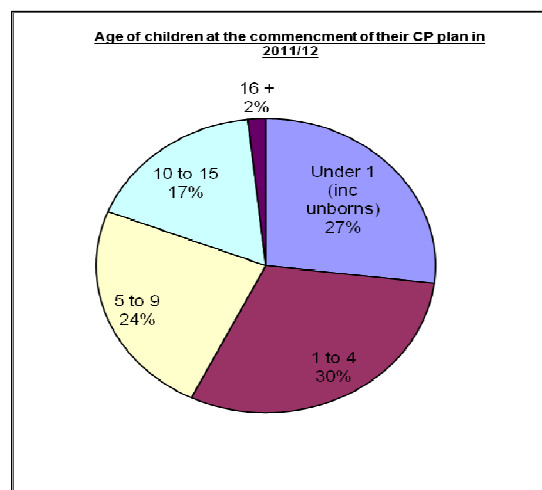
- 4.108 There has been a decrease in the number of children subject to Child Protection Plans under multiple categories within the year and this is due to a concentration within conferences on identifying the main safeguarding concern for the child. This will enable the child protection plan to be more focused on the specific risks and interventions required.

	31st March 2010		31st March 2011		31st March 2012	
Category	Children	Percent of children	Children	Percent of children	Children	Percent of children
Multiple	193	42.1%	213	49.4%	83	28.0%
None multiple	265	57.9%	218	50.6%	213	72.0%

4.109 Age

- 4.110 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, although this year there has been a decrease in children aged 1 – 4 which requires further exploration. Safeguarding teenagers also remains a priority area of work for the NCSCB.

Age Range	Children (10/11)	Children (11 /12)
Under 1 (inc unborns)	112	112
1 to 4	153	126
5 to 9	98	99
10 to 15	90	72
16 +	17	7
<i>Total</i>	<i>470</i>	<i>416</i>



4.111 Ethnicity of Children Subject to a Child Protection Plan on 31.03.12

4.112 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.

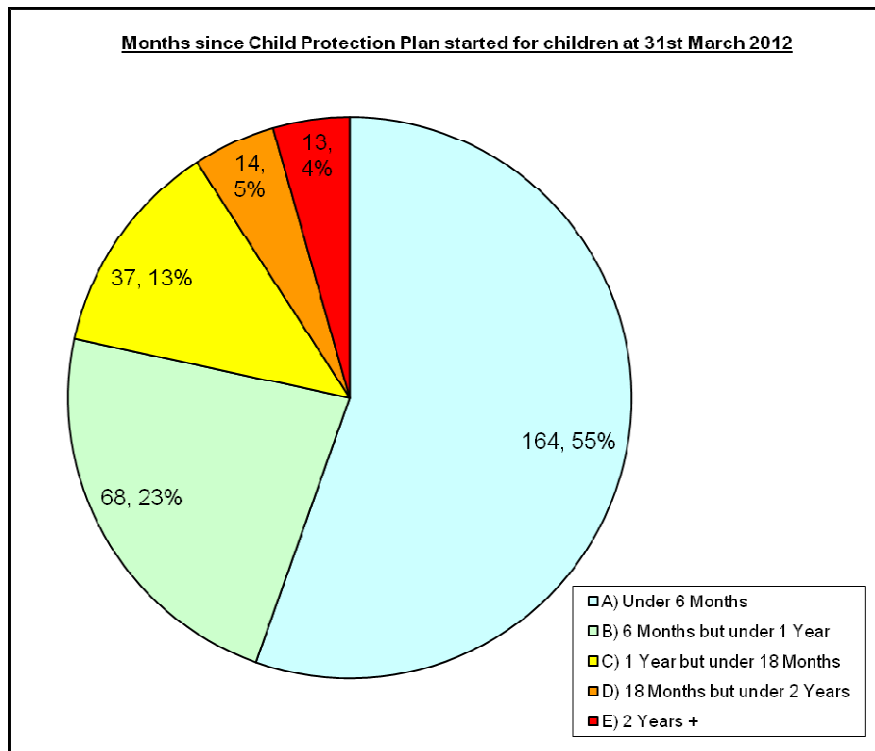
Ethnicity	2011		2012	
	Children	Percent of total	Children	Percent of total
Any other ethnic group / or refused to specify	5	1.2%	Sp	
Asian / Asian Brit	12	2.8%	Sp	
Black / Black British	23	5.3%	16	5.4%
Mixed - any other mixed background	11	2.6%	13	4.4%
Mixed - White & Asian	7	1.6%	8	2.7%
Mixed - White & Black African	7	1.6%	Sp	
Mixed - White & Black Caribbean	45	10.4%	35	11.8%
Traveller of Irish Heritage	5	1.2%	0	0.0%
White - Any other White background	6	1.4%	12	4.1%
White British	310	71.9%	202	68.2%

4.113 Length of Plans

4.114 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. The vast majority of plans last for no longer than a year, with a further increase in this year from 73 to 78%. A minority of plans (4% compared to 12% last year) lasted for longer than two years.

4.115 The reduction in the number of plans lasting for longer than 2 years is due to the 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. In addition, De Escalation Panels have been initiated to enable a multi agency

discussion about the risk safeguarding risk and protective factors in a case and agree what level of intervention is appropriate for the child and family.



Between 1.04.11 and 31.03.12, 488 children were subject to an Initial Child Protection Conference (ICPC) which is 19 children less than last year. There were 268 ICPC's held in the year compared to 280 the previous year with 18 children having more than one ICPC in the year.

- 4.116 There were 616 Child Protection Review Conferences with 735 children being considered and 372 children had more than one review.
- 4.117 There were 107 foster care reviews for 108 foster carers.
- 4.118 There were 1597 Children in Care Reviews with 691 children being considered and 578 children had more than one review.

National Safeguarding Indicators

31.03.11 – 01.04.12

Key Performance Indicator		Outturn 2010/11	Outturn 2011/12	Statistical Neighbour Data
NI 032	Repeat Incidents of Domestic Violence	17.0%	18.3%	
NI 048	Children killed or seriously injured in road accidents	-15.3% (2007 - 2009)	-12.0% (2008 -10)	8.6% (2007 – 09)
NI 051	Effectiveness of child and adolescent mental health (CAMHS) services	16	16	15 (2009 – 10)
NI 058	Emotional and behavioural health of looked after children	16.5	15.2	14.3 (2008 – 09)
NI 059	Initial assessments for children's social care carried out within 7 working days of referral	55.4%	n/a	71.5% (2009 – 10)
	Initial assessments for children's social care carried out within 10 working days of referral	77.2%	96.0%	76.9% (2009 – 10)
NI 060	Core assessments for children's social care carried out within 35 working days of their commencement	79.8%	96.0%	69.3% (2009 – 10)
NI 061	Timeliness of placement following decision of PFA	93.3%	62.1%	68.5% (2009 – 10)
NI 062	Placement Stability: number of placements	10.0%	11.5%	11.2% (2009 – 10)
NI 063	Placement Stability: length of placement	62.3%	73.1%	65.4% (2009 – 10)
NI 064	Child Protection Plans lasting 2 years or more	11.7%	7.6%	8.2% (2009 – 10)
NI 065	Children becoming the subject of Child Protection Plan for a second or subsequent time	16.6%	18.3%	14.1% (2009 – 10)
NI 066	Reviews to timescale	85.0%	94.6%	86.0% (2009 – 10)
NI 067	Child protection cases which were reviewed within required timescales	97.8%	100.0%	97% (2009 – 10)
NI 068	Referrals to children's social care going on to initial assessment	78.1%	65.6%	69.0% (2009 – 10)
NI 070	Hospital admissions caused by unintentional and deliberate injuries to children and young people	No new figure	Health have said approx 120.4 (08/09) year	140 (2008 – 09)

NI14 7	Care leavers in suitable accommodation	82.0%	80.4%	89.9% (2009 – 10)
NI14 8	Care leavers in EET	54.1%	60.7%	64.3% (2009 – 10)

Local Safeguarding Indicators

31.03.10 – 01.04.11

Local Indicators	Outturn 2010/11	Outturn 2011/12
Number of Children subject to a Child Protection Plan (per 10,000)	436 78	296 79.0
Number of Looked After Children (per 10,000)	524 94	541 1.0
Number of Section 47 enquiries initiated (per 10,000)	847 151.5	800 143.0
Number of Referrals (per 10,000)	5509 985.5	4695 840.0
Number of Re-referrals	1624	1483
Number of children subject to an Initial Child Protection Conference (per 10,000)	510 91.2	502 90.0
% ICPC's held within 15 days of Section 47 enquiries	90.2%	91.4%
Number of CP Measures commenced	433	416

Adoptions of Children in Care (including SGO's)	12.5%	9.9%
Participation at Reviews	74.3%	85.9%
% Children on CPP not allocated to a social worker on 31st March	0.6%	0.7%
Representation of BME children on CPP(at 31st March) to City BME population	7.7%	4.8%

4.119 **Common Assessment Framework (CAF)**

4.120 Total Number of CAFs for 2011/2012

Opened: 1071 Closed: 495

4.121 Agencies Initiating CAFs

Nottingham City Council Children & Families	486
Schools	293
City Care Partnership	198
Nottingham University Hospitals	7
Voluntary Sector	41
Private Nursery	8
Nottinghamshire Health Care Trust (Including Specialist CAMHS)	3
CAFCASS	2
GPs	1
Police	1

4.122 The main reason given to CAF Central Records for initiating a CAF was Behavioural Issues, which resulted in 19% of the CAFs in the year. Parenting Support was the next highest at 14% and Emotional Needs at 10.5% was the third most common reason.

4.123 The main reason for closing CAFs was that needs were met (45%) with a further 11% reducing to single agency support. Only 12 % of CAFs closed as the case was transferred to Children's Social Care.

4.124 CAFs were initiated on 38 unborn children, with 68% of the rest of the CAFs being initiated for boys.

4.125 In terms of ethnicity, the vast majority of CAFs were initiated on White British children (62.9%) with the next highest category being White British / Black Caribbean at 7%

4.126 The highest age group for CAFs being initiated is the 10 – 15 year olds which potentially links to CAFs being initiated for behavioural issues. Given that the highest age category for Child Protection Plans is the under 5's, we would expect to see an increase in this category with further implementation of the Family Support Strategy.

0 – 4 year olds (including unborns)	32%
5 – 9 year olds	26.5%
10 – 15 year olds	36.5%
16+	5%

4.127 Analysis of Data

4.128 Performance is largely inline with performance in previous years and closely matches the projected outturn.

4.129 **Child Protection Plans lasting 2 years or more:** Only 7.6% of child protection plans that ended during the year lasted for longer than 2 years, this is a 4% improvement on previous year's performance. This shows that children are not subject to CP plans for as long as they once were. This is the third year running when the average length of a CP plan has been reduced by a significant margin. Further work is required to fully understand the ramifications of shortening plans; this work will feed the new performance framework.

4.130 **Children becoming the subject of Child Protection Plan for a second or subsequent time:** Throughout the year 416 child protection plans started, of those, 18.3% of children had previously had a CP plan. This shows that a greater percentage of children are re-entering the CP system. However, it is important to stress that there were 7% fewer child protection plans starting throughout 2011-12 when compared to 2010-11 and as such, the apparent increase is a little misleading. There were 76 children with two or more plans this year and 74 children last year.

4.131 **Child protection cases which were reviewed within required timescales:** For the first time 100% of child protection plans were reviewed within the required timescale. This reflects the collaborative efforts made by Analysis and Insight and Reviewing Officers over the past 18 months.

4.132 **Referrals to children's social care going on to initial assessment:** Of the 5318 referrals, 65.6% go on to initial assessment. This is a decrease of 12.5% when compared to last year, which is perhaps a reflection of the stricter implementation of initial assessment thresholds. The result is still broadly inline with the suggested referral-to-assessment conversion rate of 60-75% (peer benchmark).

4.133 Risks remain in relation to agencies not fully embedding the Common Assessment Framework (CAF) within their processes and replacing existing assessment and recording processes. A Performance Monitoring Framework has been established but requires implementation across all agencies. **Areas for Focus:** Quality remains a priority, including: CAFs being completed; improving the experience and participation of families and promotion of quality assurance tools. Vulnerable groups have been identified and agreed by the Children's Partnership Board and work has been undertaken with the commissioning teams to ensure CAF is included in all Service Level Agreements and contracts with guidance. **Overview of performance:** 1071 CAFs were initiated in the year which is more than double the previous year's performance. There were 495 CAF closures in 2011/12, representing a 51% increase. Needs were met in 45% of these cases 51% and transfer to social care was the reason for 12% closing.

5. **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 assessed “The overall effectiveness of the council and its partners in safeguarding and promoting the welfare of children in Nottingham is good. 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. Quality assurance processes are effective and being used systematically to strengthen joint services. Leadership across the partnership to safeguard children and young people is good. Strategic plans are in place which explicitly highlights safeguarding as a top priority, suitably underpinned by joint resources.”
- 5.2 Further to this, Ofsted undertook their Annual unannounced inspection of contact, referral and assessment arrangements within Nottingham City Council children’s services on 16th and 17th August 2011. The NCSCB was assured that no areas for priority action were found; strength in relation multi disciplinary working with children with disabilities was recorded and there are many areas where practice meets requirements. Specifically, the recommendations from the safeguarding and looked after children inspection 2010 were noted to have been delivered or are on track to be completed within timescale’.
- 5.3 Ofsted undertook an inspection of Nottingham City Fostering Services in December 2011, which resulted in an overall rating of Good for these services. Good attention to issues of equality and diversity were highlighted with the key concern being “the challenge presented by tighter budgets and substantially higher demands.” The inspection report acknowledged that this was being addressed in a systematic and inclusive way through clear leadership and strong performance management. Three recommendations from the previous inspection had been addressed, provision under all 5 outcomes was assessed as being good and a further three recommendations were identified to secure future improvements. This are being managed through an action plan monitored through the Corporate Parenting Board.
- 5.4 In addition to the above inspections, Nottingham City was one of 12 local authorities that took part in a thematic inspection on safeguarding for services for disabled children in April 2012. As a thematic inspection, no grading was received for individual local authority areas but areas of good practice and development were highlighted. The report was published in August 2012, highlighting that “It was evident from the cases examined that staff across a very wide range of agencies identified child protection concerns and referred these appropriately to children’s social care. Inspectors found that when child protection concerns were clear they were investigated promptly and effective action was taken to ensure children were safe. However where concerns were less clearly defined the response was not always the right one”. It was also acknowledged that “Most LSCBs and local authorities were not in a position to assess the quality of work to protect disabled children. Systems were not well established to evaluate and report on the quality and impact of work to ensure

that child protection concerns for disabled children were recognised and responded to effectively.” As a result, NCSCB is working towards the development of a multi agency group to consider the specific safeguarding needs of disabled children so that practice can be developed, as well ensuring appropriate information is collated through the NCSCB Multi Agency Performance Management Framework and quality assurance to work to enable an assessment on the quality of interventions aimed at protecting disabled children.

- 5.5 Partner agency compliance with the expectations of Section 11 of the Children Act 2004, the Annual Safeguarding Reports and performance data for 2011/12 show robust mechanisms for managing safeguarding both within and across agencies.
- 5.6 The Child Death Review processes highlights area's of good practice in relation to the multi agency response to child deaths as well as the collation of learning to develop services for children and families, particularly in relation to public health messages.
- 5.7 Serious Case Reviews, Alternative Reviews and Reflective Learning Sessions commissioned by the NCSCB highlight practice developments required, mainly in relation to domestic violence; sexual and emotional abuse; the need for management oversight and supervision and ensuring policy and procedures are followed. Consequently, the NCSCB is channelling resources into developing practice/systems to ensure learning from these processes is used to develop practice and improve outcomes for children and young people.
- 5.8 The NCSCB Multi Agency Audit process is gathering emerging themes and evidence of good practice in information sharing; multi agency work; and adherence to child protection policy, procedures and timescales. Developments in the consistency of assessments; use of chronologies and other safeguarding tools and recording across agency records have been identified through these audits as areas that require improvements.
- 5.9 Having considered all the information gathered, the NCSCB believes that Nottingham City has good safeguarding services for children and families and as a result of strong leadership; robust partnership and planning arrangements and the commitment of all agencies, there is the capacity to further improve these. The implementation of Eileen Munro's Review will support the development of “A Child Centred System” nationally and the NCSCB is responding by prioritising the development of early help for children and families; embracing the need to ensure a learning system is embedded within safeguarding practice and considering the most appropriate ways to measure performance and impact. The NCSCB multi agency performance management framework will updated in 2012/13 to ensure compliancy with the expectations of Munro, including a focus on performance management of early help. A quality assurance strategy will support this to enable to NCSCB to challenge and scrutinise the impact of early help on safeguarding.

5.10 In addition, the Quality Assurance Strategy for Social Care focuses on the key requirements placed upon both operational staff within Social Care and the Safeguarding Service to satisfy themselves that service delivery is of an acceptable standard. It contains a full programme of audits throughout the year with priorities detailed in relation to children who have been re subjected to a Child protection Plan and those re referred to social care; children accommodated for more than 12 months who are not the subject of legal proceedings and those that remain accommodated for longer than 3 years who are not the subject of a legal order, children in need and recording practices. Case Audit Panels will be held to enable practitioners to reflect on their case and provides an opportunity for an interactive process for audit and service development. This process will be managed through the Safeguarding Directorate heads of Service and the Children and Families Leadership Team with an expectation that feedback will be provided to staff leading to the development of Team Action Plans. Findings from the audits will also be included within the Children and Families Annual Safeguarding Report to the NCSCB.

5.11 **For 2012 / 13** onwards there remain ongoing developments and challenges for the NCSCB and partner agencies as identified below.

- The expectation of a revised Working Together 2010 and the potential impact of this on the work of the NCSCB, particularly in relation to Serious Case Reviews, quality assurance processes and the new inspection regime.
- The full implementation of the NCSCB Business Plan, the Munro Review and the Action Plans relating to the Ofsted Unannounced Inspection, along with the Family Support Strategy / Pathway
- The current political and financial context and the impact of this on public sector services, commissioning and service reviews.
- New governance arrangements

5.11 In the light of the above challenges, the NCSCB has developed a focused Business Plan for 2011 – 14 alongside the Nottingham Children and Young People's Plan for the same period. The following work has been prioritised for 2012/13:

- Develop joint working with Adults Safeguarding Protection Board (ASPB) and NCSCB
- Ensure Sexual Abuse is effectively managed by partner agencies,
- Domestic Violence
- Ensure all planning and commissioning of services for children and young people in the area takes into account the need to safeguard and promote the welfare of children and young people
- Embed service user perspective in the work of the NCSCB

- To monitor the development of early help for children and families and quality assure the effectiveness of this.
- To develop a learning system within the NCSCB and across partner agencies

NOTTINGHAM CITY SAFEGUARDING CHILDREN BOARD

Membership Details 2011 /12

Agency	Role	Name
Independent Chair		Paul Burnett
Nottingham City Council	Lead Member	Cllr David Mellen
Nottingham City Council, Children & Families	Corporate Director	Ian Curryer
Nottingham City Council, Children & Families	Director of Safeguarding	Satinder Gautam
Nottingham City Council, Children & Families	Director Family Community Teams	Tim O'Neill
Schools - Primary	Headteacher	Sue Hoyland
Schools – Special	Headteacher	Tracey Ydlibi
Schools - Secondary	Head Teacher	Carol Fearria
Nottingham City Care Partnership	Director of Governance and Executive Nurse	Sarah Kirkwood
NHS Nottingham Clinical Commissioning Group	Assistant Director of Quality Governance	Sally Seeley
Nottingham University Hospitals Trust	Medical Director	Dr Stephen Fowlie
Nottinghamshire Health Care Trust	Medical Director	Dr Peter Miller
	Director of Safeguarding	Julie Gardiner
NHS Treatment Centre		Jo Lacey
East Midlands Ambulance Service	Clinical Quality Manager	Wendy Hazard
Nottinghamshire Police	Head Of Public Protection	Helen Chamberlain
Nottinghamshire Probation Service	Deputy Chief Executive	Sheila Wright
CAFCASS	Regional Manager	Karen Moss
Nottingham City Council Children & Families	Director for Adults Assessment	Helen Jones

Crime and Drugs Partnerships	Director	Peter Moyes
NSPCC	Service Manager	Liz Tinsley
Voluntary Sector	Chief Executive, Base 51	Janet Lewis
Nottingham City Homes	Policy and Partnership Officer	Stuart Smith
Nottinghamshire Fire and Rescue	Head of Community Safety	Mary McEvoy
Nottingham City Council Children & Families	Head of Safeguarding and Quality Assurance	Dorne Collinson
Nottingham University Hospitals Trust	Designated Doctor for Safeguarding	Caroline Brown
Nottingham University Hospitals Trust	Designated Doctor for Safeguarding	Damien Wood
Nottingham City Council	Legal Representative and Advisor to the NCSCB	Gordon Clow / Claire Knowles
Nottingham City Council Children & Families	Safeguarding Service Manager, Partnerships and Performance	Anne Partington
Nottingham City Council Children & Families	Safeguarding Partnerships Administrator ,	Barbara Logan
SHA Authority	Workstream Lead for Children	Jane Appleby

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