



Nottingham City Safeguarding Children Partnership

Annual Report 2019/20

Report Author: John Matravers

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Foreword from Catherine Underwood, Craig Guildford and Rosa Waddingham

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.

On 31 July 2019, IICSA published its findings into the extent of any institutional failures to protect children in the care of Nottingham City and Nottinghamshire County Councils from sexual abuse. The safety and wellbeing of children and young people in the care of the City is and always will be our highest priority and this continues to be a priority for the NCSCP and we shall ensure that learning and improvement in this area is continued.

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 is 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.

This year the partnership has continued to work on our priorities. Neglect of children remains a real concern and we are pleased that the partnership has agreed to further strengthen our neglect strategy.

Preventing the criminal exploitation of children and young people remains a priority for the NCSCP. There has been progress in the way partners are working together. In particular, a multi-agency group to tackle child exploitation is being developed to compliment the strategies already in place to identify vulnerable young people and put protection in place for them. We have made progress in this area, but it remains a critical area of safeguarding children business and will continue be a focus for all partners over the next year.

We are prioritising capturing children and young people's voices as their views are integral to evidence based and informed practice. We shall continue to develop meaningful engagement with our children and young people so that practice across Nottingham will focus on listening to and responding to what children and young people say.

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.

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



Craig Guildford
Chief Constable
Nottinghamshire Police

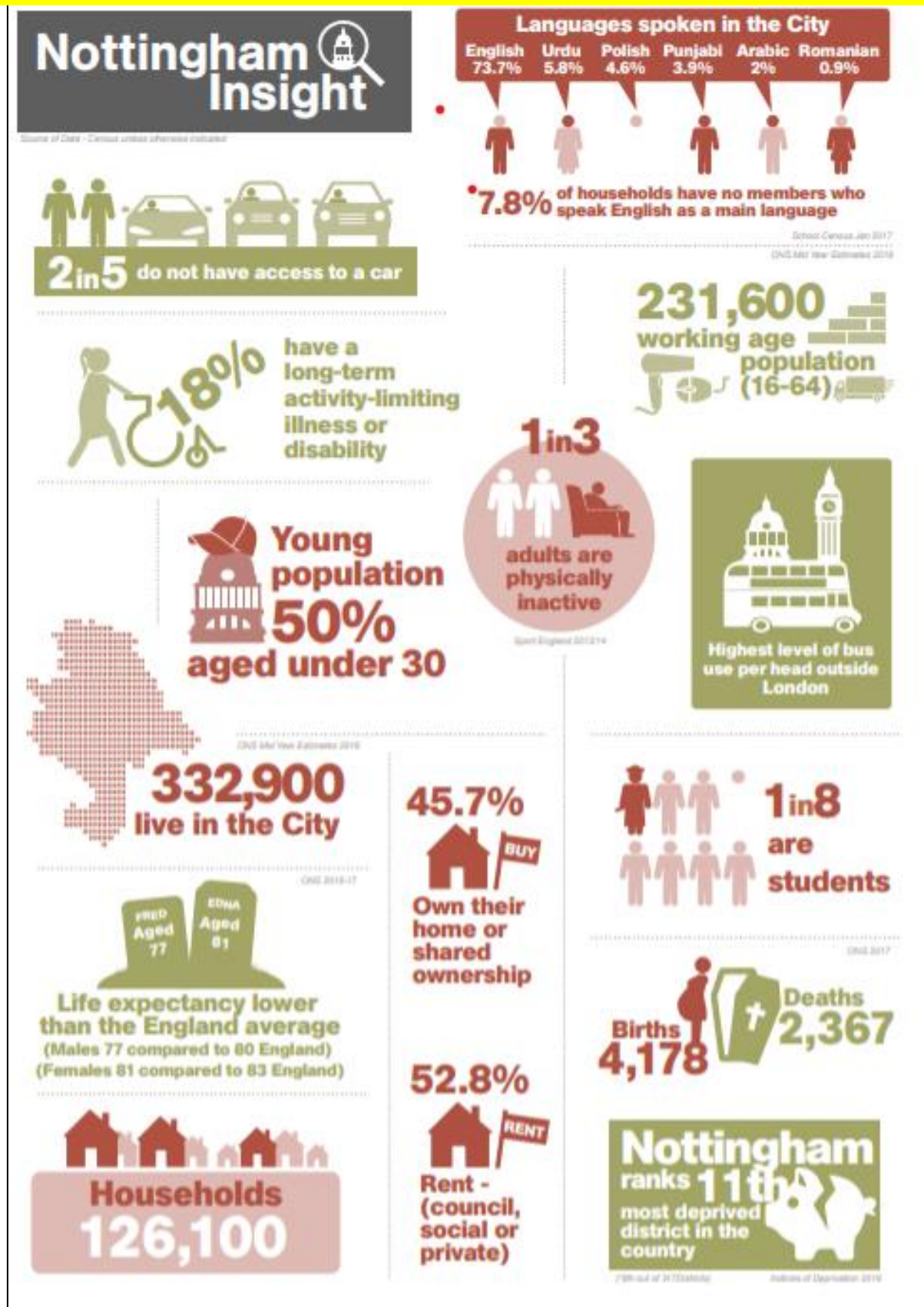


Catherine Underwood
Corporate Director
Nottingham City Council



Rosa Waddingham
Chief Nurse/Director
Nottingham CCG

Nottingham City: An Overview



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.
- 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.
- Nottingham is ranked second worst in the income deprivation affecting children index (2019).
- 34.2% of children 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 risk where they required additional support from statutory services.

- 4365 referrals were received by Children's Services during the year because someone had a concern about a child being at risk of abuse or neglect. 93% of those cases were assessed to need a children's assessment by Children's Services.
- 605 children were subject to a multi-agency 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.

The total number of missing episodes this year was 2019 which is reduction from 2203 in the previous year. These episodes consist of missing with no apparent risk, medium risk, high risk and away from placement without agreement. Most missing episodes are very short and often are not repeated.

During this year our analysis and insight team developed an online system for the oversight, management and identification of all missing episodes. We are now able to identify patterns of missing by individuals and target safeguarding responses accordingly.

Children and young people who go missing gave a number of different "push and pull factors" including wanting to get out of the house or away from home; A number of children run away from home and care, some due to wanting to be elsewhere and some due to being unhappy where they live. being unhappy at or having difficulties in school.

- having low emotional health.
 - feeling bored and wanting to be on their own.
 - excitement of meeting friends and new people.
- 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 (LSCP) 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:

- Listen to, hear and act on the voice of the child

Use performance data from across the range of services represented in the NCSCP to regularly and effectively monitor front line practice.

- 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 through the multi-agency audit programme 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 has been chaired by the Corporate Director of People (DCS) from Nottingham City Council and membership includes senior managers from the safeguarding partners and relevant agencies that have responsibilities for safeguarding performance within their organisation. The BMG has been chaired by the DCS for the transition period to the new safeguarding arrangements and will be chaired by the Director of Children's Integrated Services from October 2020. 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 currently chaired by the Service Manager for Partnerships and Planning from Nottinghamshire County Council. 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 DCI from Nottinghamshire Police. 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.



NCSCP Structure

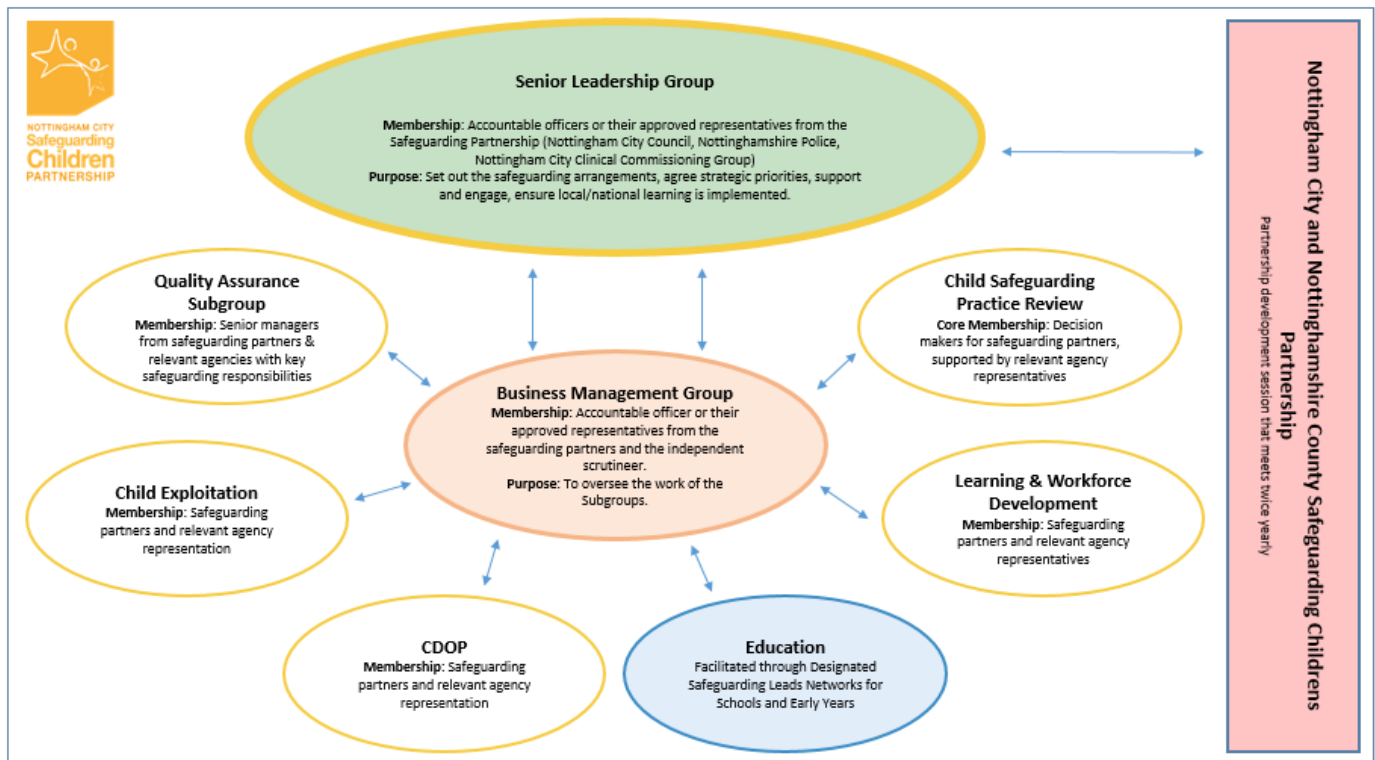
The Partnership meets quarterly in the form of a Business Management Group at which key agencies are represented. These include:

- Health Clinical Commissioning Groups (CCG)
- Police
- Local Authority
- Schools
- 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:

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-Groups 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 children and young people.



NCSCP Strategic Priorities – what we did in 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



NCSCP Subgroups

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 Dean, from Nottinghamshire Police, this has provided consistency in the city and the 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 Youth Justice Services (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.

We held a Cross Partnership conference on CCE/Contextualised Safeguarding that was attended by in excess of 350 people.

We delivered CSE – there were 2 sessions on CSE and 3 sessions on SOS attended by in excess of 100 people.

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.*

Quality Assurance and Multi Agency Audit Sub-Group

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 Children's Social Care in relation to practice concerns highlighted in the Neglect audit. This work was led by the Head of Service for Children's Social Work. This 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 some plans had ended prematurely. Circumstances remained unchanged in the lived experiences of some 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 child protection medicals 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 Children's 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.

Partnership

Nottingham City Children's Integrated Services

Activity – Priority focus for 2019/20

We have identified five simple principles that shall underpin our services

- To strengthen improvement work on neglect and child criminal exploitation.
- Ensure the right children get the right support at the right time We want to ensure issues are identified and addressed at the earliest opportunity. Our response will be proportionate and solution-focused.
- Create a responsive and flexible system We want to ensure that children and their families experience a system that does not stop and start but is simple and streamlined.
- Help families help themselves. We want to build resilience in families, not dependence.
- Work in partnership with children and their families We will listen to the views of children and their families. To address challenges, we will work to build on a family's strengths.
- Focus resources on what will make a positive difference We will work more smartly, ensuring our resources (workforce and finance) efficiently deliver a measurable improvement.

We will work with our partners to ensure every child and young person will:

- Enjoy their childhood in a warm and supportive environment
- Be free from poverty
- Be safe from harm
- Grow up to achieve their full potential

Achievements - What we have achieved

- In 2019, Childrens Integrated Services launched a new Learning Improvement Framework. This was identified as an area for improvement though our 2018 Ofsted Inspection and 2019 Peer Review.
- All services across the Directorate quality assure their practice through audit activity as well as carrying out case sampling. The Director of Children's Integrated Services, Heads of Service, Service Managers, Team Managers and Independent Reviewing Officers all look at the quality of practice, through reflective audits every month based on key themes identified through the Ofsted Inspection/Peer Review feedback.
- We have continued to strengthen improvement work on neglect and child criminal exploitation. This is reflected in updated practice guidance that further develops partnership working.
- Training on neglect and child criminal exploitation has continued to be driven forward and engagement with key partners in health, education, the police and the voluntary sector has informed our practice.
- We have developed a toolkit to identify and support children identified as at risk of child criminal exploitation which was supported by the implementation of a panel to ensure the right support/safeguarding measures were in place.
- We continue to address practice improvement to ensure that we meet the current needs of the children of Nottingham.

Key objectives for 2020/21

- Tackling Child Exploitation: To further strengthen the response for children and young people experiencing contextual risk factors, i.e. child sexual exploitation, child criminal exploitation, County Lines, gangs, honour based violence, female genital mutilation and children who do not have access to education.
- To implement the Harmful Sexual Behaviour Action Plan undertaken by the NSPCC to further strengthen our response to Harmful Sexual Behaviour
- To ensure the Voice of the Child is integral to the development and delivery of services to the Children and families across Nottingham.
- To deliver the Nottingham City Safeguarding Children Partnership Neglect Strategy which shall improve the partnership response in this area.
- To continue to implement the learning and improvement identified by IICSA.
- To further enhance the response to the two areas for priority action identified by Ofsted.
 - 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.
 - 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.



Independent Inquiry into Child Sexual Abuse

On 31 July 2019, IICSA published its findings into the extent of any institutional failures to protect children in the care of Nottingham City and Nottinghamshire County Councils from sexual abuse.

There were two recommendations for Nottingham City Council (NCC),

1. Nottingham City Council should assess the potential risk posed by current and former foster carers directly provided by the council in relation to the sexual abuse of children. They should also ensure that current and former foster carers provided by external agencies are assessed by those agencies. Any concerns which arise should be referred to the appropriate body or process, including the Disclosure and Barring Service, the local authority designated officer (LADO) or equivalent, the fostering panel and the police.
2. Nottingham City Council and its child protection partners should commission an independent, external evaluation of their practice concerning harmful sexual behaviour, including responses, prevention, assessment, intervention and workforce development. An action plan should be set up to ensure that any recommendations are responded to in a timely manner and progress should be reported to City's Safeguarding Children Partnership.

An action plan was developed in response to the findings of the report. This was published in November 2019 and shared with the Inquiry, Victims/Survivors and partners.

The Action Plan is closely monitored and there is a monthly Governance Group to review progress.

NCC continue to work in partnership with Nottinghamshire Police to actively support the ongoing criminal investigations, help to identify perpetrators and whenever possible, bring them to justice. NCC also work in partnership with Nottinghamshire County Council to progress Civil Claims and with Nottinghamshire CCG to help victims access the support they need.

The safety and wellbeing of children and young people in the care of the City is and always will be our highest priority. The Service is tracking progress against this action plan and to build on current work, the Council has engaged a temporary external post to undertake external independent scrutiny to ensure that necessary actions have been undertaken.

Updates were provided to Audit Committee in June 2020 and Executive Board and Children and Young People's Scrutiny Committee in September 2020.

Like all councils, NCC is constantly striving to improve its services and will redouble its efforts to do that in light of this report. NCC will continue to implement changes in response to lessons learnt through the Inquiry process.

The Audit Committee received a report on the findings of the Inquiry and the Council's subsequent next steps for the IICSA report in September 2019.

The Council developed and published a comprehensive action plan in October 2019 in partnership and reported to Nottingham City Council's Executive Board. This plan was submitted to IICSA.

Progress against the plan is reviewed at the bi-monthly governance group.

Key developments






Recommendation 1

- The work of the person commissioned to undertake independent scrutiny of our fostering service is progressing. She is working closely with the Fostering team and other colleagues to review the work already undertaken in relation to our fostering service in order to provide additional assurance.
- The work with Independent Fostering Agencies has been progressed jointly with the County Council. Although there was some delay in completion as a consequence of the impact of COVID this is now being finalised. A report will go to the Safeguarding Partnerships in both City and County setting out the findings and impact from this work.

Recommendation 2

- The review was undertaken by the NSPCC and found a number of strengths in local practice. The findings have been shared with the Safeguarding Children Partnership and actions have been agreed to further strengthen our response to harmful sexual behaviour
- The NCSCP held a launch event for the audit in November 2019 for the safeguarding partnership which was very well attended by partners.
- Individual agencies responded to the review requirements. These were considered by the NSPCC who were due to report findings at a feedback event in March 2020. Unfortunately, due to Covid-19 this meeting could not proceed. However, the NSPCC agreed to use Nottingham as a trial for a virtual event so as not to delay matters. This was the first such approach the NSPCC had agreed to do.
- The strategic lead for safeguarding, the LADO, the CSE Lead and IMARA met with NSPCC on 02 March to look at the initial findings. NSPCC recognised that

there were well established processes and systems in place in Nottingham. The action plan when complete will focus on the following five areas.

-  Response
-  Prevention
-  Assessment
-  Intervention
-  Workforce development

The Senior Leadership Group of the NCSCP will support the priorities identified by the NSPCC independent work and implement the activity required.

Education Directorate, Nottingham City Council

Activity - 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

Achievements What we have achieved?

- Delivery of annual DSL Safeguarding conference with one place offered per school – keynote delivery and workshops by Andrew Hall, national safeguarding consultant attended by Primary 62, Secondary 14, Special 8, MATs 5
- Spring Term DSL network with increased attendance from independent school sector attended by Primary 47, Secondary 11, Independent, Special 2, AP 4, MATs 4
- Delivery of virtual summer DSL network communicated through SCENE and DSL webpage
- 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

Impact – What difference has this made

Advanced safeguarding training and supervision in safeguarding delivery through DSL Conference – could we rephrase this

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

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

Youth Justice Services

Nottingham City YJS were inspected in 2020 with the report by Her Majesty's Inspectorate of Probation publishing the report in March 2020.

The Youth Justice Service (YJS) supervise 10–18-year olds who have been sentenced by a court, or who have come to the attention of the police because of their offending behaviour but have not been charged – instead, they were dealt with out of court.

The inspection found many good strengths within the service and with its partnership working. It identified that there is a clear and appropriate vision for the service to be located within prevention and early intervention, while retaining its specialist delivery of services.

- Statutory work had an overall assessment of good.
- The quality of assessments is outstanding in evaluating desistance, safety and wellbeing, and risk of harm to others.
- The views of the child or young person and their parents/carers are considered as part of the assessment process.

- Staff motivation is high and they encourage good engagement and compliance from the child or young person.
- There is an extensive range of partnership activities across the city to manage the risk that children and young people can pose to others, as well as their own safety and wellbeing needs.
- The established arrangement for police officers working within children's social care services has resulted in a sustained reduction in the number of children and young people in care being brought into the criminal justice system unnecessarily, and is good practice.
- The YJS delivers preventative projects to schools, such as knife crime awareness, which is delivered alongside partner agencies.
- There is a strong partnership with health services to support children and young people's emotional, physical, communication and substance misuse needs.
- The YJS has its own performance information dashboard, which provides an excellent suite of data. • The YJS has access to an impressive range of high-quality services, and delivers good interventions to children and young people.
- The partnership promotes a learning culture across all agencies, at both strategic and operational levels.

However, there were also areas that require improvement such as;

- YJS case managers do not have a clear pathway to access the specialist advice and guidance that education directorate staff are well placed to provide.
- Risk assessment protocols at college admission stage do not support young people's access to, and retention on, college courses.
- There is little evidence of victim engagement in post-court or out-of-court cases, and opportunities for restorative justice are missed.
- There is no systematic process to gather the views of children and young people and their parents/carers.
- Although the service encourages a trauma-informed practice approach, it also promotes mandatory interventions. This contradicts this way of working, as it Inspection of youth offending services:
- Overall, Nottingham City Youth Justice Service (YJS) is rated as 'Requires improvement'

There is a Multi-Agency Improvement Plan in place to address these areas which is set out below.

- Review the out of court disposal process, making sure that cases are presented on time and that decisions are consistent, based on an assessment of the child or young person and are agreed by a multi-agency panel
- Ensure the partnership reviews the number of very young children known to the YJS and that policies and practices do not result in children entering the criminal justice system unnecessarily
- Develop victim and restorative justice processes to ensure full consideration of the wishes and needs of victims, and opportunities for restorative justice, in every relevant case
- Review the existing YJ Management Board action plan
- Improve staff's access to clinical supervision and reconsider the use of mandatory interventions while promoting a trauma-informed practice approach to working with children and young people
- Seek the views of children and young people, their parents / carers and other stakeholders so that they can inform future service delivery
- Review the quality assurance processes and improve the effectiveness of management oversight in all cases

Nottingham and Nottinghamshire CCG

The following details are a summary of some key achievements and future plans for Nottingham and Nottinghamshire CCG to fulfil its duty to safeguard and promote the welfare of children and young people.

The areas covered for the purpose of the report are the three key activities related to the CCG. The Safeguarding team have also developed and achieved other activities to enhance keeping children and young people safe within the health arena, working with our multi-agency partners.

Activity – Priority focus for 2019/20

- Work to deliver a single CCG approach to Safeguarding Children/ Young People including Looked after Children.
- Work with the emerging Integrated Care system, Integrated Care providers and Primary Care networks to plan for a system wide approach to safeguarding.
- Complete the NHSE newly developed Safeguarding Commissioning Assurance.

Achievements - What we have achieved

- The Safeguarding team (adults and children) have worked together to align into a single safeguarding team with single objectives and work-plan.
- The Safeguarding team have been represented on a number of ICS work-streams and influenced strategic planning. The Designated Professionals have had regular meetings with the ICS safeguarding lead.
- SCAT piloted successfully and will work with NHSE to further enhance how the CCG can gain assurance on delivering our statutory duty.

Impact – What difference has this made

- The Safeguarding Team are integrated into the new organisational structures - evidence seen in the CCG structure, Policies and attendance at meeting and having regular contact with the ICS Safeguarding lead.
- The Safeguarding Team have developed clear objectives and work plans that all team members can contribute to and also support all elements of the team's work – team work plan, reports and CCG Safeguarding Policy.
- The Safeguarding team are working in conjunction with our colleagues both internally and externally as subject experts relating to safeguarding from a health perspective.

Future objectives - Key objectives for 2020/21

- The Designated Safeguarding Childrens professionals will continue to be active and expert advisors to the Childrens Partnership work.
- To further embed learning from reviews, serious incidents both local and national across the health and care system.
- The safeguarding team to identify learning from first national Covid responses and develop local response to recovery and in preparation for any local outbreak in relation to children who during the first wave were noted to be hidden from services and work in conjunction with our partners.

Nottingham CityCare Partnerships

Activity- 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

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

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.

Nottinghamshire Healthcare Trust

Activity - 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 we have 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

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

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 (VOC) – to ensure that the views/welfare of children are 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 Childrens Integrated Services 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 in a joint approach with Childrens Integrated Services. 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.

Voice of the Child

Nottingham City Safeguarding Children Partnership recognise that we must provide children and young people in Nottingham with an accessible opportunity to have their say. This will include all children and young people; from those receiving specific services and universal services.

We are committed to deliver services in partnership with children and families and to include this in our learning and improvement framework.

- Services that are delivered must strive to be child-centred in a way that meets each child and young person's individual needs.
- Children and young people must feel respected and valued.

- We must enable the child or young person to have a voice which is listened to and acted upon
- We will enable the child or young person to identify what help they would like and who from
- We will enable the child or young person to identify and share what is important to them
- We shall support practitioners to build positive strength based relationships to gain a better understanding of the child or young person and how to best support their needs

Priorities for 2020/21

- Tackling Child Exploitation: To further strengthen the partnership response for children and young people experiencing contextual risk factors, i.e. child sexual exploitation, child criminal exploitation, County Lines, gangs, honour based violence, female genital mutilation and children who do not have access to education.
- To implement the Harmful Sexual Behaviour Action Plan undertaken by the NSPCC to further strengthen our response to Harmful Sexual Behaviour
- To ensure the Voice of the Child is integral to the development and delivery of services to the Children and families across Nottingham.
- To deliver the Nottingham City Safeguarding Children Partnership Neglect Strategy which shall improve the partnership response in this area.

