

SCHOOLS FORUM – 5 DECEMBER 2013

Title of paper:	Schools and Education Safeguarding Team – contribution to the Nottingham City Safeguarding Children Board (NCSCB)
Director(s)/ Corporate Director(s):	Helen Blackman, Acting Director of Safeguarding Alison Michalska, Corporate Director for Children and Adults
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Summary	
<p>The Schools Forum began funding the Safeguarding Co-ordinator role in 2008. Following this, further funding was agreed in September 2010 to cover the Training Officer post and administration function. This funding has enabled the development of a successful model across Nottingham City to ensure appropriate safeguarding support and training is provided to schools and education settings, to ensure compliance with safeguarding expectations and provide evidence for this.</p> <p>In December 2011, it was agreed at the Schools Forum that schools would make a contribution of £33,000 to the NCSCB budget and this was to be sourced mainly through income generated from the delivery of the safeguarding training. In the financial year 2012/13, £16,943 was generated as income from training charges, which was transferred to the NCSCB, along with the £13,000 identified by the Schools Forum, totalling £29,943.</p> <p>The total forecast income, which is expected to be generated by training for the financial year 2013/14 is £23,800. This is based on actual demand for 2012-13, which has been recalculated at 2013/14 charges. It is unlikely, with a part time trainer responsible for the delivery of training, that we will ever be able to achieve the projected income costs of £33,000.</p>	
Recommendation(s):	
1	Approve an annual contribution of £13,000 from the Dedicated Schools Grant to the NCSCB on an ongoing basis to ensure the shortfall between the income generated by the Schools and Education Safeguarding Team through the safeguarding training and the £33,000 committed is met.

1. BACKGROUND

- 1.1 The Children Act 2004 and Working Together 2013 emphasise the need to ensure that children are safe within their home, education and social environments; and the Education Act 2002 places a duty on schools and education establishments to safeguard and promote children's welfare (Sections 157 and 175).
- 1.2 Statutory Guidance Working Together 2013 and Safeguarding Children and Safer Recruitment in Education 2007 (currently under review) places a duty on local authorities, schools and educational establishments to ensure that members of staff have the necessary skills and are appropriately trained to ensure children and young people are protected from harm.

- 1.3 Working Together 2013 and Department for Education (DfE) Guidance on Dealing with Allegations of Abuse against Teachers and other Staff 2011 places a duty on the Local Authority Designated Officer (LADO), of which the Safeguarding Co-ordinator has responsibilities, to have overall responsibility for the oversight of the procedures for dealing with allegations, resolve inter-agency issues and liaise with the Local Safeguarding Children Board. Through their LADO responsibilities the Safeguarding Co-ordinator is also responsible for providing advice and guidance to schools, liaising with agencies such as the Police and Children's Social Care and monitoring the progress of cases to ensure they are dealt with thoroughly and fairly.

Safeguarding Training

- 1.4 All education providers have a statutory requirement to ensure that all staff undertake safeguarding training appropriate to their roles and responsibilities every three years, or every two years for staff with designated responsibility for safeguarding. The Schools and Education Safeguarding Training Officer currently delivers an average of 2.5 training sessions per week to ensure schools are able to fulfil these obligations.
- 1.5 The training delivered ensures that all members of the school staff team are equipped with the appropriate level of knowledge and skills to effectively safeguard and promote the welfare of children and young people in their care. The training programme also ensures compliance with legislative and inspection requirements and is consistent and in line with local guidance and procedures. 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);
 - training specifically for Governors and Designated Senior Persons (DSPs);
 - update training;
 - Accredited Safer Recruitment training.
- 1.6 The safeguarding training pathway and courses continue to be reviewed annually. This ensures that delivery takes into account key and proposed changes to key legislation and guidance including the Protection of Freedoms Act 2012, the OFSTED Inspection Framework, Working Together 2013 and Safeguarding Children in Education.
- 1.7 Safeguarding training provided by external agencies varies in price and quality and is not always reflective of the local arrangements and priorities of Nottingham Children Social Care or the NCSCB.

Charges for Schools and Education Safeguarding Training 2013-2014

- 1.8 During the academic year 2012-2013 the Safeguarding in Education Service introduced charges to schools and education settings for safeguarding training in order to meet actual delivery costs. In addition, as agreed at the Schools Forum, a contribution was made from the Safeguarding in Education Service to the NCSCB for the first time. A review of the training provided and income generated during 2012-2013 was subsequently undertaken to ensure that the courses were being offered at an appropriate cost and could be sustained.

1.9 The Safeguarding in Education Service has worked to ensure that the revised charges remain comparable and consistent with those of other services throughout the authority and do not exceed actual costs of delivering the service.

1.10 A breakdown of costs for courses is outlined below. A method has been used to calculate appropriate charges for training based on the daily rate of the Training Officer, and a percentage of the daily rates of the Safeguarding Co-ordinator and Administrator, who will also be involved in the preparation, delivery and administration of training.

Course	Per Delegate (attending Loxley)	Whole School (single delivery)	Whole School (twilights)
Basic Awareness	£35.00	£230.00	£370.00
Introduction	£60.00	£415.00	£555.00
Safeguarding Update	£35.00	£230.00	£370.00
Safer Recruitment	£120.00	£415.00	£555.00
DSP2	£35.00	n/a	n/a
DSP Update	£35.00	n/a	n/a
Child Sexual Exploitation	£60.00	£415.00	£555.00

Outputs

1.11 In the academic year 2012-2013 a total of 2,561 delegates received safeguarding training. This training was delivered via the following routes:

- in-house training delivered by the Safeguarding in Education Team;
- the Schools and Education service rolling training programme delivered at Loxley House;
- NCSCB Working Together training (DSPs only);
- in-house training delivered by trained trainers. Trained trainers are designated senior persons for safeguarding who have accessed the Safeguarding in Education trained trainer programme.

1.12 The Safeguarding in Education Team delivered safeguarding training to a total of 1,379 staff within their own school or college, and a total of 37 schools and colleges benefited from whole school training.

1.13 The Safeguarding in Education Team also offered an additional 29 safeguarding courses via its rolling training programme, enabling individual members of staff to access specific courses at an appropriate point throughout the academic year. 8 courses were withdrawn as a result of low demand, resulting in 21 courses being delivered. In total 247 delegates received training via the rolling training programme.

1.14 29 DSPs from schools and educational settings attended the NCSCB Working Together course.

1.15 21 trained trainers delivered safeguarding training in their schools this academic year. Together they trained a total of 906 delegates.

Training Evaluation

1.16 The Safeguarding in Education Team delivered training to 1,636 delegates.

1.17 We have received feedback on the impact and quality of the training from 80.1% of delegates who received safeguarding training this academic year, 2012-13. Feedback shows that school staff consider the safeguarding training they received as being of high quality and having a positive impact, enabling them to apply the learning to their work of effectively safeguarding children.

1.18 Of the 288 school staff who evaluated the Basic Awareness Safeguarding training received this academic year:

- 86.5% felt the training completely met the learning outcomes and 12.8% felt it mainly met the learning outcomes;
- 98.6% thought that the course succeeded well or very well in developing their understanding and confidence in safeguarding children/young people.

1.19 Of the 724 school staff who evaluated the Introduction to Safeguarding training received this academic year:

- 74.4% felt the training completely met the learning outcomes and 21% felt it mainly met the learning outcomes;
- 95% thought that the course succeeded well or very well in developing their understanding and confidence in safeguarding children/young people.

1.20 Of the 46 school staff who evaluated the DSP2 training received this academic year:

- 74% felt the training completely met the learning outcomes and 26% felt it mainly met the learning outcomes;
- 98% felt thought that the course succeeded well or very well in developing their understanding and confidence in safeguarding children/young people.

1.21 Statutory duties on school staff to complete safeguarding training, the increased demand from schools for the provision of locally relevant training, and the positive impact of the training delivered evidences the need for continued funding of the Safeguarding in Education posts.

Safeguarding compliance

1.22 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.

1.23 Each year schools are requested to report on their safeguarding arrangements from the previous academic year.

1.24 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.

1.25 Academies and Independent schools are not statutorily required to report their safeguarding arrangements to the Schools and Education Safeguarding Coordinator, although locally it is considered best practice to do so. Therefore all schools, maintained, academies and independent, were requested to report on their safeguarding arrangements and were advised via email briefings and training, of the importance and benefits of doing so.

1.26 86 maintained schools (primary, secondary, Pupil Referral Units (PRUs) and special schools) and 23 academy and independent schools (primary and secondary) were requested to report on their safeguarding arrangements in January 2012. Out of a total of 109 schools 85 schools responded resulting in a 78% return rate. The return rate for maintained schools was 83.7% (72 out of 86 schools) and for independent schools and academies 56.5% (13 out of 23 schools). The previous year a total of 93 schools were requested to report on their safeguarding arrangements, a lower number than this year because not all academies and independent schools were requested to report, 81 of the 93 schools responded last year, an 87% return rate. The table below details the compliance of all schools that reported in relation to the safeguarding arrangements and practices they have a statutory duty to complete. The information below is based on reporting for the academic year 2010-2011, because compliance information for the academic year 2011-2012 has yet to be finalised:

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

NB

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

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

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

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

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

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

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

Allegations Management

1.27 The Safeguarding Co-ordinator has LADO responsibilities in managing allegations of abuse against adults in positions of trust working in schools and education settings.

1.28 Since 1 April 2013 there have been 6 allegations within the education sector that have met the threshold for an investigation under Chapter 7 of the NCSCB procedures. 5 of these cases related to physical abuse and one historical sexual abuse. Of these 6 cases 5 were concluded in a months timescale, 1 in a 3 month timescale and 1 is still ongoing. In the same period, a total of 19 recorded allegation consultations with schools have been undertaken as the referrals do not meet the threshold for an investigation by the LADO but still require some degree of advice and support to schools to enable them to manage the matter effectively internally.

1.29 The Safeguarding Co-ordinator's role in managing allegations against staff is in supporting the schools and education settings where the allegation has been made, including raising awareness on the allegations management process, supporting the Head Teacher or Governor in Strategy Meetings, enabling the implementation of actions or outcomes and identifying areas of learning for specific settings or the wider sector for example, developing training, resources or disseminating key lessons.

1.30 The LADO chairs the Strategy Meetings and has overall responsibility for the oversight and co-ordination of the process.

1.31 Without the additional capacity within the Allegations Manager role, the capacity of the Safeguarding Co-ordinator to respond quickly to specific safeguarding issues and carry out support visits to schools would be significantly reduced.

Contribution to the NCSCB

1.32 The NCSCB provides safeguarding services to schools through the development of guidance, policies and procedures, and when there are allegations of abuse against staff. The NCSCB is also responsible for the undertaking of Serious Case Reviews, child deaths, multi-agency audit and quality assurance processes, all of which potentially involve schools and the learning from which disseminated across all agencies. Three Head Teachers sit on the NCSCB Strategic Board to represent schools and provide a conduit for sharing information.

- 1.33 In December 2011, it was agreed at the Schools Forum that schools would make a contribution of £33,000 to the NCSCB budget and this was to be sourced mainly through income generated from the delivery of training.
- 1.34 In the financial year 2012/13, £16,943 was generated as income from training charges, which was transferred to the NCSCB, along with the £13,000 identified by the Schools Forum, totalling £29,943.
- 1.35 The total forecast income, which is expected to be generated by training for the financial year 2013/14 is £23,800. This is based on actual demand for 2012-13, which has been recalculated at 2013/14 charges. It is unlikely, with a part time trainer responsible for the delivery of training, that we will ever be able to achieve the projected income costs of £33,000.
- 1.36 As a result, the Schools Forum are asked to agree to continue funding the £13,000 on an on going basis to uplift the contribution to the NCSCB.
- 1.37 The NCSCB is currently negotiating budgets for 2013/14 with all partner agencies, based on a formula depending on the size of the organisation in relation to staffing and budgets and the agency responsibility for safeguarding, as detailed in the Children Act 2004.
- 1.38 As schools have statutory responsibility for safeguarding as within the Education Act 2002, the Children Act 2004 and Working Together 2013, continued contribution to the NCSCB is required.

2. REASONS FOR RECOMMENDATIONS (INCLUDING OUTCOMES OF CONSULTATION)

- 2.1 To continue the Schools and Education Safeguarding Team's contribution to the NCSCB.

3. OTHER OPTIONS CONSIDERED IN MAKING RECOMMENDATIONS

- 3.1 None available.

4. OUTCOMES/DELIVERABLES

- Safeguarding in Education Training Programme;
- advice/support/suidance in relation to safeguarding for schools and education settings;
- compliance checklist and summary report;
- allegations management functions.

5. FINANCIAL IMPLICATIONS (INCLUDING VALUE FOR MONEY/VAT)

- 5.1 The original request was for the underwrite amount of £13,000 to support the service until it could meet the cost through income generation. It now appears that this is not going to be possible. The £13,000 has been identified from Dedicated Schools Grant in the 2013/14 budget and there are sufficient funds to continue this contribution on an ongoing basis. The current and ongoing funding of £101,000 covers the finance for the posts within team.

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6. RISK MANAGEMENT ISSUES (INCLUDING LEGAL IMPLICATIONS AND CRIME AND DISORDER ACT IMPLICATIONS)

6.1 None

7. HR ISSUES

7.1 HR have reviewed this report and there no people or HR implications to note.
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8. EQUALITY IMPACT ASSESSMENT

Has the equality impact been assessed?

Not needed (report does not contain proposals or financial decisions)

No

Yes – Equality Impact Assessment attached

9. LIST OF BACKGROUND PAPERS OTHER THAN PUBLISHED WORKS OR THOSE DISCLOSING CONFIDENTIAL OR EXEMPT INFORMATION

9.1 None.

10. PUBLISHED DOCUMENTS REFERRED TO IN COMPILING THIS REPORT

10.1 NCSCB Annual Report 2013