



# ANNUAL REPORT 2014-2015

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## **1. FORWARD - INDEPENDENT CHAIR.**

I am pleased to introduce the Warwickshire Safeguarding Children Board annual report for 2014-2015. The WSCB is required to publish an annual report on the effectiveness of safeguarding in our area including an assessment of local safeguarding arrangements, achievements made and the challenges which remain.

This report sets out the progress and achievements made over the last year, which is also my first year in post as Independent Chair.

Our mission remains unchanged and that is:

- To ensure that sound arrangements to protect children are in place in Warwickshire;
- To promote the welfare of children in Warwickshire
- To achieve these objectives by promoting interagency cooperation and collaboration

During this last year I have started to introduce some changes in how the board conducts its business, this has included a review of our governance arrangements including the sub-group structure. These changes are yet to be fully implemented, however I am delighted to report that there has been strong support from the partnership for these changes. This is important as in order to keep children and young people safe we need a culture that is open to challenge and new ideas.

All that is reported on the following pages has been achieved against the backdrop of the current climate of austerity. The reality of this for some partners is that within their own agency they have had to undertake significant restructuring and rethinking of service delivery as they are working with reduced budgets. At the same time there has been increasing demands made of them, such as responding to safeguarding concerns like child sexual exploitation.

It would be naive to suggest that cuts do not have consequences and so the work of the WSCB in offering independent challenge, coordination and scrutiny has never been more important.

At the end of each board meeting I like to ask members what we have done during the meeting that will make a difference to the children and young people of Warwickshire. In reading this report you are making a difference by increasing your understanding of the

complexity of multi-agency safeguarding and helping to make safeguarding everyone's business.

I would like to conclude by thanking the front line practitioners for their dedicated work in safeguarding children, the members of the WSCB and the business team for all their work during the last year.

A handwritten signature in black ink, appearing to read 'David Peplow', with a stylized, cursive script.

David Peplow

Independent Chair

## 2. LOCAL BACKGROUND AND CONTEXT.

**2.1** Warwickshire is a two tier County Council in the West Midlands composed of five District / Borough Councils. The demography of the county varies markedly from District to District, with the south of the county in general being more affluent than the north, which features significant deprivation in parts. The total 0-17 population of Warwickshire is 111,872, with the breakdown by age group and District / Borough shown in the table 1, below. The January 2014 school census found that 14.8% of school age children (reception to year 11) were from a black or minority ethnic background.

**Table 1: Breakdown of Age group and District / Borough.**

Age	Warwickshire	North Warks	Nun & Bed	Rugby	Stratford	Warwick
0-4 years	31,364	3,285	7,925	6,269	5,965	7,920
5-9 years	29,180	3,209	7,019	5,648	6,176	7,128
10-14 years	31,267	3,730	7,412	6,149	6,849	7,127
15-17 years						
<b>Total (0-17)</b>	<b>111,872</b>	<b>12,407</b>	<b>27,249</b>	<b>23,317</b>	<b>23,207</b>	<b>26,692</b>

## 2.2 Socio-economic picture.

Deprivation covers a broad range of issues and refers to unmet need caused by a lack of resources of all kinds, not just financial. The English Indices of Deprivation use various indicators across seven distinct domains of deprivation, which can be combined to calculate an overall relative measure of deprivation - The Index of Multiple Deprivation 2010 (IMD 2010) - although it should be noted that much of the data used to construct the indices relate to the year 2008.

The Indices of Deprivation 2010 show that Nuneaton & Bedworth Borough has the highest levels of deprivation in Warwickshire with a ranking of 108 out of 326 Local Authority Districts in England, according to the rank of average score measure of deprivation (where a rank of 1 indicates the most deprived authority). This means Nuneaton & Bedworth falls within the top third most deprived Local Authority Districts in England. There are nine Lower Super Output Areas (LSOAs) in Warwickshire ranked within the top 10% most deprived SOAs nationally on the overall Index of Multiple Deprivation 2010. These are all located within Nuneaton & Bedworth Borough. Stratford on Avon District is the least deprived District in the County, ranked 278<sup>th</sup> out of 326 Local Authority Districts. In between, North Warwickshire is ranked 182<sup>nd</sup>, Rugby 219<sup>th</sup> and Warwick District 257<sup>th</sup>.

The table below (table 2) contains additional socio economic contextual indicators highlighting the disparity between the North and the South of the County in terms of unemployment, worklessness and economic hardship, impacting on family cohesion, educational outcomes, health and general wellbeing. Like any District level measure, local variations and concentrations of deprivation will be masked across all five Districts and Boroughs. For example, eleven wards in Warwickshire had at least 1 in 5 children estimated

to be living in poverty (20%) – including five wards in Nuneaton and Bedworth, and specific areas of Atherstone in North Warwickshire, Rugby Borough, and Leamington Spa in Warwick District.

**Table 2: Socio economic indicators in Warwickshire**

District	Jobseekers Allowance (May 2015) % working age population	All DWP working age benefit claimants (Nov 2014) % working age population	Estimated % of Children under 16 in "Poverty"* (August 2012)	Free School Meal Eligibility (Jan15) % pupils attending maintained school in Warwickshire eligible for FSM	CP per 10,000 at 31 March 2014
North Warks	0.90%	9.90%	13.90%	9.70%	52 per 10,000
Nun. & Bed.	1.90%	13.70%	19.50%	13.70%	82 per 10,000
Rugby	0.90%	8.60%	12.80%	8.50%	31 per 10,000
Stratford on Avon	0.40%	7.10%	9.10%	5.50%%	27 per 10,000
Warwick	0.70%	7.30%	10.30%	7.10%%	40 per 10,000
Warwickshire	1.00%	9.30%	13.20%	8.80%	47 per 10,000
England	1.80%	12.50%	19.20%	16.20%^	TBC

*Source: NOMIS, School Census, CRSP*

*\*Child Poverty data compiled by the Centre for Research in Social Policy (CRSP), using Tax Credit data ^National FSM figure as at January 2013*

It is also worth noting that as part of Troubled Families programme (referred to as Priority Families in Warwickshire), which aims to tackle the root cause of problems that cause truancy, youth crime, anti-social behaviour and worklessness, over 900 families have been identified that meet three of the identified criteria (national and local criteria) within Warwickshire. Half of these families (476 in total) reside in Nuneaton and Bedworth Borough. Child protection was one of the local criteria used to identify these families.

## 2.3 Strategic Partnership Working

The overarching purpose of Warwickshire's Joint Strategic Needs Assessment (JSNA) is to identify the current and future health and wellbeing needs of the local population. This evidence base and intelligence is used to establish a shared consensus on the key local priorities across health and social care, enabling the prioritisation of resources and the commissioning of services that will improve outcomes for Warwickshire's residents.

Eleven priority topics were identified in the 2015 JSNA review which will constitute the three year JSNA work programme. Five of these priorities focus on children and young people, including looked after children, educational attainment of disadvantaged children, vulnerable young people, mental health of children (and adults) and carers (including young carers).

The Helping Vulnerable Children needs assessment is due to be published in summer 2015 and will form the evidence base for Warwickshire's Priority Young People strategy, aimed at commissioning effective services for Warwickshire's most vulnerable children aged 13-18 years.

For more information on Warwickshire's JSNA, please visit the [JSNA website](#) or contact [jsna@warwickshire.gov.uk](mailto:jsna@warwickshire.gov.uk).

### **Safer Warwickshire Partnership Board**

The Safer Warwickshire Partnership Board is a multi-agency body whose aim is to reduce crime and disorder and promote safety in Warwickshire. Tackling violence against women and girls is a key priority for the Board and in March 2015 the Board approved Warwickshire's first Violence Against Women and Girls Strategy. Over the past 12 months, the Board has also received regular updates on Child Sexual Exploitation work to establish a Multi-Agency Safeguarding Hub and progress to deliver the Priority Families Programme. Operating with a family focus has been adopted as a new priority for the Board in 2015/16 in recognition of the role that community safety plays in supporting and protecting children and young people. More information about the work of the Board is available at [www.safeinwarwickshire.com](http://www.safeinwarwickshire.com).

### **3. STATUTORY AND LEGISLATIVE CONTEXT FOR LSCBS.**

Local Safeguarding Children Boards (LSCBs) were established by the Children Act 2004 which places the responsibility on Local Authorities to co-ordinate an LSCB in their area.

The roles of the Board are to co-ordinate local multi-agency safeguarding arrangements, and evaluate the effectiveness of these arrangements. To do this the Board has several functions it must perform, including:

- producing local inter-agency safeguarding procedures,
- reviewing the deaths of all children in its area to identify learning which may prevent future child deaths,
- conducting Serious Case Reviews into the deaths of any children where child abuse or neglect are known or suspected, or cases where children are seriously harmed by abuse or neglect and poor multi-agency working may have been a factor,
- and publishing an annual report on the effectiveness of child safeguarding arrangements in the area.

Safeguarding Boards must include senior members of staff from Local Authority children's and adult's services, District / Borough Councils, Police, Health Service, Education, Youth Justice, and Probation, and they should be chaired by someone suitably experienced in safeguarding children who is independent of the partner agencies.



#### 4. GOVERNANCE AND ACCOUNTABILITY ARRANGEMENTS.

**4.1** Warwickshire Safeguarding Children's Board has an independent chair. A new independent chair, David Peplow, was appointed in June 2014. In addition to the Chair, the Board directly employs three members of staff, the Development Manager, Learning and Improvement Officer, and an Administrator; these posts are hosted by the County Council and funded by the contributions made by member organisations as set out below.

The Child Death Overview functions are managed and supported by a team of two staff, the CDOP Manager and CDOP Officer. This arrangement is made in co-operation with Solihull and Coventry, with the CDOP team working on behalf of all three CDOP panels. The posts are funded jointly by Warwickshire County Council, Coventry City Council and Solihull MBC, in addition to the funding provided by the local authorities directly to the respective Safeguarding Children Boards.

#### 4.2 Recorded Attendance at WSCB meetings May 2014 – Jan 2015.

Agency	Board Member (s)	May 2014	July 2014	Oct 2014	Jan 2015
Independent Chair	David Peplow	✓	✓	✓	✓
Independent Chair	Chris Hallett	✓	n/a	n/a	n/a
WCC	Wendy Fabbro (DCS Strategic Director)	✓	A	DNA	n/a
	John Dixon (Interim Strategic Director)	n/a	n/a	n/a	✓
	Sue Ross (Interim Head of Service, Safeguarding)	✓	A	A	A
	Councillor Bob Stevens (Portfolio Holder for Children)	✓	✓	✓	D
	Jenny Wood (Head of Service, Social Care and Support)	D	A	A	✓
	Helen King (Deputy Director, Public Health)	A	A	D	D
	Hugh Disley (Head of Service, Early Intervention)	D	D	✓	A
	Jenny Butlin-Moran (Service Manager, Child Protection)	✓	A	✓	✓
	Calvin Smith (Service Manager, Rugby)	✓	✓	✓	✓

	Brenda Vincent (Service Manager, North)	✓	✓	✓	✓
	Sue Ingram (Domestic Abuse Services Manager)	✓	✓	✓	✓
	Adrian Over (Education Safeguarding Manager, representing schools and colleges)	✓	✓	A	D
	Cornelia Heaney: Adviser (WSCB Development Manager)	✓	✓	✓	✓
	Victoria Gould -Adviser (Legal Services)	✓	✓	✓	✓
	Rachael Boswell (Learning and Improvement Officer, WSCB)	✓	✓	✓	✓
Warwickshire and West Mercia Police	Stephen Cullen (Detective Superintendent)	DNA	A	A	n/a
	Richard Long (Detective Chief Inspector)	✓	✓	✓	n/a
	Superintendent Stephen Eccleston (PVP)	n/a	n/a	n/a	✓
	Superintendent Debbie Tedds	n/a	n/a	n/a	✓
Warwickshire Youth Justice Service	Lesley Tregear (Warwickshire Youth Justice Service)	✓	✓	✓	✓
Warwickshire Probation Trust	Andy Wade (Ass Chief Probation Officer)	✓	A	A	A
Warwickshire and West Mercia CRC	Donald McGovern Head of Service	n/a	✓	✓	✓
Rugby Borough Council	Steven Shanahan (Head of Housing and Property)	✓	✓	✓	✓
North Warwickshire District Council	Simon Powell (Ass. Director Community Development)	D	✓	D	✓
Stratford- upon-Avon District Council	Martin Cowan (Housing Advice Manager)	✓	✓	✓	✓
Nuneaton and Bedford Borough Council	Craig Dicken (Communities Officer – Equalities and Cohesion)	A	✓	✓	✓

Warwick District Council	Bill Hunt (Deputy Chief Executive)	A	DNA	✓	✓
South Warwickshire CCG	Alison Walshe (Director of Quality and Performance)	✓	✓	✓	✓
Coventry and Warwickshire Partnership Trust	Jamie Soden (Deputy Director of Nursing)	✓	✓	D	✓
NHS England	Helen Hipkiss Ass. Director Patient Experience.	DNA	✓	n/a	DNA
George Eliot Hospital NHS Trust	Dawn Wardell (Director of Nursing and Quality)	A	DNA	A	✓
South Warwickshire Foundation Trust	Helen Lancaster (Director of Nursing)	✓	✓	✓	D
Designated Nurse for Child Protection	Jackie Channell Adviser	✓	✓	✓	✓
Designated Doctor, Child Protection	Dr Peter Sidebotham Adviser	✓	✓	✓	✓
Warwickshire North CCG and Coventry and Rugby CCG	Jacqueline Barnes (Chief Nursing Officer)	D	✓	D	✓
CAFCASS	Liz Elgar (Head of Service)	A	A	A	n/a
	Neville Hall (Assistant Director)	n/a	n/a	n/a	A
Lay Member	Keith Drinkwater (Vice Chair)	✓	✓	✓	✓
Lay Member	Katrina Symonds	n/a	n/a	n/a	✓
Voluntary Sector (nominated by WCVYS)	Mike Haywood	✓	A	✓	✓

**Key:**

✓ - Attended, D – Deputy, A – Apologies, DNA – Did not attend

n/a – not a board member for this meeting

In addition to the main board, WSCB has several sub-committees which carry out much of the work undertaken by WSCB.

**WSCB sub-committees.**

Chairs sub-committee – David Peplow

Child Death Review Panel - Cornelia Heaney

Schools, Learning and Education - Adrian Over

Health - Jackie Channell and Alison Walshe

Systems Procedures and Guidelines – Brenda Vincent

Performance, Monitoring and Evaluation - Jenny Butlin-Moran

District Councils - Craig Dicken

Strategy and Communication - Calvin Smith

Special Cases - Richard Long/ Peter Sidebotham

Training - Rachael Boswell

Child Sexual Exploitation - Lesley Tregear

A substantial review of the Board's structure, membership and governance began in December 2014, this will be completed early in 2015-1016. It is likely to result in some changes to the membership of the Board, and a small reduction in the number of sub-committees. The Health sub-committee has already been disbanded and replaced by a Safeguarding in Health network.

### 4.3 WSCB Budget 2013 -2014

<u>Income</u>	WCC	121,894
	Safeguarding Business Unit – £32,979	
	Direct Schools Grant – £18,500	
	Learning and Development - £40 000	
	budget for central establishment charges - £30,415	
	Health (CCGs)	32,952
	Police	17,508
	Probation	8,295
	From June 2015 this was split equally between the NPS and CRC.	
	CAFCASS	550
	District Councils	10,260
	CSWP	1,025
	Training income	£1,710
	Learning and Improvement money carried forward from 2013-14	£41,100
		<hr/>
		£235,354
<u>Expenditure</u>		
Staffing including travel and subsistence, DBS etc.		£141,410
Services and supplies (incl desks, IT, phone, office supplies etc.)		£31,995
Subscriptions (BASCPAN and NWG for CSE)		763
Interagency Training and Conference		4,480
WSCB meetings, workshops and training		860
Multi-agency audits		£990
Serious and Local Case Reviews:		£43,050
		<hr/>
		£223,548

The costs of conducting reviews and audits have, as anticipated, continued to be significant. This year WSCB has spent £29,300 more than it received in contributions and fees as a result of the costs of this activity. At the end of the year WSCB has additionally committed to about £29,000 of fees to complete work in progress.

These contributions were agreed by partners some years ago when the expectations on LSCBs were much less than they have become since the significant revision to Working Together in 2013. During the course of the year partners discussed alternative funding models for learning and improvement activity, and it was agreed that from April 2015 partners would make an additional contribution for these costs into a fund that will be kept separately from the money spent on other, much more predictable costs such as salaries, office costs and training venues.

## **5. PROGRESS AGAINST STRATEGIC OBJECTIVES.**

2014-2015 was the final year of a three strategic plan which had four objectives derived from the Munro Review of Child Protection in England:

Create and Maintain a Learning System

Strengthen Accountabilities

Promote Effective Practice

Promotion of Early Help for Children, Young People and Families.

The work undertaken by WSCB and its sub-committees is clustered under these overarching objectives, and progress against them is set out below.

### **5.1 CREATE AND MAINTAIN A LEARNING SYSTEM**

#### **5.1.1 Provision of Safeguarding Training.**

April 2014 was the start of a new Training Calendar and Directory. The Directory has continued to deliver many of the same courses as the previous year but most significantly firmly introduced the two training programmes on Child Sexual Exploitation: WSCB Raising Awareness of Child Sexual Exploitation and WSCB Child Sexual Exploitation - Responsibilities, Reporting and Responding to CSE.

It was anticipated that the 2014-15 calendar would also see the introduction of a new WSCB training programme specifically focussing on making and taking referrals. The identification of resources for this has been challenging and were only identified in February 2015 through the support of Warwickshire's CAF team and North Warwickshire Children's Services team. The delay in identification and locating resources has subsequently had an impact on the programme's development and therefore delivery. The programme has now been firmly added to the directory and calendar with 5 sessions identified through to March 2016.

The WSCB have offered 34 training sessions through ten different WSCB multi-agency training programmes in the directory this year. These ten programmes have comprised of nine face to face sessions and one e-Learning programme on child sexual exploitation. The table below details the sessions offered and the number actually delivered.

<b>Course</b>	<b>Number sessions completed</b>	<b>Number of sessions cancelled</b>	<b>Total number of sessions</b>
WSCB Child Protection Awareness Training	9	2	11
WSCB "Raising Awareness of Domestic Abuse and its Impact on Children"	2	1	3
WSCB Raising Awareness of Child Sexual Exploitation	1	1	2
WSCB Working Together To Update on Child Protection and Improve Interagency Communication	3	0	3
WSCB Domestic Abuse and Child Protection: Exploring Links between Domestic Abuse and Harm to Children	2	0	2
WSCB Emotional Abuse - Identification and Case Management	1	1	2
WSCB Child Sexual Exploitation – Responsibilities, Reporting and Responding to CSE	5	0	5
WSCB Effective Child Protection Planning and Core Group Working	1	3	4
WSCB Protective Behaviours - Foundation Level Training Course	2	0	2
<b>TOTAL</b>	<b>26</b>	<b>8</b>	<b>34</b>

As the table identifies there have been a total of eight course cancellations this year. The decision to cancel a course / session is difficult and requires careful consideration of a number of different factors, for example the breadth of experience across delegates signed up, the balance of agency representation and the number of delegates signed up to identify a few. Not all of the courses delivered this year have been full to capacity and in some circumstances the decision has been made to continue with delivery because there has been a good mix of agencies and it was felt the learning outcomes could still be achieved.

A review of the feedback following sessions with low numbers but a good mix of agencies identified learning outcomes were being achieved, and participants had identified they had gained additional learning through having the mix of agencies in attendance, with their feedback highlighting the most useful part of the learning activity was "the opportunity to learn about other agencies roles, responsibilities and practices in relation to safeguarding".



This helps to signify why multi-agency training is so important and valuable in promoting the wellbeing of children across Warwickshire.

Reviewing feedback across all of the courses delivered during the directory year highlights delegates value the opportunity to work with other professionals through structured activities based on typical practices around safeguarding children, for example using case studies to enhance their understanding of how other agencies would respond and together, in a multi-agency format, produce an appropriate package of intervention and / or support dependent on the needs of the child and family.

This year seats were allocated to professionals prior to their arrival in all of the sessions apart from CSE (both courses) and Domestic Abuse (both courses) training sessions. The rationale behind this was to create a mix of agencies around the table to promote networking and develop professional skills in communicating with other professionals from different organisations. This approach was not used for the sessions identified as it was felt professionals who were attending with colleagues or who knew others upon arrival would benefit from sitting with whom they choose given the content of the material being delivered.

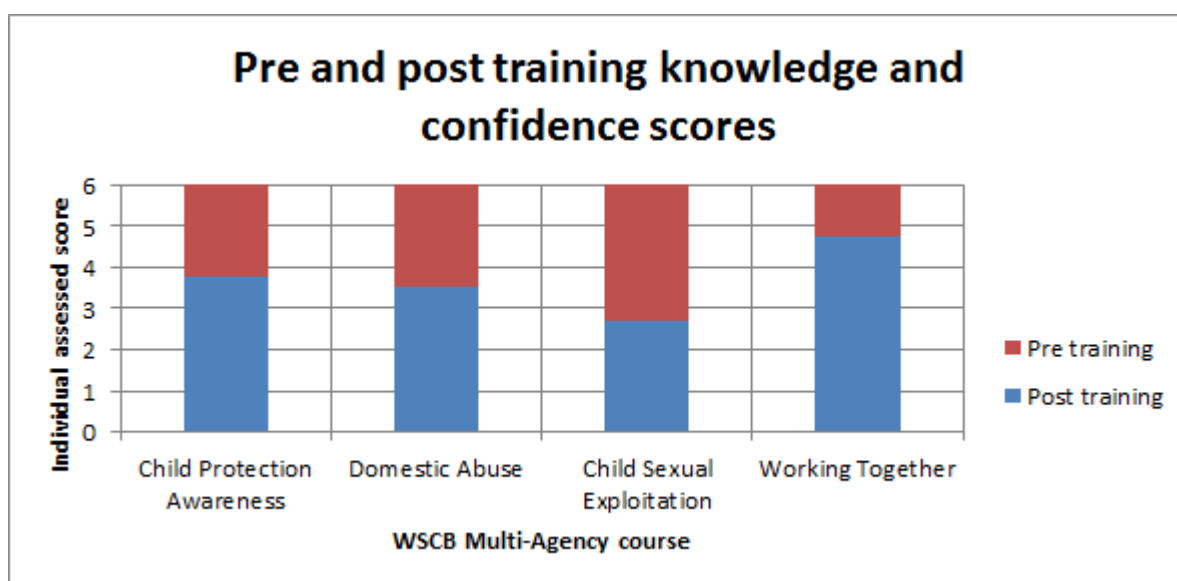
The approach to seating arrangements has worked really well. Initially there is some hesitation from delegates upon arrival, however a carefully planned ice breaker at the start of the session enables delegates to settle much better into the learning environment and has proven, through feedback, to be a very positive learning experience for everyone. There have been a small number of delegates who have attended a different training sessions and been surprised and disappointed when the seating arrangements have not been planned. This approach will potentially be incorporated across all of the training sessions from April 2016.

In addition to the face to face courses WSCB have continued to host the National Working Group (NWG) e-learning package on Child Sexual Exploitation. This has continued to see an increase in the number of professionals from a broad range of agencies access it with the total number of completions being 504. The feedback from the e-learning has been very positive however the total figure in comparison to a children's workforce of several thousand across the County remains disappointingly low. Practitioners from some agencies have all been required to complete either this e-learning or another similar package as part of their mandatory training programme, this is perhaps an approach other agencies could adopt going forward.

The CSE face to face training sessions have been hugely successful with every session being at capacity from their commencement in January 2015. The feedback from all sessions has been very positive with the vast majority of professionals reporting an increase in their knowledge and confidence in CSE once they had completed the session.

This positive impact of training on confidence and knowledge has been mirrored across all of the WSCB courses delivered in 2014-15. The graph below details the increase in skills and confidence evidenced in evaluations from four of the WSCB programmes. Unfortunately data is not available for the other courses due to some issues with the data collection processes.

The graph evidences CSE training courses as having the most significant impact on learning with an average increase of 3.5 on the scale. CSE has been a particular focus for Warwickshire and the training programme for practitioners received some additional funding to ensure it could reach as many frontline practitioners as possible. The evaluations evidenced Working together to Update on Child Protection showed the smallest impact of training on knowledge and confidence. There could be a number of reasons for this, for example professionals in attendance have used the session as a refresher or the content of the session needs to be reviewed and improved. The Working Together training programme will be reviewed during the summer period to ensure the content meets the needs of the local children's workforce.



The representation of agencies across all courses continues to be an area of challenge for WSCB both in respect of numbers in attendance and the balance across all agencies. Some agencies have been better represented than others over this last year. To try and establish reasons behind this further work is being undertaken by the learning and improvement officer, this will include working with local organisations to develop an understanding of how better to communicate courses as well as establishing better links with HR departments to obtain detail around numbers of newly appointed staff with the view of discussing appropriate training schedules and courses.

The training subcommittee has also identified the need to develop the approach to Training Needs Analysis before the 2016 directory is established. This will provide us with a better indication of the learning needs of Warwickshire's children's workforce and will help shape programme content and identification of new areas of learning alongside our learning and improvement activity.

This year has also seen a decline in the number of 'no shows' on training courses. During the course of the calendar year there were 54 recorded 'no shows' for training. Around half the 'no shows' sent alternative staff members to the training events, therefore alleviating the charge to their agency. The training strategy which was approved at the WSCB meeting in April 2015 agreed a new charging policy. This will be applied to all courses from 1<sup>st</sup> April 2015 and is much clearer for agencies to refer to.

### **5.1.2 11<sup>th</sup> WSCB Annual Conference**

As part of the continuing process of re-evaluating board processes, it was decided that the conference this year would be aimed at a much wider audience than previously, using it to promote key Safeguarding Board messages to frontline practitioners and operational managers as well as strategic managers.

The conference title was 'Identifying and Intervening in Neglect'. The keynote speaker was Deanna Neilson, the head of safeguarding from Action for Children, an organisation which has undertaken research into recognising and responding to neglect. The other speakers came from local and regional agencies, sharing what is being done in Warwickshire to respond to child neglect. This enabled conference delegates to hear information about both local resources and tools that they can make use of currently, and also to put their work into the bigger context, and understand why neglect has been chosen as a priority for WSCB.

### **5.1.3 Work to embed Systems Review methodologies**

WSCB has again had several reviews underway this year, but has also continued work to put into practice the learning from reviews undertaken in the previous year.

The review methodologies being used by WSCB since the 2013 revision of 'Working Together' have presented the Board with 'findings' as well as recommendations, which the objective of stimulating deeper change in the safeguarding system than has been achieved by the practice of LSCBs receiving 'SMART' recommendations from an external reviewer.

The first report of this sort was the local case review received by WSCB in October 2013. A good initial response to the report was made at a Board workshop held to decide the response to the findings. At a subsequent WSCB meeting it was decided that each work strand should have a member of the Board to 'champion' it. This proved difficult to carry out in practice, and ownership of some of the work was not strong enough for it to progress to completion.

In the light of this experience Special Cases and the independent chair have designed a slightly different model for receiving the 'Learning Together' SCR due to be completed early in 2015-16 to try and address the weaknesses in the previous approach.

### **5.1.4 Child Protection Planning Workshop.**

WCC and partners did some work last year with the Dartington Social Research Unit to try and reduce the number of children with child protection (CP) plans. One element of this work was to improve the effectiveness of CP plans when they are required so that they are shorter and smarter as well as to reduce the number of repeat plans.

Effective CP plans require the participation of a multi-agency core group of professionals who together undertake dynamic risk assessment and plan accordingly. The Dartington work produced some exemplar materials for CP plans for each of the groups of CP plan types that were identified earlier in the project. Information about these groups was included in the WSCB annual report for 2013, a feature overall was that there was less involvement in

CP plans from some agencies, than might be expected by the profile of need and risk in the families. This included services provided to adults because of their own needs in relation to mental health and substance misuse.

A workshop was held for WSCB members to introduce them to the exemplars and the concepts underpinning them, to enable them to support and facilitate the participation required by practitioners in their agencies. During the course of the workshop Board members were also reminded of the importance in their staff attending the multi-agency Effective Child Protection Planning and Core Group Working training sessions which had unfortunately seen an equal decline in representation

#### **5.1.5 Child Death Overview Panel. (CDOP)**

During 2014-2015, Warwickshire CDOP reviewed 37 deaths, and modifiable factors were found in 11 (30%) of the reviews. 33 deaths were notified, a small decrease of 36% on the notifications in the previous year. As is typically the case, nearly half of these were neonatal deaths, frequently of premature infants.

SIDS deaths with modifiable factors remain a concern. The panel reviewed a case, and was aware of others, where co-sleeping on a sofa was unintentional, and happened during the protracted night feed of a colicky baby. CDOP felt that safe feeding needs to feature in the safe sleeping advice given so a conversation can be had with parents about keeping their baby safe when feeding, particularly with parents whose babies are difficult feeders. CDOP therefore wrote to Heads of Midwifery and Health Visiting Services across the sub-region to advise that this should be included, if not already being done. They were also reminded that the National Institute for Health and Care Excellence (NICE) Postnatal Care Guidance amended in December 2014 recommends that parents should be made aware of intentional and unintentional co-sleeping and the associated risks. A positive response was received from all Heads of Midwifery and Health Visiting Services who stated that they would disseminate the learning and look at their practices and advice given to promote safer feeding. Similar information was shared with the Lullaby Trust, this was also well received.

A number of cases reviewed by the panel had an incomplete rapid response investigation as a result of there not being a paediatrician or other suitable health professional available as required. The panel has made Warwickshire health commissioners aware of this, and will be seeking to see suitable arrangements commissioned to ensure that the arrangements are robust.

A detailed report of the CDOP panel activity and findings in the sub-region is produced by the Panel Manager, and published on the WSCB website.

#### **5.1.6 Case Review Activity.**

Special Cases has requested information on five cases to consider whether a review should be considered under the WSCB Learning and Improvement framework.

#### **5.1.7 Serious Case Reviews:**

The two serious case reviews (SCRs) which began in 2013-14 were unfinished at the end of the year. One was expected to be completed in December, but additional time was required,

largely because the methodology was new to professionals in Warwickshire and the review report went through additional stages of discussion and revision to ensure that all the review team were satisfied with it. Publication is now expected early in July 2015.

The other SCR is being conducted in parallel with criminal proceedings, which are not expected to conclude for many months. The review will not be completed until after any trial.

Warwickshire contributed to three SCRs being undertaken by other LSCBs during the year. One of these is complete though not yet published. The findings for agencies in Warwickshire centre around the recognition of domestic abuse by maternity services, with considerable overlap with the findings from a review finished during the year in Warwickshire. The other two are not yet finished.

No new SCRs were commissioned by Warwickshire in 2014-15.

### **5.1.8 Local Case Reviews.**

One local case review was completed during 2014-15. This in essence looked at the effectiveness of MARAC (a multi-agency conference to discuss high risk domestic abuse) and other domestic abuse responses, to recognising and addressing risk to children in households where domestic abuse is a feature. A number of weaknesses in Warwickshire systems were identified; these included insufficient capacity in the provision of individual domestic abuse advocates, (IDVAs) the interpretation of risk assessment tools designed to assess risk to adult victims, and the inappropriateness of using these alone to conclude what risk is posed to children in the household. The review also drew attention to the range of different interpretations of the language of 'contacts' and 'referrals' to describe the response made by Children's Social Care to information being passed to them by other agencies, and the problematic issue of whether social care can respond effectively to 'information only' contacts on cases which are not currently open.

WSCB decided that the response to this review should be made jointly with Safer Warwickshire, and so a working group was convened including representatives from both boards.

A review was begun last year to look at the effectiveness of inter-agency working to protect looked after children placed in Warwickshire by other local authorities from sexual exploitation. This piece of work focussed on a home in Warwickshire where children were drawn into sexual exploitation perpetrated by men based in Birmingham, and has engaged with LSCBs and social work teams from most of the placing authority areas, as well as the company which ran the children's home. The review is expected to be complete in July 2015.

Work continued to embed the learning from the case review completed last year which is referred to in the section above, 'work to embed systems review methodologies.' Work strands which have been progressed include:

- WSCB members have used some time in their Development Day and a board meeting to talk about what 'safeguarding is everyone's responsibility' means, and

how their organisations communicate the message to all staff. This has included identifying opportunities to provide Early Help,

- Re-organisation of Children's social care duty and assessment functions in the North of the County to improve the response to referrals. There has been a significant increase in 'child in need' activity in this area, and a decrease in child protection activity suggesting this has had a positive impact.
- The requirement for social care to give referrers feedback on their decisions in respect of referrals has been reinforced, and also the responsibility of referrers to make contact and ask if they don't hear. Audit work is underway to test how well the threshold between early help and child in need is understood, and whether CAF assessments are being undertaken for cases which social care do not feel meet the threshold for statutory social work.
- Work within midwifery services has increased the rigour of screening for domestic abuse, including requirements for women to be seen alone for some of their antenatal care. Training programmes for staff in health providers have promoted 'respectful uncertainty' and 'professional curiosity', and linked these to the duty to safeguard and promote the wellbeing of children.
- Reassurance has been provided from all health trusts about the quality assurance arrangements for locum doctors.
- The new contracts for Children's Centres include requirements for family support workers to have professional supervision.

Some areas of work have not been completed. These include the development of an overarching policy on the supervision of staff who work with children, revision of the escalation policy to include escalation within an agency, a guidance note on record keeping and inclusion of a training course on making and taking referrals in the WSCB training programme. The barrier to completion of these has been the demands of other work for the relevant people, including the board's own business team. The referral training has however been developed in will be in the calendar for 2015-16.

Work to understand and address the reasons staff do not initiate CAFs has not progressed as proposed. This is one of the work strands where the new review approach has not worked well.

WSCB has jointly commissioned a review with three other LSCBs in the West Midlands region to explore safeguarding in Early Years settings in response to a number of concerns that the regulatory framework for nurseries is insufficient to ensure they are safe.

### **Single Agency Reviews**

WSCB has made two requests to agencies to complete a single agency review.

The first of these was a request made in October 2014 to NHS England, then the commissioner of GP services in Warwickshire, for a review of safeguarding practice in a GP surgery where it seemed that a number of opportunities may have been missed to recognise safeguarding needs before they escalated into child protection concerns. Unfortunately to date this request has not been actioned and WSCB is still waiting for the review to be undertaken.

The second request was made to the governors of a school in which a member of staff committed criminal offences in breach of a position of trust. The governors have been asked to report to Special Cases by July 2015.

### **5.1.9 Multi-Faith Forum**

The Learning and Improvement Officer has continued to maintain the Board's involvement in the cross-border multi-faith forum, linking with Coventry LSCB. During this last year both LSCBs supported a large child protection training event for all faith leaders to access. To promote the event and gain interest from a multitude of smaller faith groups two open workshops were offered across Warwickshire. Sadly these open events proved unsuccessful in regards to attracting the attention of smaller faith organisations and further learning is ongoing to develop this and produce something more appropriate in reaching these groups for future events.

The main event "Keeping Children Safe: Faith groups and Religious Organisations across Coventry and Warwickshire" was held on 15<sup>th</sup> November 2014. The event was delivered by WSCB's Learning and Improvement Officer and Coventry Safeguarding Children Board's Training Officer. The aim of the session was to deliver some key messages around safeguarding children with a specific focus on Forced Marriage and Honour Based Violence, Prevent, Private fostering and Early Help / CAF. The event was attended by over 60 representatives from Faith communities across Coventry and Warwickshire. The feedback from the event was very positive with delegates finding the session engaging and thought provoking with many feeding possible learning points to enhance identification and reporting processes.

This event was the first of its kind and whilst it was successful there were a number of learning points and actions the Multi-Faith Forum have taken away and will need to progress in order for the event to reach desired outcomes. Each of the attendees at the event in November were representatives from a large Christian organisation and therefore already had access to an established infrastructure of support to access in relation to safeguarding matters. One of the biggest challenges therefore facing the faith forum is identifying an effective method of communication to reach and engage faith organisations that do not have access to an established infrastructure other faith organisations have. Further challenges include developing effective engagement with religious groups and organisations to enable key messages on keeping children safe to be delivered through safeguarding training.

## **5.2 STRENGTHEN ACCOUNTABILITIES.**

### **5.2.1 Quality and Effectiveness of Practice.**

The revised performance data set that was agreed last year has been reported quarterly to each WSCB meeting. The information in the dataset was chosen to be illustrative of activity at all stages the safeguarding continuum, and from across the partnership. Inevitably any selection of data will be a compromise, excluding some potentially interesting information, the principles underpinning the choices were that WSCB needed a picture of core activity and areas that have been the focus of particular learning activity, and that the quantity

should be manageable. With these principles in mind the dataset is being reviewed at the end of the year and it may be slightly different for 2015-16.

Presenting the data every quarter has enabled WSCB to consider areas of activity about which it has questions; one such emerging question has been about the relationship between contacts and referrals [to children's social care], how each organisation understand these terms and therefore how to interpret the data. Similar discrepancies in understanding have emerged in review activity (in section 4, above,) identifying this as an area for further work.

### **5.2.2 External Inspection.**

#### **HMIC Inspection of Police responses to Domestic Violence and Abuse**

Her Majesty's inspectorate of constabulary undertook a National inspection, published in March 2014, of police responses to domestic violence and abuse. In general, this found that responses were frequently not good enough and there was a lot that needs to improve. Warwickshire Police Force was identified as an exception, providing a good service in this important safeguarding area, and identifying the Force works well with partners to tackle domestic abuse and keep victims safe.

There were some areas identified where the response could be strengthened, these included developing a quality assurance process to monitor the response to domestic abuse calls as they are received, addressing uneven levels of training in domestic abuse throughout the Force, commissioning a Warwickshire domestic abuse problem profile, and developing a programme to identify and manage serial perpetrators of domestic abuse. The police will be making a report of progress against their action plan to Performance, Monitoring and Evaluation during 2015-16

### **5.2.3 Audit activity**

Audits are undertaken or commissioned by the Performance Monitoring and Evaluation sub-committee of WSCB. As part of the implementation of the Learning and Improvement Framework, an audit programme has been developed which combines undertaking multi-agency audit with reviewing the findings of relevant single agency audits undertaken by partner agencies.

#### **Audit of compliance with statutory safeguarding requirements ('s.11')**

A comprehensive audit of statutory safeguarding responsibilities was undertaken at the start of the year. A new tool was used which made more extensive enquiry than has been done previously, and a number of gaps were found that applied to many, though not all, of the organisations taking part. These included:

- Revising job descriptions for safeguarding leads to make these responsibilities clear
- Providing all staff with safeguarding information in their induction.



- Ensuring that a sufficient number of relevant staff are trained to undertake CAF assessments and act as a lead professional so that organisations can carry out their responsibilities in relation to early help.

For WSCB there were actions in relation to:

- communicating the board's responsibilities and activities more widely
- providing better advice to employers about the supervision of staff who work with children
- Co-ordinating training on managing allegations against staff

### **Audit of safeguarding arrangements for deaf children.**

An audit was requested from WCC Integrated Disability Team. There have been changes of staff in this service and the audit was not been completed, however the piece of work has now been started.

### **Audit of child protection plans lasting for three months or less.**

This audit, also in progress, is being undertaken to examine the reasons why plans are ended at the first review case conference.

### **Audit of strategy meeting minutes distribution.**

An audit was undertaken to test whether there is a general problem with the distribution of action plans and minutes from strategy meetings, following the discovery that this was problematic in the local case review completed last year.

The audit found considerable variation between the duty and assessment teams, but overall the figures were disappointing. As the methodology was to look for minutes and plans on the relevant files of partners invited to the strategy discussions, poor figures may represent weak practice on either side of the exchange. All the minutes were received and filed from team, in another it was none. The initial plan, which should be distributed straight away as some actions need to begin immediately, was found on 61% of relevant files for the best performing team, but only 12.5% for one duty and assessment team. In the first instance, Children's Social Care staff have been reminded about the requirements, and the managers are looking at their processes to try and replicate those that are most successful. A follow up audit will be undertaken to test the level of improvement.

### **Audit of cases at the threshold between 'early help' and statutory social work intervention.**

An independent safeguarding consultant was commissioned to undertake an audit testing how well thresholds are understood at the cusp of early help and child in need services. This was done by conducting a telephone interview with a sample of professionals who had made referrals to Children's Social Care that were not accepted for a service.

When the sample was selected, it was found that the number of cases that met this criteria was much smaller than was expected, it is possible that this is because referrals that aren't accepted are recorded as 'contacts'. The audit was therefore not effective at capturing all the information intended, so a further, similar piece of work has been commissioned with a sample of 'contacts'.

- Findings requiring further work at this stage include:
  - There is some frustration from schools that they can only do so much themselves without other professional help for children. This is particularly the case when parents do not engage.
  - A gap was identified in support available for vulnerable 16 and 17 year olds.
  - There is concern that worries about neglect and emotional harm in older children is not always taken as seriously as it is for younger children.

These themes will need to be addressed in the proposed Neglect work stream.

Findings that point to good practice include:

- Many of the referrers appreciate and value the ability to have a professional conversation about a child without the pressure to refer.
- Written feedback is usually received after a referral is made.

This last point reflects positively on the work done to promote feedback to referrers following the local case review in 2013.

#### **5.2.4 Warwickshire Safeguarding Children Board Escalation Panel**

During the year 2014 -2015 the panel considered all cases where any child had been the subject of a third child protection plan. Over the period of the year this equated to eleven families and 20 children.

All cases were considered to be making appropriate progress so no independent audits were deemed necessary.

In eight of the eleven cases the child protection issues were resolved by the local authority issuing and concluding legal proceedings that resulted in alternative permanency arrangements for the children.

In the other three cases the child protection issues were resolved in three months, eight months and two years.

There has been a clear reduction in the number of children subject to third plans, currently only two children.

Although the numbers of children subject to third plans has significantly reduced there has been an increase in children subject to a second plans.

The escalation policy will continue to be used at the point of requests for conference to ensure that full consideration is given to the history of any previous concerns and interventions within a family and that clear and effective plans are formulated to ensure timely resolution of recurring safeguarding concerns for any child.

#### **5.2.5 Other Quality Assurance activity.**

- **WSCB Self Assessment.**

The Independent Chair and Development Manager undertook a self assessment of WSCB using a tool designed for the purpose in use in the South East region. The findings from this were debated by WSCB at a full board meeting, and were used to decide the priorities for the new Strategic Plan.

- **DCS Test of Assurance**

WCC made a report to WSCB in May 2014 to give assurance that the statutory duties of the DCS, which are held by the Corporate Director of the People Group, are being met.

- **LADO annual report**

In 2006, the statutory guidance “Working Together” introduced the role of the Local Authority Designated Officer (LADO). It requires each Local Authority to identify a ‘Local Authority Designated Officer’ (LADO) and Police Authority to identify a Police Designated Officer (PDO) with responsibility for the management and oversight of individual cases – providing advice and guidance to employers and voluntary organisations, liaising with other agencies, and monitoring the progress of cases to ensure they are dealt with as quickly as possible, consistent with a thorough and fair process.

The scope of inter-agency guidance is not limited to allegations involving significant harm or the risk of significant harm. The guidance should be followed in respect of any allegation that a person who works with children or young people has:

- 1 behaved in a way that has *harmed*, or may have harmed, a child;
- 2 possibly committed a *criminal offence* against, or related to, a child; or
- 3 behaved towards a child or children in a way that indicates s/he is *unsuitable* to work with children.

This is in connection with the person’s paid employment or voluntary activity but may also involve concerns arising about the person’s behaviour within their own family or home circumstances. In consideration of a concern or allegation, there may be three strands:

- a Police investigation of a possible criminal offence;
- enquiries and assessment by Children’s Social Care about whether a child is in need of protection or in need of services;
- consideration by an employer of disciplinary action in respect of the individual.

In 2013, the criteria outlined above was amended from  
“behaved towards a child or children in a way that indicates s/he is *unsuitable* to work with children”  
to

“behaved towards a child or children in a way that indicates they pose a risk of harm to children.”

During the first half of 2014, the Local Authority Designated Officer (LADO) post was piloted across adults and children’s social care service, in order to test whether this would provide increased benefits to the safeguarding of children and vulnerable adults.

At this time, the legislation governing adults did not lend itself to the effective working of the model and no further progress was made in this area.

At this point, the LADO post provided a secondment opportunity for qualified social workers and was taken up by a member of staff whose substantive post was an Independent Reviewing Officer. Unfortunately the post holder left during the late summer and the post is currently being covered by an experienced member of staff on a temporary basis whilst a revised business case is constructed to strengthen the existing service.

During 2014-15, there were 124 new formal referrals made to the LADO service. The LADO also provided a number of consultations to agencies which did not result in the LADO becoming involved but may have led to the agency taking internal action. Of these referrals, 24 related to allegations made against foster carers who live in Warwickshire. This includes foster carers who are approved by Warwickshire County Council and provide foster placement for children who are the responsibility of Warwickshire County Council, foster carers who live in Warwickshire who are approved by another local authority and look after the children who are the responsibility of another local authority, and foster carers from the charitable and independent sector who are looking after children from Warwickshire or children from other local authorities. 40 of the referrals related to staff employed by schools, including teaching and non-teaching staff. 11 referrals were regarding staff who work in early years settings and 8 were regarding transport for children. The remainder of the referrals related to small organisations, and those in the voluntary sector.

The majority of referrals were regarding sexual abuse (36) and physical abuse (29). Of note of the allegations re sexual abuse, 8 of these were in relation to IT and social networking. There were 2 allegations relating to historical abuse.

The current system for recording information pertaining to cases which fall under the remit of the LADO, is currently being developed within the new arrangements for Mosaic. It is planned that this will provide an improved system which is able to provide more sophisticated reporting.

An annual report will be presented to the Performance Monitoring and Evaluation Sub-committee later in the year.

## **5.3 PROMOTE EFFECTIVE PRACTICE.**

### **5.3.1 Provision of Policies, Procedures and Guidance.**

During the year some new and updated guidance and protocols have been produced in response to learning from reviews. These include responding to bruises on non-mobile babies, guidance on the use of Quiet rooms and Low Arousal rooms in schools and other education settings and guidance on keeping and using images of children; a revised agenda and guidance for first core group meetings and revisions to the guidance on the use of force (restraint); and a new protocol for obtaining health assessments as part of enquiries into neglect.

The current interagency procedures and associated guidance, policies and protocols have evolved organically over many years, and as a consequence they are not always easy to navigate. The Systems and Procedures sub-committee has been investigating ways that the material could be streamlined and web-enabled, and it is proposed that this task is commissioned from a specialist provider.

### **5.3.2 Child Sexual Exploitation (CSE) Strategy**

#### **Responding to the JSNA needs assessment**

A needs assessment was undertaken as part of the Joint Strategic Needs Assessment (JSNA) last year which was aiming to establish the extent of CSE in Warwickshire. As reported in the annual report last year, the most significant finding from this was that a great deal of work needed to be undertaken to raise professional understanding of what CSE is and how it presents as it was evident that professionals were under reporting. To this end a wide range of activity has taken place, including:

- A programme of interagency CSE training has been established assisted by funding provided by the Police and Crime Commissioner and the Blue Sky Centre. This includes introductory e-learning, face to face inter-agency awareness training, face to face training on using the WSCB procedures for practitioners directly involved in working with children and young people, and briefings provided to teams and services in their workplace. Feedback on the training is excellent with participants reporting that they have found it useful and thought provoking, often identifying children they are currently working with who may be involved in CSE.
- The CSE sub-committee has asked agencies to provide reports on the take up of training in their agencies to be assured that this is progressing at a suitable pace.
- A communications campaign was launched in March 2015 to raise general awareness of CSE in Warwickshire. Also funded by the PCC and the Blue Sky Centre, the campaign features posters, a radio advertisement, website and video. The images portray a range of scenarios which might be observed by the public, parents, peers and licensees, and were produced with advice from the Respect Yourself Young People's Project Board.
- The CSE sub-committee has taken several reports from key partners to maintain oversight of the expanding multi-agency CSE team based at the Justice Centre in

Leamington Spa. Additional social work staff and police officers joined this team at the start of the new year.

### **Supporting schools to prevent CSE.**

A range of activities have been undertaken to support schools, including a series of workshops run by the Education Safeguarding Service in collaboration with WCC Community Safety and the development and piloting by Respect Yourself (Public Health) of several PSHE resources for use in school with children and young people at a range of ages. The Education Safeguarding Team continues to support schools to use the Protective Behaviours model to empower children from an early age to keep themselves safe.

Work with the voluntary sector was undertaken to ensure that schools accessing support and training through programmes delivered by that sector were congruent with the messages required by the WSCB committee.

Planning has also been undertaken to offer an interactive package to all year 8 pupils in Warwickshire on CSE and this will take place during this autumn.

### **Contribution of Licensing**

Work is continuing to embed CSE prevention and detection in licensing functions. This includes developing approaches to providing training for taxi drivers and hotel staff, and incentivising their participation. A pilot will be undertaken early in 2015-16 to provide training in two areas of the county with assistance from the National Working Group for CSE, and a recognition scheme is being developed to encourage take up of the training and cooperation with statutory agencies.

### **Multi-agency CSE team**

The CSE Committee has been the lead for the development of the multi-agency CSE team co-located in the Leamington Justice Centre which has streamlined communications ensuring children and young people at risk of, or victims of CSE receive support quickly and that this support meets their needs. The team has staff from police, health social care and includes specialist Barnardo's staff, experienced in supporting children and young people who are victims of CSE.

This unit also provides opportunities to share information regarding individuals or group of people posing a risk of CSE so that police can disrupt crime and where possible prosecute the offenders.

### **Regional developments**

Recognising that CSE does not respect county borders the chair of the CSE Committee has also chaired a cross border CSE Strategic Partnership meeting for CSE. Attended by CSE leads for Herefordshire, Worcestershire, Shropshire, Telford & Wrekin and Coventry and the CSE lead for Warwickshire & West Mercia Police Alliance this group has established asset of Strategic Intentions designed to share best practice, improve communications and monitor

performance of the authorities against a set of performance measures which seek to demonstrate effective prevention and management of CSE.

### **5.3.3 Private Fostering.**

A full report on private fostering is made annually to WSCB, the 2014 report was received in October. The data for this year continues to show a rise in the number of consultations with the WCC Private Fostering Practice Leader. The increasing range of professionals making enquiries would indicate that it is targeted professional awareness raising that is working in Warwickshire. It is therefore vital that our partner agencies make sure all their staff and volunteers are aware of Private Fostering and know how to make a Notification to the local authority. Opportunities for social workers to offer advice and support will then be identified, arrangements assessed as to their suitability and these children, their carer's and families provided with a safeguarding service.

### **5.3.4 E-Safety Forum**

The E-Safety Forum, a sub-group of the Schools and Learning sub-committee, has developed a Facebook page 'Staying safe on-line' which aims to provide information and advice to parents and carers that might not access information sharing meetings in school.

Over the last 12 months the Staying Safe Online Facebook page has attracted a good audience. The most popular times to view posts are 6am then 5pm, with a second peak at 8pm. Some posts are attracting a reach of nearly 800, with one reaching 5,300. Feedback from users shows they are finding it useful, for example in knowing the minimum ages for various social networking sites, and sharing information about books and other resources.

## 5.4 Promotion of Early Help.

Since the start of the current three year plan in 2012, co-ordination and evaluation of early help as part of the safeguarding continuum has become embedded in the ordinary business of WSCB, evidenced by the data set, and the inclusion of early help as core element of all work strands. Specific examples of this are the CSE strategy, which puts a strong emphasis on identifying and offering interventions to children and young people with characteristics that identify them as vulnerable to targeting and grooming, the training strategy which includes consideration of which staff should be trained to participate in or lead early help assessment and family support plans, seeking information about levels of participation in this training in the audit of statutory safeguarding functions, and use of reviews to scrutinise whether coordinated early help might have contributed to better outcomes for the children involved.

A revised threshold document was agreed by WSCB in May 2015 which identifies CAF as the means to assess children at the upper end of level 2 (universal plus targeted help) where two or more services are involved, to the upper part of level 3, (universal plus early help, targeted, enhanced and specialist services), which includes some children in need. The WSCB performance framework now contains early help data, and quarterly reporting of this to WSCB has stimulated debate about the variance in early help/CAF activity in the different part of the County. WSCB proposes to examine this further in the new strategic plan.

The principle behind developing early help is that in future years it should result in lower numbers of children requiring child in need and child protection interventions. As well as being better for the children involved, who will suffer less harm, it should be more cost effective for the safeguarding system. At this stage of the process to embed early help requirements in Warwickshire it is hard to evaluate how effective the work has been. The number of referrals recorded by Children's Social Care has fallen sharply this year but the number of 'contacts' recorded has increased by a slightly larger number which suggests there have been changes in recording practice, so comparisons can not easily be made of these numbers. Between 2012-13 and 2013-14 there was an increase in CAF initiation, but in 2014-15 the numbers have fallen back slightly. (A detailed breakdown of these data is in section 7 of this report.)

There is information suggesting that the complexity of cases being managed as CAFs is increasing. This is seen in the 'rag' rating undertaken by the CAF team, and the longer time that CAF family support case remain open for (again there is more information about this in section 7). It would be consistent with the revision to the Thresholds for Services if this was so. However as the number of CAFs is not increasing in the same numbers that statutory assessments have reduced, it is possible that there has been an overall reduction in early help.

As well as a question about whether the number of early help assessments and plans is adequate, there are some areas of need identified by professionals leading CAF family support plans for which it is not clear who should provide services. These include long term support to parents with learning disabilities, young people with emotional wellbeing and anxiety issues who are refusing to attend school, and some children with lower level SEND needs.



CAF initiation by schools has increased whilst CAF initiation overall has fallen, and the lower level of participation in CAF activity from other agencies is also noted by the CAF family support team which reports increasing numbers of Family Support meetings attended only by the parent, school and family support worker. Schools (through the Schools and Learning sub-committee) report feeling very stretched by filling the gap between a higher threshold for statutory child in need services, reductions in support services such as those provided by Children's Centres, and the waiting lists for WCC family support workers and CAMHS interventions.

Work to develop uniform and safe interpretation of the Thresholds for Services will continue in the new strategic plan.

## **6. CONTRIBUTION OF WSCB PARTNER AGENCIES.**

### **6.1 Warwickshire Youth Justice Service.**

#### **Achievements**

To promote the welfare of children in Warwickshire, WYJFIS currently running a number of offending behaviour/prevention programmes such as the Coaching Healthy and Respectful Masculinity Programme (CHARM). This course increases understanding of abuse and reduces future gender violence. We also work collaboratively with partners to deliver three vehicle related safety programmes: First Gear, 2 Wheels and 2 Wheels Plus. These programmes aim to help young people become safer drivers of the future and reduce road casualties and motor vehicle related anti-social behaviour.

WYJFIS currently assess all young people against the CSE indicators and work closely with the newly formed CSE team. 10 girls have been contacted by the service and offered a voluntary intervention and package of support.

WYJFIS is responsible for safeguarding young people in police custody and undertaking the role of appropriate adult. Previously, WYJFIS had been recognised as demonstrating best practice nationally; unique in its multi-agency approach. The procedures are currently in the process of being reviewed to incorporate recommendations taken from Criminal Justice Joint Inspection 'CJJI: Who's looking out for the children' and also the 'Home Office Guide: adolescent to parent violence and abuse'.

WYJFIS prevent young people from being detained in custody any longer than necessary by using a triage process. This aims to assess the needs of young people and consider diversion and early intervention at the earliest opportunity. If a young person is charged with an offence, the police may decide that it is necessary to deny them bail. The WYJFIS has ensured these young people have been released (under PACE) for placement in the community or secure establishments. This results in keeping the community safe whilst providing a very high quality appropriate adult service. All episodes in custody are scrutinised by a quarterly 'Safeguarding in Custody' meeting, attended by both Police and the emergency duty team.

During the 2014/15 financial year, 1 young person was PACE transferred to Local Authority care. During the 2014/15 financial year, 4 young people received a custodial sentence, representing 1.8% of all court disposals. This is an improvement on last year's outturn.

#### **Single Agency Challenges**

WYJFIS are part of the Phase 2 national Troubled Families Programme (in Warwickshire known as the Priority Families programme); the challenge being that the headline criteria for the identification of families are broader and more flexible. There is an emphasis on earlier intervention, working with vulnerable families which have multiple problems, and those that are a high cost to the taxpayer.

The numbers of families to work with and support are significantly higher than in Phase 1. Our methodology to improve outcomes for young people and families is to further promote a

‘Think Family’ approach with our existing resources. We will use a matrix to identify the families with the most needs and become smarter with interventions, internal referral processes and targeting prevention referrals at siblings of those that offend. Also, we will overcome those most difficult to engage families by further developing our pool of parent volunteers.

## **Multi-Agency Challenges**

One of the challenges for the service is working with partners to comply with the revised victim codes and working together to achieve the MoJ Restorative Justice Action Plan 2015 - 2018. During the 2014/15 financial year, 130 victims have been contacted; 43% agreed to participate in restorative justice (RJ). WYJFIS is currently developing an inter-agency protocol to ensure that, under the revised victim codes, 100% of victims have been offered an opportunity to be involved in indirect or direct RJ and we are working together to safeguard victims. A number of services have been engaged in this including Independent Sexual Violence Advisors (ISVA), Independent Domestic Violence Advisors (IDVAs), Sexually Inappropriate Behaviour Services (SIBS), Coventry & Warwickshire Sexual Assault Referral Centre (SARC) and West Mercia & Warwickshire Police. The service will continue to develop this area along with other partnership arrangements to continue working towards its goal of achieving a Restorative Justice Quality Mark (RQSM). We need to make sure we apply RJ appropriately and ensure it is victim led and being used intelligently to achieve best outcomes.

## **Safeguarding priorities for 2015/16**

- WYJFIS will review all cases that receive custody or remand and implement an improvement plan where organisational learning is identified.
- WYJFIS will continue to work in partnership with all agencies across Warwickshire to improve victim safety and promote the use of Restorative Justice.
- WYJFIS will continue to evaluate offending behaviour and prevention programmes measured against the Youth Justice Board Key Elements of Effective Practice Principles.
- WYJFIS will ensure custody (remand and sentence) is only imposed where a community alternative is not appropriate.
- WYJFIS will protect and improve outcomes for young people and families as part of the Priority Families programme Phase 2.
- WYJFIS is a multi-agency service and all staff receive child protection and safeguarding training. Managers within the service are fully integrated with mainstream social care services, attending meetings with their peers.

## **6.2 Warwickshire and West Mercia Police**

Child Protection Units have worked closely with other statutory and third-sector agencies to manage risk, investigate and prosecute offences, and safeguard and protect children from the risk of significant harm. This has included arresting suspects for offences against

children and putting in place bail conditions in order to protect children and prevent further harm.

CPU staff also assisted in the delivery of training on FGM, Forced Marriage and Child Protection to Student Officers, PCSO's, Special Constables, Midwives and other medical practitioners. CPU officers took part in a multi-agency operation at Birmingham Airport aimed at raising awareness of FGM. Together with regional Police Forces and Social Services, selected flights returning from prevalent areas and approached families with a view to sharing awareness raising material and assessing whether any safeguarding referrals were necessary.

### **CSE Team**

Additional investigative Police resource was commissioned by Chief Officers to set up a dedicated Police CSE Team, improving the response to investigations. This team now forms the Police contribution to the multi-agency CSE Team in Warwickshire, which launched in January 2015 as an expanded co-located multi-agency partnership based at Leamington Spa Justice Centre. The Team now consists of staff from the Police, Children's Social Care, Health, Youth Justice and Barnardo's. This has led to improved information sharing, more robust and timely decision making, improved coordination of response, an increase in early help assessments and better focus on coordination of intelligence and increased proactive work.

Services towards tackling Child Sexual Exploitation have been developing during the course of the year in terms of improving our data, better understanding the local problem, conducting training and raising awareness and improving the response to victims. An innovative and wide ranging communications campaign has been launched to raise awareness with a view to increased reporting. Through providing a victim centred approach, 74 children and young people identified in the CSE needs assessment have received/are receiving services from the CSE Team.

33 investigations have been conducted into CSE related offences. The Specialist Operations Department are an asset that is focussed on the investigation and management of serious and organised crime across Warwickshire and West Mercia.

Investigations in 2014/15 have included Operation Notorise, where the Serious & Organised Crime Unit (SOCU) took ownership of the arrest and prosecution of 12 individuals, 8 of whom were from Warwickshire, in relation to the possession/distribution of Indecent Images of Children on the Internet. Most have now been convicted and this has seen a prevalence of Civil Orders and Sex Offender notification requirements being issued, meaning that the risks posed by individuals identified and dealt with can be appropriately managed, thereby directly contributing to the safeguarding of children.

The Specialist Operations Department skills have also been regularly used to assist in the location of missing, vulnerable people, including children who may be at risk of sexual exploitation. Missing person enquiries are commonly managed by Local Policing areas, however for higher risk individuals the Serious and Organised Crime Unit has also been used to apply proactive investigative techniques to safely locate missing children.

Furthermore, the Economic Crime Unit have made major contributions in the investigation of financial transactions regarding offenders and missing persons alike.

Through the Cyber Partnership and PCC office, a funded Crime Stoppers 'Cyber-bullying' campaign is under way in Warwick. Data to measure its success is pending. Local Safer Neighbourhood Team (SNT) officers and PCSO's have delivered '*Thinkuknow*' training and products to children through the 'Cyber Van', funded through the partnership group.

Training and increased awareness has been delivered to front line uniform staff through a Child Protection online/web-based package, along with a Child Sexual Exploitation 'i-card' (information card) helping staff to recognise such issues. The importance of such issues has also been reinforced through Alliance-wide 'postmaster' messages ('important messages/message of the day'). This knowledge has been invaluable to officers in helping to recognise child protection/CSE concerns and in broadening their thinking when dealing with missing children enquiries.

Staff from the Local Policing 'Youth Engagement Team' have completed the '*Thinkuknow*' introduction course, which provides an overview of the Child Exploitation Online Protection (CEOP) command of the National Crime Agency (NCA). The programme introduces new technologies and how young people use them and also highlights the risks associated with these online environments. This has enabled the YET to use the '*Thinkuknow*' education resources to deliver valuable inputs across numerous schools across South Warwickshire to educate all age groups. A key part of this work educates young people on how to report concerns and who to talk to and has afforded an opportunity for young people to make disclosures. Another member of the YET has been trained as a '*Thinkuknow*' 'ambassador' and has been able to train other YET staff. This training has also been delivered to the wider Safer Neighborhood Teams (SNT) and has allowed YET and SNT officers to actively promote safeguarding and internet safety, and therefore increasing safeguarding as a result.

**Operations & Communications Centre (OCC)** (incorporates the Police Control Room) Controllers, Call Handlers and other staff have received a specific training/development input regarding Child Sexual Exploitation. The 'Question Set' for Missing/Absent Children incidents has been developed to include identifying if the child is a Looked After Child. A specific instruction has been issued that where a report is categorised as a child who is 'absent', a record will still be created on the COMPACT Missing Persons system. This includes children who are absent from care. All OCC staff are now trained in and use GENIE (Police Intelligence System new to Warwickshire), which gives staff a complete picture of the known Police history of a child, including the details of any Risk Management Plans (RMP), referrals to other agencies, etc. Working practice related to the Child Sexual Offender Disclosure Scheme (CSODS) was updated, harmonised and publicised towards the end of 2014. Close working relationships have been developed with the PVP Dept, whereby they will notify the OCC immediately of any incident logs that they feel have not been dealt with correctly. In turn the OCC will address with the individual member of staff and consider inclusion of a reminder in the weekly OCC Bulletin.

## Single Agency Challenges

Like all statutory agencies involved in child safeguarding, Warwickshire Police have experienced significant increases in demand relating to Child Protection & Abuse Investigation. At a time of a reduced financial base and further budget reduction, this creates additional pressure on officers/staff working in this area of business in the form of increased workloads and longer hours. This issue has been recognised by Chief Officers and is at the forefront of thinking in the redesign of future Policing services as part of the Alliance *STRaDA Change Programme*, which is seeking to remove an additional £30m from the Police Alliance budget but deliver enhanced services to protect children and other vulnerable people. Additional interim measures are also under consideration.

Despite the ongoing necessity to reduce our overall budget, Warwickshire Police and West Mercia Police remain committed to prioritising resources to those areas of highest risk of which Child Protection is one, in line with our vision of 'Protecting People from Harm'.

One specific issue that has been affecting the timeliness of Child Protection & Abuse Investigations is the considerable increase in the use of smartphones and other communications technology by both children (younger and younger) and perpetrators. This advancement in technology, as well as significant increases in digital storage capabilities, has led to a substantial increase in the requirement of support and examinations by accredited investigators from the Police 'Hi Tech Crime Unit' (HTCU) and the inevitable backlogs and delays as a result. This is a wide-spread national issue, not just a local one to Warwickshire. It has again been recognised by Chief Officers and a long-term solution is being considered as part of the *STRaDA* design work, however Chief Officers and the Police & Crime Commissioners have, as an interim measure, authorised an appropriate increase in HTCU resources, which are currently being recruited.

The widespread reorganisation of local statutory agencies has had an impact on Policing in relation to Child Protection & Abuse Investigations (CPAI). For example, the Crown Prosecution Service (CPS), who were once based locally at Leamington and Nuneaton now work from Birmingham City Centre dealing with all CPAI/Public Protection related investigations for the West Midlands Region, operating with a reduced resource base. This has led to an increased waiting time to receive prosecution advice and/or authorisation to charge.

Lack of awareness and understanding of Child Sexual Exploitation, across the service and within children and young people themselves, can lead to cases not being recognised or identified. Significant funding was therefore secured during the course of the year to deliver targeted training across all sectors and to partner agencies. Additional significant funding has also been utilised to conduct a wide-ranging and innovative communications campaign to the community, professionals working with children, parents and carers and children and young people themselves, under the theme 'Something's Not Right', in order to raise awareness and encourage reporting. Ineffective and inconsistent CSE practices across Warwickshire – addressed by introduction of defined procedures and on-going training regarding the adopted approach.

Recognition of the need for a consistent investigative approach to CSE, and a better understanding of how to engage with victims than traditional investigations has resulted in the creation of a dedicated CSE Investigative Team, a Co-ordinator role standardising practice and advising and guiding on referrals, and on-going training. Lack of an effective support service for victims - addressed by recruitment of Barnardo's workers funded by the PCC to deliver therapeutic support and intervention plans.

During 2014/15 there have been a number of Domestic Abuse cases identified within the MARAC process, having been submitted as 'High Risk' domestic abuse, where the victim and offender were children aged 16/17 years old. This has evolved due to the extension of the age range for domestic abuse to include 16/17 year olds (previously 18+). These cases had not been identified as matters requiring a multi-agency Strategy Discussion with Children's Services in the context of a child being at risk of significant harm. The MARAC directed that this should take place, which was followed through by agencies.

As awareness is raised within schools and across young people, it is likely that the number of cases needing a MARAC style discussion for young people is likely to increase. This situation provides emerging difficulties for all agencies as young people and children are not able to make the same lifestyle choices as adult victims, for example, the ability to move home. The Alliance use of undercover policing techniques has brought some challenges regarding the technical aspects that offenders use to protect themselves online. Her Majesty's Inspectorate of Constabulary (HMIC) report on *Undercover Policing* produced a series of recommendations in October 2014, including changes to how staff are trained and accredited. These are being implemented to allow the Alliance to continue to progress this tactic as an investigative option in pursuing the perpetrators of serious offences against children.

The significant increase in children's access to technology and the internet has seen some real challenges in relation to trying to pull together the various methods being used to educate children, in the multitude of forums, in a consistent way. This is being progressed by our Alliance 'Cyber' lead. A challenge encountered by the Youth Engagement Team (YET) was the ability to secure time within schools to deliver key messages. The YET has a desire to be proactive in the schools to teach young people on the law and how to appropriately safeguard themselves from bullying and exploitation, however securing time in a very tight timetable can prove difficult. As a result some schools tend to be more 'reactive' in responding to issues that have arisen, rather than trying to get 'upstream' with an early intervention approach. The YET and SNT staff have taken steps to overcome this by developing contacts within schools allowing early planning to place to ensure there is capacity within the PHSE timetable to delivery these key messages.

### **Multi-agency Challenges**

Frequently Children's Services contact the Detective Sergeant (DS) in CPU directly, circumventing the well publicised procedure of reporting in the first instance to the Police 'Harm Assessment Unit' (HAU). HAU/CPU staff sometimes experience receiving calls from Children's Services staff who have minimal information in relation to the incident/issue and have yet to research the case thoroughly on their own systems yet. These calls are often

seeking advice about what to do next and are sometimes made due to the absence of a Social Work manager to give direction.

A significant challenge for uniformed officers has been dealing with children whilst in police custody. There have been occasions where significant delays have been experienced in the appointment of an Appropriate Adult and/or Children's Services finding emergency foster care placements (especially specialist ones), with those that are found are often out of area. These incidents have been addressed on a case-by-case basis through the Custody Management Team.

A continuing difficulty being experienced is access to other statutory agencies 'out of hours' and at weekends, and what is sometimes felt as an 'over to you' response by those agencies to the Police, particularly on a Friday afternoon, as a result of Policing operating 24/7/52. This is tackled on a case by case basis, but does prove difficult.

There are some challenges in delivering child internet safety and cyber crime awareness. Our Police 'Cyber' lead is working with educational leads in Warwickshire with a view to engaging LSCB Chairs across the region to promote sharing and prevent duplicity of effort. From the experience of front line uniformed staff it is evident that other front lines services, such as the NHS, social services and immigration, do not always have a clear understanding of police powers and policy. A recent example of this was during a missing person's enquiry. The circumstances being of an alleged 16-year illegal immigrant who the police were actively trying to locate. The immigration service was contacted in order to support the enquiry, only to be told that they could only offer support once this person was located. This is a national issue which is being addressed at a national level. Such cases are also exacerbated where there is the requirement for an Age Assessment but a delay in it being undertaken, and before it takes place the person goes deliberately missing.

Initially the Youth Engagement Team (YET) faced difficulties in educating partners in their existence. This was further compounded by a lack of understanding from partners on how the YET could be effective to existing work streams. Most partners hold a perception that the team is a reactive resource to be employed when something has already happened, when in fact the team has the ability to be proactive and commit to long term problem solving. The YET is in the process of engaging with a wide range of partners to ensure they fully understand the terms and conditions of the team. This action should hopefully allow the team to fully contribute and support partners to ensure improved outcomes for young people.

CSE and cross border challenges are also evidenced, particularly in terms of missing children that have a Coventry background and are placed 'out of area' in North Warwickshire, which simply does not properly safeguard them and creates additional issues and incidents as a result, including repetitive missing episodes.

## **6.2 Rugby Borough Council**

During 2013/14 Rugby Borough Council, through the Corporate Safeguarding Group, has been working to improve the way its staff members and partners safeguard and promote the welfare of children. Initially, this was by using the **Warwickshire Safeguarding Children**



**Board's Strategic and Organisational Self-Assessment Tool** to ensure that in discharging our functions we have regard to the need to safeguard and promote the welfare of children. Since submission of this report, we have continued to address any 'amber' rated activities and to extend our safeguarding practices. There has been a lot of activity across the Council:

1. A letter was sent to every member of staff by Adam Norburn, Executive Director, with information about responsibilities and a 'contact card'. This was in support of the message that 'safeguarding is everyone's responsibility'. This is being taken forward as part of the staff induction which means that every member of staff receives the same message and card.
2. Safeguarding week was held from 10 to 14 November 2014 in order to:
  - Raise Child Safeguarding Awareness
  - Raise Adult Safeguarding Awareness
  - Raise awareness of the Rugby Social Care Team in relation to Children's Services
  - Raise awareness about Dementia
  - Hold a Coffee Morning (Children in Need), bringing in various local children's voluntary groups to talk to staff
  - Review the Child Protection Policy (consultation period)
3. Internet Resources on Safeguarding and Dementia were launched to support Safeguarding week and these are now a permanent feature on our intranet.

Since our Safeguarding week, the Child Protection Policy has been adopted and is available via the RBC website:

<http://www.rugby.gov.uk/safeguardingwcc>

This has led to some changes in relation to our own staff training and safeguarding processes.

1. Staff are now required to receive child safeguarding training appropriate to their role and are required to have a refresher training every 3 years.
2. Disclosure and Barring Service (DBS) checks are reviewed every 3 years.

For training generally, more of our staff are accessing training through WILMa, on safeguarding and related issues

For 2013-14, 53 staff have been recorded as undertaking Child Protection training within the three years prior to that year. For 2014-2015, 137 staff have been recorded as undertaking Child Protection training within the three years prior to that year. This represents a net increase of 83 staff who have been trained in this area within the recommended three years (those from 2011 will have fallen away from the figures for 2014-15).

To ensure that we retain a focus on the three-year 'life' of the training, Human Resources will be working on the training records to put renewal dates against all child protection training, and will be undertaking a yearly review of this.

A number of councillors received safeguarding training in 2014/15 and we are including training sessions on safeguarding in our 2015/16 Training and Development Programme for Members.

### **Single agency Challenges**

The key challenge for RBC is as stated in the letter sent to all staff by Adam Norburn, Executive Director, that 'safeguarding is everyone's responsibility'. In order to make this a reality, it is necessary for all staff to see this as integral to their role regardless of what that role is. Initially, there was lots of debate about who should have training and at what level. This was clear, evident and accepted practice for staff members in direct contact with children, however, where contact with children was less likely or extremely unlikely the training was less evident, even patchy. As highlighted above, all staff must have, at least, a general awareness and be able to make a referral.

Another challenge for RBC is to ensure that we keep up to date with the national safeguarding agenda so that we can ensure that our staff are fully equipped to deal with issues such as child sexual exploitation.

Where staff members are in regular contact with children, we would encourage them to take advantage of all available training, for example, an increased number of staff, specifically from Housing & Property and Sport & Recreation, have received Common Assessment Framework (CAF) training.

### **Multi-agency challenges**

When RBC works in partnership with other 'agencies' the approach to safeguarding is no different. In fact, there is more onus on the council in terms of its accountability and it therefore needs to ensure that ALL partner organisations accept their responsibilities for safeguarding and promoting the welfare of children. By working collaboratively with such organisations as GLL, the contractor who manages our leisure centre, we ensure they meet their safeguarding responsibilities by discussing this as an agenda item at monthly meetings. We ensure that DBS checks are up to date and that all staff receive appropriate training.

Our aim is to be proactive, through forums such as client meetings, but we also accept that we may have occasion to take corrective action.

### **Priorities for 2015/16**

We are currently working with a trainer to develop a mandatory briefing session for all managers in relation to the Child Protection Policy. This will require managers to in turn, brief all members of their teams. It will cover the content of the policy and what to do if they become aware of a safeguarding issue.

We will also strive to ensure that all staff are up to date with their training obligations.

### 6.3 Warwick District Council

Warwick District Council aims to work proactively and collaboratively to discharge its statutory duties under Sections 10 and 11 of the Children's Act 2004 in the most effective and efficient means possible.

2014/15 was a period of review and reinforcement of the Council's safeguarding activities with the corporate commitment re-emphasised by the formal appointment of two Member Children's Champions (one a member of the Council's Executive, the other the Chair of its Overview & Scrutiny Committee) and the transfer of the Officer Champion role back from a Head of Service (where it had been placed, somewhat unsuccessfully, as a result of a secondment) to one of the Deputy Chief Executives. The Council is regularly represented at the main WSCB meetings.

The Council's Executive has been keen to ensure that the role of the Member Children's Champion is formalised as a means of demonstrating the importance of this area of the Council's work to all parts of the Council. The September 2014 Executive agreed that their role should be to:

- Assure themselves that the Council has sound arrangements in place to protect children and promote their welfare and is promoting and engaging in effective interagency cooperation and collaboration in these fields;
- Undertake reasonable investigations so as to be able to form a view of the quality of the Council's child safeguarding activities and work with the officer Children's Champion to assist the Council to improve the quality and/or effectiveness of those activities whenever appropriate;
- Act as a 'critical friend' to constructively challenge officers and elected members on child safeguarding and welfare issues as appropriate;
- Promote awareness of child safeguarding and welfare issues and the activities and processes undertaken by this Council amongst elected members.

The s11 Audit process undertaken by the WSCB enabled a full internal audit of safeguarding processes, information and training to be undertaken and reported to the Council's Senior Management Team and Executive. An Improvement Plan was devised and progress against this monitored by the Senior Management Team and reported to the Overview and Scrutiny Committee as part of an end of year report back from the Member Children's Champions.

A renewed emphasis has been placed on staff training. 57 staff are currently recorded as having received training to a minimum of the universal Child Protection training level. Each service area is currently categorising its staffing complement between those posts where training (at a specified level) is required and all other posts where it is desirable. Training is being prioritised for the first category and the Learning & Development team being upskilled to provide in-house universal training for the second category, once the responsibility for delivering this level of training is handed over from the WSCB. The Member Children's Champions have also been keen to promote training amongst elected members and have worked with the Deputy Chief Executive to ensure this is included as a mandatory item within the post-election training programme for members.

Children's Safeguarding has been included within the internal audit programme for the first time and future audits will focus on progress against the Improvement Plan, assessment of the strength and effectiveness of the Council's processes, procedures and information (utilising the WSCB Self-Assessment Tool) and, as and when appropriate, effectiveness of deploying learning from Serious Case Reviews.

The Council actively promoted the Warwickshire wide CSE awareness raising campaign, 'Something's not right' by:

- Publicising the campaign via its website
- Placing a prominent 'big button' item on the intranet for staff and members
- Printing details of the campaign on staff pay slips for a 3 month period
- Devising wording for officers and members to use, on a voluntary basis, at the bottom of external e-mails to promote awareness outside of the Council
- Including details of the campaign in a newsletter to Council tenants
- Providing information on the campaign to all Council contractors
- Displaying posters at all operational buildings
- Briefing Senior Officers and Staff Voice representatives to enable them to cascade information through staff and team briefings
- Agreeing with Warwick Town Council that information will be circulated to hotels and guest houses on the Visitor Information Centre database
- Working with officers from Warwickshire County Council to raise awareness of the campaign and the issues around CSE with taxi drivers operating in the district

An example of the effectiveness of this awareness raising was recently provided when a Councillor contacted both of the Member Champions over a weekend to alert them to possible suspicious behaviour that could be linked to CSE activity. The Member Champions both contacted the Officer Champion who set in train activity to investigate the concerns. Within 2 days, after consultation with the Police, it had been established that the reported activities were historic and had been properly investigated. However, although this proved to be a false alarm, the report and its subsequent escalation demonstrated that an individual was fully prepared to decide that something did, indeed, 'not feel right' and do the right thing by speaking out and telling an appropriate person. The Member Champions passed the information on in an exemplary fashion and officers took prompt and appropriate action. This is exactly what is needed to tackle the scourge of CSE and should give comfort to everyone that the Council is prepared and able to take action whenever seems to be appropriate.

### **Single Agency Challenges**

The key challenge for the Council, which does not directly deliver services to children, is to ensure that all its staff and members recognise the reality of the phrase 'safeguarding is everyone's responsibility'.

To address the challenge it has been decided to supplement the mandatory training given to all staff in a visiting or other role that could mean they are in contact with children, safeguarding awareness training will form part of the standard induction training provided to all new starters and universal awareness training will be made available to all existing staff regardless of their role. Mandatory training for new members has also been included within the 2015/16 Induction Programme.

## **Multi-agency Challenges**

One challenge that has emerged during the year relates to the operation of CAFs. Although it has a retained council housing stock the Housing and Property Service area does not seem to routinely receive invitations to attend CAF meetings involving tenants. Equally the service area has a poor record in initiating CAFs. To address this potentially significant deficiency the Deputy Chief Executive has recently met with the CAF Coordinator and a training programme is being formulated. The Housing service will also be reviewing internal procedures so that CAF referrals can be at the point that possession action is initiated rather than at the point that an eviction warrant is being considered, for both rental and anti-social behaviour cases.

An issue that has recently emerged relates to the removal of the Notifiable Occupations requirement for taxi drivers. The Police are no longer being required to notify the licensing authority when a taxi driver has found themselves on the wrong side of the law, a change that was introduced earlier this year without any consultation with the licensing profession.

We strongly believe that this puts public safety at risk and have had recent examples of serious sexual assaults (including on a minor) committed and allegedly committed by WDC Licensed Hackney Carriage and Private Hire Drivers. Had these drivers not been identified to us by the police when allegations were first made, they could have continued to hold a position of trust and responsibility until addressed through the courts system. In the most recent case this has taken 18 months.

We are keen to explore the potential for the notifications to continue locally, possibly through a local Memorandum of Understanding, and would welcome the support of the WSCB in supporting the efforts of the district and borough council licensing and community safety officers to ensure sufficiently robust arrangements are reinstated. We firmly believe that issues such as this can often have unforeseen consequences and undermine the ability of individual agencies to deliver successful outcomes.

## **Priorities for 2015/16**

Warwick District Council will continue to work through its Improvement Plan following the 2014 section 11 self-assessment audit and fully implement all outstanding actions.

During the year the Council intends to adopt a comprehensive Child Protection Policy and to fully update the information held on its internet and intranet sites. A quick reference guide, similar to that already deployed by some other local councils will be developed and deployed to all staff and members, providing further reassurance that all members of the council will be aware of what to do whenever they consider that 'something's not right'.

The Council's HR team is currently reviewing procedures in respect of DBS checks and the Learning & Development Officer is planning the training and induction programme referred to above.

CSE awareness will be prioritised and the Council is aiming to have put a first cohort of staff through the on-line WILMA training over the summer.

On 6 July the Council will be hosting a presentation for responsible staff from licenced premises in Leamington and CSE will be one of the two subjects covered at the event, with presentations on the 'Something's not right' campaign from PC Kathryn Somerville and Bina Parmar of the NWG Network. It is planned for this event to be rolled out county wide via Licensing Officers from other local authorities who will be attending the July event.

#### **6.4 Stratford-on-Avon District Council**

Stratford-on-Avon District Council is a statutory member of the Warwickshire Safeguarding Children Board and throughout 2014/15 continued to engage in the work and activity of the Board.

The Council has committed to the following:

- Follow up recommendations identified as a result of the most recent section 11 Audit.
- Review its Safer Recruitment processes.
- Review and update a "Safeguarding Information Card" to be distributed to all staff across the Council.
- Review and update the Council's Child Protection Policy.
- Review and update all information relating to child protection on the District Council's website and intranet.
- There has continued to be active participation in the Priority Families programme, including improved liaison with the front line team.
- Work has also been carried out to improve liaison with the CAF process.

#### **Single agency challenges**

The key challenge for the Council, which does not directly deliver services to children, is to ensure that all its staff and members recognise the reality of the phrase 'safeguarding is everyone's responsibility'. The work the Council is planning for 2015/16 aims to achieve this.

#### **Multi-agency Challenges.**

The District Council continues to struggle in its relationships with the local Children Services team, despite continued work at management level to improve things in this area. Disappointingly, Children's Social Care have still not completed their contribution to the revision of the Joint Housing Protocol, some 8 months after it was signed off by Warwickshire Heads of Housing. It is hoped that this situation will be rectified over the coming months.

#### **Priorities for 2015/16**

The Authority plans to have its revised Child Protection Policy adopted during 2015/16. In order to raise awareness of Child Sexual Exploitation, a local event has been arranged for licensed taxi drivers and B and B proprietors/hoteliers.

Following the Section 11 Audit of Strategic and Organisational Arrangements to Safeguard and Promote the Welfare of Children and Young People, job descriptions for all staff will be updated to reflect the relevant safeguarding duties of the post holder.

Clarity is also being sought regarding senior management responsibility in this area. It has been recommended that senior management and appropriate Councillors attend refresher training. The District Council have also recognised the need to review all training for relevant staff and to flag those posts where refresher training would be required.

The District Council will continue to engage in the Priority Families programme and will also continue to seek involvement as appropriate in CAF meetings.

## **6.5 North Warwickshire Borough Council**

In 2014/15 the Borough Council undertook a review of its Child Protection Policy. The amended Policy will be presented to the Authority's Executive Board for consideration and adoption in June 2015. The Policy clearly states that safeguarding is the responsibility of everyone within the organisation.

Safeguarding activity continued to be formally led by the Chief Executive and "safeguarding" was a regular agenda item at meetings of the Authority's Extended Management Team (Chief Executive, Deputy Chief Executive and service heads), from which information was then cascaded to managers and staff throughout the organisation.

The Borough Council continued to follow its Safer Recruitment processes, although these are subject to current review in light of recent guidance from the Safeguarding Children Board.

All new employees to the Authority received an introduction to The Child Protection Policy, and the Vulnerable Adults Policy, and their responsibilities therein, as part of their formal induction programme. All Borough Council staff that come in to contact with children and young people during the normal course of their duties must attend the WSCB approved Universal Child Protection training course. The training programme is led by three internal Officers, who have been trained by WSCB to deliver Universal Child Protection training (two of these Officers have been delivering multi-agency training on behalf of the Board for the last five years and they both received additional refresher training in 2014/15). Staff are required to attend the course every three years. In this regard, a programme of Universal Child Protection training was delivered throughout 2014/15. Four multi agency sessions and six "in-house" sessions were held. Eight new employees and a further 88 members of staff attended the course during the year.

All staff attending Universal Child Protection training were issued with a credit card sized "Child Protection Quick Guide". The Guides serve as a source of reference for everyone, and most particularly for staff that work "off site" and / or "out of hours".

Three members of Borough Council staff have completed the County Council's Child Sexual Exploitation (CSE) e-learning module, subsequent to which a corporate programme of CSE training will be undertaken by staff throughout the Authority in 2015/16.

All information relating to child protection continued to be available on the Borough Council's website and Intranet. All the main contacts, including Warwickshire County Council Children's Team, the Police, Warwickshire Safeguarding Children Board and Borough Council "lead" officers were provided, along with a copy of the Borough Council's Child Protection Policy.

Safeguarding is a key consideration when recruiting contractors to work on behalf of the Borough Council. Further to work undertaken in 2014/15, the matter is specifically addressed in the Authority's recently revised Management of Contractors Policy. Further, when hiring out facilities to external organisations or when awarding financial assistance to local clubs and societies, organisations, where appropriate, were required to provide a copy of their Child Protection Policy to the Borough Council. One such organisation was asked to improve its Policy prior to the release of a grant award.

Additionally, safeguarding was (and remains) a priority consideration when developing new services / facilities (such as the recently constructed Coleshill Leisure Centre and the comprehensive Play Area Development Programme).

Staff throughout the Borough Council are alert to the fact that children (and other vulnerable people) need to be kept safe and protected from harm. Wherever and whenever concerns are held, referrals are made to Children's Services. Throughout the year, seven referrals were made to the Children's Team (including two from Leisure and Community Development, one from Reception, one from Housing, one from Environmental Health and two from members of the public who initially reported concerns to the Borough Council). Worthy of note is one particular case, which was identified by a member of Reception staff, who raised a potential concern after attending Child Protection training. Her report to the local Children's Team identified that a "CAF" was already in place. The member of staff contacted CAF and was invited to the next meeting, subsequent to which a significant housing-related problem, which was adversely impacting upon the family, was resolved.

The Borough Council has actively participated in the Priority Families programme, which include a significant number of families in which Children in Need or Child Protection Plans are in place.

During 2014/15, a group of young people in Atherstone proved to be challenging for a number of agencies. A significant number of the young people have had problems with their family life and have been involved in drug and alcohol misuse, which has lead to involvement in crime and anti-social behaviour. Individuals have faced safeguarding concerns and could be at risk of exploitation through links with drug dealing networks. In conjunction with other agencies, including through the BEATS Project, the Borough Council engaged with the individuals, with the aim of helping them to progress into training and/or employment opportunities if possible. Plans were also prepared to try and prevent the younger siblings and friends from becoming involved in similar activities.

During 2014/15, a concern was raised about a large number of applications for taxi driver licences coming in over a short period of time from men living in Coventry. The Borough Council had not previously received any applications from that area. Related criteria for obtaining a Taxi Driver Licence were amended to require all new applicants to have passed the Driver and Vehicle Standards Agency (DVSA) Taxi Driver test.

The Borough Council also reviewed and amended its Policy relating to the use of cameras, mobile phones and recording equipment in its leisure facilities. Safeguarding continued to be the guiding principle through which the new Coleshill Leisure Centre was constructed and



developed on the site of The Coleshill School. Children, young people, parents, guardians and the local community were also actively engaged in the development of a number of recreation grounds and play spaces throughout North Warwickshire.

### **Challenges:**

A referral of a complex situation involving a family that could potentially have been evicted due to serious and persistent breaches of tenancy was referred to Priority Families in 2014. Despite the urgency and seriousness of the case, it remains unallocated due to capacity issues. The Authority continues to raise its concerns through related multi-agency meetings.

Despite its best endeavours, the Borough Council has continued to struggle to engage children and young people throughout the various stages of its service design, development and delivery. This challenge remains to be overcome in 2015/16.

The Borough Council is committed to safeguarding and protecting the welfare of children and young people and it is represented at WSCB meetings. It also contributes two officers to the Board's Training "Pool". Concern has been raised with the Board about the lack of commitment to the Pool evidenced by a number of other agencies, which has placed a disproportionate level of responsibility on limited capacity within the Authority. The Board is addressing these concerns with the agencies concerned.

The Borough Council's Housing Division does not receive invitations to attend CAF meetings and may, therefore, be attempting to deal with issues affecting its tenants in isolation of other related factors. It is imperative that the Housing Division is invited to attend and contribute to CAF meetings. This issue has been raised on numerous occasions at Priority Families meetings, without a positive change to date.

### **Safeguarding priorities for 2015/16:**

The Authority's revised Child Protection Policy will be adopted in June 2015. Thereafter, it is hoped to be able to arrange relevant training for Borough Councillors.

In accordance with the Policy, all staff who come in to contact with children and young people during the normal course of their duties will undertake Universal Child Protection training every three years. Twelve sessions have been programmed in 2015/16 in order to accommodate the need for refresher training for staff. All new entrants to the organisations will receive their training within three months of starting their appointment.

To raise awareness of Child Sexual Exploitation, relevant staff (Housing Management and staff with safeguarding responsibilities) will undertake a full day of CSE training. All other frontline staff will undertake ½ day training or a two hour briefing, dependent upon their job role.

The Authority will be implementing the necessary actions to promote the CSE "Something's not right" campaign. Posters have already been circulated to Borough Council leisure facilities, whilst additional and related activity will be undertaken through the Licensing section.

Discussions are being held with the Police and neighbouring authorities regarding ways in which to improve intelligence sharing and procedures for taxi licensing in light of the Rotherham CSE report.

Following the latest Section 11 Audit of Strategic and Organisational Arrangements to Safeguard and Promote the Welfare of Children and Young People, job descriptions for all staff will be updated to reflect the relevant safeguarding duties of the postholder.

The WSCB Safer Recruitment guidelines are also being checked against Borough Council policy and procedures in order to ensure that the Authority is employing best and sustainable practice.

An internal review of current procedures is currently being undertaken with regard to the internal storage and sharing of information relating to child protection concerns. Internal reporting procedures will be updated as necessary further to the completion of this review.

The Borough Council will continue to engage in the Priority Families programme and seek to secure an involvement in CAF meetings.

The Authority will also continue to work closely with the Police, Warwickshire Community and Voluntary Action, Queen Elizabeth Academy, Warwickshire County Council (Targeted Youth Support and Children's Team) and any other relevant agencies to target young people in and around Atherstone who are undertaking criminal / risky behaviour.

## **6.6 Nuneaton and Bedworth Borough Council**

Nuneaton and Bedworth Borough Council (NBBC) continues to work towards meeting its requirements under legislation and being an effective partner of the Warwickshire Safeguarding Children Board and other statutory and third sector organisations.

### **Achievements:**

**Referrals** – NBBC made a total of 18 referrals during 2014/15 in addition to sharing other pieces of key information with Children's Services.

**Training** – NBBC has continued to play an active part in participating and delivering Child Protection Training. NBBC now delivers Level 1 training in-house. In the last financial year, the Council has trained 30 employees. Other Safeguarding courses delivered by the WSCB are advertised to employees who are required to attend them. **Child Sexual Exploitation Training** – A total of 16 employees have completed the on-line Child Sexual Exploitation training on the Warwickshire WILMA training site.

**Safeguarding Meetings Attended** – The Council is regularly represented at the main Board meetings.

**Address Anti-social behaviour** – As part of our duty to address ASB, where the Council has identified safeguarding issues, referrals have been made and/or the Council has participated in multi-agency meetings to address issues.

**Developing Policy & Procedure** – The Council have implemented policy and procedure which mirror that of the WSCB and raised awareness of these throughout the Council.

### **Challenges:**

NBBC will continue to work with other statutory and third sector agencies in order to fulfil safeguarding obligations. Other agencies seek NBBC input into multi-agency meetings & cases due to the information NBBC holds on families and the assistance this can provide in safeguarding the welfare of children.

It is important that the right referrals with the key information are made through to Children's Services. NBBC will try to act as a filter to ensure only appropriate referrals are made when concerns are disclosed to and identified by the authority.

A challenge for NBBC has been obtaining consent of parents/guardians to make a referral through to Children's Services and Children's Services accepting no-consent referrals. NBBC will continue to work with Children's Services to ensure appropriate consent is obtained when needed for referrals.

It is key NBBC promote awareness of Safeguarding Children and ensure all its employees know what to look out for to identify possible child abuse. Promotion of reporting mechanisms and training will be vital to fulfilling this requirement.

### **Safeguarding priorities for 2015/16**

NBBC will continue to work on its Safeguarding Children action plan for internal improvement following the S11 Review to ensure the Council is meeting its legal requirements.

NBBC will update its Child Protection Policy & Guidance in 2015/16. The Policy will reflect the current legislative requirements as well as refresh its operational practices within the Guidance.

NBBC will ensure the posts identified under the definition of regulated activity will be subject to a DBS check and the post holder is programmed in for 3 yearly checks thereafter.

In addition to the work above, it is vital that NBBC promote the Safeguarding agenda to ensure all employees are aware of the signs and symptoms of child abuse and know what to do should they have concerns. Posters and promotional material will be produced in addition to the updating of internal and external websites.

It is important that NBBC employees who come into contact with children are trained to the appropriate level required. In line with the WSCB Training Strategy 2015-18, NBBC will:

- Deliver Safeguarding courses in-house to ensure all relevant employees are trained to a universal level every three years. These will be delivered on a regular basis (subject to minimum course numbers).
- Ensure new employees receive information on Safeguarding Children within their induction to the Council.
- Carry out WSCB evaluation exercises as requested.

- Ensure employees will also attend other safeguarding training as identified.

NBBC will be delivering a specific training session to the Council's Joint Overview Scrutiny Panel on Safeguarding Children in 2015/16.

Several dates have been planned to train manual employees in Safeguarding within NBBC during the financial year.

NBBC will continue to ensure its employees undertake Child Sexual Exploitation training, either on-line or face to face.

All Safeguarding activity will be carried out with approval from the Council Senior Management and Elected Members. The Council's Child Protection Policy & Guidance will be developed in conjunction with the Officer Children's Champion and the relevant Portfolio Holder. The Policy & Guidance will then be subject to approval by NBBC Management Team, followed by approval by Elected Members.

NBBC are currently reviewing its recruitment and selection policy which will be updated with safer recruitment principles.

The revised Policy & Guidance and other Safeguarding activities will be reported to and scrutinised by the Council's Economic and Corporate Overview Scrutiny Panel in 2015/16.

In line with the action in the Child Sexual Exploitation Sub Committee action plan, the Borough/District Councils have been tasked with setting up a recognition scheme for licensed business (such as taxi operators, fast food outlets, hotel operators etc.) so they commit to reporting any concerns around Child Sexual Exploitation within their organisation. NBBC will work with the other DC's/BC's to fulfil this required.

NBBC is developing dedicated Safeguarding intranet pages to ensure employees have more detailed information on Safeguarding Children.

The Council will be updating its Constitution to increase the profile of Child Protection and ensure the responsibilities of this sit under a Cabinet Members Portfolio.

## **6.12 Warwickshire County Council.**

In 2014, Warwickshire County Council introduced the One Organisational Plan, which brings together the organisational planning for 2014-18 and aligns it to the budget over that period. Two of the core outcomes of the One Organisational Plan support the promotion of safeguarding:

"Our communities and individuals are safe and protected from harm, and are able to remain independent for longer".

"The health and well-being of all in Warwickshire is protected"

Underpinned by the core outcome of;

“Resources and services are targeted effectively and efficiently whether delivered by the local authority, commissioned or in partnership.”

In 2014-15, the People Group was re-structured which saw the introduction of the Professional Practice and Governance Business Unit, which aims to improve and strengthen the delivery of services to children and adults through an improved governance framework and the Education and Learning Business Unit moved from the People Group into the Communities Group of Warwickshire County Council.

Children's Social Care and Safeguarding services were re-structured in order to strengthen service delivery and promote consistency of practice. This was partly informed by the learning from the SILP re child A. This has now led to a reduction in the number of referral points (now reduced to 4). The Violence Against Women and Girls strategy was strengthened through a re-structuring of the service and the appointment of a dedicated strategy manager.

During 2014 performance in relation to safeguarding generally remained high. Early help services continued to provide a range of services, including CAF, Triple P and Family Group Conferences (FGC) and the substance misuse services continued to provide support to children and their families. There was a reduction in the percentage of children who ceased to be the subject of a child protection plan during 2014/15, who had been the subject of a child protection plan, continuously for two years or more and saw a reduction in the number of children who had been the subject of a child protection plan for 3 months or less. The looked after population stabilised with 609 children looked after. Outcomes for children were improved through the increased use of adoption orders, from 56 in 2013/14 to 64 in 2014/15, underpinned by the revised processes introduced by the Dartington project including multi-agency “Edge of Care “ meetings to support children to remain at home.

Safeguarding was promoted through the compliance with statutory timescales to undertake child protection conferences and reviews and reviews for looked after children, with children's participation being high (98.6%) ensuring that the plans are shaped by the child's experiences and views.

The learning from local and serious case reviews and Domestic Homicide Reviews was shared across the county.

Elected Members promoted safeguarding through a range of work including the Corporate Parenting Panel and the Lead member's membership of WSCB.

### **Single agency challenges**

The impact of austerity measures upon the council posed a challenge to improving outcomes. In order to address this, there has been some collaboration of budgets to meet shared outcomes, an example of this being the shared investment in the FGC service.

As a large agency, one of the key challenges is to ensure that all staff understand their role in safeguarding and promoting the welfare of children. To support this, “Safeguarding Champions” have been identified across the business units of the council.

The recruitment and retention of experienced social workers and IROs has been an emerging issue largely impacted upon by targeted recruitment campaigns by local

authorities in the region. To address this, the career pathway for social workers is being revised through the enhancement of “level 4” social work posts and the introduction of “consultant social workers” who will provide specialist support for practitioners.

Some short-term funding has been identified to employ additional CAF officers to improve the provision of early help. However, further consideration needs to be given the sustainability of this.

One of the key challenges faced during the year has been the deterioration in placement stability for looked after children which largely reflects the national shortage of foster carers and the increasing complexity of need. A single placement scheme in the fostering service has now been developed for children who require a sole placement due to the complexity of their needs. This has started to show improved outcomes

The current electronic recording system provides a challenge to practitioners in effectively recording activity and demonstrating improved outcomes for children. A new electronic recording system “Mosaic” is being developed which will bring together client information across the council.

### **Multi-agency challenges**

The consistent application of thresholds continues to be an area on which we are focusing activity to improve outcomes. It is anticipated that the development of the MASH is will support an improved shared understanding of thresholds and ensure that support at the right level is provided at the right time. The development of the local protocols for assessment will underpin the referral and assessment processes and will support improved practice in this area.

There appears to be a growing reluctance for schools to initiate CAFs and take on the lead professional role. The CAF team continue to support agencies in leading CAFs

The learning from high profile child sexual exploitation (CSE) cases has helped to inform the creation of a small specialist team working in a multi-agency environment to work on CSE and support children who are missing from home, care and education. The requirement to offer an interview conducted by an independent person to all children who have a missing episode has not been fully complied with. and the new arrangements provide a mechanism to review the delivery model.

Repeat child protection plans have seen an increase with 19.9% of all children with a plan initiated during 2014/15 having previously been subject to a plan. This suggests that original issues may have been insufficiently resolved.

We continue to experience low numbers of referrals regarding children from diverse ethnic backgrounds, children whose first language is not English and children with disabilities. This strongly suggests that their needs are not recognised. Diversity has been identified as one of the key strategic priorities in the WSCB business plan and we anticipate that will provide a focus for further multi-agency work.

Learning from serious case reviews has identified that social care teams have not always effectively involved the child’s GP. It is anticipated that the recruitment of consultant social

workers and the development of tools to support reflective practice will assist in supporting improved practice in this area. We are also seeking to try to improve the effectiveness of the working between GPs and social workers to improve referral making by GPs.

### **Priorities for 2015/16**

The safeguarding priorities for 2015/16 will focus on the following areas;

The development of the MASH

The strengthening of the CSE service, including a focus on children missing from, home, care and education

The development of the single placement scheme

The implementation of the local protocols for assessment

The reduction of the looked after population with a focus on utilising evidence- based programme.

The development of tools to identify and manage neglect.

The implementation of the national Child Protection Information Sharing System (CP-IS)

The development of the Violence Against Women and Girls Strategy

### **6.5 Community Rehabilitation**

The Warwickshire and West Mercia Community Rehabilitation Company (CRC) includes public protection through quality risk assessments and the development of strong relationships with safeguarding boards amongst its strategic priorities. Although this is a period of significant change and challenge the CRC has continued with the best practice developed within the probation service over many years that adopts an intelligence led strategy to improve responses to safeguarding children.

In its inaugural year as a CRC the supervision of cases where child safeguarding concerns exist is predominantly the responsibility of qualified Probation Officers who receive regular management supervision and oversight. The CRC has reviewed and updated its own Safeguarding Children procedures and continues to ensure its staff attend and contribute to all safeguarding meetings. There is an ongoing internal process of monitoring the work of the CRC in relation to its safeguarding responsibilities and in ensuring all staff access relevant training and development to support them in this area of work.

The CRC is quickly developing its own identity and will work with partners to ensure that there remains a strong commitment to participate in the multi-agency arrangements for safeguarding children. There will be a specific focus in developing good practice in relation to work associated with child sexual exploitation and domestic violence. The CRC acknowledges the importance of sharing information with all agencies in order to minimise the risk of harm to children and will continue to pro-actively seek information on offenders under its supervision to ensure any child safeguarding concerns are identified and managed a part of the supervision of offenders process. Although now separate from the National

Probation Service the CRC maintains a constructive and effective relationship with them in relation to the management of offenders and associated safeguarding children issues.

## **6.6 Cafcass**

Cafcass have a national improvement service (NIS), who have worked with groups of practitioners, and through 1:1 coaching, to improve the quality of practitioner's practice across the organisation. This year the work undertaken included:

- 2 national audits a year are carried out to measure the amount of work graded "good". The last audit, September 2013 saw an increase in the % of work graded good, from 30 to 40% nationally. The next audit is to be undertaken in November 2014, where the target is 60% good.
- The emphasis of supervision has shifted to quarterly performance and learning reviews, and situational supervision is provided as and when required on cases, so both case discussion and review of individual performance are both assessed.
- Quality assurance tools have been implemented that incorporate quality improvement, so there are clear guidelines for practitioners to follow to assist in producing "good" work.
- Learning from IMR's is circulated for learning purposes
- Tools for assessment have been established to enhance evidence based assessment and analytical report writing.

Cafcass were inspected by Ofsted in February/March 2014, with the outcome that the public and private law was graded "good".

### **Challenges to achieving outcomes.**

Cafcass' work is limited to Court Social Work. This can be quite isolating, and there isn't another agency that undertakes this work, so peer benchmarking is not an option.

In public law, with the challenges of the PLO, the need to improve working between Cafcass guardians and IRO's has been a challenge, but this has been addressed by the implementation of a protocol between Cafcass and IROs, and through the Local Family Justice boards.

The safeguarding priority for this year 2014/15 is to improve the quality of work to 60% good.

## **6.7 WCVYS (Warwickshire Children and Voluntary Youth Services.)**

WCVYS continues to invest and build on our commitment to safeguarding in Warwickshire and supporting the voluntary and community sector (VCS) across the county. Within this we recognise the changing needs and are proactive in meeting the demands. This year, this included developing a response around bullying and e-safety, a major concern to children and young people and early developments around child sexual exploitation.



## **Promoting Safeguarding in the Voluntary and Community Sector (VCS)**

WCVYS is a Local Delivery Partner (LDP) for Safe Network:

We have worked closely with NSPCC and Children England to be a LDP (Local Delivery Provider) for Safe Network, which is the National Safeguarding Unit for the Third Sector. It seeks to build common standards for the VCS around safeguarding by providing information and resources to create a culture of safe practice and to help keep children safe. It provides an excellent online self-assessment tool to help organisations and groups audit their arrangements. We have offered one to one support to organisations to develop their policies and procedures including bespoke training to organisations to support a whole organisation approach.

We have engaged with development workers from infrastructure organisations across Warwickshire to increase their knowledge and understanding and build their skills and confidence in supporting groups and signposting them to Safe Network. We have worked with the LADO, both in signposting organisations to share concerns and then supporting voluntary groups with additional support using Safe Network for those that need to improve their practices.

We have seen an increase in knowledge of Safe Network within the sector and an increasing number of organisations seeking support, undertaking the audit and reviewing their policies and procedures. A number of VCS organisations operate under national and regional frameworks but have also made use of some elements of Safe Network such as the code of conduct for staff and volunteers.

Delivery and range of training:

WCVYS has delivered the following 11 free training courses over the past year with a total of 193 participants from the voluntary and community sector:

Safeguarding Workshop:

Disclosure and Barring,

Working Together

Including the following Safe Network courses;

Thinkuknow Introduction Course

E-Safety (2 courses);

Child Protection Awareness Training (2 courses);

Safeguarding for Trustees (Children and Young People's Organisations);

Working Together: Learning from Serious Case Reviews

Safe Network Xtra Standards;

Introduction to Safe Network Awareness Training;

Safer Recruitment Training for Voluntary Sector Partners supported by Adrian Over.

We maintain positive links with the WSCB Interagency Learning & Improvement Officer and we have a VCS representative on the Training Sub-Committee. Our courses complement

those offered by the WSCB and are provided at accessible times including evenings and weekends.

In addition we hosted a focused Voluntary and Community Forum looking at Domestic Violence and Abuse and the services available across the county and how to develop proactive work with young people around relationship abuse, which 34 people attended.

*“The information given on the Safeguarding training and Safe Network has been invaluable to our organisation.”*

WCVYS Satisfaction Survey 2014.

#### Keeping Safeguarding on the Agenda:

WCVYS maintains a high profile on safeguarding, with information, relevant reports and training opportunities regularly shared through our weekly bulletin and website. Our website front page has a section on safeguarding, incorporating the Disclosure and Barring Service, WSCB, LADO, Child Protection Referral and Safe Network. We have also blogged and tweeted key stories to raise awareness, for example, changes to the Child Protection Procedures and promoting Exploited - a training resource for young people on exploitative relationships. We also supported a Community Forum to host a focus on bullying and e-safety in Rugby, based on a community need identified. This evidenced excellent work being undertaken in some local schools and how best to support children and families.

VCS representatives sit on the WSCB and key Sub-Committees. This encourages an awareness of the needs of the VCS, an appreciation of the wide range of provision they offer, from positive activities to services commissioned by the public sector for some of the most vulnerable children and young people and the contribution the VCS makes to safeguarding in Warwickshire. The learning from these meetings is fed into training and developments across the county. A number of VCS organisations are developing expertise in Child Sexual Exploitation and training and support for those that work with young people. We have supported and encouraged WREP to join the Faith Forum and work is underway to plan events to take place next year.

*“Receive regular updates such as the abolition of the blue book, Domestic abuse information and CEOP legislation/training”* WCVYS Satisfaction Survey 2014.

#### Impact:

By evaluating our training and annual satisfaction survey we can see that the high profile given by WCVYS to safeguarding has supported positive outcomes for organisations and young people:

- Positive feedback from training, evidenced by an increase in knowledge and learning pre and post training; knowing how to respond to concerns remains a key gap at the start of training
- Increase in requests for help, via telephone and brought up in one to one visits (anecdotal)
- Increase in Safe Network audits undertaken by organisation

- Increase of organisation aware of safe network – 44% of both WCVYS and partners know about Safe Network (taken from WCVYS Satisfaction Surveys)
- Working with LADO to support change and improve practice
- Organisations are signposted to WCVYS for support from a wide range of partners across the voluntary and public sector

*“79% said the support received from the WCVYS team around safeguarding and keeping children and young people safe was very good or good.” WCVYS Satisfaction Survey 2014.*

## Challenges

WCVYS is a charity and has limited resources so capacity and funding to support safeguarding remains a challenge. Uncertainty of funding beyond 2015 may impact negatively on our ability to offer continued support to the VCS. We are committed to multi-agency working and work hard to ensure we link in partners as appropriate and maintain dialogues across the VCS and public sector. Offering free training is a key need for the VCS and this may remain a barrier for those exploring the WSCB training and developments offered. In addition looking at accessibility in terms of times, venues and language may also impact.

WCVYS will continue to maintain a priority for safeguarding next year in line with our Strategic Business Plan with a focus on Safe Network and meeting collective and individual needs of those in the VCS and working in partnership to improve outcomes for children and young people.

## 6.8 Public Health

### Achievements in 2014-15

- Developed, finalised and printed Spring Fever (Primary RSE resource with a safeguarding component). Delivered in 5 schools (a further 20 due in 2015)
- Piloting 'Doing It' (Secondary RSE curriculum & Blended learning package that integrates RY web resources into lessons). This encourages schools and young people to discuss issues such as sexual consent and makes them aware of sources of support.
- [www.urdecision.info](http://www.urdecision.info) developed by RSE youth council. Online interactive video scenarios of issues such as grooming, sexting and abuse (shortlisted for a Brook sexual Health UK award)
- [www.respectyourself.info/relationships/relationship-health-checker/](http://www.respectyourself.info/relationships/relationship-health-checker/) - again by RSE youth council. Allows young people to explore their relationships and signposts them to sources of support
- Delivery of Respect Yourself training programme to support professionals around RSE issues with the young people they work with.
- FAQ section on website (<http://www.respectyourself.info/your-questions/#latest>) provides advice, support and signposting for young people. This regularly covers safeguarding issues.
- Issued 'Spotting the Signs' (Brook / BASHH) to all acute NHS sexual health providers.

- We remind providers through our contract review meetings of the safeguarding requirements, and will monitor / respond accordingly to any incidents / issues. One example of this is that we reviewed the Wellbeing Hub drop-in arrangements for young people to clarify that this service was not to be promoted / utilised by people between 16-18. Instead, young people aged 16-18 are offered a 1:1 appointment, and Hubs are being encouraged to develop targeted drop in provision in young people settings (e.g. colleges).
- We commission the School Nursing Service and the contracts sets out the responsibilities for training of staff. Indeed School nurses provide the initial health assessment for children with safeguarding concerns and attend the first case meeting to report. Safeguarding is a key element in the specification for the service and the latter follows a national framework and requirements. Our performance management meetings and dashboards reflect these requirements.
- The council does not yet commission health visitors or the FNP service. These are commissioned by NHS England. The specifications for these services are set nationally and safeguarding responsibilities are set out including training. The NHSE contract novates to the council in October and public health is part of the transition group. So we are assuring ourselves that safeguarding training and processes are in situ.

### **Single Agency Challenges**

- Capacity in Respect Yourself, which is now only one post

### **Multiagency Challenges**

- Non statutory status of PSHE. It is a struggle to get schools to commit time and resource. Where possible we have partnered with Safeguarding to gain access to schools.
- Reduction in youth service provision. There is no longer any capacity for the RY training programme to be delivered by partners. We have had to buy in consultant support to deliver programme instead. Also youth service were a key signposting tool for young people's access to relationship & sexual health support

### **Safeguarding priorities for 2014/15:**

- Raising issues to support prevention of CSE (e.g. consent, sexting, pornography). By delivering additional training to professionals, developing parent materials, teaching resources and further development of RY web content.
- Wider roll out of Spring Fever
- Further promotion of SARC to vulnerable groups
- Develop a better understanding of how to support young people with SEND issues, who are particularly vulnerable to exploitation.

## **6.11 Coventry and Rugby Clinical Commissioning Group/Warwickshire North Clinical Commissioning Group / South Warwickshire Clinical Commissioning Group and NHS England**

### **Background**

Each of the CCGs has a defined area of Warwickshire for which they commission health services for their local populations. This is predominantly achieved through contracts with the four large local providers: University Hospitals Coventry and Warwickshire NHS Trust; Coventry and Warwickshire Partnership NHS Trust; South Warwickshire Foundation NHS Trust; and George Eliot Hospital NHS Trust. The use of an assurance document entitled 'markers of good practice' ensures that the CCGs have clear oversight of the safeguarding arrangements within each of the provider trusts.

The CCGs are committed to ensuring that there are robust, co-ordinated safeguarding systems in place which ensure children are safe, healthy and achieve their life chances. The CCGs are represented on the Warwickshire Safeguarding Children's Board and within the sub groups, demonstrating a clear intent to work closely with other agencies to safeguard children.

Coventry and Rugby CCG currently host the safeguarding team across Coventry and Warwickshire, with clear provision of time allocated to each of the three CCGs. During 2014/15 the CCGs, together with the Safeguarding Designated Nurses and Doctors and provider trusts, have focused on the following priorities:

- children at risk of child sexual exploitation, working in partnership with the WSCB to progress this work;
- Looked after Children, particularly focusing, with social care, on reducing the timelines for health assessments, and achieving robust capacity and workforce arrangements with SWFT (as the lead provider);
- the development of a MASH for Warwickshire;
- the PREVENT agenda (in relation to children);
- domestic abuse (and the effect this has on children), and implementation of the IRIS project within primary care.;
- improving child and adolescent mental health services, which are particularly important for looked after children or children experiencing the impact of domestic abuse.

Since January 2015 NHSE have transferred the responsibility for GP safeguarding responsibilities to the CCGs. As a result, each CCG is in the process of appointing its own named GP for safeguarding. These individuals will be critical to ensuring: relationships between Primary care (GPs) and partner agencies are effective and robust; GPs have appropriate support from an expert lead to fulfil their safeguarding responsibilities; and GP training is appropriately available and delivered to the general practice workforce, in line with the intercollegiate competencies document.

### **Single Agency Challenges**

One of the most important issues for all three of the CCGs is to ensure that the voice of the child is evidenced in all aspects of work. There will be on-going work to address and develop the involvement of young people to inform safeguarding service development.

Whilst the CCGs have been stable during their second year, there have been changes in the health commissioner landscape (NHS England and Commissioning Support Services, in particular). As centrally driven changes, it is difficult for the CCGs to influence these; the focus therefore has been on continuing to work in collaboration with key individuals throughout transition periods.

Finances within the Health Sector are becoming ever tighter, as they are within the Local Authority. The CCGs have sent up a Joint Commissioning Board for Children in Warwickshire with the Local Authority in order to maximise the impact of scarce financial resources on children's health outcomes.

As small organisations, with 'capped' running costs, manpower capacity is a continued challenge for the CCGs. As a result, the CCGs work collaboratively on the safeguarding agenda whenever it is appropriate and feasible to do so, and the designated staff cross-cover each other to maximise their impact within the hours available.

### **Multi-agency Challenges**

Primary care has been very proactive in raising a number of issues pertaining to multi agency working: communication and information sharing remain the key ones. Through the escalation process issues are being addressed, although this is always likely to be an on-going area of work.

### **Safeguarding priorities for 2015/16**

The CCGs have the following safeguarding priorities for 2015/16:

- In conjunction with partner agencies, engagement with the current children and young people's advisory groups to inform children's service developments and to understand the needs and diversity of the CCG populations across Warwickshire.
- Ensuring that the actions from the section 11 audit are implemented, working with WSCB to further improve services.
- Bringing work on Looked After Children's Health Services to resolution; in so doing, ensuring appropriate capacity and workforce on both the commissioner and provider sides of Health.
- Working with the CDOP team to review all child deaths across Warwickshire to address key issues in service provision across each geographical area.
- Addressing the CSE agenda;
- Developing an enhanced safeguarding assurance framework to effectively hold providers to account.
- Supporting the development of the Warwickshire MASH.
- Securing and embedding the named GPs for Safeguarding.
- Continuing the PREVENT agenda for children.
- Implementation/evaluation of the IRIS project in primary care.
- Continuing to address CAMHS service.

## **7. EFFECTIVENESS OF SAFEGUARDING ARRANGEMENTS IN WARWICKSHIRE.**

### **SECTION 1. INTRODUCTION**

**1.1** This report summarises safeguarding activity in Warwickshire between 1 April 2014 and 31 March 2015.

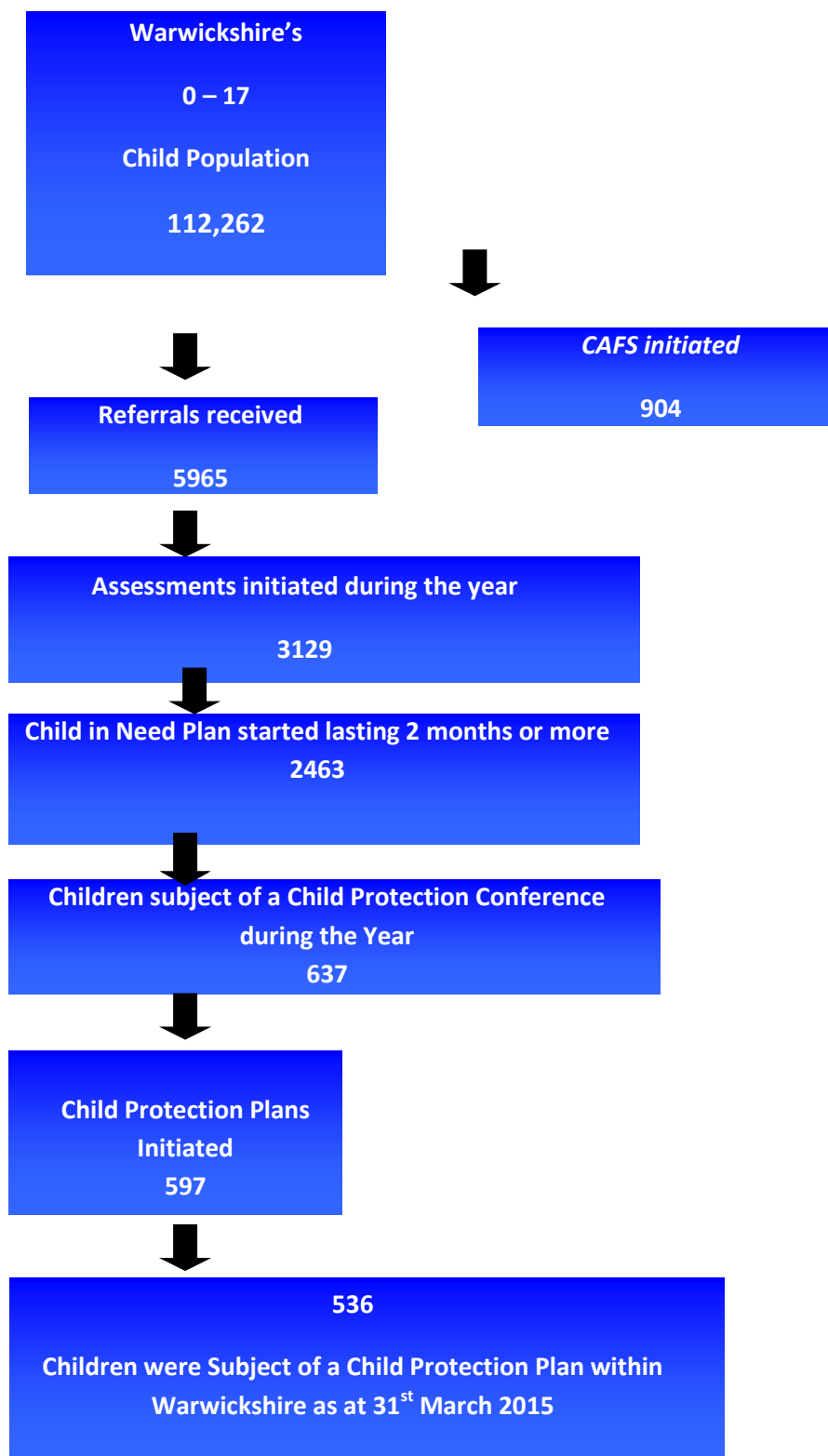
**1.2** Warwickshire's Safeguarding Children Board has agreed the dataset on which this report is based.

#### **Warwickshire Safeguarding Statistics 2014/15**

##### **Summary of Key Issues**

- During 2014-15 there has been a 5% decrease in the number of CAFs initiated.
- There has been a 28% decrease in the number of referrals recorded by Children's Social Care.
- There was a small decrease in the proportion of referrals progressing to an initial assessment compared with 2013-14, (from 55.8% to 52.5%) but there has been a small increase in the proportion of referrals which result in a service lasting for more than 2 months, from 39% to 41%.
- The number of children reported missing to the police increased by 65%; the number of 'missing' episodes increased by 41%.
- 18% of missing children had a service from the missing children's practitioner.
- There has been a decrease in the number of children who were made subject of a Child Protection Plan with 597 plans initiated during 2014/15 in comparison to the 637 initiated in 2013/14, which is a decrease of 6.3%. However, despite this fewer plans were closed this year which is the reason the number at year end saw an increase.
- As at 31 March 2015, 536 children were subject of a Child Protection Plan in Warwickshire. This is a 1.5% increase on the 528 children subject of a plan as at 31st March 2014.
- 9.1% of children who are subject of a CP Plan in Warwickshire at 31 March 2015 were from black or ethnic minority families. This is an increase on the 8.1% on 31<sup>st</sup> March 2014, but is still lower than the overall proportion of the general 0-17 population in Warwickshire that are BME (14.8%).
- 2.1% of children with CP plans were recorded as having a disability, compared with an estimated 6% of children in the general population having a disability.
- The number of child protection plans closed during the year which had been open for two years or more (long plans) saw an increase this year up from 8.0% to 9.3%. This is a slight deterioration in performance.
- The percentage of children becoming subject of a child protection plan for a second or subsequent time during 2014/15 saw deterioration in performance this year, up from 16.7% to 19.8%.

## Summary of Activity in 2014/15





## SECTION 2: EARLY HELP

### 2.1 Number of CAFS initiated over the last 2 years broken down by area

Slightly fewer CAFs overall were initiated in Warwickshire compared with 2013-14.

	Previous Yearly Data					
	2012/13		2013/14		2014/15	
District	Number of CAFS initiated	Number of CAFS initiated per 10,000 of the 0-17 child population	Number of CAFS initiated	Number of CAFS initiated per 10,000 of the 0-17 child population	Number of CAFS initiated	Number of CAFS initiated per 10,000 of the 0-17 child population
North Warks	99	79 per 10,000	130	104 per 10,000	111	88.6 per 10000
Nun. & Bed.	192	70 per 10,000	294	108 per 10,000	268	98.1 per 10000
Rugby	165	75 per 10,000	225	102 per 10,000	205	92.7 per 10000
Stratford on Avon	88	38 per 10,000	146	62 per 10,000	181	77.4 per 10000
Warwick	109	41 per 10,000	154	58 per 10,000	139	52.3 per 10000
<b>Warwickshire</b>	<b>653</b>	<b>58 per 10,000</b>	<b>949</b>	<b>85 per 10,000</b>	<b>904</b>	<b>80.8 per 10000</b>

WSCB case review activity continues to show that when several professionals are trying to support a family without the structure of a shared assessment and plan, the children's needs may not be properly understood, and the time and energy spent by professionals less productive. The number of CAF family support plans in place is still much lower than the number of Child in Need plans, so it is probable that there are many children who would benefit from a CAF family support plan who do not have one.

### 2.2 CAFS by area mapped against poverty indicators

District	Jobseekers Allowance (May 2015)	All DWP working age benefit	Estimated % of Children under 16 in	Free School Meal Eligibility (Jan 15) % of pupils attending	Ratio of CAF initiation per 10,000 to percentage of children in 'poverty'
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	% working age population	claimants (Nov 14) % working age population	"Poverty"* (as at 31/08/2012)	maintained schools/academies eligible for a Free School Meal (FSM)	
North Warks	0.90%	9.90%	13.90%	9.70%	6.4
Nun. & Bed.	1.90%	13.70%	19.50%	13.70%	5
Rugby	0.90%	8.60%	12.80%	8.50%	7.2
Stratford on Avon	0.40%	7.10%	9.10%	5.50%	8.5
Warwick	0.70%	7.30%	10.30%	7.10%	5
Warwickshire	1.00%	9.30%	13.20%	8.80%	6

\*Child Poverty data compiled by the Centre for Research in Social Policy (CRSP), using Tax Credit data

The change in numbers of CAFs being initiated varies from area to area in the County.

A link between poverty and child maltreatment has been established<sup>1</sup>. Previously the variation in CAF activity appeared to be proportionate to indices of poverty, but this is no longer the case. The one area that has seen a rise in CAF activity has been Stratford where there has been a significant amount of training and support to new school staff given by the CAF team, and a number of parents making contact with CAF officers themselves to request assistance. The reasons for lower levels elsewhere in the County are not well understood, but audit activity is underway to try and learn more.

### 2.3 Breakdown of CAFS by Initiating agency

Although the total number of CAFs decreased during the year, schools initiated more.

There has been a reduction in the percentage of CAFs done by the early years sector - health visiting and midwifery, and Children's Centres. There has been a 40% cut in the funding to Children's Centres this year and the number of family support workers has been cut as a result. This has reduced their capacity to lead CAFs.

Primary schools initiated 43% of CAFs, considerably more than secondary schools, so it is likely that in some cases, primary schools were responding to difficulties that existed before the child came to school. At the other end of the safeguarding continuum, children under 4 are about 40% more likely to have a CP plan than children over 4. In this context it is very concerning that so little use is being made by the early years sector of the structure that CAF brings to early help.

Agency	As a % of all CAFS initiated during 2012/13	As a % of all CAFS initiated during 2013/14	As a % of all CAFS initiated during 2014/15
Education - Primary	33.10%	36.50%	43.25%
Education - Secondary	24.00%	25.80%	28.43%

<sup>1</sup> eg NSPCC 2008 Inform Research Briefing *Poverty and child maltreatment*, [http://www.changeforchildren.co.uk/uploads/NSPCC\\_Poverty\\_Paper.pdf](http://www.changeforchildren.co.uk/uploads/NSPCC_Poverty_Paper.pdf)

Education - School Health	1.70%	3.20%	1.00%
Social Care	13.80%	13.10%	9.62%
Children's Centre	6.90%	7.10%	5.62%%
Health Visitor/Midwife	3.10%	3.10%	2.10%
Health Other	0.90%	0.40%	0.55%
EIS (Early Intervention Service)	3.50%	1.90%	2.32%
Youth Justice Service	2.30%	1.20%	0.22%
Parent Support Advisor	1.80%	0.90%	0.77%
Other Organisations (10 or less CAFS initiated)	8.90%	6.80%	5.84%
Total	100%	100%	100%

## 2.4 Breakdown of CAFS by Ethnicity

The largest proportion of children who had a CAF initiated during 2014-15 continue to be White British/Irish/Other, accounting for 92%. The number of children with no ethnicity recorded has risen a little, to 6.

The proportion of children from a black or minority group with a CAF during the year was lower than the proportion of school children described as BME in the school census. (8%; or 11.86% if the 'not recorded' category is included, compared with 14.8% in the school population). WSCB remains concerned about whether all black and minority ethnic children who would benefit from coordinated early help are receiving it.

<b>Ethnicity of Children who had a CAF initiated during the year</b>	<b>2012/13</b>	<b>2013/14</b>	<b>2014/15</b>
White British/Irish/Other	262	869	810
BME	12	77	87
Not Recorded/Refused	379	3	7
<b>Total</b>	<b>653</b>	<b>949</b>	<b>904</b>

## 2.5 CAF Family Support Work - 2013/2014

141 families received a service from a CAF family support officer in 2014-15 as part of a CAF family support plan. The number of families supported by CAF family support workers was lower than in the previous year. This reflects both the increasing complexity of the work they are taking on, which has resulted in cases remaining open for longer, and a significant reduction in staffing this year (maternity leave). Together these factors have resulted in a growing waiting list for the service.

As a measure of complexity, the CAF team 'rag' rate CAFs; last year 42% of the cases referred to the CAF family support workers were rated 'red'; this year it was 50%. The percentage that were rated amber reduced from 57% last year to 29% this year. The average number of issues identified for each family they are working with has increased.

However the outcomes of interventions are good and the feedback from parents and children is positive. The team has increased the rate of feedback by using a web based form which does not have to be handed to the worker. Although fewer families had a father figure involved, the success at engaging fathers who are involved with the family has improved.

Engagement of Fathers	2013/14		2014/15	
	Total	% Total	Total	% Total
Birth father involved	131	65%	86	61%
Father figure involved	162	80%	104	74%
Father engaged with FSW process	105	65%	70	50%
Father involved but didn't engage	57	35%	32	23%

Outcomes	2013/14		2014/15	
	Total	% Total	Total	% Total
Improved Behaviour in school	92	61%	89	63%
Improved School Attendance	38	25%	36	26%
Improved Health/ Wellbeing	64	43%	82	58%
Improved Parenting	104	69%	85	40%
Reduced Conflict in the home	68	45%	77	55%
Improved Family Relationships	83	55%	86	61%

15 children gave feedback. Not all children would be expected to give feedback, for example they might be too young. The feedback provided by this small group of children was overwhelmingly positive, reporting that the intervention helped the family and made a difference.

Evaluations	2013/14	2014/15
Adult Evaluations	Total	Total
No. submitted feedback	58	98
Highly rated the help they got from the FSW	57	96
Think they have been helped?	57	97
Help has made a difference to them and their family?	55	96

## 2.6 Family Group Conferencing - 2013/2014

Family Group Conferencing is an intervention offered by the County Council to families at a range of points on the safeguarding spectrum, from early help to edge of care. The aim is to support families to find their own solutions to problems which could result in a child coming into care, or being at risk of harm. 54 families received this service in 2014-15, 2 more than the previous year.

Engagement of Fathers	2013-14		2014/15	
	Total	% Total	Total	% Total
Birth father involved	67	36	86	61%
Father figure involved (inc. birth father)	78	47	104	74%
<b>Father engaged with FGC process</b>	<b>75</b>	<b>36</b>	<b>70</b>	<b>50%</b>
Father involved but didn't engage	3	4	31	23%

Outcomes	2013/14		2014/15	
	Total	% Total	Total	% Total
No. at risk of care	26	-	10	

<b>Care Avoided</b>	<b>23</b>	<b>88%</b>	<b>10</b>	<b>100%</b>
Improved Safeguarding Arrangements	<b>18</b>	<b>55%</b>	<b>26</b>	<b>48%</b>
Reduced Conflict in Home	<b>12</b>	<b>36%</b>	<b>12</b>	<b>22%</b>
Improved Health & Wellbeing	<b>16</b>	<b>48%</b>	<b>13</b>	<b>24%</b>
<b>Improved Family Relationships</b>	<b>24</b>	<b>73%</b>	<b>23</b>	<b>43%</b>

<b>CYP Evaluations</b>	<b>2013/14</b>		<b>2014/15</b>	
	<b>Total</b>	<b>% Total</b>	<b>Total</b>	<b>% Total</b>
No. Submitted feedback (from attendees)	<b>19</b>	<b>86%</b>	<b>31</b>	
Had an advocate	<b>17</b>	<b>89%</b>	<b>20</b>	<b>65%</b>
Felt advocate helped a lot	<b>17</b>	<b>100%</b>	<b>14</b>	<b>45%</b>
<b>Felt listened to</b>	<b>17</b>	<b>89%</b>	<b>12</b>	<b>39%</b>
Said what they wanted	<b>15</b>	<b>79%</b>	<b>9</b>	<b>29%</b>
FGC helped to make changes	<b>14</b>	<b>74%</b>	<b>9</b>	<b>29%</b>

Feedback was received from more children and young people this year than last - 31 rather than 19. Their overall rating of the service is lower, this probably reflects that when less encouragement is given to provide feedback it is most likely to be given by people who have positive things to say. However despite the use of a specialist advocacy service to support children's participation in FGCs, only 29% have reported being able to say what they want to say.

Adult Evaluations	2013/14		2014/15	
	Total	% Total	Total	% Total
No. Submitted feedback (from attendees)	179	66%	164	
Process helped	168	94%	129	79%
Enabled family to communicate better	144	80%	124	76%
Felt opinion mattered	173	97%	153	93%
Felt important to decisions made	169	94%	153	93%
Enabled all issues of concern to be resolved	*83	52%	96	59%
Enabled some issues of concern to be resolved	*65	40%	92	56%

## 2.7 Parental Satisfaction Rates for 1:1 Triple P Programmes 2013/14

Triple P parenting programmes are provided by the WCC Parenting Development Team to families where this has been identified as a suitable service by other professionals. This is one of the evidence based interventions being offered to reduce the number of children coming into care and needing a child protection plan.

Fewer families received this intervention in 2014-15 compared with the year before. This is because only a small number of the people who were originally trained to deliver the programme are currently able to do so. More training is planned to increase the capacity to deliver this evidence based intervention.

A large majority of parents report the intervention to be successful, though this year's numbers are lower than the previous year. The breakdown by quarter shows that in quarter 3 satisfaction from parents in was much lower than in other quarters, which has brought the average over the year down.

## 2.7 Parental Satisfaction Rates for 1:1 Triple P Programmes

Parental Satisfaction Rates for 1:1 Programmes	2013/14		2014/15	
	Total	% Total	Total	% Total
Number Evaluations Submitted	137	85%	77	79%
Programme met child's needs?	124	91%	87	74%
Programme met parents' needs?	129	94%	85	
Able to deal with child's behaviour?	130	95%	90	68%
Parents were satisfied with programme?	121	88%	80	80%
Parents would come back to Triple P?	119	87%	80	81%
Child's behaviour improved?	110	80%	77	78%
Satisfied with child's progress?	116	85%	77	78%

## 2.8 Children reported 'missing' to Police.

	2012-2013	2013-14	2014-15
Number of police reports of missing children (number of missing episodes)	603	533	753
Number of children reported missing to police one or more times	262	265	439
Number of children reported missing 2 or more times	82	84	137
Number of missing children receiving 'return home' interview from missing children's practitioner	51	42	77
Percentage of all missing children receiving service from missing children's practitioner	19%	16%	18%



The figures for children reported missing to the police have increased significantly since 2013-14; both in terms of the number of individual children, and the number of episodes. This is despite the definition of 'missing' used by the police being revised and tightened during the year, and there had been speculation that this would result in fewer reports of children being recorded as 'missing'. Services involved in working with missing children believe that the increase in reporting of children as 'missing' reflects a greater understanding from parents and the professionals advising them of the riskiness of children not being where they are supposed to be, and understanding that being 'missing' is strongly linked to CSE, resulting in earlier reporting to the police. This suggests that the work to raise understanding and awareness of CSE is beginning to have an impact.

The statutory guidance for responding to children who runaway or go missing from home was updated in 2014, and this requires that all children who are reported missing should have a return home interview from an independent practitioner. In the light of this, and also the proven benefit of the limited service currently available in Warwickshire, WSCB is concerned that it is still only a small percentage of missing children are receiving a return home interview. The increased reporting of children who are missing from home represents an opportunity to intervene early with young people at the edge of CSE before they have become seriously harmed.

Warwickshire County Council employs a missing children practitioner, who is located with the Police missing person coordinator at the police station in Leamington Spa, to undertake return home interviews with some children reported missing on a risk assessed basis. The number of interventions offered during the year increased, but a smaller percentage of children were seen as a result of the rising numbers of reports. The post was vacant for part of the year which contributed to the percentage of children being seen remaining low, but it should be considered whether more resource is required to enable all missing children to have a return home interview, and follow up intervention where indicated.

## **SECTION 3. REFERRALS & STATUTORY ASSESSMENTS**

### **3.1 Referrals & Assessments**

During 2014/15, there were 5965 referrals to children's social care teams. This is a large decrease on the number of referrals recorded in the previous year. There was however a substantial increase in recording of 'contacts', from 10,846 to 14,846. As highlighted in the earlier section of this report about review activity, it has become clear that there is a great deal of confusion about the language of 'referrals' and 'contacts'. It is likely that some episodes of communication between duty team staff and another professional, which the professional considered to be a 'referral', have been recorded as a 'contact' by social care because they did not consider that it met the threshold for statutory assessment. However as can be seen from this table, below, nearly half of recorded 'referrals' do not result in a statutory social work assessment.

The number of statutory social work assessments conducted fell by a third, to a little over 3,000 compared with 4,550 in the previous year. The number of cases remaining open for more than 2 months fell by nearly a quarter, however a there was a small percentage increase in the number of cases remaining open for more than 2 months, from 39% to 41%.

The reduction in the number of statutory assessments combined with the reduction in overall CAF activity means that fewer episodes of co-ordinated safeguarding intervention were initiated during the year.

	2012/13	2013/14	2014/15
Number of referrals received during the year	6524	8154	5965
Number of referrals moved on to assessment during the year	3525/6524=54%	4546/8154=55.8%	3129/5965=52.5%
Number of Core Assessments started during the year	847	822	736
Number of new child in need cases opened during the year that stayed open for 2 months or more	1982	3212	2463

### 3.2 Referrals by District

The referral rates around the country are markedly different from the previous year, in proportion to the 0-17 population. Given the comments made above about the use of the language of 'referral' it is difficult to draw conclusions about the cause of the change, which could reflect recording practice in the duty team rather than a change in the behaviour of potential referrers.

District	Number of referrals during 2012/13 per 10,000 of the 0-17 child population	Number of referrals during 2013/14 per 10,000 of the 0-17 child population	Number of referrals during 2014/15 per 10,000 of the 0-17 child population
North Warks	494 per 10,000	533 per 10,000	339 per 10,000
Nun. & Bed.	650 per 10,000	956 per 10,000	463 per 10,000
Rugby	514 per 10,000	596 per 10,000	585 per 10,000
Stratford on Avon	731 per 10,000	822 per 10,000	659 per 10,000
Warwick	389 per 10,000	540 per 10,000	395 per 10,000
<b>Warwickshire</b>	<b>583 per 10,000</b>	<b>731 per 10,000</b>	<b>^531 per 10,000</b>

^The Warwickshire total includes referrals received by countywide teams and IDS.

The variation in referral rates vary in proportion to the levels of poverty in most parts of Warwickshire, but as in previous years the exception to this is Stratford where the referral rate is about twice as high as would be explained by this influence alone.

District	Referral rate as percentage of 0-17 population	Estimate of children living in poverty*	Ratio of referrals to children in poverty
North Warks	4.94%	13.9%	0.35
Nun & Bed	6.5%	19.5%	0.33
Rugby	5.14%	12.8%	0.40
Stratford	7.31%	9.1%	0.8
Warwick	3.89%	10.3%	0.38

\*Child Poverty data compiled by the Centre for Research in Social Policy (CRSP), using Tax Credit data

^National FSM figure as at January 2013

### 3.3 Referrals by Ethnicity, First Language & Disability

	Referrals 2012/13		Referrals 2013/14		Referrals 2014/15		Warwickshire School Age Children (Reception to Yr 11) Source: School Census – January 2015
Ethnicity	Number	%	Number	%	Number	%	%
White British/Irish/Other	5141	78.8%	6754	82.8%	4728	79.3%	83.3%
BME	541	8.3%	735	9.0%	671	11.2%	15.6%
Not Recorded	769	11.8%	593	7.3%	436	7.3%	1.1%
Unborn	73	1.1%	72	0.9%	130	2.2%	N/A
<b>Total referrals</b>	<b>6524</b>	<b>100%</b>	<b>8154</b>	<b>100%</b>	<b>5965</b>	<b>100%</b>	<b>100%</b>

	Referrals 2012/13		Referrals 2013/14		Referrals 2014/15		Warwickshire Profile 0-17 (Census 2011)	
Language Preferred	Number	%	Number	%	Number	%	^Number	%
English	5546	85.0%	7045	86.4%	5082	85.2%	77,452	95.2%
Non English Speaking	138	2.1%	181	2.2%	167	2.8%	3,868	4.8%
Not Recorded	767	11.8%	856	10.5%	586	9.8%	N/A	N/A
Unborn	73	1.1%	72	0.9%	130	2.2%	N/A	N/A
<b>Total referrals</b>	<b>6524</b>	<b>100%</b>	<b>8154</b>	<b>100%</b>	<b>5965</b>	<b>100%</b>	<b>111,913</b>	<b>100%</b>

*^Please note that the Warwickshire profile numbers/percentage for language preferred is based on the main language for age groupings of 3-15 as provided on OMS/NOMIS. This is as detailed as is currently available.*

	Referrals 2012/13		Referrals 2013/14		Referrals 2014/15		^^National average of disabled children
Disability	Number	%	Number	%	Number	%	%
Referrals received	233	3.6%	244	3.0%	255	4.3%	6%

*^^ National average of disabled children. Source: Department for Work and Pensions (2013) [Family resources survey: United Kingdom 2011/12 \(PDF\)](#). The DWP does not define everyone under the age of 18 as a child. The DWP defines a child as an individual aged under 16, or aged from 16 to 19 years old and: not married nor in a Civil Partnership nor living with a partner; and living with parents/a responsible adult; and in full-time non-advanced education or in unwaged government training*

The first two sections of this data were sought to try and understand whether children from black and minority ethnic families and new immigrants from Europe were being identified as possible children in need by referrers. This question is raised because children who are not white appear to be under-represented in CAF and CP numbers. Unfortunately the although slightly improved on last year, the high level of referrals in which the referrer does not provide information about ethnicity and preferred language. The makes it hard to draw firm conclusions.

Failure by agencies to request or record information about ethnicity and language suggests that these issues have a lower profile than they should in the mind-set of professionals. For this reason, WSCB has decided that the new three year strategic plan will included Diversity

and Equality as one of its strategic priorities. Research suggests that children with disabilities are more vulnerable to child abuse and neglect,<sup>2</sup>

so we would not expect them to be under-represented in safeguarding data. The proportion of child referred for statutory assessment with a disability has increased from 3% last year to 4.3%. This is an encouraging trend, moving towards 6% which is the baseline figure being used by WSCB for the percentage of children generally who have a disability.

### 3.4 Breakdown of Referrals by Source of Referral

Source of Referral	Referrals received during 2013/14		Referrals received during 2014/15		National Comparison 2013/14
	Number	%	Number	%	%
Individual - Family member/relative/carers	500	6.1%	507	8.5%	10.5%
Individual - Acquaintance (including neighbours and child minders)	44	0.5%	15	0.3%	
Individual - Self	120	1.5%	91	1.5%	
Individual - Other (including strangers, MPs)	46	0.6%	25	0.4%	
<b>Schools</b>	<b>1322</b>	<b>16.2%</b>	<b>1088</b>	<b>18.2%</b>	<b>13.1%</b>
Education Services	89	1.1%	82	1.4%	3.0%
Health services - GP	98	1.2%	112	1.9%	14.0%
Health services – Health Visitor	198	2.4%	161	2.7%	
Health services – School Nurse	25	0.3%	14	0.2%	
Health services – Other primary health services	388	4.8%	375	6.3%	
Health services – A&E (Emergency Department)	167	2.0%	147	2.5%	
Health services – Other (e.g. hospice)	68	0.8%	58	1.0%	
Housing (LA housing or housing association)	151	1.9%	108	1.8%	1.6%

<sup>2</sup> Kirsten Stalker and Katherine McArthur, *Child abuse, child protection and disabled children: a review of recent research* Child Abuse Review **Volume 21, Issue 1**, pages 24–40, January/February 2012

LA services – Social care e.g. adults social care	303	3.7%	237	4.0%	11.9%
LA services – Other internal (department other than social care in LA e.g. youth offending (excluding housing))	489	6.0%	304	5.1%	
LA services – External e.g. from another LAs adult social care	239	2.9%	260	4.4%	
<b>Police</b>	<b>2371</b>	<b>29.1%</b>	<b>1351</b>	<b>22.6%</b>	<b>23.9%</b>
Other legal agency – Including courts, probation, immigration, CAFCASS, prison	236	2.9%	189	3.2%	3.9%
Other – Including children's centres, independent agency providers, voluntary organisations	500	6.1%	460	7.7%	7.2%
Anonymous	471	5.8%	283	4.7%	2.8%
Unknown	329	4.0%	98	1.6%	7.9%
<b>Total</b>	<b>8154</b>	<b>100.0 %</b>	<b>5890</b>	<b>100.0%</b>	<b>100%</b>

The greatest number of referrals to Children's Social Care in Warwickshire are received from the police and schools, and it can be seen that last year each of these two sectors made up a bigger proportion of referrers in Warwickshire than is the case nationally. The converse is the case for the health sector, which in total made up 11.5% of referrals compared with 14% nationally. All these sectors increased their proportion of referrals in 2014-15. The only significant decrease in category was 'unknown' suggesting that a certain amount of the change could be down to recording practice.

Many of the police referrals relate to their attendance at domestic abuse incidents where there are children in the household. In 2013-14 the Police sent information to Social Care about 4,191 cases, of which 2,371 were recorded by Social Care as 'referrals'. In 2014-15 Police sent information to Children's Social Care about 5,378 cases, of which 4,653 were domestic abuse incidents and 725 cases involving other types of risk to children. 1,347 of these cases are recorded by Social Care as 'referrals'. Prior to October 2015 Warwickshire Police screened domestic abuse cases and sent information to social care when the circumstances were considered riskier to the children. In October they stopped screening some cases out and began sending information about all domestic abuse incidents to Social Care. This appear to explain the increase in notifications to Social Care, because in the first half of the year average number per month was the same as in the previous year, from October onwards it was about 100 case per month higher.

## SECTION 4: CHILDREN IN NEED

### 4.1 Number of children who are receiving child in need services

	31-Mar-14	31-Mar-15
Number of Looked After Children	690	690
Number of Children subject to Child Protection Plans	528	536
Children with an open Child in Need Category (excluding LAC & CP)	2610	2607

The number of children with an open Child in Need Category is used as a proxy to understand the number of children with a child in need plan. The number at the end of the year is higher than at the end of 2013-14; as the number of referrals and assessments initiated by social care in 2014-15 was lower than in the previous year, this could indicate either that cases are remaining open for much longer, or it could be recording inconsistencies.

### 4.2 PRIVATE FOSTERING

A privately fostered child is defined as a child under the age of 16 (18 if disabled) that is cared for by someone other than a close relative (i.e. a grandparent, brother, sister, uncle, aunt, or step-parent). A child is not privately fostered if the person caring for him or her has done so for fewer than 28 days and does not intend to do so for longer than that. Local Authorities have a responsibility to ensure that the welfare of privately fostered children is promoted

	2011/12	2012/13	2013/14	2014/15
The number of notifications of new private fostering arrangements received during the year	9	12	24	16
Number of new arrangements that began during the year	8	11	20	14
Number of private fostering arrangements that ended during the year	11	11	11	16
<b>Number of children in private fostering arrangements as at year end (31 March)</b>	<b>4</b>	<b>4</b>	<b>13</b>	<b>13</b>

Between 01 April 2014 to 31 March 2015, in addition to queries relating to procedures and process, there were 41 specific queries to the practice leader, Private Fostering, to clarify if a child was privately fostered, of which 10 led to notifications. The source of these queries is indicated in the chart below.

The number of consultations about possible privately fostered children continues to increase, which increases the opportunity for these children to be identified and provided with services.

Category of enquirer	2013 – 2014	2014-2015
INDIVIDUAL – Parent/family member/relative/carer	1 parent; 1 carer	2 carer; 1 grandparent
INDIVIDUAL – Other (including strangers, MPs)	1 member of the public	
SCHOOLS – including language schools/colleges	1 language school; 6 schools	6 schools; 1 language college; 1 independent school
EDUCATION SERVICES	4 school admissions; 3 education safeguarding	1 education safeguarding lead; 1 EMTAS; 1 nursery
HEALTH SERVICES – Health Visitor	1	2
HEALTH SERVICES – Other primary health services		2 CAMHS
HEALTH SERVICES – Other (e.g. hospice, hospital ward discharges)		1 mental health nurse (hospital).
LA SERVICES – Social care (e.g. adults social care)	2 family group conferencing; 1 Family and parenting support	10 child social workers; 2 Operation managers; 2 Practice leaders; 1 Independent reviewing officer
LA SERVICES – External e.g. from another LAs adults social care		2
OTHER LEGAL AGENCY – including courts, probation, immigration, CAFCASS, prison	1 prison service	1 law firm
OTHER – including children's centres (including those ran by LA social care), independent agency providers, voluntary organisations, education guardianship agencies, fire department,	1 host family service; 1 WSCB	2 CAF; 1 councillor; 1 minister (faith)



community/faith groups.	member	
<b>TOTAL NUMBER OF QUERIES</b>	<b>24</b>	<b>41</b>

### 4.3 MASE Meetings (Multi-agency Sexual Exploitation Meeting)

Number of MASE meetings	Previous Year 2013/14	Q1	Q2	Q3	Q4
		1 April - 30 June 2014	1 July - 30 September 2014	1 October - 31 December 2014	1 January - 31 March 2015
Convened by social care	27	26	9	6	30
Number of MASE meetings for LAC including those placed in Warwickshire by other LAs	11	12	4	3	15

Source: Carefirst

The data shows increasing numbers of MASE meetings being held each quarter during the year as operation of the CSE procedure becomes embedded and recognition of CSE begins to increase. It is likely that this is an under-representation of the number of MASE meetings being held because recording practice is not yet fully consistent throughout all the social work teams.

### 4.4 Police Investigations into CSE.

Previous Year	Q1	Q2	Q3	Q4
2013/14	1 April - 30 June 2014	1 July - 30 September 2014	1 October - 31 December 2014	1 January - 31 March 2015
During the last year and the first 3 quarters of the year the police were unable to extract this data from their database.				<b>14</b>

### 4.5 Number of Warwickshire LAC (looked after children) missing, identifying repeat episodes

Going missing from care can be an indicator of serious harm such as sexual exploitation or trafficking, as well as an indicator of factors such as the child being unhappy about their care plan or their placement. During 2014/15 a total of 73 episodes were recorded by children's social care teams on Carefirst where a looked after child was either missing from their agreed placement or were Away From Placement without Authorisation. These 73 episodes related to 27 children of whom 13 of these went missing/were away from placement without authorisation on two or more occasions during 2014/15.

	2013/14	2014/15
<b>Number of LAC missing</b>	17 children	27 children
<b>Number of Episodes of LAC missing</b>	25 episodes	73 episodes
<b>Number of Children who had repeat missing episodes in the year</b>	5 children	13 children

Source: Carefirst

The substantial increase compared with 2013/14 is largely explained by an improvement in recording practice, meaning that the extent of the issue can be better understood.

These figures relate to children looked after by Warwickshire County Council, wherever the placement is. Warwickshire police are not currently able to extract figures from their missing children data about looked after children placed in Warwickshire by other local authorities, however the missing children's practitioner and missing person's co-ordinator know that some children they provide a service to were placed in Warwickshire children's homes by other local authorities, and that CSE was known or suspected for these children. The police have been asked to look at how they can produce this data for use in the future.

#### **4.6 Number of Warwickshire LAC in out of area residential placements on the last day of last quarter**

The number of children who are placed out of county in a residential setting has fallen slightly throughout the year with only **28 at the end of March 2015** compared to **30 at 31st March 2014**. At 4% of the total LAC population this is lower than the national average, which was 9% on 31st March 2015 ([www.gov.uk](http://www.gov.uk))

Residential care is used for looked after children with the greatest level of need, and who are therefore potentially particularly vulnerable to a range of risks. There are a range of measures used to monitor these placements to try and ensure the children in them are safe, these include monitoring of the establishment provided by Ofsted regulation and inspection, and monitoring of the child's care plan via social work visits and statutory reviews.

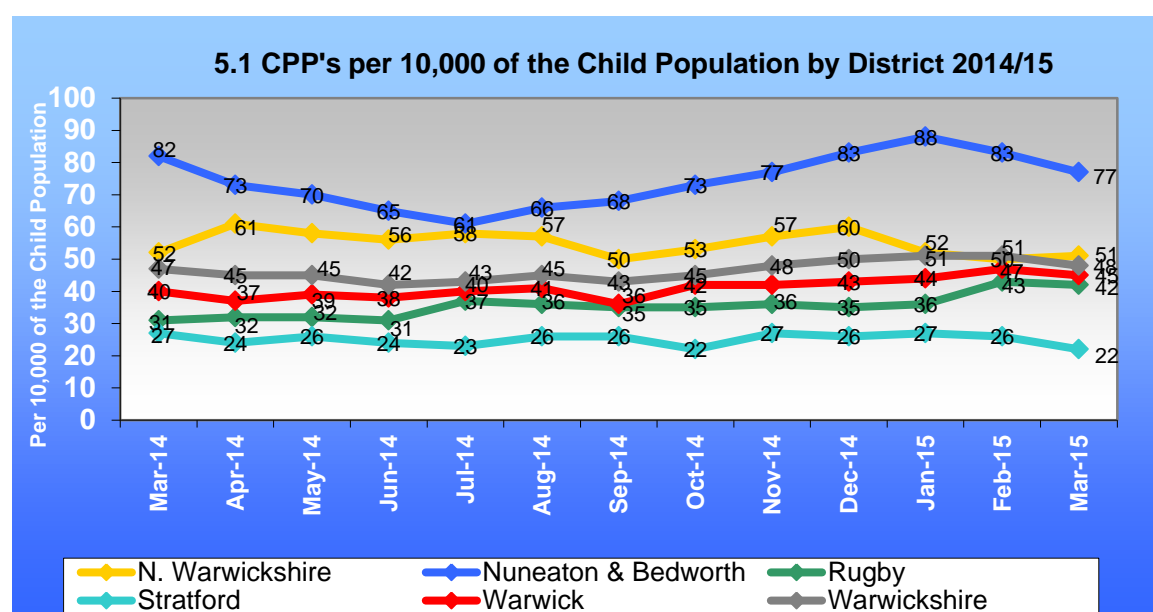
The 2014 guidance for children who runaway and go missing strengthens the requirement on LSCBs to scrutinise safeguarding arrangements for these children, and for groups of children such as those looked after who are more likely to runaway. A local case review will

be finished in the summer of 2015 which will be used to inform the development of arrangements to safeguard Warwickshire children placed in distant placements as well as children placed in children's homes within Warwickshire.

## SECTION 5 CHILD PROTECTION ACTIVITY

### 5.1 NUMBER OF CHILDREN SUBJECT OF A CHILD PROTECTION PLAN PER 10,000 OF 0-17 POPULATION

Child Protection plans are a multi-agency intervention, led by social care, and initiated when children are suffering or at risk of suffering significant harm. The plan aims to ensure the child is safe, prevent the child from suffering further harm and to support the family to safeguard and promote the wellbeing of the child, provided it is in the best interests of the child for them to remain with their family.



Source: Carefirst

The county rate per 10,000 has increased from 47 at 31 March 2014 to 48 at 31 March 2015. The highest rates per 10,000 continue to be within the north of the county as would be expected given the higher rates of deprivation in these districts.

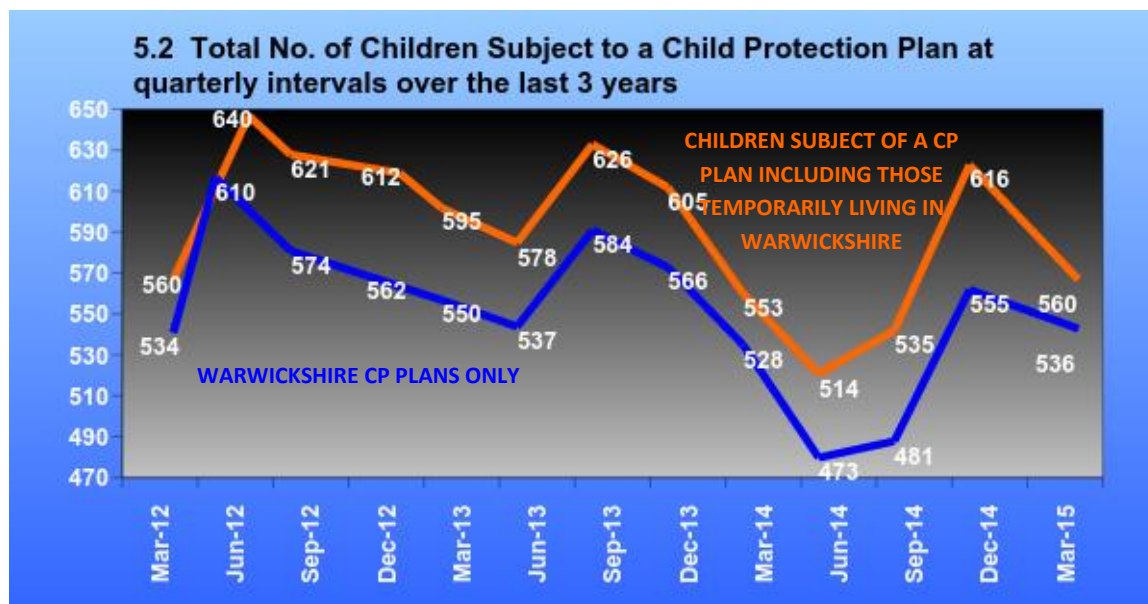
The table below shows these figures compared with the estimated rates of child poverty used at 2.2 and 3.2 for CAFs and referrals respectively:

District	Number of CP plans on 31 <sup>st</sup> March per 10 000 children	Estimate of children living in poverty*	Ratio of CP plans to children in poverty
North Warks	51	13.9%	3.67
Nun & Bed	77	19.5%	3.95
Rugby	42	12.8%	3.28
Stratford	22	9.2%	2.39
Warwick	45	10.3%	4.37

As in 2013-14, the rate of CP plans relative to poverty is much lower in Stratford than elsewhere in the County. It is not clear why this would be the case when the referral rate as shown at 3.2) is so much higher.

## 5.2 CHILDREN SUBJECT OF A CHILD PROTECTION PLAN AS AT 31<sup>st</sup> MARCH 2015

As at 31 March 2015, 536 Warwickshire children were subject of a Child Protection Plan in Warwickshire. This is a fractional increase on the 528 children subject of a plan as at 31st March 2014.



Source: Carefirst

### 5.3 CHILD PROTECTION POPULATION DEMOGRAPHICS

	31-Mar-13		31-Mar-14		31-Mar-15	
	Number	%	Number	%	Number	%
<b>Total CP Plans at 31 March</b>	<b>550</b>	<b>100%</b>	<b>528</b>	<b>100%</b>	<b>536</b>	<b>100%</b>
<b>Gender</b>						
Male	260	47.3%	272	51.5%	270	50.4%
Female	276	50.2%	246	46.6%	254	47.4%
Unborn	14	2.5%	10	1.9%	12	2.2%
<b>Age</b>						
Unborn	14	2.5%	10	1.9%	12	2.2%
Under 1	54	9.8%	55	10.4%	54	10.1%
1 to 4	152	27.6%	148	28.0%	162	30.2%
5 to 9	175	31.8%	156	29.5%	152	28.4%
10 to 15	132	24.0%	139	26.3%	137	25.6%
16 - 17	23	4.2%	20	3.8%	19	3.5%
<b>Ethnicity</b>						
White British/Irish/Other	479	87.1%	473	89.6%	463	86.4%
BME	49	8.9%	43	8.1%	49	9.1%
Not Recorded	8	1.5%	2	0.4%	12	2.2%
Unborn	14	2.5%	10	1.9%	12	2.2%
<b>Language Preferred</b>						
English	476	86.5%	473	89.6%	482	89.9%
Non English Speaking	18	3.3%	9	1.7%	4	0.7%
Not Recorded	42	7.6%	36	6.8%	38	7.1%
Unborn	14	2.5%	10	1.9%	12	2.2%
<b>Disability</b>	<b>8</b>	<b>1.5%</b>	<b>11</b>	<b>2.1%</b>	<b>3</b>	<b>0.5%</b>

Source: Carefirst

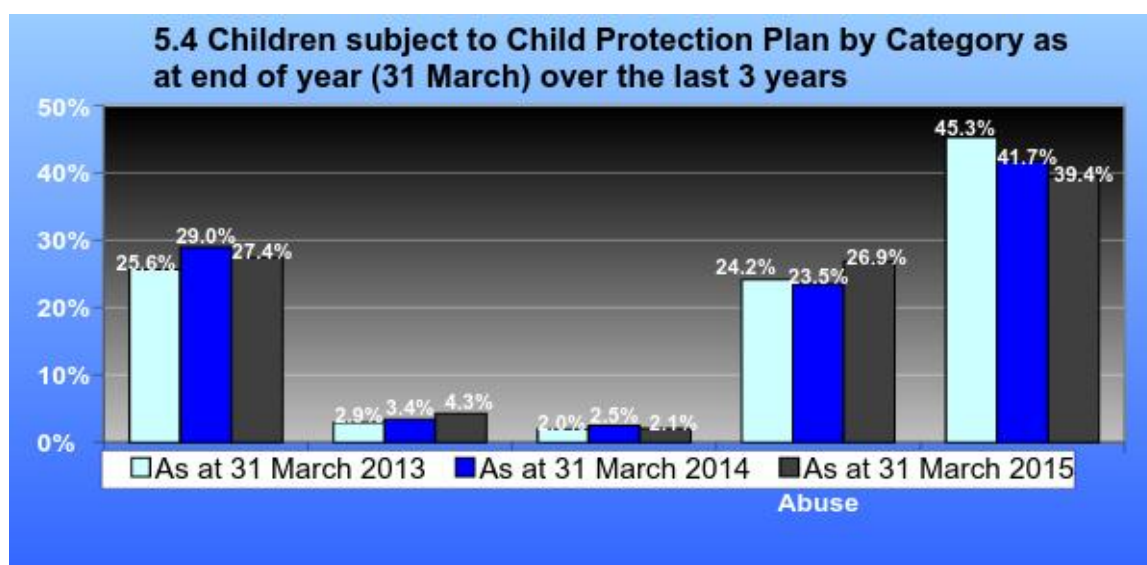
The higher ratio of males than females subject of a CP Plan mirrors the national picture.

Children under 1 are most likely to have a CP plan, with children 1-4 years slightly less likely and 5-9 years less likely again.

9.1% of children who are subject of a CP Plan in Warwickshire at 31 March 2015 were from a black or minority ethnic background, which is a small increase on the previous year but still a lower percentage than the percentage of the whole 0-17 population who described as such (10.6%). As noted in earlier sections of this report the figures at all points of the safeguarding continuum suggest that the safeguarding needs of some black and minority ethnic children in Warwickshire are not being recognised by the professionals working with them.

The number of children with a CP plan described as 'disabled' was 0.5%, which is considerably lower than previous years. Further exploration is required to understand the possible reasons for this.

**5.4** Chart 5.4 shows the categories under which children were subject of a Child Protection Plan as at 31st March 2015 with the previous year's figures shown for comparison. Increases were seen this year in children under categories of 'Physical Abuse' and 'Emotional Abuse'. However, a slight decrease was seen in children subject of Child Protection plans under the category of 'Neglect', 'Sexual Abuse' and those under 'multiple' categories.



Source: Carefirst

### 5.5 Number of children who were the subject of a CP Plan at 31 March 2014, by initial and latest category of abuse

Local authority	Number of children who became the subject of a child protection plan during the year ending 31 March 2014	Initial category of abuse					Latest category of abuse				
		Neglect	Physical Abuse	Sexual Abuse	Emotional Abuse	Multiple*	Neglect	Physical Abuse	Sexual Abuse	Emotional Abuse	Multiple*
<b>Warwickshire</b>	<b>637</b>	<b>218</b>	<b>32</b>	<b>16</b>	<b>116</b>	<b>255</b>	<b>215</b>	<b>30</b>	<b>18</b>	<b>127</b>	<b>247</b>
Percentage	100%	34%	5%	3%	18%	40%	34%	5%	3%	20%	39%
<b>England</b>	<b>59,780</b>	<b>25,140</b>	<b>6,500</b>	<b>2,830</b>	<b>19,750</b>	<b>5,560</b>	<b>24,740</b>	<b>5,960</b>	<b>2,710</b>	<b>21,010</b>	<b>5,360</b>
(Percentage)	100%	42.1%	10.9%	4.7%	33.0%	9.3%	41.4%	10.0%	4.5%	35.1%	9.0%
<b>West Midlands</b>	<b>6,860</b>	<b>2,960</b>	<b>590</b>	<b>330</b>	<b>2,530</b>	<b>450</b>	<b>2,900</b>	<b>530</b>	<b>310</b>	<b>2,740</b>	<b>380</b>
(Percentage)	100%	43.1%	8.6%	4.8%	36.9%	6.6%	42.3%	7.7%	4.5%	39.9%	5.5%
<b>Statistical Neighbours</b>											
Central Bedfordshire	265	49.1%	3.8%	7.9%	31.3%	7.9%	49.4%	3.0%	7.9%	34.0%	5.7%
Cheshire East	289	52.6%	14.5%	4.8%	28.0%	0.0%	51.9%	15.9%	5.2%	27.0%	0.0%
Cheshire West and Chester	211	24.6%	15.6%	9.0%	50.7%	0.0%	24.6%	14.7%	9.0%	51.7%	0.0%
Essex	545	70.3%	7.2%	1.5%	11.2%	9.9%	68.4%	7.3%	1.1%	14.3%	8.8%
Hampshire	1,340	49.0%	21.6%	4.9%	24.6%	0.0%	52.9%	17.1%	4.0%	26.0%	0.0%
Leicestershire	629	15.3%	9.2%	3.5%	12.4%	59.6%	17.6%	7.9%	3.2%	15.6%	55.6%
North Somerset	201	42.8%	17.4%	4.0%	35.8%	0.0%	40.3%	16.9%	6.0%	36.8%	0.0%
Staffordshire	806	54.6%	9.1%	4.1%	31.4%	0.9%	53.6%	7.6%	4.0%	33.9%	1.0%
Warrington	191	39.8%	34.0%	8.9%	17.3%	0.0%	37.7%	34.0%	8.9%	19.4%	0.0%
Worcestershire	448	47.1%	6.7%	7.1%	32.4%	6.7%	47.8%	7.1%	7.1%	32.4%	5.6%

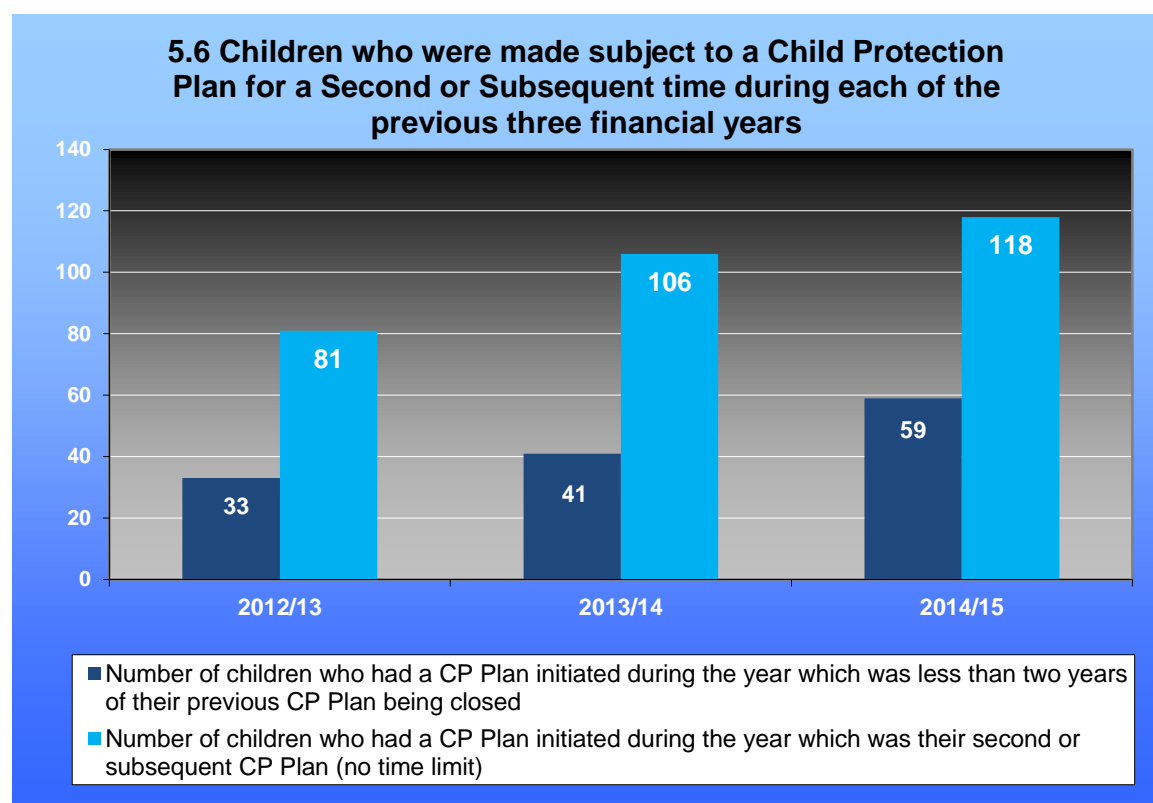
Source: Characteristics of Children in Need in England 2013-14 (Published by Department for Education based on Children in Need Census returns for 2013/14)\* The multiple category is for when more than one category of abuse is relevant to the child's current protection plan. It is not for children who have been the subject of more than one child protection plan during the year.

Warwickshire continues to have a higher proportion of children subject of CP Plans on 'multiple' categories compared to the England/West Midlands average. Of our statistical neighbours, we have the second highest number of children subject of multiple categories both by initial/latest category of abuse (lower than Leicestershire).

The comparison, above of the categories of plans of Warwickshire's statistical neighbours shows where 'multiple' is not used, or is little used, neglect and emotional abuse make up a majority of plans.

## 5.6 Repeat Child Protection Plans.

Chart 5.6 shows the number of children who became the subject of a child protection plan for a second or subsequent time over the last three years. This chart also identifies those who became subject of a child protection plan for a second or subsequent time within less than two years of their previous plan, subject of suggesting the original issues may have been insufficiently resolved.



Source: Carefirst

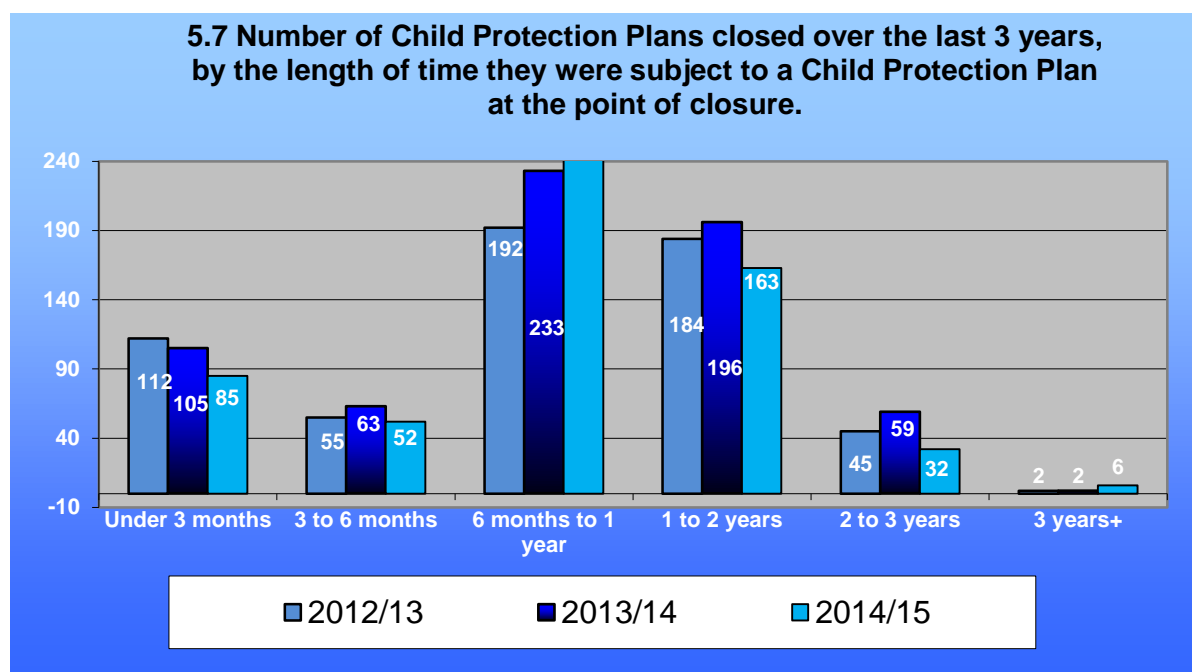
The number of children who became subject of a plan for a second or subsequent time has increased from 106 (16.7%) last year to 118 (19.8%) this year. The number for whom a second or subsequent plan was initiated within 2 years or less of their previous plan having been closed also saw an increase, up from 41 last year to 59 (9.9%) this year. Although not indicated in the chart above, it is the number of second plans that is increasing, third plans actually reduced this year.



Third plans are subject of audit by the Performance panel, but the causes of second plans are currently not well understood. Some of these could be required because of completely new circumstances, but they could also reflect chronic difficulties which re-emerge when professional help is reduced or withdrawn.

### 5.7 Length of CP Plans.

589 children had their plans closed during the year ending 31<sup>st</sup> March 2015. This is a decrease of 69 (10.5%) when compared with the 658 discontinued during the previous year. Chart 5.7 shows the number of children who had their Child Protection Plans closed during 2014/15, by the length of time they were subject of a Child Protection Plan at the point of closure compared to the previous 2 years.



Source: Carefirst

During 2014/15 the number of child protection plans closed during the year which had been open for two years or more (long plans) saw a decrease, down from 9.4% to 6.5%. This is a slight deterioration in performance.

### 5.8 Long Plans (Closed after 2 years or more)

The table below shows the number of plans closed after being open for 2 years or more as a percentage of all plans closed in the year. In contrast to short plans (lasting 3 months or more) Warwickshire has a much higher rate of children who have their plan closed after being open for 2 years or more when compared to our statistical neighbours, West Midlands and England out-turn data for 2013/14. This means that the length of time for which professionals judge that the children are suffering or likely to suffer significant harm before a resolution is found is in the main longer than our statistical neighbours.

	Number of Child Protection Plans closed after 2 years or more during 2013-14	Number of children who ceased to be the subject of a plan throughout 2013-14	Percentage of Plans closed after 2 years or more during 2013-14
<b>Warwickshire</b>	62	658	9.40%
<b>England</b>	2,450	54,380	4.50%
<b>West Midlands</b>	320	6,590	4.90%
<b>Statistical Neighbours</b>			
Central Bedfordshire	25	339	7.4%
Cheshire East	14	246	5.7%
Cheshire West and Chester	11	246	4.5%
Essex	10	671	1.5%
Hampshire	36	1137	3.2%
Leicestershire	28	583	4.8%
North Somerset	x	187	-
Staffordshire	19	642	3.0%
Warrington	10	177	5.6%
Worcestershire	29	496	5.8%

Source: Characteristics of Children in Need in England 2013-14 (Published by Department for Education based on Children in Need Census returns for 2013/14)

x Any number between 1 and 5 inclusive has been suppressed and replaced by x. There may be some secondary suppression to preserve confidentiality.

The length of a CP plan is influenced by a range of factors, but the effectiveness of multi-agency assessment, planning and intervention is clearly critical.

### 5.9 Short CP Plans (Closed after 3 months)

The table below shows the number of plans closed after 3 months as a percentage of all plans closed in the year. It is worth noting that Warwickshire has a lower rate of children who have their plan closed after being open for only 3 months when compared to the West Midlands and England out-turn data for 2013/14. In comparison to our statistical neighbours we are middle of the table compared to the lowest (12.4%) and the highest (31.6%). The percentage fell again in 2014-15, Although there are some legitimate circumstances in which a CP plan could be appropriately started but then ended within 3 months (for example if the child comes into care and is not expected to return home in the short term) ending a plan after 3 months may call into question assessment or decision making at the initial conference. A reduction in this figure is therefore most likely to be an improvement in performance.

	Number of Child Protection Plans closed in 3 months or less during 2013-14	Number of children who ceased to be the subject of a plan throughout 2013-14	Percentage of Plans closed in 3 months or less during 2013-14	Percentage of Plans closed in 3 months or less during 2014-15
Warwickshire	113	658	17.2%	13.9%
England	11060	54380	20.3%	Not yet available
West Midlands	1250	6590	18.9%	
Statistical Neighbours				
Central Bedfordshire	52	339	15.3%	
Cheshire East	69	246	28.0%	
Cheshire West and Chester	33	246	13.4%	
Essex	117	671	17.4%	
Hampshire	245	1137	21.5%	
Leicestershire	178	583	30.5%	
North Somerset	59	187	31.6%	
Staffordshire	102	642	15.9%	
Warrington	22	177	12.4%	
Worcestershire	66	496	13.3%	

Source: Characteristics of Children in Need in England 2013-14 (Published by Department for Education based on Children in Need Census returns for 2013/14)

### 5.10 MARAC

A Multi-Agency Risk Assessment Conference (MARAC) is a multi-agency meeting which domestic abuse victims who have been identified as at high risk of serious harm or homicide are referred to. The MARAC is attended by representatives from a range of statutory and voluntary sector agencies. The primary focus of the MARAC is to safeguard the adult victim. However, taking in to account the UK law which prioritises the safety of children, the MARAC will also make links with other multi-agency meetings and processes to safeguard children and manage the behaviour of the perpetrator. Warwickshire operates three localised MARACs each month which are overseen at county level.

#### National Indicator: Cases discussed at MARAC Meetings

	2013/14		2014/15	
Total number of cases discussed at MARAC	538	N/A	585	N/A
Number that were repeat cases (within last 12 months)	85	14.95%	114	19.48%
Total number of children* in MARAC case households	710	N/A	839	N/A

### National Indicator: MARAC cases by Referring Agency

	2013/14		2014/15	
Referring Agency	Number	%	Number	%
Police	468	87.24%	480	82%
IDVA	16	3.18%	5	0.85%
Children's Social Care	1	0.16%	3	0.5%
PCT	0	0.00%	0	0
Secondary Care/ Acute trust	0	0.00%	2	0.32%
Education	0	0.00%	1	0.17%
Housing	0	0.00%	3	0.5%
Mental Health	1	0.16%	1	0.17%
Probation	18	3.36%	25	4.27%
Voluntary Sector	12	2.10%	48	8.2%
Substance Abuse	0	0.00%	1	0.17%
Adult Social Care	0	0.00%	1	0.17%
Other	22	3.80%	15	2.56%
<b>Total MARAC cases</b>	<b>538</b>	<b>100%</b>	<b>585</b>	<b>100%</b>

There has been a small increase in cases brought to MARAC compared with last year. Not all victims of domestic abuse report the abuse to the police, and so relying on the police to initiate consideration of cases at MARAC risks failing to intervene in cases which are high risk. It is therefore encouraging that some other agencies are beginning to refer cases.

### National Indicator: Diversity of MARAC cases

	2013/14		2014/15	
Diversity	Number	%	Number	%
Number of cases from B&ME community	62	11.53%	65	11%
Number of LGBT cases	0	0%	7	1.2%
Number of cases where victim has registered	6	0.98%	12	12%

disability				
Number of male victims	31	5.65%	28	4.21%
16 and 17 year olds referred to MARAC	Information not collected		8	1.37%
number harming others aged 17 or below			8	1.37%

### Local Indicators

	2013-14		2014-15	
Diversity	Number	%	Number	%
Number of cases with - children * in household	368	67.44%	404	69.06%
Number of cases with victim over 65 years of age	7	1.30%	6	1.03%
Number of cases where victim is pregnant	14	2.49%	31	5.30%
Number of cases where HBV reported	2	0.31%	10	1.71%
Number of cases with familial DA (non partner)	19	3.46%	27	4.62%

\*= Under 18 years of age who are not themselves referred as a victim. Does not include pregnancies.

	2013-14		2014-15	
Outcome	Number	%	Number	%
Risk 'Removed'	48	9.97%	19	3.25%
Risk 'Reduced'	113	26.75%	191	32.65%
Risk 'Transferred'	5	1.17%	61	10.43%
Risk 'Accepted'	256	62.11%	242	41.37%
Total = *	422	100.00%	513	100%

## MARAC Attendance 2014-15

	2013 - 14		2014 - 15	
AGENCY	No. of MARACs (Total 36)	%	No. of MARACs (Total 36)	%
Police	31	86.11%	36	100.00%
IDVA	35	97.22%	35	97.22%
Children's Social Care	35	97.22%	35	97.22%
PCT*	32	88.89%	N/A	N/A
Secondary Care/ Acute trust	9	25.00%	35	97.22%
Education	9	25.00%	22	61.11%
Housing	29	80.56%	32	88.89%
Mental Health	17	47.22%	34	94.44%
Probation	29	80.56%	33	91.67%
Voluntary Sector	18	50.00%	32	88.89%
Substance Abuse	23	63.89%	32	88.89%
Adult Social Care	14	38.89%	25	69.44%
Other	13	36.11%	3	8.33%
* Still asked to report this although they no longer exist. We record the named nurses against this.				
Note there are arrangements in place to receive written information from agencies who are unable to attend.				

**MARAC is becoming more effective at identifying children who may be at risk of harm from the cases discussed.** Between 2013-14 and 2014-15 the number of cases where there were children identified increased by 9.8%, yet the number of children in those households increased by 18.17%. The evidence is not that there were necessarily families with larger numbers of children living there, but that agencies are becoming more proficient at identifying those children who may spend time in the home or in the care of the adults concerned) who may also find themselves at risk of harm and in need of support or protection.

2014-15 The risk management plans from MARAC could have removed or reduced risk to victims in 36% of high risk DVA cases.

**MARAC is likely to have greater impact in cases where there are children** for a number of reasons. Some victims do not realise the potential harm to their children from living with DVA and once they are aware of this they are keen to engage with services and seek support. Others only see the abuse when they can see the negative effects on their children and so they decide to act. For some, they are motivated to make changes due to involvement from social care.

There is a continued drive to increase the proportion of non-police referrals towards 40%, it is **most likely that it is cases referred by the voluntary sector that are not yet known to social care.**

One of the **biggest challenges facing MARAC in terms of safeguarding children is when cases involve post-separation violence/ abuse and child contact.** This poses a challenge to current safeguarding practices which often assesses the adult carer as taking appropriate steps to protect their children. In reality, the child may still be at risk from another adult i.e. ex-partner and support to keep children safe is required.

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