



**Nottingham City Safeguarding
Children's Partnership**

Annual Report 2019/20

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Foreword from Catherine Underwood



This is the first annual report of the Nottingham City Safeguarding Children Partnership; it covers the period from 1st April 2019 to 31st March 2020. The strategic lead responsibility for safeguarding is now shared between the three statutory partners of Local Authority, Police and Health (Clinical Commissioning Groups), as set out in Working Together 2018. We have learned what is working well and what could be further improved in order to ensure that we are as effective as possible moving forward and have involved all our partners in developing these plans.

We want to initially recognise that at the end of this period the global pandemic COVID 19 affected everyone in Nottingham. We want to remember those who have sadly lost their lives and those of loved ones during these exceptionally difficult times. It's important to recognise the extraordinary efforts the people of Nottingham and employees across our Partnership have made to continue to keep people as safe as possible during this time. This sense of community and working together truly embodies the best of Nottingham and showcases the remarkable community spirit that we have.

In March, almost overnight, the Council and its partners had to change the way many of services were delivered; from keeping schools open for key workers' children and vulnerable children, to working out how to keep services running without face to face contact, to ensuring key workers are able to operate safely within personal protective equipment (PPE) and safeguarding requirements.

This report recognises the progress the Nottingham City Safeguarding Children Partnership (NCSCP) has made throughout the year and the challenges that we will continue to address in 2020/21. This annual report sets out the key areas of work we have undertaken for 2019 – 20 and plans going forward. This year we have continued to focus on child neglect and exploitation, as well as the mental health and emotional well-being of children and young people.

I would like to thank the support of all the partners over the year who continue to work hard to ensure that the Partnership remains effective in promoting safeguarding and bringing about improvements where needed.

Catherine Underwood

NCSCP Chair

Nottingham City: An Overview

Nottingham Insight

Source of Data - Census unless otherwise indicated



2 in 5 do not have access to a car



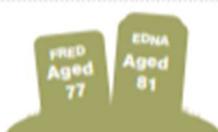
18% have a long-term activity-limiting illness or disability

Young population
50% aged under 30



332,900 live in the City

ONS Mid Year Estimates 2019



Life expectancy lower than the England average
(Males 77 compared to 80 England)
(Females 81 compared to 83 England)

ONS 2015-17



Households
126,100

Languages spoken in the City

English 73.7% Urdu 5.8% Polish 4.6% Punjabi 3.9% Arabic 2% Romanian 0.9%



7.8% of households have no members who speak English as a main language

School Census Jan 2017
ONS Mid Year Estimates 2019

231,600 working age population (16-64)

1 in 3



adults are physically inactive

Sport England 2013/14



Highest level of bus use per head outside London

45.7%



Own their home or shared ownership



1 in 8 are students

ONS 2017

52.8%



Rent - (council, social or private)

Births 4,178 **Deaths 2,367**

Nottingham ranks **11th** most deprived district in the country

(7th out of 317 Districts)

Indices of Deprivation 2019

Introduction

This annual report for the Nottingham City Safeguarding Children Partnership (NCSCP) reviews the work of the Partnership for the period of April 2019 – March 2020. It covers some of the key strands of work undertaken and its plans moving forward.

The report includes contributions from partner agencies and has been approved by the senior members of the Partnership.

Nottingham Overview - Local Context

Nottingham continues to face many challenges which often impact adversely on the health and wellbeing of our children, young people and families. This makes the task of improving outcomes a long term commitment. Nottingham ranks 20th out of the 326 districts in England (1 is most deprived) and 22,000 (34.6%) city children live in poverty (locally defined as those who live in households' dependent on out of-work benefits).

- Total population - 332,900 (an increase of 1,800 since 2018)
- Working age population (16-64) - 231,600
- Males - 169,000
- Females - 163,900
- University students - 43,300
- Older people (65+) - 38,800
- Older people (85+) - 5,500
- Children aged 0-4 - 20,300
- Children aged 5-10 - 24,300
- Children aged 11-15 - 17,900
- Children aged 0-15 - 62,500
- Children aged 0-17 - 69,100

Source: ONS Mid-Year Population Estimates 2019

- The City continues to see a large amount of population 'churn', with 32,800 people arriving from elsewhere within the UK and 35,300 leaving.
- Projections suggest that the population may rise to around 344,300 by 2027. International migration (recently from Eastern Europe) and an increase in student numbers are the main

reasons for the population growth since 2001, together with the excess of births over deaths.

- 29.8% of the population are aged 18 to 29 – full-time university students comprise about 1 in 8 of the population.
- In the short to medium term, the City is unlikely to follow the national trend of seeing large increases in the number of people over retirement age, although the number aged 85+ is projected to increase.
- The number of births has risen in recent years until 2011 but the numbers have slowly declined since then.
- The 2011 Census shows 35% of the population as being from BME groups; an increase from 19% in 2001.
- Despite its young age-structure, Nottingham has a higher than average rate of people with a limiting long-term illness or disability.
- The City gains young adults due to migration, both international and within Britain, whilst losing all other age groups - this includes a net loss of families with children mostly through moves to the surrounding districts.

Further information about Nottingham's population

- Nottingham is ranked 11th most deprived district in England in the 2019 Indices of Multiple Deprivation (IMD), an increase from 8th in the 2015 IMD.
- 34.2% of children and 25.8% of people aged 60 and over are affected by income deprivation.
- Health and Disability is the Indices of Deprivation domain on which Nottingham does worst, followed by Education, Skills & Training and Crime.
- A higher proportion of people aged 16-64 in Nottingham claim some form of benefit than regionally and nationally. See the latest [Quarterly Benefits Bulletin](#).
- The unemployment rate is lower than the recent peak in March 2012, but remains higher than the regional and national average. See the latest [Monthly Unemployment Note](#).
- Residents who live in the City have a lower average income than people who work in the City. See the latest [Summary of the Annual Survey of Hours and Earnings](#).
- Despite large numbers of students, Nottingham has a higher proportion of people of working age with no qualifications, compared with the national average. [See the latest Quarterly Indicators summary](#).
- There are high levels of child poverty in the City with around a third of children and young people living in workless households. [See the latest Child Poverty note](#).
- Rates of car ownership are low, particularly amongst pensioners living alone and lone parents. [See the 2011 Census data page](#).

How safe are children in Nottingham?

The vast majority of the 69,100 children in Nottingham led healthy, safe lives in 2019-20. A small minority faced challenges in their life and family circumstances which put their wellbeing and safety at considerable risk.

- 4365 referrals were received by Children's Services during the year because someone had a

concern about a risk of abuse or neglect. 93% of those cases were assessed to need a Childrens Assessment by Children's Services.

- 605 children were subject to a Child Protection plan at the end of 2019/20 which was a significant increase from 509 at the end of the previous year.
- 2591 families participated in the Priority Families Programme.
- 197 were recorded as missing from care.
- Work with young people by the Nottingham County Council involvement team highlighted some of the reasons for children and young people going missing as including:
- wanting to get out of the house or away from home; young people describe many difficult relationships and wanting to get away from arguments,
 - being unhappy at or having difficulties in school.
 - having low emotional health; these young people describe having suicidal thoughts and thoughts of self-harm.
 - feeling bored and wanting to be on their own.
- National estimates show 1 in every 5 children is exposed to domestic abuse by the age of 18 within Nottingham, police officers recorded over 26,000 domestic abuse offences in the year, many will have involved children as witnesses or in the household at the time of violence.

These risks are considered by the NCSCP during the work carried out over the year and also in cooperation with other Boards as appropriate e.g. Nottinghamshire County Council.

The NCSCP

Statutory Duties

The Partnership exists as a statutory body and has a range of roles including reviewing child deaths, undertaking Serious Case Reviews, developing policies and procedures and scrutinising and challenging local safeguarding practice.

Section 14 of the Children Act 2004 sets out the objectives for the Local Safeguarding Children Partnership(LSCB) as:

- To coordinate what is done by each person or body represented on the Partnership for the purposes of safeguarding and promoting the welfare of children in the area and;
- To ensure the effectiveness of what is done by each such person or body for these purposes.

The Nottingham City Safeguarding Children Partnership (NCSCP) is established in accordance with the Children and Social Work Act 2017 and Working Together to Safeguard Children 2018. The NCSCP provides the safeguarding arrangements under which the safeguarding partners and relevant agencies work together to coordinate their safeguarding services, identify and respond to the needs of children in Nottingham City, commission and publish local child safeguarding practice reviews and provide scrutiny to ensure the effectiveness of the arrangements.

The new safeguarding arrangements have been developed to build on the strengths of the previous arrangements under the Nottingham City Safeguarding Children Board.

Accountability for the effectiveness of safeguarding rests with the safeguarding partners through a new Strategic Leadership Group.

The new arrangements provide a streamlined and improved framework for the safeguarding partnership to demand even more positive outcomes for all of our children and young people. We have ensured that our arrangements are able to compliment those in Nottinghamshire County Council so that partners who work across the City and County benefit from consistent naming and structures where possible as well as cross authority working wherever possible.

The Nottingham City Safeguarding Children Partnership was introduced on 27th June 2019. The Nottingham City Safeguarding Children Board ceased to operate at this point.

As a Partnership our principles and aims are:

- Clear accountability
- Clear and demonstrable influence
- Equitable and fair contributions from all partners.

The Nottingham City Safeguarding Children Partnership will:

- Use performance data to regularly and effectively monitor front line practice
- Listen to, hear and act on the voice of the child
- Use multi-agency audits to improve safeguarding practice
- Ensure that learning from child deaths, learning reviews and significant incidents is central to the work of the NCSCP
- Embed learning and improvement activity so that impact may be captured
- Monitoring and auditing the application of locally agreed thresholds.
- Engage in partnership with children, parents/carers and front line staff as well as the wider community
- Work effectively as a partnership to protect children from harm.
- Build working relationships between partners which support and encourage constructive challenge.
- Learn from local and national safeguarding practice to continually strive to improve the way children are safeguarded.
- Listen and respond to children and young people and adult victims and survivors of child abuse to inform how services are commissioned and delivered.
- Ensure services for children and families in Nottingham City support children and young people to stay healthy and happy and support parents and carers to provide the best possible care for their children.

The Strategic Leadership Group (SLG):

The Strategic Leadership Group comprises of those with lead responsibility from each of the safeguarding partners. The NCSCP Independent Scrutineer shall attend but is not a decision making member of the SLG. The group is chaired on a yearly rotation by one of the three safeguarding partner representatives and has overall responsibility for the safeguarding arrangements.

The Business Management Group (BMG):

This group is chaired by the Director for Childrens Integrated Services and membership includes senior managers from the safeguarding partners and relevant agencies that have

responsibilities for safeguarding performance within their organisation. The local authority elected member with portfolio holder responsibilities for children's services is a participant observer of the group. The BMG scrutinises safeguarding effectiveness and coordinates improvement activity by developing action plans for themed areas of practice.

Cross Authority Learning & Workforce Development Group:

This group is responsible for multi-agency safeguarding children training and the provision of the interagency safeguarding children procedures. The group is chaired by a member of the partnership nominated by the Nottingham City and Nottinghamshire County SLG's. Membership of the group includes representatives from the safeguarding partners and relevant agencies. Initially the procedures element of the group's work will be taken forward jointly with Nottinghamshire County Council with the aim to incorporate training provision across Nottingham City and Nottinghamshire County Council also being explored.

Child Safeguarding Practice Review Group:

This group is chaired by a member of the partnership nominated by the Strategic Leadership Group. The core membership of the group is made up of senior personnel from the safeguarding partners who act as decision makers for their organisations. Representatives from relevant agencies are invited to contribute to the group depending on the nature of the cases involved. This will take the form of monthly set meetings.

Voice of children and families:

- The NCSCP will seek to engage with children, young people and families to inform its work and will use partner agencies existing consultation mechanisms to assist them with this.
- The Independent Scrutineer will support stronger public engagement in local child safety issues and contribute to an improved understanding of the partnership's child protection work in the wider community and provide independent challenge to organisations on the effectiveness of their services in relation to safeguarding.
- Whenever a Child Safeguarding Practice Review is undertaken consideration will be given to how best to engage with children, parents and carers and support them to effectively contribute to the review. The findings from any reviews will be explained to those involved on completion of the review and prior to any publication.
- When planning NCSCP multi-agency audits the Lead Auditor shall give consideration as to how children, parents and carers can be involved in the audit.

Independent scrutiny:

- An Independent Scrutineer will be appointed by the safeguarding partners to act as a critical friend encouraging reflection on practice and a determination to improving services.
- They shall provide an objective assessment of the effectiveness of the safeguarding arrangements including how they are working for children and families as well as practitioners.

- Act as an advisor to the safeguarding partners regarding any responses by the National Child Safeguarding Practice Review Panel to the conclusion reached in Rapid Reviews.
- Undertake an annual audit of Rapid Reviews to provide assurance to the Strategic Leadership Group about the effectiveness of that process.
- Assist in resolving operational disputes through the escalation procedures.

Schools, educational establishments and early years' settings:

- All schools (including independent schools, academies and free schools) and other educational establishments are designated as relevant agencies within the safeguarding arrangements.
- Engagement with schools will be through representatives from the Advanced Designated Safeguarding Leads Group.
- The Designated Safeguarding Leads Network meetings will continue on a termly basis and they provide the opportunity to communicate current safeguarding issues in schools and share good practice, both locally and nationally.
- Early years settings will be engaged in the arrangements through the Early Years Designated Safeguarding Leads Network meetings which meet three times per year.

Children living away from home:

The Nottingham City Safeguarding Partnership will ensure that those responsible for looking after children in settings away from home, including residential homes for children, foster carers and youth custody settings are engaged with the safeguarding arrangements through the partner responsible for commissioning those services or by direct contact with those organisations.

NCSCP Structure

The Partnership meets quarterly in the form of a Business Management Group at which key agencies are represented. These include:

- Health Clinical Commissioning Groups (CCG)
- Police
- Local Authority
- Schools
- National Probation Service Community
- Rehabilitation Company
- Nottingham Community/Voluntary Service
- Office of the Police and Crime Commissioner
Independent Scrutineer

The Cross Authority Partnership meets twice a year and is attended by the SLG, other partner agencies, as well as representatives from other partnership boards and forums. This promotes effective communication and engagement with a holistic 'Think Family' approach to safeguarding. Topics covered at the during this year for discussion and debate included:

- Consultation on the proposed Multi Agency Safeguarding Arrangements (MASA) for Nottingham
- Emotional health and wellbeing of children and young people
- Child Exploitation/Contextual Safeguarding

The role of the Safeguarding Children Partnership is to have an independent coordinating and challenge role around safeguarding practice across its partner agencies. This is in part carried out by the Sub-Committees of the NCSCP, which are:

- Child Death Overview Panel (statutory) Child Safeguarding Practice Review Group (statutory)
- Learning and Workforce Development Education Quality Assurance
- Policy and Procedures
- Child Exploitation and Missing

Appendix A - Structure



Nottingham City and Nottinghamshire County Safeguarding Children Partnership
Partnership development session that meets twice yearly



NCSCP Strategic Priorities – what we did 2019/20

These are the three priorities identified and agreed by the NCSCP.

1. That children and young people are safe from harm, inside their home, outside their home and online.
2. That children and young people have access to the right help at the right time.
3. To ensure there is effective partnership working to improve safeguarding outcomes for children, young people and their families

These priorities were agreed by the Partnership based on key areas of work arising from feedback regarding local practice, learning from case reviews, and national priorities.

DRAFT

CHILD SAFEGUARDING PRACTICE REVIEW (CSPR) SUBGROUP

MEETINGS AND MEMBERSHIP

The CSPR subgroup has continued to meet on a regular basis throughout the year, with stable membership and good engagement from all statutory partners and local providers. Eight subgroup meetings have taken place and four case specific rapid review meetings. The chair has been retained by DCI Clare Dene, from Nottinghamshire Police, this has provided consistency in the city and cross authority benefits as DCI Dean also chairs the Nottinghamshire subgroup.

SUBGROUP ACTIVITY / KEY PIECES OF WORK

Activity of the subgroup has focused on the Safeguarding Partners statutory responsibilities to conduct reviews as set out in Working Together 2018. We have embedded the review processes developed in the previous year, monitored actions arising from reviews, challenged partners where appropriate and disseminated learning. Below is a summary of each area of activity.

RAPID REVIEWS

- Four reviews completed – in line with the previous year.
- All submitted within the fifteen days' statutory timeframe.
- In all cases no recommendations made for a CSPR.
- Agreement with all recommendations by the National CSPR Panel.
- Positive feedback from the National CSPR Panel in relation to quality of reviews.

Learning from the rapid reviews evidenced:

- Robust local systems for identifying, risk management, monitoring and working with young people at risk of Child Criminal Exploitation.
- Strong advocacy from the YJS for young people.
- Safer sleep messages being delivered by social workers
- Good collaborative multi agency working

The reviews also highlighted:

- The complexity of Child Criminal Exploitation, including effective distraction, diversion and protection. The challenges of meaningful engagement with young people in this situation.
- The importance of recognising young carers.
- The critical importance of full and robust assessments

- The need for ongoing development to improve engagement with GPs in Child protection work. More effective use of chronologies to understand the child / young persons lived experience and emotional health support being available during school holidays.

SERIOUS CASE REVIEWS

The two Serious Case Reviews commissioned in the previous year were concluded in the summer of 2019. The CSPR subgroup has continued to monitor the subsequent strategic and agency actions plans to ensure full implementation. Work has focused on:

- Adherence to Private Fostering regulations
- Effective and improved use of chronologies
- Compliance with Section 47 procedures, with a specific focus on older young people, strategy discussions and arrangements for child protection medicals
- Child Criminal Exploitation and the challenges this presents, particularly where young people have additional needs and learning disabilities

Some of the wider activity arising from these action plans remains ongoing, and will be monitored until completion.

NATIONAL CHILD SAFEGUARDING PRACTICE REVIEWS

In December 2019 Nottingham City hosted the National Panel team who were conducting the National CSPR, focusing on Sudden Unexpected Death in Infancy (SUDI). A rapid review completed in Nottingham City in 2018 was included in the national review. This was a very positive experience.

The lead reviewer met with strategic leads, workers involved in the case and the family. Good local responses and practice was noted. Publication of the report was due in the spring of 2020, this has been delayed and is now anticipated in the summer of 2020.

LEARNING AND IMPROVEMENT

ECM Event: The CSPR subgroup again supported the Every Colleague Matters (ECM) safeguarding event delivered in February 2020. This is an opportunity for the safeguarding partnership to disseminate key learning from completed or current reviews. Ten sessions were delivered over the week, with many co-delivered by subgroup members and partnership colleagues involved in the rapid reviews, including school leaders in safeguarding. The programme included the following sessions:

- Contextualised Safeguarding: What is it?
- Mental Health Safety Tool Kit
- Trauma Informed Practice in Nottingham City Council
- Learning from Reviews

- Female Genital Mutilation (FGM)
- Young Carers: Who are they and how can we support them?
- Domestic Abuse in Same Sex Relationships
- Understanding and Responding to the Effects of Child Sexual Abuse
- Learning from the IICSA
- Safer Sleeping

Learning Briefings: the CSPR subgroup have produced three learning briefings; one for each of the serious case reviews, and one in respect of child criminal exploitation. In addition, they have produced a PowerPoint presentation of the summary learning points from all the rapid reviews, and concluded serious case reviews. This was the focus of one of the ECM sessions and has been circulated across the partnership for use in individual organisations learning events and training.

Film Screening: The CSPR subgroup as part their response to one review; support two screenings of the acclaimed County Lines short film by Henry Blake. The short film highlights the growing national crisis of County Lines. Writer and director Henry Blake has been working with survivors of criminal exploitation and county lines for a number of years and the film is inspired by the stories he has come across. The short film examines the different scales of vulnerability that are exploited during a County Lines enterprise. The hard hitting nature of the film exposes the disturbing power dynamics between drug gangs and their targets: vulnerable persons. Following the screening there was a presentation by Henry Blake and opportunity for discussion and debate; 72 colleagues across the partnership attended over the two sessions.

IMPACT

The rapid reviews completed have provided the opportunity to evidence learning from previous reviews. Positive impacts on practice have been evidenced in the following areas:

- Recognition of potential child criminal exploitation, engagement and confidence in the local responses and processes
- Routinely engaging with families re safer sleep practices by the wider workforce including social workers
- Engagement in future reviews by the CPS has also been secured
- Increased awareness across the workforce of Child Criminal Exploitation

FUTURE PLANS

- To continue to oversee and monitor any outstanding actions from all reviews
- Initiate and deliver rapid reviews within timescales
- Make recommendations for CSPR where the criteria are met
- Consider learning from the National CSPR Panels annual report, and how this can be embedded locally

- Support the local response to the implementation of learning from the first National CSPR: *It was hard to escape - Safeguarding children at risk from criminal exploitation.*

Focused Visit

Ofsted, the Office for Standards in Education, Children's Services and Skills inspect and regulate services that care for children and young people, including local authority children's services. In November 2018, Ofsted undertook an inspection of Nottingham City Council's children's services where Inspectors found that the service 'Requires Improvement to be Good'. NCC acted on the findings and in response developed an improvement Action Plan which was led by the Director and Heads of Service.

In February 2020, Ofsted undertook a Focussed Visit to look specifically at the City Council's arrangements for children in need and those subject to a child protection plan, with a focus on children at risk of neglect.

There is no inspection rating given during a Focussed Visit, but overall inspectors concluded that the experience of children in need of help and protection has deteriorated since the last inspection.

Given the issues they found in the service areas they looked at, Ofsted issued two Priority Actions:

1. Address the systemic failures in social work practice to ensure that planning and intervention for children improve their experiences, and that new and emerging risks are identified and responded to.
2. Stabilise the workforce and address the significant shortfall in capacity to enable social workers and first line managers to respond effectively to children in need of help and protection.

In response to the findings of the Focussed Visit, an action plan was developed by Childrens Services and shared with Ofsted in March 2020. This report sets out progress to date on the key actions taken to address the identified Priority Actions and to improve our services for children and families. Given the nature of the Priority Actions, we have seen the scope of improvement across the wider services rather than confined only to the areas considered in the Focused Visit.

The Wider Context

Nottingham's vision, as set out in our Children and Young People's Plan, is for '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'.

The experience and outcomes of the most vulnerable children in our city are of paramount

importance. The Focused Visit specifically looked at the arrangements put in place by Nottingham City Council, however, we know that achieving outcomes for children who need help and protection takes place in partnership and we are also working with partners both within the council and in partner organisations to secure the improvements needed.

The requirement for these improvements is set in the context of the high and increasing levels of deprivation and need experienced by our families in Nottingham and the impact of national government budget cuts to the local authority.

The improvement of our children's services is a priority for the council and the NCSCP and it is important that corporate support has been committed, not just the resources of the children's services. For example, the expertise and capacity of the human resources team, communications expertise and support of our ICT services are required for success.

Action Undertaken

In response to the two priority actions, and wider recommendations made around practice improvement, an action plan was developed and provided to Ofsted in March. The improvement programme is led by the Director of Children's Services and the Portfolio Holder for Children and Young People.

The key headline actions are:

Priority Area for Action 1 – Social Work Practice	
<i>Address the systemic failures in social work practice to ensure that planning and intervention for children improve their experiences, and that new and emerging risk identified and responded to.</i>	
	Ensure that there is sufficient capacity for strong leadership of immediate and ongoing practice improvement.
	Ensure that Nottingham City Council has an operating model which enables good practice and workforce capacity
	Ensure that all staff and managers are clear about Nottingham's social work practice models and 'what good looks like'
	Ensure that assessments and plans are of good quality and accurately evaluate risk and address the needs of children
	Assertive practice ensures that children's needs are understood and appropriate action/intervention is put in place to improve outcomes for children, including those experiencing neglect.
	Ensure that all managers are clear about the expectations of their oversight on casework, to ensure children's needs are understood and effectively addressed
	Develop an effective audit framework which provides an accurate appraisal of

	the experience of children and drives systematic improvements in practice.
	Ensure that senior managers and leaders have an accurate understanding of the experience of children
	Ensure effective Independent Reviewing Officer service which ensures effective plans and progress for children in care and children in need of protection
Priority Area for Action 2 – Workforce Capacity	
<i>Stabilise the workforce and address the significant shortfall in capacity to enable social worker and fine line managers to respond effectively to children in need of help and protection.</i>	
	Stabilise the social work workforce increase capacity in the short-term.
	Develop a sustainable plan to ensure the sufficiency of social workers in the long-term.

To drive delivery of this action plan and to secure sustainable improvement which will make a real difference for children, young people and families, the Children at the Heart Improvement Board has been established. The Improvement Board is chaired by the Chief Executive and membership includes both the Leader of the Council and the Portfolio Holder for Children and Young People, along with senior officers of the Council. Key health, education and police partners are members. The Board has now met four times.

An Improvement Fund of £1.5m one-off funding has been identified by the Council to support short-term work force capacity and delivery of the improvement plan.

A temporary Practice Improvement Director has been appointed to provide additional senior leadership capacity to drive improvement, working with the Children's Services leadership team. A proposal has been developed to establish and to recruit a full time permanent Principal Social Worker role at a sufficiently senior level to embed and to sustain a strong focus on practice.

To support improvement, the Department for Education have enabled to us access support from the Partners in Practice (PiP) innovation programme, which provides peer support from a partner local authority to support improvement. Our Partner in Practice is Essex County Council. The scope of the programme was co-produced between Nottingham City Council and PiP colleagues. In spite of an initial delay due to covid-19 and the continuing restrictions, the PiP team began work with us during May to understand practice issues, undertaking sampling of case files as well as discussions with senior managers, team managers and a range of practitioners, including those with specific case involvement. A series of feedback workshops are taking place with front line teams and the senior leadership team and this work will help to shape the plan for further work which they will undertake with us. Feedback has also been presented to our Children at the Heart Improvement Board and the improvement plan will be updated to reflect priorities identified from working with our PiP partners.

Phase 2 of the PiP innovation programme include a focus on Public Law Outline and

Permanency Strategy a review of the Independent Reviewing Officer service and a virtual visit to Essex.

A prioritised practice development programme has been put in place to address the issues identified in the Focused Visit. Training workshops are in train, using virtual training events to support strong and focused learning founded on a clear strengths-based practice model and directly relating to current practice examples with specific inclusion of neglect.

We are reviewing other elements of our Learning Improvement Framework, particularly to strengthen our audit process, to ensure that audits reflect a consistent and accurate appraisal of the quality of practice and that effective learning is secured both by individual practitioners and by the wider service in response to audit findings.

Both the full inspection in 2018 and the Focused Visit in 2020 told us that workforce capacity was not sufficient to the demands and complexity of meeting children's needs in a city like Nottingham. An urgent priority has been to address the practitioner and front line manager workforce. Staffing gaps were swiftly filled, initially with agency staff, but it is vital to further stabilise staffing and to continue to strengthen recruitment with the support of our human resources team. We have improved our pay and progression model for social workers and have refreshed our rolling recruitment with adverts being sent out each month. We will also be developing a rolling recruitment microsite.

We are actively engaged with the Association of Directors of Children's Services Regional Improvement and Innovation Alliance, Local Government Association and the Department for Education to support improvement. We are also maintaining ongoing dialogue with Ofsted around our progress and our response to covid-19.

Risk

The Ofsted inspection activity tells us that in spite of the commitment of our practitioners and managers, some children in neglect are experiencing drift and delay. The children's service management team have ensured reviews have been undertaken to identify actions which have been required to address this.

Covid-19 has had a major impact on the lives of our children and families and on the activity of our children's services. A risk assessment process has ensured that we have considered each child's needs under covid-19. We have been working closely with partners, especially schools, to ensure we understand children's experiences under covid-19 and that we provide appropriate help and protection. Referrals to children's services have decreased during lockdown and although they are now increasing, it is anticipated that some children will have experienced hidden harm.

Following February's Focused Visit, Ofsted informed us that they would undertake a further

Focused Visit in the autumn and that this would result in either assurance of sufficient improvement or a full inspection. Since covid-19 and the lockdown, Ofsted have been considering their inspection programme and are indicating that they are likely to be adjusting their activity. We anticipate a fuller review of children's experiences under covid-19, which would look at a wider range of our children's services than those areas considered under the Focused Visit. Our approach to improvement has taken in wider services, although this requires cultural and system improvement which will take time to fully address and to embed.

The implications of an inadequate inspection are most importantly that we would be failing to serve Nottingham's children well. However, it would also bring major external scrutiny with ministerial oversight and potential intervention. In addition, very substantial additional cost would be incurred. Achieving fast and demonstrable improvement will require significant additional resource. We need our practitioners and managers to be able to devote their attention whole-heartedly to the practice and improvement in a very short space of time.

Both the full inspection in 2018 and the Focused Visit in 2020 told us that workforce capacity was not sufficient to the demands and complexity of meeting children's needs in a city like Nottingham. This is of course a challenge in a very difficult financial context, but Ofsted is clear that the statutory requirements within which children's services will not be adjusted to take account of circumstances. The improvement plan includes a review of the operating structure for sustainable services which will need to be considered within the council's financial priorities.

In relation to covid-19, DfE guidance has been clear that it remains the responsibility of local authorities to meet their key statutory responsibilities for the welfare of children and families and for safeguarding children although a small number of limited adjustments have been provided for.

It is vital that we have robust and good quality services for our children and families. They are a key statutory duty, but also good services improve the experiences and the life chances of our most vulnerable children as they progress into adulthood and that makes a long term difference for them and for our city.

PARTNERSHIP

Nottingham CityCare Partnerships:

Activity-what were your safeguarding priorities/focus for 2019/20

- Renew and implement our Safeguarding Training Strategy in line with the Intercollegiate Competency Framework.
- Improve our data collection within the safeguarding service to enhance our understanding of organisational safeguarding children's activity
- Implement a sustainable staffing structure within the Multi Agency Safeguarding Hub (MASH) and Domestic Abuse Referral Team (DART) to ensure we have a consistent workforce to contribute to the multi-agency work of the MASH.

Achievements-what have you achieved:

- Our Safeguarding Training Strategy has been implemented utilising a blended learning approach, compliance has greatly improved throughout the year with positive feedback. In addition, we have introduced virtual bite size training packages for more specialist areas of safeguarding.
- We have revised and improved our data reporting within the safeguarding service to enable us to have a detailed understanding of safeguarding activity across the organisation and this has enabled us to identify how our safeguarding service activity is impacting front line practice. This is enabling themes to be readily identified, influencing our priorities.
- We have appointed two Safeguarding Practitioners into the MASH to support our contribution to the multi-agency safeguarding response to referrals.

Impact-what difference has this made/evidence of impact:

- Our safeguarding training compliance has significantly improved throughout the year. The quality of the training program has been positively fed back. Our staff feels the blended learning style utilising face to face training supplemented by a workbook and resources on our safeguarding intranet pages is effective.
- Our reporting data has enabled us to provide assurances around our safeguarding activity across the workforce. This has been largely achieved through our safeguarding children's SystemOne (our electronic recording system) template. We are now implementing an adult safeguarding SystemOne template.
- The MASH Practitioners have provided a consistent approach to our contribution to the multi-agency safeguarding response. Systems and processes have been streamlined to ensure effective use of resources.

Future objectives:

- As we move through our pandemic restoration and recovery phase we are promoting safeguarding across the organisation. We recognise vulnerable children may be adversely affected by the pandemic and are promoting safeguarding across the

workforce to mitigate against risks posed.

- We will be providing bite size master classes on neglect and relaunching our assessment tools and resources
- The Safeguarding Champions Network will continue to be promoted and developed to help us ensure key safeguarding lessons reach all of our workforce.

Education Directorate, Nottingham City Council

1. **Activity** - What were your safeguarding priorities / focus for 2019/20
 - Delivering a city wide Designated Safeguarding Leads network across all settings (primary, special, secondary, free schools, AP and independent)
 - Coordination of Advanced DSL programme (ADSL) to support audit process, practice and development of safeguarding activity
 - Provision of training for schools and academies
 - Embedding safeguarding across activity of directorate
2. **Achievements** What have you achieved?
 - Delivery of annual DSL Safeguarding conference with one place offered per school – keynote delivery and workshops by Andrew Hall, national safeguarding consultant
 - Primary 62, Secondary 14, Special 8, MATs 5
 - Spring Term DSL network with increased attendance from independent school sector
 - Primary 47, Secondary 11, Independent, Special 2, AP 4, MATs 4
 - Delivery of virtual summer DSL network communicated through SCENE and DSL webpage – 144 views by end of week of network
 - 3 new ADSL's validated - 12 ADSL's in place coverage within all MATs
 - Wider education representatives within a range of partnership safeguarding activities – Youth Justice Board, MASE, CCEP, Edge of Care Panel, Channel, VRU Stakeholders Group, OOC Panel
3. **Impact** – What difference has this made / evidence of impact
 - Advanced safeguarding training and supervision in safeguarding delivery through DSL Conference
 - Continuity of safeguarding activity/networks despite lockdown restrictions
 - Full ADSL cohort providing policy development, safeguarding audit activity and training delivery across the City
 - Central Training Programme:
 - The programme is enhanced by ADSLs in NST who deliver programmes to schools within the trust

Central Training Attendance - academic year 2019/20	Number of people
Introduction to Safeguarding	15

DSL part 1	66
DSL part 2	38
DSL update	43
Total	162

4. **Future objectives** - Key objectives for 2020/21

- Safeguarding arrangements and oversight of vulnerable children in education throughout the Covid-19 pandemic
- Providing a quality DSL network across the partnership in a virtual world where physical meeting is not possible
- Supporting and promoting attendance at schools as they reopen post lockdown 2020

350 people attended the CCE event.

CSE – there were 2 sessions. May, September and 58 people attended

SoS – there has been 3 sessions, May, July and November and 40 people attended

NCSCP ANNUAL REPORT RETURN 2019/20 – NOTTINGHAMSHIRE HEALTHCARE TRUST

Activity - What were your safeguarding priorities / focus for 2019/20

- Our main focus this year has been to continue to design and implement our single trust-wide safeguarding service to develop a 'one Trust' integrated approach.
- Our training team have worked to develop and introduce training passports for staff to facilitate staff understanding around requirements for safeguarding training. They have also continued to refine and develop the safeguarding supervision skills training for managers across the Trust.
- Safeguarding supervision, in accordance with the safeguarding supervision framework and policy, safeguarding supervision facilitates practitioners to respond to the safeguarding needs of service users. Supervision training has been improved. Support for managers has been strengthened to support complex cases. A review of the delivery model will be undertaken this year.
- We have continued to take part in partnership working, including representation at board and subgroup meetings, contributing to Child Safeguarding Practice Reviews and audit activity.

Achievements - What have you achieved?

- Our integration work has enabled us to explore and address 'our challenge' by:
- Exploring culture and behaviours, agreeing a shared purpose and linking this to our response to the services we support;
- Exploring and agreeing operational principles for working together;
- Sustaining and developing core functions of the safeguarding service;
- Offering opportunities for professional development, engagement & promotion of

wellbeing across the service.

- In response to COVID-19, we accelerated our development of a safeguarding SPOC (single point of contact). A dedicated phone number and universal email inbox was set up and promoted throughout the Trust,
- Senior members of the team delivered training to 160 police colleagues over two days, looking at working with enhanced vulnerability. The two days included sessions and group work on topics such as communication, ACEs, complex trauma, hidden harm and disclosure.

Impact – What difference has this made / evidence of impact

- Our work on integrating the service has enabled us to ensure we have the right staff at the right place at the right time. This enables us to deliver a consistent safeguarding service across the Trust, even at times of staffing pressures, ensuring children and adults are protected.
- The SPOC has had a positive impact, providing staff with a clear route to access safeguarding advice at the point of need. Early signs are that this is an effective, streamlined approach to supporting our patients, families and colleagues.
- The delivery of two days training to the police was well received and provided an opportunity for shared understanding and learning to enhance our partnership working further.

Future objectives – Key objectives for 2020/21

- Having introduced our SPOC, we will now work towards fully embedding it within the Trust. This will give us the opportunity to strengthen the quality of our referrals to other agencies and to ensure that the voice of the child is captured and reflected in all our safeguarding advice.
- We will respond to the changing landscape in response to COVID-19 safeguarding risks through our recovery plan and our continuing development of an agile safeguarding service.
- We will revise and improve our guidance for managing allegations against persons in positions of trust to ensure an informed and swift resolution to issues raised.
- Establishment and maintenance of a robust and high-quality research informed approach to evidence based practice around DSVA – taking into account a proactive and well as responsive approach to identified local and national needs and policy directives.

Nottinghamshire Police Update

To include all relevant departments in a Child Assessment Meeting to coordinate a response to the National Guidance.

- The force has a Child Centred Policing meeting which is chaired by Assistant Chief Constable. Force leads from various areas attend this quarterly meeting to provide regular updates. A Child Centred Impact Log has been produced which records actions,

accountability and progress.

- The themes of this Impact Log are: Stop and Search, Custody, Youth Offending and Criminalisation, Children in Care, Engagement and Relationships and Prevention of Harm.

Voice of the Child – to ensure that the views/welfare of children is captured throughout the journey of the child through police contact.

- The Voice of the Child training input has been delivered during the “DA Matters” training that all staff across frontline and specialist departments received during Autumn 2019. Over 1100 front line officers and staff have received this input.
- Investigators are already aware of the requirement to consider the views of the child whether as victim or witness and this has been reinforced through the addition of it as part of the investigation plans required of officers.
- VOC has been audited as part of the large internal audit (which included adult/child sexual offences and domestic abuse) and is currently subject of separate stand-alone audit later in 2020. Recommendations from those audits will be action planned with the head of Public Protection as the owner.
- An update to Niche (our crime recording system) is taking place to amend the pro-forma niche document to capture the VOC within the formal risk assessment completed at every domestic abuse occurrence.

To ensure real time sharing of police information with partners to inform effective decision making around the risks to children.

- Work has been undertaken cross authority with the Heads of Service for CSC to ensure that information held on CSC systems in relation to children on protection plans is shared with police. This works both ways in that response officer’s decision making is informed and that CSC are aware in a timely manner of incidents involving children that they are managing.
- Locations where children are subject to Child Protection Plans are tagged on our command and control system in order that dispatchers and attending officers are aware of such plans at the address. Completing the information sharing cycle with our partners, incidents at these locations are then shared with CSC to inform them of incidents as they occur.

Adverse Childhood Experiences/Harmful Sexual Behaviour – to improve staff understanding of.

- This has been delivered to all Public Protection staff. An external provider from the university has covered a range of vulnerability issues from HSB, ACE, contextual safeguarding. A HSB procedure has been written using the Brooks traffic light system. It has been incorporated into all our guidance and procedures. All front line staff have received a 7-minute briefing and video presentation on adverse childhood experiences.

To ensure a coordinated approach to those regularly missing or at heightened risk (CCE/CSE/Gangs etc)

- Trigger plans are created for those at risk of CSE&CCE and those missing three times in 90 days. This summarises key enquires and associates and will list persons who pose them a risk on bespoke tasks on the COMPACT missing person management system. A CCE coordinator has been recruited to replicate the good practice from CSE.
- Both authorities now have a “children in care” officer that the force missing team work closely with. Fortnightly meetings to decide the at risk list around County Lines, Modern Slavery. Children that are identified are discussed at the monthly panel meeting youth Violence & Child Exploitation.
- Links with school liaison officers who are updated when children from their school go missing. Any live missing cases MFH team are automatically shared with CSC. If 3 times missing in 90 days a multi-agency meeting is arranged. A leaflet has been created which signposts support agencies and this is provided to missing children upon their return.

To improve the knowledge of response and neighbourhood officers regarding Registered Sex Offenders in their area.

- All registered sex offenders (RSO's) managed by MOSOVO have their addresses flagged on our command and control system so that officers are aware on attendance for any incident of the restrictions in relation to child contact etc. An up to date list per local area is provided to officers of all RSO's being managed in their communities. Any incident involving a RSO is automatically notified to all MOSOVO supervisors so that they are aware of any incidents in the preceding 24 hrs.

To improve attendance at multi-agency meetings as per Ofsted recommendations.

- Working Together officers have been recruited to increase capacity within the MASH and specifically in relation to safeguarding children meetings. This team are lined managed by MASH supervisors who work to ensure attendance when required. A multi-agency review has been conducted in relation to the MASH and Ofsted recommendations. Improvement were implemented and audit work has subsequently shown near perfect attendance at our safeguarding children meetings.

Improve information sharing and risk assessments between police and partner agencies to identify those children at risk from knife crime and serious violence

- The EPAS project (Early Police Alert to Schools) notify designated safeguarding leads in schools of incidents where one of their pupils have been involved in a knife related or serious violence incident, either as a victim or a perpetrator. It is being administered by the Youth Justice Team, to try and close the time gap between education finding out about an incident which affects their pupils, where they may be managing repercussions, have information valuable to the investigators, need to step up safeguarding etc.

To ensure that all children are only detained when absolutely necessary and for the

minimum amount of time.

- There is a joint protocol for City and County children in custody – one cross authority policy which both heads of service have signed up to. This provides all agencies with sufficient notice and is designed to reduce the number of children kept in custody and support such children who are. A monthly governance meeting reviews cases to monitor compliance. Current challenges remain in relation to the national problem with secure and non-secure accommodation.

**Quality Assurance and Multi Agency Audit Sub-Group
Annual Report 2019- 20****Aims and purpose**

The aim of the Quality Assurance and Multi Agency audit group is to provide assurance to Nottingham City's Safeguarding Partnership in respect of the quality of safeguarding intervention for children and young people and the performance of agencies in carrying out their safeguarding function. The group meets 8 times per year with 4 meetings being dedicated to audit activity.

Membership

Agencies represented include Children's Integrated Services, Nottinghamshire Police, NHS Clinical Commissioning Group and other representatives from Health providers and Education leads. The meetings are chaired by the NSPCC which brings independence to the quality assurance process. The chair reports directly to the Business Management Group.

Activity

During 2019-20 the meeting schedule was interrupted in quarter four by the covid19 pandemic and problems with attendance in quarter three, due to capacity and absence issues. A new chair was appointed in October 2019, Pete Turgoose from the NSPCC taking over from Liz Tinsley. Despite the interruptions in the schedule there has been a clear commitment to the audit process, three multi agency audits were completed.

Audit activity has included-

- Neglect
- Children subject to Child Protection plans for 3 months or less
- Sexual abuse referrals

Key Findings

- The findings from all audits have been shared with partner organisations through their QA subgroup representative and through the Business Management Group (BMG). A comprehensive response was undertaken by Childrens Social Care in relation to practice concerns highlighted in the Neglect audit. This work was led by the Head of Service and included a further internal review of all the cases alongside the workers involved and the managers of the Child Protection Reviewing Service

- The audit examining cases subject to short child protection plans confirmed that the decision to make the children subject to a plan was correct. However, it also confirmed the hypothesis that plans had ended prematurely. Circumstances remained unchanged in the lived experiences of the children. It identified the need for multi-agency partners to take greater responsibility for review conference decisions and to effectively present alternative views or escalate concerns.
- The sexual Abuse audit did identify issues with appropriate access to and arranging CP medical for sexual abuse. It also highlighted some more common practice issues for example the quality of assessments, and seeking the involvement of GPs.
- Positively all the audits demonstrate overall ongoing and good communications between workers across the partnership. Good recognition of safeguarding concerns and appropriate referral to Children and Families Direct. Prompt responses and in most cases risks identified and directed to the right level of service. Workers are routinely demonstrating methods and activity to obtain the voice of the child: though in the cases we looked at this did not always translate into fully understanding their lived experiences.

Achievements

- Building on work started the previous year the QA subgroup have successfully delivered a full year of performance reporting. Work on this is ongoing to improve some areas such as commentary, but we start 2020-21 with a strong data base for ongoing monitoring. Quarterly performance data is made available to BMG.
- The QA subgroup have reviewed and updated the audit tools to enable a more qualitative audit. This will be implemented during quarter one of 2020-21.

Next Year

- An audit programme for 2020-21 has been agreed, though this has been streamlined due to the impact of the Covid19 pandemic on capacity. Towards the end of the year we will re-audit neglect as this was a recommendation of the 2019 audit. Other audits identified are Children in Need and children with mental health support needs.
- The NCSCP business office is also closely aligned with the Childrens Integrated Services (CIS) improvement programme and will where appropriate link this into the work of the QA subgroup and audit activity to incorporate learning or enhance processes.
- The QA subgroup will continue to monitor the performance framework, present scrutiny and challenge where appropriate. This work will be supported by the independent scrutineer and associate scrutineer, who has been invited to consider the work of the QA subgroup and will attend a subgroup meeting as part of this work.