

## Nottingham City Council

### IICSA Action Plan July 2021

On 31<sup>st</sup> July 2019, the Independent Inquiry into Child Sexual Abuse (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 key recommendations for Nottingham City Council:

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.

The IICSA action plan was developed in response to the findings of the report and to incorporate wider learning. Actions have been completed and work undertaken to embed learning in the organisation.

The full report can be found [here](#).

	Action	Action Undertaken	Responsible Officer
<i>In response to the two recommendations made by the Inquiry for Nottingham City Council</i>			
1.	Using the risk-based methodology developed to review the HR cases, NCC will assess the risks posed by current and former foster carers, including those from independent fostering agencies (in response to recommendation 1)	<ul style="list-style-type: none"> <li>• Assessment of risks posed by current and former internal foster carers undertaken and any further required action taken.</li> <li>• External assurance commissioned to review the process and actions.</li> <li>• Revised processes put in place to ensure robust future oversight.</li> <li>• Assurance undertaken jointly with Nottinghamshire County Council with all agencies whom we have placed a child with since 2013 and those on the East Midlands Commissioning Framework. Agencies were written to and a seminar held to provide further detail. All agencies have confirmed that they have undertaken a review of information regarding current and previous foster carers to assess risks.</li> <li>• The East Midlands Framework for Fostering was recommissioned in early 2020.</li> <li>• Nottingham City Safeguarding Adults Board has conducted a review of assurance in relation to Shared Lives carers.</li> </ul>	Head of Children in Care
2.	Nottingham City Council and the Nottingham City Safeguarding Children's Partnership will commission an independent external evaluation of our practice using the Harmful Sexual Behaviour Framework developed by NSPCC, Research in Practice and Professor Simon Hackett - the expert witness relied upon by IICSA. (in response to recommendation 2)	<ul style="list-style-type: none"> <li>• NSPCC were commissioned to undertake an external evaluation of practice in relation to Harmful Sexual Behaviour.</li> <li>• The Harmful Sexual Behaviour Framework was launched in November 2019.</li> <li>• NSPCC held multiagency briefings for staff across the partnership workforce.</li> <li>• Individual agencies responded to NSPCC who developed a findings report. NSPCC recognised that there were well-established processes and systems in place in Nottingham alongside opportunities for further strengthening. An action plan was developed to disseminate learning and recommendations.</li> <li>• Staff HSB training was developed and delivered.</li> <li>• A cross-partnership HSB toolkit was developed. A successful bid was made for the NSPCC to undertake a Child Sexual Abuse Recovery Audit to analyse local Child Sexual Abuse need and provision from a multi-agency perspective.</li> </ul>	Strategic Lead for Safeguarding Partnerships (via the Safeguarding Partnership)

*Actions identified by Nottingham City Council in response to further learning from the Inquiry:*

3.	To continue to work with survivors to ensure that they have access to the right support both to services provided by the Council and to those not provided by the Council.	<ul style="list-style-type: none"> <li>• A leaflet was developed detailing all services available to survivors.</li> <li>• The Corporate Director for People attends and maintains contact with the Survivor Support Group.</li> <li>• Clear pathways of response established for Survivors through both Adults and Children's Services. Staff equipped to signpost Survivors to appropriate services or to support access more specialist advice through health services.</li> <li>• Nottingham City Safeguarding Adults Board undertook assurance activity in response to IICSA recommendations.</li> <li>• The Consent Coalition provides a range of sexual violence and consent resources on support, reporting, local referral pathways, campaigns and guidance (with over 24 statutory and voluntary organisations as supporters with access to specialist information).</li> </ul>	Corporate Director
4.	To continue to provide assistance to citizens wishing to access their social care records.	<ul style="list-style-type: none"> <li>• A dedicated Information Officer post has been established within the Information Compliance Team to support individuals with the process if requested.</li> <li>• If there are no records available for an individual, the Information Officer works with the individual to try to locate their records elsewhere (usually with another Local Authority).</li> </ul>	Corporate Director
5.	To complement our wider strategic work with survivors and their representatives, we will continue to offer to meet with individual victims and survivors (accompanied by their representatives if required) to offer an apology in person and in writing.	<ul style="list-style-type: none"> <li>• A more empathetic handling of abuse claims is established, acknowledging that the handling of these cases demands a different approach to a standard public liability claim, has been introduced.</li> <li>• Joint working has been established with Nottinghamshire County Council to respond to claims which span both periods.</li> <li>• A new Information Sharing Agreement (ISA) is in place to enable the sharing of records between the authorities and to reduce delays in claims handling.</li> <li>• Improvements in document searches for records due to the single point of contact introduced in Information Governance have resulted in a more streamlined process reducing delays in obtaining documents pertinent to claims.</li> <li>• A written apology letter is sent and a face-to-face meeting is offered on settlement of all claims.</li> <li>• The Corporate Director receives a monthly updates on all civil claims.</li> </ul>	Insurance and Risk Manager

6.	<p>To work with safeguarding partners<sup>1</sup>, the Police and Crime Commissioners Office and Nottinghamshire County Council to consider the outcome of the needs assessment being undertaken by Lime Culture<sup>2</sup> and use their conclusions to inform future commissioning of services to support victims of violence and sexual abuse. Consultation with victims and survivors will continue to be integral to this.</p>	<ul style="list-style-type: none"> <li>• In 2019, LimeCulture published their “Needs Assessment for Sexual Violence and Abuse Survivors in Nottinghamshire” which was received by commissioners.</li> <li>• The Nottinghamshire Sexual Violence and Abuse Group have reviewed and developed actions in response to the recommendations from the LimeCulture report.</li> <li>• In 2020 the Nottinghamshire Police and Crime Commissioners Office, Nottingham City Council, Nottinghamshire County Council, the Clinical Commissioning Group and a group of sexual violence survivors jointly reviewed the current sexual violence and abuse pathway and provision.</li> <li>• In 2021 the collective partnership recommissioned the Nottingham/shire adult (+18) sexual violence support service, now called ASA. The ASA service is a “hub” where sexual violence and abuse survivors can access safe and effective specialist support, including therapeutic, advocacy and health services.</li> <li>• Victims and survivors were engaged in the design and development of the service.</li> </ul>	Community Safety Strategy Manager
7.	<p>To ensure that the scale of sexual abuse of children in care by individuals in a position of trust or any peer that they were placed with is understood by senior managers and elected members, we will provide a quarterly update on any such allegations to the Safeguarding Partnership.</p>	<ul style="list-style-type: none"> <li>• A quarterly reporting return is established through the Nottingham City Safeguarding Children’s Partnership Business Management Group and Senior Leadership Group, which includes reporting on any children abused in care by people within a position of trust or their peers.</li> <li>• A section of our Independent Reviewing Officers Annual Report now separately identifies allegations of sexual abuse of children in care by individuals in a position of trust or any peer that they were placed with.</li> <li>•</li> </ul>	Strategic Lead for Safeguarding Partnerships (via the Safeguarding Partnership)
8.	<p>Ensure that learning from all relevant sources, including complaints and regulatory and inspection activity is regularly reviewed to continually</p>	<ul style="list-style-type: none"> <li>• Training for foster carers has been developed with survivors and the additional element specifically drawing on learning from the Inquiry has been video recorded so that this is sustainable.</li> </ul>	Strategic Lead for Safeguarding Partnerships (via the Safeguarding Partnership)

<sup>1</sup> Lime Culture are a sexual violence training and development organisation.

	<p>improve our services.</p> <p>Regular updates will be provided to the Safeguarding Partnership about the implementation and impact of this learning.</p>	<ul style="list-style-type: none"> <li>• Nottingham City Safeguarding Children Partnership 'Every Colleague Matters' training events held specific sessions on 'learning from reviews' and 'learning from IICSA'.</li> <li>• Children's Integrated Service has refreshed its quality assurance framework. The new framework contains specific measures relating to reports of concern regarding foster carers and significant information notifications relating to children's homes.</li> <li>• Children's Integrated Services publishes quarterly Learning Bulletins which reflect learning from a wide range of sources. These are cascaded to all staff.</li> <li>• Nottingham City's Designated Safeguarding Leads Network meet regularly to share and cascade learning and reports this to the Nottingham City Safeguarding Children's Partnership.</li> </ul>	
9.	<p>Review the approach to responding to allegations of historical abuse and in particular the role of the LADO.</p>	<ul style="list-style-type: none"> <li>• Joint meetings with Nottinghamshire County Council were undertaken to review Procedures.</li> <li>• Chapters were revised in January 2021 to ensure that our Local Authority Designate Safeguarding Officer role and processes are consistent.</li> <li>• We have written to the National Local Authority Designated Officer (LADO) Network requesting that when an allegation of "sexual abuse of children in care by individuals in a position of trust or any peer" is made, that the LADO in the area where the allegation is made also notifies the LADO for the Local Authority who hold responsibility for that child and that this applies to both victim and perpetrator.</li> </ul>	<p>Strategic Lead for Safeguarding Partnerships</p>