



Nottingham City Safeguarding Children Board ANNUAL REPORT 2015/16





Foreword by Independent Chair

I took over the role of Independent Chair of the Nottingham City Safeguarding Children Board (NCSCB) in September 2015. It has been a privilege to work alongside committed managers and leaders, and to meet dedicated staff

The opportunity to work alongside colleagues who support children and young people is always inspiring and the chance to learn from their experiences has strengthened my own commitment to ensuring that safeguards in Nottingham are as good and effective as they can be.

These are difficult times with public sector budgets significantly reducing. In the years between now and 2020 I am told there will be continuing budget reductions. All services are seeking to find efficiencies but it is never the less essential that children and young people are protected from harm. I am reassured that this view is shared by partner agencies in Nottingham as is the recognition that prevention is a key element of our safeguarding work.

Finally, we are now entering a period of significant change following from the publication of the Wood Report in May 2016. The NCSCB will be working across the partnership in preparation for the implementation of new statutory guidance when published.

As Independent Chair I am committed to ensuring our children, young people and their families have a voice and are heard. The Board will continue to work creatively and determinedly in the coming year to improve its engagement with the community and to ensure that the children and young people of Nottingham are supported and protected.

Chris Cook
Independent Chair,
Nottingham City Safeguarding Children Board

2. Executive Summary

The overall assessment of this report is that the work of Nottingham City Safeguarding Children Board was fully compliant with its statutory and legal requirements throughout the year. Partners have continued to work together to improve the Boards ability to assess the effectiveness of safeguarding arrangements.

The strategic priorities set for 2015 to 2016 have been actioned and much of what the Board said it would do has been achieved. Where it was not, there were clear reasons and work is in place to progress this. The Board ensures that relevant partners' plans and strategies for keeping children safe are monitored so that planning processes and stronger links are being developed. There have been demonstrable achievements over the past year.

Good practice is evident and work is underway to ensure this is consistent. Local data shows that the introduction of the City Council Childrens Integrated Services front door is starting to make a difference with the earlier identification of early help and targeted services. The number of looked after children remains consistent and lower than statistical neighbors. The Signs of Safety approach has been implemented into partnership activity across the City. This approach has made a difference in the lives of families through early intervention and the use of language which clearly defines what strengths they have, what are the areas of change required and who will support them to achieve this.

Demographic and geographical information of Nottingham City highlights some of the challenges within the area, importantly the levels of deprivation.

There is an explanation of the statutory functions and objectives of NCSCB, assessing whether NCSCB partners are fulfilling their statutory obligations as set out in the Working Together to Safeguard Children 2015. The report also addresses the NCSCB function to quality assure practice, through audit, and identifying lessons to be learned.

During 2015/16 Nottingham City Safeguarding Children Board was involved in three Serious Case Reviews (SCR's), two of which we led and one which we contributed to led by another Local Authority.

The NCSCB has undertaken a range of audits during 2016 to 2017 to continue to assess and quality assure safeguarding arrangements within Nottingham. These allowed us to look at the impact of our improvement work on the lives of individual children and young people.

3. Purpose of the Annual Report

This annual report is produced to provide a rigorous and transparent assessment of the performance and effectiveness of Nottingham City Safeguarding Children Board and local work to keep children and young people safe. It identifies areas of weakness, the causes of those weaknesses and the action being taken to address them as well as other proposals for action. The report includes lessons from reviews undertaken within the reporting period. It is part of the way that NCSCB accounts for its work, celebrates good practice and raises challenge issues for partners to address. In writing this report, contributions were sought from Board members and the chairs of all sub-groups as well as from other partnerships

Working Together (2015) states that the “chair of the Local Safeguarding Children’s Board must publish an annual report on the effectiveness of child safeguarding and promoting the welfare of children in the local area (this is a statutory requirement under section 14A of the Children Act 2004). The annual report should be published in relation to the preceding financial year and should fit with local agencies' planning, commissioning and budget cycles. The report should be submitted to the Chief Executive, Leader of the Council, the local police and crime commissioner and the Chair of the Health and Wellbeing Board.

The purpose of this report is: to provide an outline of the main activities of the NCSCB and the achievements during 2015/ 16; to comment on the effectiveness of safeguarding activity and of the NCSCB in supporting this; to provide the public and partner agencies with an overview of NCSCB safeguarding activity; to identify gaps and challenges in service development in the year ahead.

4. The Local Context

Key facts and figures:

Population: 318,900

Ethnicity: 34.7% BME

- Children aged 0-4 - 21,100
- Children aged 5-10 - 22,500
- Children aged 11-15 - 15,600
- Children aged 15-19-22,000

Source: ONS Mid-Year Population Estimates 2015

Brief analysis

The Office for National Statistics published their 2015 Mid-Year Estimates of Population (MYE) on Thursday 23rd June 2016. These give the City's population as 318,900 as at 30th June 2015.

This figure is an increase of 4,600 (1.5%) on the 2014 MYE. This is slightly higher than the percentage increase for England (0.9%) and an average increase when compared to the other Core Cities.

The City also continues to see a large amount of population 'churn', with 26,000 people arriving from elsewhere within the UK and 26,900 leaving.

Key statistics

- The latest estimate of the City's resident population is 318,900 (Mid-Year Estimates 2015), having risen by 4,600 since 2014.
- Population projections suggest that this may rise to around 332,700 by 2024.
- 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% of the population are aged 18 to 29 – full-time university students comprise about 1 in 8 of the population.
- Unemployment among the working age population is at 6.5%
- 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.
- 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.
- There is a high turnover of population - 21% of people changed address in the year before the 2011 Census.

Social and Environmental

- Nottingham is ranked 8th most deprived district in England in the 2015 Indices of Multiple Deprivation (IMD), a relative fall from 20th in the 2010 IMD.
- 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.

- The unemployment rate is lower than the recent peak in March 2012, but remains higher than the regional and national average.
- Residents who live in the City have a lower average income than people who work in the City.
- Despite large numbers of students, Nottingham has a higher proportion of people of working age with no qualifications, compared with the national average.

The extent of child poverty in Nottingham

- Nottingham City has a high level of child poverty, regardless of the definition used.
- Just under two thirds of City children live in families that receive financial support from the Government, either because nobody in the household works or those who are in work, earn a low income. This is significantly higher than the England average.
- Worklessness affects slightly more children in Nottingham than low income.
- 42,000 Nottingham City children live in families where no adults work or where the household income is low. This is equivalent to 71% of children compared to rates of 48% in Greater Nottingham and 43% in England.

Safeguarding performance information

- On 31st March 2016 there were 564 children subject to a protection plan in Nottingham. This represented a small increase on the number at the same point in 2015. The rate per 10,000 population of 87 meant that the City had a higher proportion of children subject to a protection plan than other similar authorities.
- During 2015/16, 3.7% of protection plans lasted for two years or longer, which is lower than other comparative authorities and within the agreed target
- During 2015/16, 99% of protection plans were reviewed within timescales
- On 31st March 2016 there were 588 children from Nottingham in care. This represented a small increase on the number at the same point in 2015. The rate per 10,000 population of 90.5 meant that the City had a higher proportion of children in care than other similar authorities.
- 96.6% of children in care participated in their reviews
- The number of families participating in the Priority Families Programme during 2015/16 was 898. 852 families were successfully turned around during the course of this year.
- 914 Common Assessment Frameworks(CAF) were initiated

5. Statutory and local context for Local Safeguarding Children Boards (LSCBs)

5.1 Role of the Board

The Local Safeguarding Children Board is the key statutory mechanism for agreeing how partner organisations in the local area will co-operate to safeguard and promote the welfare of children, and for ensuring the effectiveness of what they do. Section 13 of the Children Act 2004 required each local authority to establish a Local Safeguarding Children Board

5.2 Statutory Objectives

The objectives of LSCBs, as set out in Section 14 of the Children Act 2004 are:

- to co-ordinate what is done by each person or body represented on the Board for the purposes of 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 those purposes.

5.3 Joint Working Arrangements

The NCSCB has arrangements in place in order to co-ordinate its work with other partnership boards in the City including the Health & Wellbeing Board and the Crime & Drugs Partnership, The Prevent Steering Group, the domestic and Sexual violence Strategy Group and Female Genital Mutilation Board report into the Safeguarding Children Board and provides information to the Safeguarding Adults Board.

5.4 Governance and Accountability

Following a Peer Review exercise of governance arrangements for safeguarding adults and children in Nottingham in November 2014, a number of recommendations were made to the lead agencies about the then closely combined Adults and Children Safeguarding Boards. These included that the Boards, the joint Operational Management Group, various subgroups including Quality Assurance be split into separate Safeguarding Adult and Safeguarding Children functions, with separate business plans.

There had been a single independent chair of both boards, but following his resignation, separate independent chairs were appointed to the Children and Adults boards, taking on the roles in September 2015.

It was agreed at the January Joint Boards meeting in 2016 that from 1st April 2016 the Boards would meet separately. It was initially agreed that any joint items would be tabled at the start of the agenda of the Children's Board, but later agreed that both independent chairs would meet regularly to co-ordinate any joint items. A further proposal was agreed for the Operational Management Group to be wound down and a Business Management Group for each board to be established.

The Business Management Group is chaired by the Independent Chair and membership is comprised of the Local Authority, the Clinical Commissioning Group, Police, chairs of the subgroups and board officers. The first meeting was held in February 2016 and subsequent meetings held approximately 6 weeks prior to each Board meeting.

Other innovations introduced during the course of 2015/16 by the Independent Chairs included establishing a risk register and reviewing the subgroup structures/chairing arrangements. The NCSCB risk register was approved in March 2016.

A review of the Joint Boards substructure was presented to the Board in March 2016. The review had been carried out in consultation with a range of partner agencies including representation across Nottinghamshire County and with the Crime and Drugs Partnership.

The Training and Development subgroup remained a joint board subgroup, but changed focus and was renamed the Learning and Improvement subgroup. The Communications and Engagement subgroup was put on hold pending a review of the strategy and methods for communication and engagement, which has continued during 2016/17.

A review of the governance documents was commenced and has also continued into 2016/17.

6. Safeguarding Activity, Board members individual Agency Performance

Nottingham University Hospitals

- Safe recruitment and managing allegations against staff.

NUH continues to operate a safe system of recruitment which is in line with the NHS employment check standards. A cross check against new starters entered onto electronic staff records takes place monthly to ensure that a centrally held record of the DBS check has been retained.

- Effective staff training.

The approach to delivering training has remained the same: Training has been reviewed and updated to ensure compliance with the Intercollegiate Competency Framework 2014 and been quality assured by the local safeguarding Boards. Targeted Level 3 training to staff in the Emergency Department continues with 13 sessions delivered between January and April. These combined with the roll call briefings ensure staff at the front door are kept up to date with current safeguarding topics for example, child sexual exploitation; female genital mutilation and domestic abuse, all sessions evaluate well. The domestic abuse specialist nurse delivers domestic abuse training across the Trust, this training has not been mandated but despite this the take up of this training by clinical staff has been good and we have received an increased number of requests for this.

- Effective supervision arrangements.

The Safeguarding Children Supervision Policy forms part of the NUH generic Clinical Supervision Policy. Safeguarding supervision is provided on an ad-hoc basis to members of staff when requested and as a formal debrief after a complex case with specific sessions for specialist nurses.

- Working in partnership with other agencies.

The Trust continues to be represented on Nottingham City Safeguarding Children's Board and relevant sub-groups

- Performance management.

NUH provides Care Quality Commission (CQC), Ofsted, and LSCB's (as required by Section 11 of The Children Act) with evidence that it is discharging its safeguarding duties. In May 2016 the self-assessment 'Markers of Good Practice' were submitted to Nottingham City and Nottinghamshire County Clinical Commissioning Groups and the Local Safeguarding Children's Boards, who have a statutory function to gain assurance from provider organisations regarding the robustness of safeguarding systems.

- CQC Inspections - CQC Report for NUH following planned inspection September 2015 The overall rating for the organisation was Good – judgement made across 16 services including Nottingham Children's Hospital and the Maternity Unit where much of the Children's safeguarding activity takes place. Positive feedback was achieved Trust-wide; this gives added assurance that safeguarding systems and processes are robust. A paper has been submitted to the Local Safeguarding Boards summarising the CQC feedback this has received a positive response from the Chair of the City Board.
- Child Protection Information-Sharing Systems (CP- IS) Project - Work continues in conjunction with NUH Information Governance and the Nottinghamshire Project Team with regard to the implementation of CP-IS. This system allows staff working in unscheduled health care settings, for example the Emergency Department(ED), to access information as to whether a child is cared for by the Local Authority or is subject to a Child Protection Plan.
- Safeguarding Midwifery Update - Midwifery safeguarding activity continues to rise in both numbers and complexity. The highest level of concern is domestic violence as in the previous year. Interagency work is evident in this area with a noticeable increase in the number of pre- birth planning meetings. Safeguarding midwifery supervision continues to be delivered.

Impact

- Training - Safeguarding training is mandatory at a compliance level of 90%. Level 1, Level 2 and 3 (direct care to children and families). Data for June 15- May 2016 indicated a compliance rate of 84 % for Level 1, Level 2 83% and Level 3 at 83%, work is underway to improve this level of uptake.
- Supervision - Currently where staff require specialist input 100% of the requests are being met. For medical staff paediatricians supervision to review specific cases is available via a Safeguarding peer review session co-ordinated via the Named Doctor. Supervision is provided on request to members of staff following a safeguarding adult incident or complex case in the form of a formal debrief. This is well received.

Section 47 Medicals - The database is being revised as the NCSCB has requested quarterly reports from NUH.

Priorities for 2016/17

Learning from Serious Case Reviews - learning from reviews is a priority for the next six months and aligns with the work of the statutory local safeguarding boards. There need to be robust methods of dissemination and evaluating the impact of learning and changing practice.

Merger of the safeguarding adults and children's teams. The merger of both the adults and children's safeguarding teams is a priority for the next six months. A proposed structure has been written.

Nottinghamshire Police

WHAT WE PLANNED TO DO

- Exercise the duties imposed by sections 10 and 11 of the Children Act, at both a strategic and tactical/operational level. The refreshed 2016-2018 Police and Crime plan references safeguarding within the section 'Protect, support and respond to victims, witnesses and vulnerable people'. The strategic focus of Nottinghamshire Police is to safeguard individuals from crime that has the highest physical and psychological harm
- Maintain strong governance through the ACC lead and Head of Public Protection.
- Work closely in partnership with other statutory and voluntary agencies. Be active members of the Nottingham City Safeguarding Adult and Children's Boards plus associated sub-groups.
- Bring offenders to justice and continually strive to improve the outcomes for victims and their families.
- Actively participate in multi-agency audits, serious case and learning reviews.
- Disseminate key learning through briefings and use of an internal police web-site. Ensure that learning is incorporated into policy and procedural rewrites/updates.
- Promote the escalation policy in line with local procedures.
- Ensure all Nottinghamshire Police employees undergo rigorous vetting processes at the appropriate level for their role.
- Work with partners in the development and delivery of joint training events. Ensure all front-line officers complete mandatory e-learning on child safeguarding. Deliver bespoke training to Child Abuse Detectives following judicial feedback on the length and quality of the visually recorded interviews and also to promote greater understanding, awareness and use of the witness intermediaries.
- Complete a Child Sexual Exploitation (CSE) Problem Profile and develop local/Force/Regional CSE Tasking Mechanism through corresponding intelligence units. Develop an external and internal media/communications strategy to raise awareness. Work collaboratively with NCA/CEOP.

- Secure departmental growth in Sexual Exploitation Investigation Unit and develop on-line and CSE teams within SEIU
- Undertake customer satisfaction surveys and utilise third sector support agencies to seek feedback from service users.
- Ensure historic abuse is accurately recorded and investigated
- Ensure child abuse crimes are accurately recorded in line with National Crime Recording Standards
- Create a centre of expertise for the investigation of child deaths
- Improve the connectivity between child abuse and domestic abuse.

WHAT WE DID

- Conducted a self-assessment for the Her Majesty's Inspectorate Constabulary (HMIC) and a series of audits including CSE/Child Abuse.
- Secured assistance with other teams outside of Public Protection to assist with crime recording compliance. As a Force we are focusing on areas of greatest threat, harm, risk & victim impact, and complete a weekly audit of sample of offences (30 per incident type)
- Continued awareness raising sessions to all control room operatives to reinforce the need to 'flag' incidents where children reside or frequent domestic abuse households.
- Delivered training to front line officers in relation to Domestic Abuse, Stalking and Honour Based Violence assessment (DASH) and the Voice of the Child
- With Karman Nirvana, delivered Honour Based Abuse training to front line officers.
- Implemented the victim's code throughout the force. Mandatory e-learning completed by all officers.
- Completion of a Regional CSE problem profile, now in the process of extracting Nottingham (Shire) information across both City and County.
- The Commissioning of a Peer review from Lancashire Police to focus on Public Protection. This will be completed by August 2016.
- The staffing establishment for Public Protection has increased. This has allowed the creation of an additional team for on-line CSE investigations.

- The introduction of multi-agency panels in the City to protect those most at risk of CSE and to identify ways of enhancing the journey for victims of abuse and ensure the best possible outcomes.

WHAT HAS BEEN THE IMPACT OF THAT WORK

- Robust and accurate recording in line with National Crime Reporting Statistics (NCRS), ensuring victims of abuse are afforded all of the rights with victim code.
- It is anticipated that the problem will drive CSE business by ensuring that pro-active resources are directed toward the people and places most vulnerable to risk, threat and harm.
- The current Force action plans incorporate the recommendations from HMIC reviews and National recommendations. The Joint targeted Inspections conducted in other areas have also defined recommendations and activity for both Police and partner agencies.
- Regional CSE Strategic Governance Group has ensured that, following the identification of CSE as a Force priority it has equally become a regional priority for the ROCU (Regional Organised Crime Unit). This has provided a forum for sharing best practice and lead to the establishing of Regional CSE Co-Ordinator and a Dedicated CSE Analyst post that sit within the Regional Intelligence Unit, draw from National experience/best practice and disseminate and co-ordinate cross border law enforcement activity in relation to CSE.
- CSE intelligence submissions have increased month on month since January 2015 demonstrating a broader understanding among frontline officers of the risk indicators to CSE. A process is now in place between Public Protection and divisional intelligence units which ensure that this intelligence is actioned (where necessary) and is not missed by one thinking the other is addressing it. This represents a cohesive approach spanning from Neighbourhood Policing Teams locally to Specialist Units (SEIU) with Force responsibility.
- Investigations receive increased internal scrutiny so as to ensure that all reasonable opportunities for disruption/prosecution are pursued. The department can now attribute the officers with the correct skill set to the most appropriate investigation type.
- Identified opportunities for proactive investigation of perpetrators via effective Tasking and co-ordination and utilising Regional resources.
- Reviewed and updated Information Sharing Agreements to ensure they are fit for purpose.

WHAT WE NEED TO DO IN THE FUTURE

- In the landscape of financial restraint work more constructively with our partners to identify ways of enhancing the journey for victims of abuse and ensure the best possible outcomes.

- Reflect on the lessons learnt from previous reviews and inspections and avoid ways of duplicating effort
- Work smarter and think innovatively. Public Protection terms of reference will expand and the challenge is to ensure the quality of service does not reduce.
- Review attendance at Initial Child Protection Conferences(ICPC) and related meetings
- Continue to develop pro-active safeguarding opportunities through better use of intelligence
- Narrow the gap between missing children investigations and CSE investigations and ensure return interviews are used as intelligence gathering opportunities.
- Make better use of Organised Crime Group mapping
- Improve the number of joint and police led investigations and speed in which they move through the referral/MASH process.
- Improve the quality of strategy discussions
- Ensure Education is engaged and aware when a child is being exposed to domestic abuse.

Schools and Education

AIMS AND OBJECTIVES

The Nottingham City Schools and Education Safeguarding Service provides a range of safeguarding training courses, suitable for all paid staff, volunteers and governors from schools, colleges and alternative providers from across the City.

SCOPE OF WORK

- We provide training that enables Schools and Education providers to satisfy their obligations under the Education Act 2002, Sections 157 and 175.
- We have developed a clear training pathway which enables managers and staff to identify the most appropriate training for their individual role/ responsibilities.
- Our training is delivered either as part of our rolling annual training programme of courses or as whole school training, which is typically delivered by our training officer on the school premises or by an accredited school-based trained trainer. We also deliver bespoke training on request, which enables schools to purchase a tailor made training package aimed at addressing issues or challenges, which are specific to the school or setting. These courses are typically accessed by alternative or specialist providers.

ACHIEVEMENTS AND CHALLENGES

- We have seen significant changes in demand for our training in recent years, both in terms of the number of delegates we have trained and also who is delivering training.

- Between 1 April 2015 and 31 March 2016 a total of 3201 School and education staff received safeguarding training from the Schools and Education Training Service Compared with 1525 in 2013-2014.
- Between 1 April 2015 and 31 March 2015 a total of 1482 delegates were trained by a Schools and Education Safeguarding Training Officer and 1719 were trained by an accredited school based trainer. This varies significantly with data from 2013-2014, when 1145 delegates were trained by a Schools and Education Safeguarding Training Officer and only 380 were trained by an accredited trained trainer.
- The increase in demand for training, combined with increased demand for school based trainers has presented a number of challenges, which the training team will need to address during the next year. In particular, introducing a quality assurance programme to ensure that school based trainers are able to effectively demonstrate that training remains up to date, reflects local and national priorities and is consistent with the national competence framework.
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NHS Nottingham City Clinical Commissioning Group (NHS NOTTINGHAM CITY CCG)

During 2015/16 the NHS Nottingham City CCG planned to focus on the following risk and challenges:

- **Discharge of Statutory Duties and Functions for Safeguarding**

NHS Nottingham City CCG delivered its statutory functions in relation to safeguarding children as detailed within “Working Together to Safeguard Children” (March 2015) and “Safeguarding Vulnerable People in the NHS – Accountability and Assurance Framework” (April 2015)

- **Domestic Abuse and Sexual Violence**

Domestic Abuse continues to be a risk feature in Nottingham City. The Domestic Abuse Referral Team (DART) process continues to share information with key health providers particularly with Primary Care/GP practices. The NHS Nottingham City CCG have continued to monitor and engage with the Domestic Abuse Referral Team (DART) and advised during the service review in 2015. The NHS Nottingham City CCG has engaged with other key agencies in the development of the Sexual Violence Action Network (SVAN) and the development of a strategy to address this harm.

- **Child Sexual Exploitation (CSE)**

The NHS Nottingham City CCG’s Designated Nurse Safeguarding Children was the representative on the cross authority sub group which ensures key messages and requests for details are disseminated across the health partnerships in the City. The Joint Nottinghamshire Safeguarding Group (which is a cross city/ county health group for Named and Designated Professionals is the vehicle for discussion on CSE matters specific to health and enables the Designated Nurses to take key issues back to the subgroup. NHS Nottingham City CCG and Health Providers have contributed to the regional profile for CSE with our key partners and this has been shared subsequently.

- **Female Genital Mutilation (FGM)**

The NHS Nottingham City CCG has supported all areas of the Health Community that are required to report to ensure that there has been sufficient resources and training materials to inform practice. At the GP Safeguarding leads meetings FGM was prioritised as a key seminar session delivered by the Specialist Midwife with a special interest in FGM. From this session GP's were further informed of the duty and the local referral process for women and at risk girls who required a specialist consultation.

- **Information Systems**

The Child Protection Information System (CP-IS) has continued to raise challenges of embedding the system across organisations and collating the details required to "go live". This is a national issue and locally NHS Nottingham City CCG has recorded this as a risk on its risk register although the risk is reducing due to the controls and actions in place. Over 2015/16 a revised action plan has been developed and following a successful bid to NHS England, funds for a Project Lead were obtained with the individual now in post until March 2017. There is commitment to successful implementation by all health and social care partners in Nottingham City are committed to implementation.

Information sharing via electronic systems has continued to raise challenges with health systems not always compatible to share. Work continues to be developed on effective communication when sharing complex and high risk details and information.

- **Historical Sexual Abuse**

The NHS Nottingham City CCG has ensured that Primary Care and Health providers have been alerted to the retention of records as requested in preparation for the Independent Inquiry into Child Sexual Abuse. The NHS Nottingham City CCG through senior management has engaged in the multi-professional process of dealing with cases of historic sexual abuse from the cases under Operation Equinox. The pathway was devised and cases discussed on an individual basis. This will be reviewed according to request and potential to have to consider provision.

- **Prevent**

Training professionals in key areas of the health community in the WRAP3 training sessions has continued. Health Providers with high staff ratios and changeover have adapted the programmes to ensure maximum impact of awareness is achieved. Prevent returns are submitted to the NHS Nottingham City CCG on a quarterly basis as per national guidance as a non-priority area. The returns contain details of staff levels, staff trained, referrals made to Channel and other relevant activity which is significant to the Prevent agenda. This will continue to be reviewed by the Designated Nurse and Prevent Lead within Health.

- **Audit and Inspection 2015/16 – by maintaining and developing assurance processes**

Section 11 assurance tools using the Markers of Good Practice model were updated and shared with the NCSCB in 2015/16. Actions plans were devised as necessary. The Designated Nurse Safeguarding Children participates in quality reviews of services specifically reviewing safeguarding practice in conjunction with the CGG Quality Governance Team. All section 11 updates are also shared with this team as part of the quality monitoring and review processors.

During 2015/16, the NHS Nottingham City CCG has engaged in the multi-agency audit programme for the LSCB by reviewing GP records. A request for sharing records primarily on the children and young people from Primary Care is undertaken and the Designated Nurse reviews and shares findings within the group. It has to be noted that Primary Care has engaged in the process and several practices have been acknowledged for the degree of detail found which gives a holistic focus of the issues for the child and it was noted the voice of the child has been heard in cases.

- **Learning and Development**

GP/Primary Care development through safeguarding forums and continue to review the effectiveness by audit. GP/Primary Care development continues through GP Safeguarding leads meetings and the key themes discussed in 2015/16 have related to national trends. In 2015/16 the discussions have been fully supported by the engagement not only of designated Health Professionals but from other key partners from the multi-agency safeguarding teams. Training has been bespoke within practices and the Safeguarding team have worked on small training and update sessions relating to specific issues that have arisen for some practices. Training opportunities have been shared with all Primary Care teams in the city.

The NHS Nottingham City CCG staff have also been trained and updated in Safeguarding matters relevant to the required training matrix.

- **What has been the impact of that work?**

There continues to be a high priority given to the recognition of keeping children and young people safe when in contact with the wealth of health agencies in Nottingham City. In primary care this continues to be achieved by the Safeguarding Leads meetings and the dissemination of learning resources and offering training relevant to needs being identified. This will need a constant review. It was previously indicated there is a need to develop with other key members of the primary health care teams which is still seen as a priority but due to staffing arrangements changing in the NHS Nottingham City CCG Safeguarding team this has been postponed but will be actioned in 2016/2017.

The NHS Nottingham City CCG continues to gain assurance from quality monitoring and safeguarding is reflected in visits with specific questions for all reviews and visits. When considered appropriate this will also include the designated professionals with services that have significant contacts with children and young people.

The NHS Nottingham City CCG has continued to have quarterly updates on actions from the previous CQC inspection to its Quality Improvement Committee whilst assurance was gained on key themes and trends were developed and embedded into everyday business. Reviews and audits are managed

within activity and can be raised within the NHS Nottingham City CCG Safeguarding Steering group for further discussion and actions to be considered. This was noted within the development work relating to the Red Card revision process.

- **What agencies need to do in the future?**

The NHS Nottingham City CCG will continue to review all areas of safeguarding in the health community of Nottingham relating to children and young people. The NHS Nottingham City CCG will look to build further the development of staff as the co-commissioning role with Primary Care develops. This will be enhanced by the appointment of an Associate Designated Nurse to assist in further driving the Safeguarding Agenda forward.

The NHS Nottingham City CCG will continue to embed agendas of the key areas specifically related to safeguarding on the local and national agendas. This will include the review of the reporting of FGM, CSE and the promoting the recognition of Prevent related matters.

The NHS Nottingham City CCG will continue to participate in local and national reviews and ensure that the health community are engaged in the process. The NHS Nottingham City CCG will react to the key developments and participate in consultations as deemed necessary to the work undertaken in prevention, safety, quality and protection.

CITYCARE

Strategic Objective	Summary of Work Undertaken	Impact of work undertaken	Related Actions for 16/17
Priority 1: To be assured that children and young people are safe across the child's journey	Delivery of safeguarding supervision to Childrens services staff in line with CityCare model.	Feedback from staff and supervisors highlighted that the approach enables reflection and analysis and transference of learning. Introduction of Think Family supervision enables shared thinking and learning across teams. Working group established with frontline staff to facilitate co-production and continuous review.	Due to changes within the safeguarding team capacity the model requires further adaptation which will be implemented September 2016.
	Delivery of training in line with safeguarding training matrix.	Safeguarding children training available at level 1(Green RAG rating), level 2 (Amber RAG rating) and level 3 (Amber RAG rating).	Development of Workbooks to support domestic abuse training. Masterclasses for Honour Based Violence and assessing and managing complex risk planned for 16/17.
	Delivery of safeguarding advice to CityCare staff as required	A recent audit relating to Safeguarding Children processes and escalation highlighted that 93% of staff knew how to access the safeguarding team with 92% of respondents stating that the response was good to excellent.	N/A

	Summary of Work Undertaken	Impact of work undertaken	Related Actions for 16/17
	Audit undertaken to demonstrate compliance against the Safeguarding Children Policy and Escalation Policy.	Safeguarding audit highlighted that staff know how to contact the safeguarding team and found the service helpful. Some inconsistency evident in documentation of safeguarding concerns. 43% of respondents stated they were definitely aware of the escalation process, 34% probably, 20% not sure and just over 2% stating they were probably not.	Safeguarding Template for electronic records developed and to be launched and included in record keeping training. Recirculation of Escalation procedure to clinical staff and manager via team management structures.
	Development of level 2 Safeguarding Children training for identified adult services staff	L2 Safeguarding Childrens Training programme has been developed and implemented. Training needs and implementation plan in place.	Use of social media to cascade and embed learning within the organisation. Launch of quarterly 'bitesize' events and literature.
	Safeguarding pathways developed for <ul style="list-style-type: none"> • Missing • Home educated children • Attendance of a child at the Emergency Department • Escalation of safeguarding concerns 	Clarity and guidance for staff regarding actions to be taken in each circumstances. Improved interagency communication and liaison. Targeted and earlier intervention where appropriate.	

	Summary of Work Undertaken	Impact of work undertaken	Related Actions for 16/17
	<p>Section 11 Self Assurance Framework Compliance</p> <ul style="list-style-type: none"> • S11 submitted June 2016 • CityCare self-assessed as compliant in 55 out of 57 key lines of enquiry. Remaining 2 have partial compliance. • 2 areas working towards <ul style="list-style-type: none"> (a) 4.1 Level 2 training for Adults services was introduced late 2015. (b) 9.1 Building work ongoing at UCC impacting on patient experience. Childrens area available in UCC. Paediatric lead in UCC - number of staff undertaking paediatrics course. 	Provide assurance to commissioners and the Safeguarding Children Board	SGC work plan (16/17) developed and priorities agreed. CityCare quality dashboard to be enhanced to include additional safeguarding data.
	Audit of 'Think Family' group supervision model completed 6 months post implementation	Working group established with frontline staff to facilitate co-production in light of feedback from staff and supervisors. Introduction of Think Family supervision enables shared thinking and learning across teams.	Implementation of adapted model of 'Think Family' group supervision in September 2016. Audit to be commenced March 2017.
	Introduction of Safeguarding preparation form for supervision	Mandatory completion for student HV and newly qualified staff and optional for more experienced.	Development of Safeguarding Journal to enable reflective practice between supervision sessions.

	Summary of Work Undertaken	Impact of work undertaken	Related Actions for 16/17
Priority 2: To be assured that safeguarding is everyone's responsibility	CityCare Safeguarding Conference held November 2015	Approx. 120 delegates attended the event. Feedback from the participants regarding the event was excellent.	Launch of bite size events and literature planned for 2016/17
	CityCare Safeguarding Champions Network launched March 2016	25 Champions signed up at first network meeting. Quarterly Champion themed learning events booked over the year. Network has created a safeguarding 'community of interest', enabled cascade of learning and input into CityCare processes and procedures.	All CityCare teams to be represented by a Safeguarding Champion.
	One stop' safeguarding intranet pages have been created and launched	Access data shows that 1217 out of the workforce (approx. 1600) has at some time accessed the safeguarding pages. Some staff have repeatedly accessed pages for information and support.	Further development of pages to include resource centre.
	Factsheets developed: Think Family and Mental Capacity	Easy access safeguarding guidance for all staff based on CityCare policy documents.	Access to records factsheet to be developed.
	Patient information accessible on CityCare website relating to Safeguarding adults, children and MCA	Awareness raising of agenda with public	Development of 'Think Family' patient information leaflet for safeguarding.
	CityCare remain active members of NCSCB Strategic Board and sub groups <ul style="list-style-type: none"> • Training sub group • Multi-agency audit sub group • Serious Case Review Standing Panel • Domestic and Sexual Violence Strategy Group • Domestic Homicide 	To ensure that CityCare collaborate with partner agencies and the Local Authority around and support with the delivery of strategic objectives.	

	Review Assurance and Learning Implementation Group <ul style="list-style-type: none"> • Complex Persons Panel and Complex Persons Panel Advisory Group. • Prevent Steering Group 		
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Probation

- Training

The National Probation Service Nottinghamshire (NPS Nottinghamshire) is committed to safeguarding and ensuring that our staff work effectively within safeguarding practises for both children and adults. In order to achieve this National Offender Management service (NOMS) creates and delivers training to staff working in Probation and Prison sectors. The safeguarding training is mandatory for staff to attend. This training is delivered through an initial workbook assessment, followed by a two day classroom course. Overall the training provides the legal framework, information of the four main areas of abuse and information forums such as Multi Agency Public Protection Arrangements (MAPPA), Multi Agency Risk Assessment Conference (MARAC) and Multi Agency Safeguarding Hub (MASH).

- Safeguarding Activity

Our safeguarding activity involves known person checks being completed at key points during an individual's involvement with the Criminal Justice system. These key points involve an individual's appearance in Court, when they move address, or someone begins cohabiting and any new contact with a child that has not been previously assessed. In addition to this if an offender manager becomes aware of information that causes them concern it is promptly reported to the relevant safeguarding location. At times NPS Nottinghamshire will have cases that have moved into our area. On these occasions, safeguarding checks are completed and information provided to safeguarding when required.

- Impact of Activity

The impact of our activity in terms of how our staff is trained enables us to be immediately responsive to changes, protect children and vulnerable adults through ensuring that individuals are residing at appropriate addresses. The supervision process provides staff the opportunity to discuss cases that are causing them concern and therefore allows Senior Managers the ability to monitor working practise.

- Plans for the future

Future plans for NPS Nottinghamshire and its continual development within partnership working have involved initial discussions regarding access to liquid logic. This would allow an allocated worker access to screen and make our own checks, and the opportunity to provide the information to the Community Rehabilitation Company at the point of sentence. We are also seeking to improve our engagement with Priority Families, commencing with the Integrated Offender Management cohort but improving our identification of cases through screening at the initial engagement stage.

Nottingham City Council Children's Integrated Services

We have:

- Created the Children's Integrated Services Directorate to formally bring together two directorates (formerly known as Children's Social Care and Vulnerable Children and Families)
- Supported the Establishment of a Designated Safeguarding Leads Network and 18 Advanced Designated Safeguarding Leads to improve communication between schools and the Directorate.
- Completed a Child Development Commissioning Review to map provision across the City and make recommendations about how we can improve support to families with children aged 0-5.
- Refreshed the Family Support Pathway, approved by NCSCB in March 2016 as their threshold document.
- Developed the specification, procured and configured a new case recording system. (Liquid Logic)
- Hosted a Peer Review in August 2015 and put in place plans to address areas for development
- Launched the new Directorate newsletter to update colleagues on local, regional and national developments
- Continued to invest in Every Colleague Matters workforce development events
- Expanded the remit of the Virtual School to support children in care and care leavers over 16 and established a Virtual School Governing Body.
- Updated the Excellence in Safeguarding tool in line with learning from two SCRs and a Learning Review

We're helping to build resilience in children and families by:

- Implemented a new locality model for early help, targeted family support and children's social work so that cases are able to transfer more effectively between our locality teams as needs increase or decrease; with professionals working collaboratively to meet the needs of the child/family. To support this new way of working we launched the Integrated Working and Case Transfer Procedure.
- Developed an integrated, multi-disciplinary Children & Families Direct Hub (C&FD Hub) which is better able to sign-post families to early help or targeted support.
- Launched the Multi Agency Request Form which enables partners to use one standardised form to request support for a child/family where they have concerns.
- Worked with 900 priority families, supporting the needs of the whole family to deliver significant and sustained outcomes for the all family members.
- Worked with the Nottingham CityCare Partnership to launch the Small Steps, Big Changes programme.

- Implemented the Youth Justice Board revised assessment and planning framework 'Asset Plus'.
- Packages of support developed for those particularly vulnerable young people leaving custody within the East Midlands Resettlement consortia.
- Rolled out a new payment scheme for Nottingham City Council's foster carers.

To support children and young people to develop healthy minds and relationships we have:

- Established a Multi-Agency Sexual Exploitation (MASE) Panel
- Continued roll out of SHARP, a service for children and young people who self-harm, with 104 cases supported, 101 young people seen in clinics and 799 professionals trained.
- Youth/ Play offer in place delivering weekly sessions across the City
- 28 targeted youth/play projects in place (67% of attendees reporting positive change)
- CAMHS Advocate service developed and delivered which includes voice of young people in influencing service

Future Priorities

Our improvement plan for 2015/16 contains a range of priorities. Those most relevant to the work of the NCSCB include

- Roll out the new case recording system (Liquid Logic) across the Directorate and review policies and procedures in line with new ways of working
- Continue to roll out the corporate Great Workforce programme across all teams within the Children's Integrated Services Directorate to inform service improvement and culture change.
- Implement and embed restorative approaches within our services
- Review the Learning and Improvement Strategy for the directorate
- Deliver an induction programme for ASYE Social Workers to disseminate good practice and learning from Serious Case Reviews.
- Implement the learning from the Special Guardianship Review and changes in national practice
- Pilot the use of Family Network Meetings to support and build resilience in our most vulnerable families.
- Pilot the NSPCC's Graded Care Profile Tool to support workers to assess the quality of care being given to a child and identify neglect
- Roll out refreshed Young People's Panels to identify with partners, children and young people who are vulnerable, to be able to offer help as early as possible.
- Implement a recruitment programme to secure a committed workforce and to reduce the number of changes in social worker for our children and young people, particularly children in care.

7. Sub groups of the Board

Serious Case Review Standing Panel

Nottingham City Serious Case Review Standing Panel (SCR SP) is chaired by Nottinghamshire Police and is supported by full partnership membership from

- Nottingham City Council
 - Children's Social Care
 - Family Community Team
 - YOT
- Nottinghamshire Healthcare Trust
- DLNR Community Rehabilitation Company
- Cafcass
- City Care Partnership
- Nottingham University Hospital Trust
- Clinical Commissioning Group
- NCSCB Children's Officer

The panel met on 12 occasions during the year

- 11 Panel meetings
- 1 development session

Membership

- Consistent commitment and attendance by all partnership agencies

Serious case reviews

- Concluded 2 SCRs
- Begun work with another Local Authority, in respect of a SCR they have commissioned.
- Considered 2 serious incident notifications to Ofsted and made recommendations to single agencies in response, monitored activity and outcome of these.

Completed / signed off action plans in response to 4 cases

Alternative reviews

Commissioned 2 alternative learning reviews, one of which was completed with one scheduled to complete during 2016/17 and commissioned one thematic review.

Single agency reviews

The Panel have demonstrated a challenge and scrutiny role in examining single agency reviews conducted by individual partner agencies, including requiring attendance at panel and presentation of findings and actions undertaken.

Participation

All reviews have included

- Full engagement of practitioners involved in the case (meaning more immediate learning and potentially changes to practice)
- Where possible involvement of family members

Key pieces of work driven by the panel

- Development of a new Out of Hours protocol, between Police, Local Authority and Health agencies
- Development of an assurance framework to enable partner organisations to better demonstrate impact, this will be implemented and embed during 2016/17
- Developed a link with the DSL network to ensure effective dissemination of learning to schools
- Supported further development of the safeguarding boards learning and improvement approach, by developing a workshop / cascade model to better reach frontline practitioners. This method will be rolled out in 2016/17 with events planned for July and October 2016
- Continued production, circulation of learning briefing notes for all reviews undertaken
- Sharing National Learning
- Scrutinised the work undertaken by the Local Authority in respect of Special Guardianship Orders

Impact

- Amendments to core training programmes in respect of Emotional Abuse and Neglect
- Updates and enhancements to agency protocols
- Evidence (through audit) of implementation of the Emotional Abuse Practice guidance, by children's social care staff; including use of specialist assessment framework
- Driver for the development of a joint forum (health and CSC) for consideration of cases where children have complex medical conditions; and there are concerns in respect of their care and engagement in treatment

Key Learning Themes from reviews

All reviews are analysed to identify learning which is disseminated across the workforce. The findings are incorporated into the Excellence in Safeguarding tool, which is available on the Board website. This provides more detail about the issues identified below.

- Medical neglect – activity to be completed in 2016/17
 - Increasing the workforce understating of medical neglect
 - How to work more effectively in this area
 - Changing Culture - the shift from DNA to '*Was not Brought*'
- Recognising and understanding the impact of early trauma
- Understanding self-harm in primary age children
- Child-centred disciplinary approaches and potential non-accidental injury

Confirmatory bias Child focussed practice

Child Death Overview Panel (CDOP)

The Nottingham CDOP has the responsibility of undertaking a review of all deaths (under 18 years) within the City of Nottingham under Working Together to Safeguard Children 2015.

CDOP functions are set out in Working Together 2015:

- Discussing each child's case, and providing relevant information or any specific actions related to individual families to those professionals who are involved directly with the family so that they, in turn, can convey this information in a sensitive manner to the family;
 - Determining whether the death was deemed preventable, that is, those deaths in which modifiable factors may have contributed to the death and decide what, if any, actions could be taken to prevent future such deaths;
 - Making recommendations to the LSCB or other relevant bodies promptly so that action can be taken to prevent future such deaths where possible;
 - Identifying patterns or trends in local data and reporting these to the LSCB;
 - Where a suspicion arises that neglect or abuse may have been a factor in the child's death, referring a case back to the LSCB Chair for consideration of whether an SCR is required;
 - Agreeing local procedures for responding to unexpected deaths of children; and
 - Cooperating with regional and national initiatives - for example, with the National Clinical Outcome Review Programme - to identify lessons on the prevention of child deaths.
 - In reviewing the death of each child, the CDOP should consider modifiable factors, for example, in the family environment, parenting capacity or service provision, and consider what action could be taken locally and what action could be taken at a regional or national level.
 - The aggregated findings from all child deaths should inform local strategic planning, including the local Joint Strategic Needs Assessment, on how to best safeguard and promote the welfare of children in the area. Each CDOP should prepare an annual report of relevant information for the LSCB. This information should in turn inform the LSCB annual report.
- **Overview:**

CDOP has met regularly throughout 2015/16 with planned monthly meetings to ensure that cases are reviewed as swiftly as possible; some meetings were cancelled due to a lower numbers of deaths this year.

- Eight Panels have taken place
- 26 reviews were conducted
- Timescales for review are significantly better than the national average
- 16 (61%) were reviewed within 3 months of death
- 19 (73%) were completed within 6 months of death

Case preparation and presentation remains consistently high with only one case being deferred for ratification, pending further information. This was a complex case that had also been considered for SCR, and the panel felt warranted further clarification.

The National data set was completed and returned within timescales.

- **Membership & Attendance**

The Panel includes all key partner agencies, with appropriate health and local authority representation. Partnership attendance has been good throughout the year, where regular panel members have not been able to attend; alternative representation has been secured in almost all cases. There remains a local commitment to the CDOP process

- **Data**

During 2015/16 there were **25** child deaths in Nottingham City:

- This is a 44% reduction on the previous year
- 13 (52%) were neo-natal deaths, a reduction of 45% on the previous year
- 20 (80%) were classified as expected deaths
- None of the deaths were referred for consideration of a Serious Case Review

- **Deaths reviewed by CDOP**

Summary data

- 26 cases reviewed during 2015/16
- 13 (50%) were neonatal deaths
- 25 (96%) were under 4 years of age
- Modifiable factors were found in 12 cases, examples of modifiable factors:
 - Unsafe sleeping
 - Maternal smoking
 - Maternal BMI >30
 - Consanguinity
- 11 female / 15 Male
- None of the cases reviewed were subject to a Child Protection Plan at point of death
- One had been subject to child protection plan previously

Other types of Review

- 1 case was also subject to a Serious Case Review
- 1 was subject to a NCSCB multi agency learning review
- 4 were subject to other types of single agency review, (SUI / SI / RCA)

Trends / Priorities

Unsafe Sleeping

During 2014/15 CDOP noticed a significant increase in the number of deaths relating to unsafe sleeping, it was the single most modifiable factor identified. As a result they identified this as a key focus for activity in 2015/16.

Work undertaken:

- Agreed a plan of activity
- Established a cross authority (Nottingham City and Nottinghamshire) steering group to lead on this work – with a public health chair
- Accessed support through the Lullaby Trust

- Completed a City wide publicity campaign in Dec 2015 supported by Nottingham City Council Communications team
- Increased access / availability to a workforce e-learning package and promoted this through partnership organisations – free to use
- Completed a ‘where did your baby wake up’ questionnaire in Nottingham City during March 2016.
- Developed a risk assessment tool to help workers identify those most vulnerable, this work was supported by contact with Rotherham LSCB, who initially developed a tool.
- Identified and agreed work that will continue in 2016/17 – specifically the implementation of the risk assessment tool and associated training for a targeted area of the workforce.

Other areas of focus

In addition to the main safe sleep activity, CDOP has completed work in the following areas. These are all areas where leaning has been identified through individual reviews undertaken

- Challenge to the commissioners and providers in respect of consistent and coordinated end of life care
- Recommendation for adjustments to procedures in respect of safe discharge for children with Langerhans Cell Histiocytosis. Health – Oncology, to put in place clear SOP for infant presenting with this condition for staging.
- Guidance issued that full staging should be completed prior to any discharge
- Strengthen co-operative working with public health; better understand the take up of smoking cessation work and engagement in weight management programmes for pregnant women.
- Public Health raised with NHS England, the need for streptococcus pneumonia strain of meningitis to be included in the immunisation programme.

Regional activity

Nottingham City continues to work closely with the Nottinghamshire CDOP, sharing data and meeting twice a year to examine infant data with NUH Consultant Neonatologists, share common learning, and agree consistency across procedures. In addition Nottingham is an active member of the East Midlands regional network; the NUH lead Nurse for child death was instrumental in setting up the network and Chairs the meeting.

Joint delivery of the annual training session for Rapid Response procedure, was continued this year with 29 attendees.

National links – The lead Nurse is also the City representative on the National Network, meaning we have a direct voice in developments of the national data base and other nationally led agendas, It also provides a route for us to raise issues at a national level.

Challenges

Capacity issues within Nottinghamshire Police did create a delay and subsequent backlog in CDOP checks being completed for expected deaths, this initially caused us to cancel one CDOP in early 2016. However with the direct support and intervention of Police OMG members (Operational

Management Group) this was resolved. We will continue to monitor this and work with Nottinghamshire Police colleagues to avoid delay in cases being reviewed.

Future Priorities

1. Fulfil statutory functions as set out in working together 2015
2. Ensure cases are reviewed as promptly as possible and learning disseminated effectively to relevant partner agencies
3. Continue the work in relation to safe sleeping
 - a. Maintain the steering group
 - b. Implement the risk assessment tool in specific service areas identified by the steering group
 - c. Complete a second annual communication activity to coincide with the National campaign
 - d. Further embed the E-learning package across the partnership
4. To take a lead role in activity required in response to the Wood Review of Local Safeguarding Children Boards:
 - a. Specifically the recommendations for Child Death Reviews, including reviewing local arrangements
 - b. Responding to new legislation resulting from the review
 - c. Supporting and preparing local partners

Quality Assurance Sub-Group

This was one of the sub-groups which had been shared across both Children and Adult Boards. A key focus of activity during 2015/16 was on re-establishing a group that was specific to the Children's Board.

The Quality Assurance sub-group also delivers the Multi-Agency audit activity of the Safeguarding Children Board. This is a planned programme of audits involving all key agencies considering their own work then sharing this in a structured multi-agency discussion. The focus of audit activity is directly related to issues identified in Serious Case Review, or other learning processes.

Membership

The group is comprised of members from all key local partner agencies and the NSPCC. Attendance is always excellent

Key Achievements

- An agreed programme of multi-agency audit was implemented. A summary of the findings of each audit was presented to the Board. Each audit also had an action plan, with update reports brought back to future meetings

- A workforce survey was undertaken to explore levels of understanding in relation to Private Fostering. The findings of this were shared with agencies to enable them to undertake more focussed awareness raising activity.
- A workforce survey was undertaken in relation to the use of local safeguarding procedures and guidance. This has been a key factor in plans to revise the approach to developing and maintaining local procedures
- A multi-agency performance reporting framework was agreed, which has ensured that the board is provided with an overview of key performance information
- Considered reports regarding specific issues which the Board had an interest in, e.g. Private Fostering, Priority Families

Future priorities

The key priorities of the sub-group will be dictated by emerging issues, primarily linked to the findings of local reviews or other issues which the Board wants to examine from a multi-agency perspective. The group will maintain the delivery of the multi-agency audit function. In terms of specific priorities, the key issue is to re-visit the chairing arrangements to ensure we maximise the independent scrutiny delivered through the group.

Domestic Abuse Sub-Group

In Nottingham the strategic lead for the response to domestic abuse is provided by the crime and Drugs Partnership (CDP). That said domestic abuse is recognised as having a direct impact on a child's safety and well-being and it therefore an issue that the NCSCB has a legitimate interest in.

This sub-group is part of the wider framework providing oversight of the local response to domestic abuse.

Membership

The group is comprised of members from all key local partner agencies and the CDP. Attendance is consistently excellent

Key Achievements

- Positive work linked to the White Ribbon Campaign led by Play and Youth Services
- Worked with Designated Safeguarding Leads in school to highlight the work of Equation and update DSLs re Coercive Control.
- Provided a critical friend function in relation to the review of the DART
- Highlighted performance and demand in relation to Healthy relationship education
- Supported the work of local initiatives such as the STRIDE project, which provided expert support and guidance for children's services staff working with families where there was domestic abuse.
- Disseminated the learning from these projects as it has emerged

Future Priorities

The review of the board substructure referred to above identified the need to simplify the reporting arrangements for this sub-group and the way in which the NCSCB received information about domestic abuse. The sub-group was therefore discontinued as a sub-group of the NCSCB and re-aligned to report to the Domestic and Sexual Violence Strategy group. The DSVG will provide regular update reports to the NCSCB

Missing Children Sub-Group

This sub-group provided a multi-agency forum to explore issues linked to the response to children who go missing. The group also provided a focus to explore issues linked to the response to Children Missing Education.

Membership

The group is comprised of members from all key local partner agencies. Attendance is always excellent

Key Achievements

During the course of 2015/16 the sub-group agreed that all of the strategic priorities identified in its work plan had been addressed. This included

- Ensuring that there was a multi-agency protocol in place in relation to the response to missing children
- Ensuring that there were effective information sharing protocols in place, particularly in relation to the Police and City Council
- Ensuring that there was an effective performance management framework in place
- Ensuring that there were processes in place to protect and support those children who were reported missing on multiple occasions
- Evaluating the local impact of the introduction of the “absent” category into Police recording systems.

There is ongoing multi-agency work in relation to missing children at an operational level. The Child Sexual Abuse Coordinator was appointed during the course of 2015/16 and assumed responsibility for the line management of the City Council Missing Children’s team, who lead on work to ensure return interviews are completed with children who are reported missing. This, alongside the regular multi-agency meetings that take place to consider children who go missing on multiple occasions, provides the operational framework for responding to missing children.

Future Priorities

This group was disestablished following the review of the board’s infrastructure referred to above. This position was however then re-considered and revised arrangements were agreed which would provide strategic oversight of the local arrangements of the multi-agency operational response to the most vulnerable children who go missing in order to maximise efficiency.

Training Sub-Group

Membership

The group is comprised of members from all key local partner agencies including the PVI sector. Attendance is excellent

Key achievements

Multi-agency training delivery

- NCSCB delivered a number of training courses throughout the year which were attended by people from across the partnership, including the voluntary sector.
- The range of courses, and number of sessions of each one, are outlined below.

Course title	No. of courses delivered 2015/16
Introduction to Safeguarding Children	7
Safeguarding Update / What's New	6
Working Together	8
Rapid Response	1
Child Sexual Exploitation	2
CAF Awareness	2
Undertaking a CAF and role of Lead Professional	5
Signs of Safety	8
Total No. of courses	39

- Evaluation forms completed by those attending training, identify that they have significantly increased levels of knowledge and confidence in identifying and responding effectively to the abuse and neglect of children.

Alongside the training programme, a number of seminars were delivered. Further details of each are provided below.

- Responding Effectively to the Impact of Domestic Violence on Children & Young People

This seminar explored the impact of domestic violence on children and young people and provided information of practical ways that practitioners can support children and young people. The session also highlighted local practice guidance and procedures relating to Domestic Violence and raised awareness of learning from Serious Case Reviews where Domestic Violence is a key factor.

- Responding Effectively to Emotional Abuse

This seminar provided practitioners with information on how to work effectively with emotional abuse from assessment through to legal proceedings. Attendees were also made aware of learning

from SCRs where emotional abuse is a key factor and were signposted to the recently amended emotional abuse practice guidance.

- Supporting all professionals to work with offender's children and their families

This workshop was one of a rolling programme of England-wide [i-HOP](#) workshops for multi-agency professionals which focussed on raising awareness about the impact of parental imprisonment on children and families; highlighting ways in which professionals can ensure that these children and families receive the support they need; and considering how professionals in the local area can work together to support these children and families effectively.

- Safeguarding Vulnerable Passengers

The 'Safeguarding Vulnerable Passengers' training programme was developed in summer 2015 to enable taxi drivers in Nottingham city to:

- Understand the need to protect vulnerable adults, young people and children.
- Identify possible victims of abuse and exploitation by understanding indicators of risk.
- Identify sources of advice and pathways for reporting concerns.
- Understand their roles and responsibilities in relation to personal safety and security.

The Licensing team deliver the training and approximately 1500 out of 1900 taxi drivers in Nottingham City have received the training and feedback from the training has been positive.

- Every Colleague Matters

Between April 2015 and March 2016 the Integrated Workforce Development Team ran three 'Every Colleague Matters' events to support the wider children and adults workforce.

Each ECM event is a series of awareness raising sessions open to everyone who works within the Children's and Vulnerable Adults Workforce in the City of Nottingham.

In June 2015 the ECM event was called 'Responding to Neglect of Children, Young People and Vulnerable Adults in the City'. A variety of workshops were held covering a variety of topics relating to neglect ranging from emotional harm and Foetal Alcohol Spectrum Disorders to what we have learnt from Serious Case Reviews. 384 places were attended on the face-to-face sessions during the week-long event. 89% of respondents to the evaluation rated the session as excellent/good.

In October 2015 the ECM event focussed on 'Responding to the Mental Health and Wellbeing across the City'. The workforce had the opportunity to attend a number of different workshops on mental wellbeing ranging from understanding behaviours to Mental Health First Aid.

In February 2016 the ECM event focussed on 'Strength Based Approaches: Empowering Nottingham City Workforces to work with Children, Families and Adults'. A number of workshops took place during the week, covering diverse topics such as Motivational Interviewing and Solution Focused Practice and Multi Systemic Therapy.

Future Priorities

To rename the sub-group the Learning and Improvement sub-group in line with the NCSCB business plan.

Prevent training – what are partners delivering on Prevent

To explore the opportunity of the NCSCB running an Every Colleague Matters event that will focus on Excellence in Safeguarding

To explore the NSPCC research on learning and improvement to help us better understand how we doing in Nottingham

Safeguarding Training Quality Assurance Scheme to update the annual review checklist

8. Child Sexual Exploitation

CSE is a specific form of child abuse that has received considerable press attention following reports highlighting concerns about the vulnerability of children and young people in areas such as Rotherham. In recognition of the importance of this area of safeguarding the board provided funding for a CSE Coordinator, who is based in the City Council.

In order to ensure that there is a consistent, robust response to CSE in Nottingham we have established a joint sub-group with the Nottinghamshire Safeguarding Children Board. The Child Sexual Exploitation Cross-authority group (CSECAG) is comprised of all key local statutory agencies and the NSPCC, who deliver a specific CSE related service in Nottingham (Protect and Respect). To further strengthen local oversight there are regular meetings between the Independent Chairs of the two Boards, alongside senior managers from Nottinghamshire Police and the two Local Authorities.

CSECAG has four strategic priorities

- **Prepare** – strong leadership, effective systems and partnership working to tackle CSE
- **Prevent** – raising awareness of CSE
- **Protect** – safeguarding vulnerable children and support victims, families and professionals who seek to reduce CSE
- **Pursue** – disrupting and prosecuting offenders ensuring a victim centred approach at all times

As with all of the Board sub-groups CSECAG has an action plan that is aligned to the Board priorities. In 2015/16 the key achievements of the group included

- Delivery of a programme of multi-agency training
- Delivery of a range of awareness raising activity, culminating in a showcase event linked to the national day of action where we engaged the local media in order to raise awareness across the community.
- Support for multi-agency information sharing processes such as Operation Stride, which allows agencies to share intelligence which may not be sufficient in itself to warrant action but may contribute to developing a wider understanding of local risk

In addition to the work coordinated through CSECAG a range of other activity has been undertaken to further strengthen the local response to CSE. This has included

- The Board and Local Authority have funded the delivery of a programme of awareness raising performances of a play designed to help young people recognise the risks associated with CSE. This was delivered in local schools and other settings.
- Sent, via schools, a letter to parents highlighting an on-line resource designed to help them recognise and respond to risks of CSE.
- The development of the Multi-Agency Sexual Exploitation Panel (MASE) which ensures that there is strategic oversight of work to protect and support children who have experienced, or are at risk of, sexual exploitation.
- Staff from a range of agencies have worked with regional colleagues to develop regional standards in relation to the response to CSE. The Independent Chair of the NCSCB and Lead Member from Nottingham City Council have both been heavily involved in this work.

Future Priorities

- We will continue to ensure that all agencies work together to protect and support children who are vulnerable to CSE.
- To develop an E-Safety strategy that recognises the key role this aspect has in the context of CSE
- To build on and strengthen the Police problem profile so that it provides a more holistic evaluation of the local profile of CSE

9. Historical Abuse

Nottingham City Council, Nottinghamshire County Council and Nottinghamshire Police are looking into allegations of child abuse in Nottingham children's homes going back to the 1950s. This work is ongoing and the Board receives regular reports regarding the progress of this work.

This is an ongoing inquiry and it would therefore be inappropriate to provide detailed commentary re the current position in this annual report. An agreed communications strategy is in place with the most up to date information made available on the city council website.

10. Future plans and priorities

The Board has agreed a three year strategic action plan setting out key priorities. This plan will shape the focus of our work to co-ordinate the activity of local agencies to continually improve outcomes for children, young people and their families.

The priorities for the three years will remain the same. Each year will have a particular focus in terms of driving forward the work of the Board. This three year action plan will be supported by an annual action plan that will be regularly reviewed. This will allow us to build on existing strengths and maximise the benefits from current opportunities and challenges, e.g. the separation of the Children and Adult's Safeguarding Boards and the impact of reductions in public sector finances.

- Year one – Reviewing and Revising
- Year two – Developing.
- Year three – Embedding

- The NCSCB priorities are based on national drivers, e.g. the development of Joint Targeted Area Inspections and the National Review of LSCBs and incorporate the learning from national and local Serious Case Reviews and other learning processes. Emerging issues will be identified in a timely manner and appropriate safeguarding measures will be in place in the partnership.

The work plan for 2016/17 shall focus on the following priorities:

- Self-harm practice guidance will be fully implemented across the safeguarding partnership.
- Keep children and young people safe from harm, including CSE and missing children.
- To ensure that the response to physical abuse will be effective and there will be shared standards and understanding about what good quality assessments of physical abuse look like
- The Board is aware of the financial implications on its ability to deliver its statutory duties and is planning for the coming years due to the continuing programme of austerity.
- To ensure that the Board operating model is fit for purpose.
- We will revise our performance framework to ensure we are clear about the impact of Board related activity.
- We want to ensure that our engagement strategy maximises the opportunities for promoting important messages about how to keep children and young people safe and ensures feedback informs the work of the Board
- The NCSCB has clear strategies and comprehensive approaches to ensuring young people are supported to be safe on-line.

The NCSCB is looking forward to continuing to work as a partnership in 2016/17 in order to continually improve outcomes for children, young people and their families.