



ANNUAL REPORT

2015-2016

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FORWARD - INDEPENDENT CHAIR.

I am pleased to introduce the Warwickshire Safeguarding Children Board annual report for 2015-2016. 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 that remain.

This report sets out the progress and achievements made over the last year.

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 we have implemented the new governance arrangements that we had started work on in the previous reporting period. I believe this has strengthened the way partners work together. An important part of the changes was to ensure our sub-groups, who do the detailed work, were being chaired by the right people and had the correct membership. We are still making some changes as things settle down however; I think it is important that we are flexible and ready to change what we are doing as in order to keep children and young people safe. We need a culture that is open to challenge and new ideas.

The Partnership also agreed a different funding arrangement to ensure that we could properly undertake review activity, including Serious Case Reviews. This did mean finding more money in these very difficult times. This was relatively easy to agree

and therefore sends a clear message that the partnership is strongly committed to ensuring we are able to learn lessons to improve our safeguarding system.

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.

The Board agreed a limited number of headline priorities for the last year but they are all big subjects to tackle.

We want to ensure appropriate services were provided to all of our communities and had noticed some disparity in the data we collect regarding services given to children with disability and children and families from black and minority ethnic communities. Data collection is still not consistent in this area and you will find more detail in the body of the report.

Protecting children from being sexually exploited remains a priority, you will read about some excellent work that has been undertaken to train large numbers of people within our community to better understand sexual exploitation and also what to look out for and how to think a little differently about some situations.

We have also prioritised improving the multi- agency response to neglect. Too often it is taking too long for neglect to be recognised. As well as the direct harm this causes it also leaves children at risk of other harm including sexual exploitation.

The report has a lot of rich and detailed data in it, the Board has a responsibility to monitor and evaluate the effectiveness of what is done by the Local Authority and Board partners individually and collectively to safeguard and promote the welfare of children. The data helps us understand where improvements can be made and informs the discussions as what needs to be done to make those improvements.

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 flourish at the end.

David Peplow

Independent Chair

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						
Total (0-17)	111,872	12,407	27,249	23,317	23,207	26,692

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 278th out of 326 Local Authority Districts. In between, North Warwickshire is ranked 182nd, Rugby 219th and Warwick District 257th.

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	0.8%	9.40%	13.90%	9.4%	52 per 10,000
Nun. & Bed.	1.30%	13.00%	19.00%	13.1%	82 per 10,000
Rugby	0.70%	8.00%	12.40%	8.1%	31 per 10,000
Stratford on Avon	0.20%	6.70%	8.50%	5.4%	27 per 10,000
Warwick	0.50%	6.80%	10.20%	6.8%	40 per 10,000
Warwickshire	0.70%	8.70%	12.90%	8.5%	47 per 10,000
England					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

2.3 Strategic Partnership Working

Joint Strategic Needs Assessment (JSNA)

The purpose of the JSNA is to analyse the current and future health and wellbeing needs of the local population to inform the commissioning of health, wellbeing and social care services. The first year of the current JSNA work programme agreed by the Health & Wellbeing Board has now been completed.

As well as the [JSNA Annual Statement 2015/16](#), which was published in late 2015, a number of JSNAs have been completed and approved over recent months. The first year of the work programme has a children's focus of particular relevance to safeguarding children. These included needs assessments on:

- [Helping Vulnerable Children](#)
- [Children Looked After](#)
- [Carers \(including young carers\)](#)
- Needs assessment relating to children currently underway include:
- Prevention (preventing & reducing children coming into care)
- Needs Assessment (JSNA priority theme)
- Needs analysis to inform CAMHS Redesign (JSNA priority theme)
- 0-5 Needs Assessment
- Youth Justice Needs Assessment
- SEND Needs Assessment

Published Needs Assessments can be found on the [JSNA webpages](#).

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, addressed through the Violence Against Women and Girls Strategy and Violence Against Women and Girls (VAWG) Board. Strong links between this board and WSCB are maintained as the independent WSCB chair is a member of the VAWG board. Further information can be found at 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 policies and procedures,
- reviewing the deaths of all children in its area to identify learning which may prevent future child deaths (Child Death Overview Panel),
- 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,
- evaluating the effectiveness of children's safeguarding in the area,
- 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, David Peplow, who has chaired the board since June 2014. In addition to the Chair, the Board directly employs three permanent 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. During 2015-16 the board has also had an additional part-time admin post to meet the increased case review activity.

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 2015 – Jan 2016.

Agency	Board Member (s)	April 2015	July 2015	Oct 2015	Jan 2016
Independent Chair	David Peplow	✓	✓	✓	✓
WCC	John Dixon (Interim Strategic Director)	✓	A	A	✓
	Sue Ross (Interim Head of Service, Safeguarding)	DNA	A	N/A	N/A
	Councillor Bob Stevens (Portfolio Holder for Children)	✓	N/A	N/A	N/A
	Jenny Wood (Head of Service, Social Care and Support)	DNA	A	N/A	N/A
	Helen King (Deputy Director, Public Health)	D	✓	✓	✓
	Hugh Disley (Head of Service, Early Intervention)	✓	✓	DNA	N/A
	Jenny Butlin-Moran (Service Manager, Child Protection)	✓	✓	✓	N/A
	Calvin Smith (Service Manager, Rugby)	✓	✓	N/A	N/A
	Brenda Vincent (Service Manager, North)	A	A	✓	N/A
	Sue Ingram (Domestic Abuse Services Manager)	✓	✓	✓	D
	Adrian Over (Education Safeguarding Manager, representing schools and colleges)	✓	A	✓	✓
	Cornelia Heaney: Adviser (WSCB Development Manager)	✓	✓	✓	✓
	Victoria Gould -Adviser (Legal Services)	✓	✓	✓	✓
	Rachael Boswell (Learning and Improvement Officer, WSCB)	✓	✓	✓	✓
West Mercia Police	Superintendent Stephen Eccleston (PVP)	A	A	✓	✓

Warwickshire Police	Superintendent Debbie Tedds	✓	✓	N/A	N/A
Warwickshire Police	David Gardner (Policing Area Commander for South Warwickshire)	N/A	N/A	✓	A
Warwickshire Youth Justice Service	Lesley Tregear (Warwickshire Youth Justice Service)	DNA	N/A	✓	N/A
Warwickshire Youth Justice Service	Tony Begley (Warwickshire Youth Justice Service)	N/A	✓	✓	✓
Warwickshire Probation Trust	Andy Wade (Ass Chief Probation Officer)	✓	✓	✓	✓
Warwickshire and West Mercia CRC	Donald McGovern Head of Service	✓	✓	✓	✓
Rugby Borough Council	Steven Shanahan (Head of Housing and Property)	✓	D	N/A	N/A
Rugby Borough Council	Kevin Brookes (On Track Co-ordinator)	N/A	N/A	✓	✓
Rugby Borough Council	Minakshee Patel (Corporate Equality and Diversity Advisor)	N/A	N/A	✓	✓
North Warwickshire District Council	Simon Powell (Ass. Director Community Development)	✓	D	✓	✓
Stratford-upon-Avon District Council	Martin Cowan (Housing Advice Manager)	DNA	A	A	✓
Nuneaton and Bedford Borough Council	Craig Dicken (Communities Officer – Equalities and Cohesion)	✓	✓	✓	✓
Warwick District Council	Bill Hunt (Deputy Chief Executive)	✓	✓	✓	D
South Warwickshire CCG	Alison Walshe (Director of Quality and Performance)	D	✓	✓	✓
Coventry and Warwickshire Partnership Trust	Jamie Soden (Deputy Director of Nursing)	✓	N/A	✓	N/A

Coventry and Warwickshire Partnership Trust	Jane Hill (Operational Deputy Director of Nursing)	N/A	A	D	D
NHS England	Helen Hipkiss Ass. Director Patient Experience.	DNA	A	DNA	DNA
South Warwickshire Foundation Trust	Helen Lancaster (Director of Nursing)	D	✓	✓	✓
Designated Nurse for Child Protection	Jackie Channell Adviser	A	✓	A	A
Designated Doctor, Child Protection	Dr Peter Sidebotham Adviser	✓	A	✓	✓
Warwickshire North CCG and Coventry and Rugby CCG	Jacqueline Barnes (Chief Nursing Officer)	✓	A	D	D
Warwickshire North CCG	Rebecca Bartholomew (Executive Nurse, Director of Quality, Safety and Personalised Care)	N/A	N/A	✓	✓
CAFCASS	Neville Hall (Assistant Director)	A	DNA	A	DNA
Coventry, Warwickshire, Solihull Partnership	Linda Gilleard (Chief Executive)	✓	N/A	N/A	N/A
Lay Member	Keith Drinkwater	✓	✓	✓	✓
Lay Member	Katrina Symonds	DNA	✓	A	✓
Voluntary Sector (nominated by WCVYS)	Mike Haywood	✓	N/A	N/A	N/A
	Councillor Les Caborn	N/A	A	DNA	✓
WCC	Anita Gurry (Service Manager)	N/A	N/A	N/A	✓
WCC	Sarah Harris (Principal Social Worker & SEND Children's Social Care Services)	N/A	N/A	✓	A

WCVYS	Vic Jones (Chief Officer Warwickshire Children and Voluntary Youth Services)	N/A	✓	✓	A
WCC	Nigel Minns Head of Education and Learning	N/A	N/A	✓	✓
Education	Louise Mohacsi (Headteacher St Nicolas CE Primary)	N/A	N/A	✓	A
George Eliot Hospital	Dilly Wilkinson (Deputy Director of Nursing)	✓	D	N/A	N/A
George Eliot Hospital	Michelle Norton (Director of Nursing)	N/A	N/A	✓	✓
WCC	Beate Wagner (Head of Service)	N/A	N/A	✓	A
	Councillor Chris Williams	A	A	✓	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.

Business Group – David Peplow

Child Death Review Panel - Cornelia Heaney

Schools, Learning and Education - Louise Mohacsi

Systems Procedures and Guidelines – Beate Wagner

Performance, Monitoring and Evaluation - Nigel Minns

Special Cases - Peter Sidebotham

Training -Craig Dicken

Child Sexual Exploitation - Anita Gurry

During 2015-16 a revised constitution was agreed, which included a review of membership; the first meeting under the new constitution was in October 2015. The review also made changes to the sub-committee structure, reducing the number overall but strengthening the role of what had been the Chairs' subcommittee, reconfiguring this as a Business group, taking on the strategy development function.

All the sub-committees are now chaired by board members (full members and advisers) which has ended the practice of people sitting on the board only because they chaired a subcommittee. Further changes have been made or are planned under the Governance strategic priority, and are addressed in that section of this report.

4.3 WSCB Budget 2015-16

Core Budget Income

WCC	WCC Base Budget	-£32,979	
	Direct Schools grant	-£18,500	
	Budget for Central Establishment Charges (CEC)	-£25,696	
	Learning & Development	-£40,000	-£117,175
Health (CCG's)		-32,952	
Police		-17,508	
CRC and NPS		-8,294	
CAFCASS		-550	
District and Borough Councils		-10,260	-£69,564
Training fees		-3,540	-£3,540
Transfer from Core budget to Review Budget		£10,000	£10,000
Additional WCC contribution for 'Something's not right' 2016-17		-£18,000	-£18,000
Total Core Budget Income			-£198,279

Expenditure

Business Team Costs			
Salaries & associated costs for permanent staff x 3		£147,452	
Office costs: desk charges, IT, phones, stationery		£3,510	£150,963
Training Delivery			
AlterEgo (Chelsea's Choice)		£11,560	
Venues (including £500 incurred but not billed)		£1,570	
Hospitality (including £650 incurred but not billed)		£797	
Subscriptions - NWG		£773	

and BASPCAN		
Geese Theatre	£3,000	£17,700
Communication		
Printing	£1,406	£1,406
Audit and Review		
Independent Audits (paid in 14/15 but not reported)	-£989	-£989
CEC's	£25,225	£25,225
Total Core Budget Expenditure		£194,305
Net Core Budget		-£3,974

Review Budget

Income

Contributions from Partners	-£16,800	
WCC Contribution	-£14,000	
Transfer from Core budget	-£10,000	-£40,800

Expenditure

Consultants Costs 2015-16 (billed)	£25,884	
Salary & other costs for temp/fixed term admin	£16,348	
Catering & room hire	£155	
Voicebox charges	£30	
CEC's	£471	
Estimate of unbilled lead reviewer for 2015-16	£8,750	£51,638
Net Review Budget		£10,838

Summary

Expenditure paid in 2014/15 but not included in final report

Independent Audits	£989	
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Expenditure incurred in 2015/16 but paid in 2016/17

Venues	£500
Hospitality	£650
Estimate of Lead Reviewer for 2015/16	£8,750

2015/16 Outturn Summary

15/16 Expenditure	£236,042
15/16 Partner Funding	-£86,364
15/16 WCC Contributions	-£149,175
15/16 Other funding	-£3,540
15/16 Outturn	-£3,037

Reserves

Partner Reserves cfwd from previous years	-£108,236
2015/16 underspend	-£1,903
Total Reserves cfwded into 2016/17	-£110,139

In 2015-16, WSCB partner agencies made their contributions in two parts, one to the core budget, and a second additional payment into a new fund covering the costs of running serious and local case reviews.

Some further contributions were made by partners to fund specific additional projects. WSCB offered the CSE drama 'Chelsea's Choice' to all state funded secondary schools in Warwickshire, to be shown to year 8 pupils, and all but two took up the offer. The costs of this were met in full by additional contributions made by the Youth Justice Service and the Education Safeguarding Service. The Warwickshire Police and Crime Commissioner funded the 'Something's not Right' CSE communications campaign which was co-ordinated under the auspices of the WSCb CSE subcommittee.

The Review budget is spent almost entirely on the costs of external reviewers and an additional temporary admin post in the Business 2 Team. This post has provided extra capacity to the time consuming task of administering reviews, and some opportunity to backfill a limited number of functions carried out by either the Development Manager or the Learning and Improvement Officer. This in turn has enabled the Development Manager to take on the role of co-reviewer for an SCR currently underway, and a local case review starting in May 2016. During 2015-16 it

is estimated that this has saved roughly £7,500, with further savings to be made in 2016-17.

The total balance of the core budget account includes a reserve accrued some years ago, which is currently £100,000. A little under half of this is going to be transferred to the core budget for 2016-17, and the rest will be retained as contingency.

It was intended that a review of WSCB resourcing would be conducted before the start of this financial year, but after the Department of Education announced the review of LSCBs to be undertaken by Alan Wood it seemed sensible to hold the Warwickshire review until after this reported. The intention was that it would look at both the resource needed to enable WSCB to carry out its work, and also the proportions in which these costs would be shared by partners.

At present the only guidance currently available to LSCBs to assist this debate is that in *Working Together*¹ which states *all LSCB member organisations have an obligation to provide LSCBs with reliable resource (including finance) that enable the LSCB to be strong and effective. Members should share the financial responsibility for the LSCB in such a way that a disproportionate burden does not fall on a small number of partner agencies.* (p.71) The recommendations made in the Wood report (which was published shortly after the end of the financial year) are not likely to come to fruition quickly, so WSCB will complete the review of its own financial arrangements with a view to implementing the changes at the start of 2017-18.

Separately to this piece of work, the National Probation Service (NPS) has made a decision affecting all their area teams about a standardised contribution to LSCBs across the country, and the Warwickshire NPS Board member has notified us about the contribution calculated for Warwickshire. The Warwickshire Independent Chair intends to make representations about this to NPS challenging both the method of calculation and also the removal of local discretion, which in principle appears to withdraw NPS financial support for case reviews.

¹ Dept for Education (2015) *Working Together to Safeguard Children*

5. PROGRESS AGAINST STRATEGIC OBJECTIVES.

WSCB agreed four new priorities for the 2015-18 business plan. These were derived from the findings of a self assessment of the board's effectiveness. The priorities are:

- **WSCB has structures resources and governance arrangements that enable it to carry out its functions effect**
- **Understand the disparity evidenced in the WSCB's performance data between the services at all levels of the Safeguarding continuum given to children and families in different areas of the county, children with disabilities, and children from Black and minority ethnic families**
- **Improve outcomes for Children who are being neglected by identifying neglect earlier and intervening effectively.**
- **Reduce the number of young people harmed by sexual exploitation (CSE).**

5.1 Strategic Priority One: WSCB has structures resources and governance arrangements that enable it to carry out its functions effectively.

The context in which LSCB operate has moved on considerably since WSCB was established, we need to ensure that WSCB has structures fit for current purpose, and that all organisations and services which should be involved in safeguarding children are engaged in WSCB's work.

In July 2015 WSCB agreed a new constitution which updated membership to reflect changes to local agency arrangements, streamlined the subcommittee structure, and brought the strategy development function into what had been the Chairs subcommittee, replacing it instead with a Business Group. The standing membership of this includes the chairs of other sub-committees, the board's business support team, lay members and legal adviser.

WSCB has greatly strengthened the arrangements made to ensure schools can receive information and feedback comments to WSCB. The Schools and Learning sub is now chaired by a serving head teacher, supported by the Education safeguarding manager. A range of school and education provider types are represented on the sub-committee, and the minutes are sent to school consortia chairs who in turn disseminate to their consortium members. To strengthen this arrangement it was further decided that the WCC improvement officers attached to each consortium would ensure that the minutes were discussed at meetings. An example of an issue fed back to WSCB under these arrangements was a question about whether in-year admissions processes adequately address safeguarding issues as schools have fed back that receiving schools don't always get an adequate history. This is now being looked at by the schools admission team.

The WSCB Development Manager now has a regular meeting with the JSNA programme manager to share information about the respective work plans and identify areas of common interest. This facilitated significant contribution from WSCB

to the JSNA Vulnerable Children needs assessment², including ensuring it addressed privately fostered children, identifying safeguarding needs of young carers as well as caring support needs, and children in families where parents are in receipt of mental health, substance misuse and domestic abuse services. A finding from the needs assessment that the number of young people being hospitalised for self harm contributed to the decision to include CAMHS performance measures in the WSCB data set from April 2016.

The independent chair has introduced a periodic 'lay members' question' to WSCB meetings to facilitate scrutiny of concerns arising from their community perspective, rather than a service provider one. This year their questions included one about how the needs of children in traveller families are met, and separately, how traveller families' views are heard and influence service delivery.

The independent chair and WCC chief executive have challenged the effective withdrawal of NHS England (NHSE) from some safeguarding children boards, including Warwickshire's, where they assess boards to be functioning well. NHSE have not attended Warwickshire's board meetings since July 2014, and it has not always been clear who the NHSE contact for WSCB is, resulting in difficulty in undertaking some case reviews, and obtaining information about the progress of a review action plan. In the annual report last year it was noted that NHSE had been asked to undertake a review in a GP surgery, but at the end of March 2016 WSCB had still not been able to secure progress with this.

The independent chair has also challenged the choice of police representation on the board which is not a senior as described in Working Together. Additionally, because of the management arrangements in the alliance between Warwickshire and West Mercia police, the single police representative, the superintendent in Protecting Vulnerable People (PVP), was not responsible for territorial policing in Warwickshire. This has been partially remedied by agreeing to have two police board members, one from PVP, and a Warwickshire superintendent.

Actions for 2016-17

Complete the review of WSCB subcommittee structure by reviewing the terms of reference and membership of the sub-committees;

Sign off remaining appendices to the governance suite: membership agreement, confidentiality statement, Memorandum of Understanding between WSCB and the Health and Wellbeing Board, MAPA board and Safer Warwickshire Board;

Decide new arrangements for the financial contribution board partners make to the board;

Undertake review of the the function and make up of the WSCB business team.

² <https://apps.warwickshire.gov.uk/api/documents/WCCC-644-293>

5.2 Strategic Priority Two: Understand the disparity evidenced in the WSCB's performance data between the services at all levels of the Safeguarding continuum given to children and families in different areas of the county, children with disabilities, and children from Black and minority ethnic families

Statutory Board Partners have a duty under the Equality Act to “advance equality of opportunity to people who share a relevant protected characteristic and people who do not share it”. Preliminary analysis suggests the variation is not explained solely by socio-economic factors, and that interventions may be required to ensure all children in Warwickshire are safeguarded equally.

Diversity and Equality

The first requirement for a clear understanding of the diversity of our service users is for information about characteristics such as gender, ethnicity, first language and disability to be recorded. Collection of diversity data is not consistently good, which means that the picture remains unclear. Failure of agencies to gather this information may also indicate it is not have a high priority for staff.

Examples of missing information include an increase in referrals with language 'not recorded' from 6.4% at the end of March 2015 to 15.6% at the end of March 2016 and a small increase in the number of children with a CAF whose ethnicity is not recorded. It is noted however that the number of children with a child protection plan whose first language is not recorded is at 2.8%, only fractionally higher than last year, at 2.2%, showing that when case are being actively worked by a social worker missing information is largely being gathered. 'First language' is recorded in the WSCB dataset to include consideration of families of Eastern European origin whose ethnicity would be recorded as 'white european' but who might still experience disadvantage and difficulty accessing services as part of a new community.

The collection of diversity information needs to improve to enable WSCB to have a full picture of activity taking place across the County, and the corresponding gaps, and also as a proxy measure of the awareness of staff of the importance of understanding the identities of their service users. WSCB has taken opportunities to encourage other partnership boards to consider how diversity and equality data is informing performance management and service delivery, for example in the JSNA Vulnerable Children needs assessment and the Joint Commissioning Board safeguarding data set.

The opening of the MASH in May 2016 provides an opportunity to improve the consistency of referral taking quality by having a smaller group of people doing this work. However this will only result in improved data quality if referrers have information about, for example ethnicity or first language, to provide. Performance data has previously suggested that the threshold for social work assessment is being interpreted differently around the County, and the data for 2015-16 suggests this continues to be the case, although perhaps in slightly different ways. The MASH, as a single referral decision making point, also provides an opportunity to address this issue.

WSCB has taken opportunities to probe the extent to which providers of mental health and substance misuse services are establishing whether service users have children, and whether the parents' needs have implications for the children. One local case review in particular identified this as an area for improvement. The requirement in Working Together 2015 for providers of services to adults to *ask whether there are children in the family and consider whether the children need help or protection from harm* is not transparent in providers' contracts. The County Council has undertaken to look at this in their own contracts.

FGM

WSCB is collaborating with Coventry LSCB and the Violence Against Women and Girls board (VAWG) to develop multi-agency risk assessment tool for all frontline staff to use. The profile and understanding of FGM has been raised by this partnership activity, evidenced by more debate and discussion about the recognition and response, and more requests from various sources for prevalence data. The revised WSCB dataset for 2016-17 will include a measure of activity carried out under the new FGM legal provisions which came into force in 2015.

The Warwickshire and West Mercia Alliance have developed an FGM action plan, and this was shared with WSCB in January 2016. This includes appointing trained specialist officers in every crime area, support from Single Points of Contact (SPOCs) to guide officers on the street; Harm Assessment Unit staff have had training, and markers have been introduced to flag FGM cases in the database. The action plan recognises the importance of strategy meetings to plan a multi-agency response, and there is an emphasis on prevention and education rather than prioritising a criminal response.

The Schools and Learning subcommittee wrote out to schools in the summer term, highlighting the risk of girls being taken abroad for FGM in the summer holiday, and reminding staff what to look out for.

Actions for 2016-17

All agencies to improve recording of diversity characteristics, including ethnicity, first language, disability; and where relevant, sexual orientation.

WSCB to work with the 'Smart Start' strategy (to redesign services for children aged 0-5) to look at ways to improve access and take up of universal and targeted services for black, minority ethnic and non-English speaking households

Monitor the effectiveness of support services for children with disabilities to ensure safeguarding needs are being identified.

5.3 Strategic Priority Three: Improve outcomes for Children who are being neglected by identifying neglect earlier and intervening effectively.

Our case reviews have found that agencies in Warwickshire are replicating what has been found nationally in responding to neglect: Children are too frequently left in neglectful situations for long periods of time, and commonly concern crystallises around incidents of physical or sexual abuse rather than the neglect itself.

Neglected Children are at increased risk of other sources of harms such as sexual exploitation and mental ill-health, and are more likely to develop behaviours which cause problems for others such as offending and anti-social behaviour

In previous years, WSCB had led work to identify the tools being used by partners to work with neglect, and a gap that was identified was assessment tools for social workers to use in more complex or higher risk cases. This was reinforced by the serious case review published in October 2015 which found that although practitioners had spent a lot of time trying to support the family, their needs and the level of risk for the children were not really understood, so the help was not targeted on the right things. The WCC the principal social worker has drawn up a Neglect Strategy for the Children and Families Business Unit, and is now leading work to identify preferred, evidence based tools for social work assessment of neglect to complement the ones being used by health visitors and early intervention family support workers, so that a complete WSCB 'toolkit' can be put together.

The 'Smart Start' Strategy, led by WCC, began in the summer of 2015. The objective of this strategy is to improve school readiness of children in Warwickshire. There are lots of overlaps between this strategy and the WSCB neglect priority, and WSCB is seeking to influence the strategy as it develops to ensure that the links are maximised.

During Smart Start's first year a substantial needs assessment has been undertaken which identified a number of opportunities for preventing neglect, or tackling it early, including increasing availability and uptake of antenatal classes and postnatal groups, better support of maternal mental health and, more availability of family support; as well looking at how to provide services differently to make them geographically accessible for low income families in rural areas.

The level of CAF initiation for under fives remains very low. This does not mean that early help is not being offered, for example, at a Children's Centre, but it may mean that help is not based on a multi-agency assessment, it may not be clear to the parents what professionals are concerned about, and the help may not be drawing in all the agencies that could help. There are two CAF officers in the MASH, and the intention is that when referrals are made which do not meet the threshold for social work assessment but may benefit from co-ordinated early help, these CAF officers will speak to the referrer about how this could be managed. It is hoped that this will increase the initiation of CAFs by the 0-5 workforce.

During the year the JSNA undertook a Vulnerable Children needs assessment, and WSCB was able to provide input to this to ensure all relevant children were considered. This will be used to inform commissioning of services to children of all ages.

The Performance, Monitoring and Evaluation subcommittee took a report evaluating the County Council's oversight of services to children missing education, which are particularly vulnerable group as much of our safeguarding infrastructure relies on schools as the first line response. Several significant improvements to this service were noted, which should increase the prominence given to safeguarding considerations for these children.

'Think Family' is an important strand in the approach to spotting neglect, and other safeguarding concerns, early. The Community Rehabilitation company, reported a good example of this philosophy in their focus on the importance of home visiting to service users under supervision. This informs risk assessment of the service user and also provides opportunities to observe their behaviour in relation to children in the household, and to assess the experiences of children in the household. This is supported by increased management oversight and supervision for safeguarding cases.

Actions for 2016-17

Complete and publish Neglect toolkit

Revise Neglect training to include significant learning from SCRs currently underway

Undertake audit to follow up cases referred to MASH where early help is recommended

Continue to engage with the Smart Start strategy to maximise its contribution to tackling neglect

Refresh 'Think Family protocol'

Strategic Priority Four: Reduce the number of young people harmed by sexual exploitation (CSE).

Warwickshire Safeguarding Children Board agreed its first CSE strategy in May 2013. Good progress has been made against many of its objectives, but not all are sufficiently well embedded for this area of work to be regarded as "business as usual".

Significant progress has been made during the year to increase knowledge and awareness across the partnership of CSE, and to improve responses to it.

WSCB has continued to provide inter-agency training for professionals directly involved with managing CSE cases, as well as awareness raising training, in partnership with the Barnardos staff seconded to the CSE multi-agency team.

A wide range of activities have taken place to communicate information to children, parents and the wider community. The 'Something's not right' campaign was launched in March 2015, funded by a grant from the Police and Crime Commissioner (PCC).

Two workshops addressing peer abuse were offered to schools by Education Safeguarding and Public Health and 34 out of 44 schools attended. This was followed up by a letter to schools to ask what they had done as a result of the input.

A 'Sexting' conference for young people was held in Feb 2016, run by WCC Community Safety and funded by PCC. Very positive feedback was received from the young people participating, who found it thought provoking.

Funding was provided by the Youth Justice Service and Education Safeguarding for WSCB to offer a drama about CSE 'Chelsea's Choice', performed by Alter Ego, to all the state funded secondary schools in Warwickshire, and this was taken up by all but three. Separate follow up was made by the schools which declined the offer by the Education Safeguarding Manager to explore the reasons and what provision was being made for the young people instead.

Careful preparation and briefing for schools included requesting that PSHE staff watched the performance with the young people, curriculum materials were offered to use in class afterwards, CSE hub/ WSCB business team staff were present at all the performances to talk to young people if required and young people were provided with a 'goody bag' which included wristbands printed with the National 'say something' telephone number. During the programme a number of young people disclosed that they were being sexually exploited, and were offered services for this. It has also stimulated a lot of discussion and interest in the issue, and we are confident that awareness of what CSE is and the availability of services to assist has been considerable raised by this exercise.

Missing and providing CSE intelligence to the police.

Profile of local problem

The CSE hub has been able to bring together information held by police, WCC and Barnardos to develop a much more accurate profile of both the children and young people at risk, and the locations where exploitation is happening, and also the methods used for targeting and grooming young people. 20 of the 55 highest risk young people are looked after, and high priority is given to service provision to these young people. Only 5 are boys. This is likely to be because boys at risk are not being identified, and so WSCB is commissioning training for professionals from AlterEgo specifically about sexual exploitation of boys, to be delivered in summer 2015. Clear links have been identified between children reported 'missing' and sexual exploitation, reinforcing the value of proactive work with missing children once they return home. A number of young people becoming pregnant or receiving treatment for STIs have also been identified to be victims of CSE, and the CSE hub is working with Public Health to develop information sharing arrangements for these young people.

Effort to disrupt known activity are becoming more sophisticated. An example of good The Barnardos project worker and the WSCB learning and Improvement Officer have also developed a programme which they have delivered in special schools across Warwickshire. This is composed of training for staff and subsequent group workshops for the young people. The Youth Justice service have developed and piloted a training session for parents. This well received material is available for partner agencies to use and will be developed this year to be delivered to a wider number of schools as part of a transition programme for parents with children in year 6.

The CSE sub-committee has overseen a review of the tools used to screen and assess CSE in Warwickshire, and a review of the service pathway. This has included centralising MASE meetings to improve their quality and consistency, and introducing a professionals risk assessment panel so that the processes of analysing intelligence to identify other possible victims and information that might facilitate a criminal response is done separately from meetings involving parents and young people.

WCC Children and Families have recruited a network of 16 CSE champions, who have had additional training to enable them to provide practice support to their colleagues. This has resulted in an increase in awareness and interest in CSE. The CSE champions have been able to support staff to act on feedback from young people about their experience of service provision, and provide them with better preparation for MASE meetings.

The multidisciplinary CSE hub was joined by children's social workers in March 2015. The team has adopted the Barnardos model for working with young people involved in CSE – Assess, Attention, Assertive outreach and Advocacy. Training and awareness raising activity has resulted in a considerable increase in the numbers of

children identified to be at medium or high risk, and both police and social care have committed additional staff during the year.

The WSCB annual report last year and the year before highlighted the poor rate of return home interview completion for children reported missing. The Performance, Monitoring and Evaluation subcommittee took a report from Children's Social Care at the start of the year and understood from this that missing practitioner capacity was insufficient for the amount of work, so priority was being given to providing a service to cases that appeared high risk, eg missing 3 times in 90 days. Additional resources have now been provided to this service. WSCB has looked at this data in every meeting this year and is pleased to note that there has been a marked improvement throughout the year.

A peer review of CSE arrangement in the Warwickshire and West Mercia police alliance praised the Warwickshire training arrangements; the reach of training now including third sector via WCVYS, taxi drivers, small number of hotels thought to be sites of CSE, and town centre CCTV operators.

There has been an increased recognition of the role that District and Boroughs have to play in preventing and detecting CSE. Nuneaton and Bedworth Borough Council undertook an audit of their functions against the recommendations of the Casey report³, and is producing a plan of improvement action to be taken as a result. This has already resulted in providing CSE training to wider group of people than previously, including Elected Members and taxi drivers.

Training for taxi drivers has also been offered in Warwick District and North Warwickshire Borough Council, and some targeted training has been provided to hoteliers. These Councils are looking at making CSE training mandatory for taxi drivers in the future.

Warwick District CCTV operators were given awareness raising CSE training, which had an immediate impact, enabling the town centre operators to recognise unusual or concerning activity involving young people that they would not have acted on previously. Action taken as a result included identifying a young person reported partnership working in this respect involved response to the targeting of children at a particular school. Police pursued offenders and gathered intelligence, while Barnados and social care staff provided training to school staff, as well as provided services directly to young people identified to be at risk. Underlying factors causing this school to be a risk were identified and can be used to plan future work. Warwickshire agencies have increased co-operation with Coventry and other neighbours has resulting in disruption of internal trafficking.

³ Louise Casey CB (Feb 2015) *Report of inspection of Rotherham Metropolitan Council*
<https://www.gov.uk/government/publications/report-of-inspection-of-rotherham-metropolitan-borough-council>

Actions for 2016-17:

Audit of WSCB CSE arrangement in the light of learning the the Bristol Brooke SCR⁴;
Complete review of the CSE procedure;
Continue to develop the role of licensing in CSE prevention and disruption;
Audit the management of a sample of high risk cases;
Introduce new CSE performance dataset.

⁴ Bristol LSCB (March 2016) *The Brooke Serious Case review into Child Sexual Exploitation*
<https://www.bristol.gov.uk/documents/20182/34760/Serious+Case+Review+Operation+Brooke+Overview+Report/3c2008c4-2728-4958-a8ed-8505826551a3>

6. CORE STATUTORY FUNCTIONS

6.1. Develop policies and procedures for safeguarding and promoting the welfare of children in the area of the authority.

WSCB initiated a project to redesign the inter-agency procedures, acknowledging that the current material is difficult to navigate, mixing as it does procedure and guidance. Initially the plan was to commission procedures from a national provider, however in October 2015, WSCB was invited to join a regional project bringing together LSCBs in the West Midlands and West Mercia police areas to share common inter-agency procedures. The particular location of Warwickshire, sharing health organisations with Coventry and police with West Mercia made this seem worth exploring. The initial phase of the project was funded by Department of Education Innovation funding, and was completed at the end of March 2016, this created core child protection procedures. The LSCBs will now need to agree how to take the work to completion creating companion regional guidance.

As a result of participating in this project, some local work was suspended as it was expected that the regional work would address the gaps, but a number of guidance and procedures have been reviewed during the year to reflect revised statutory guidance or learning from reviews and audits. These include new guidance for responding to bruises on non-mobile babies, Images of Children, Missing from home and care, 'dual status' plans (children with CP plans who become looked after) and Safer recruitment and employment.

The development of a supervision policy is one of the tasks included in the regional project. Locally WSCB began the process by scoping what supervision arrangements were already in place. The most challenging gap is large number of staff with safeguarding responsibilities in schools. Although some schools have contracted supervision for designated leads from external consultants, this is unusual.

Actions for 2016-17:

Continue engagement with the regional procedures project as options for continuing are decided;
Review existing material to extract guidance for continued local use.

6.2. Monitor and evaluate the effectiveness of what is done by the authority and their Board partners individually and collectively to safeguard and promote the welfare of children and advising them on ways to improve.

WSCB collects multi-agency performance data which contributes to the understanding of how effective our safeguarding system at each level of the safeguarding continuum, from early help to child protection. Additionally, the Performance, Monitoring and Evaluation subcommittee considers audits and single agency performance reports which provide qualitative data, complementing the dataset and enabling us to test specific areas of practice and service delivery.

The dataset for 2015-16 has been revised to include the number of 16 and 17 year olds placed in Bed and Breakfast accommodation, and CAMHS waiting times, as well as some additional measures of CSE related service delivery.

Compliance with statutory safeguarding requirements.

Following a comprehensive audit of board partners' compliance with their duties under s.11 of the 2004 Children Act in the last reporting year, the progress of individual agency action plans has been reported to the Performance, Monitoring and Evaluation sub-committee.

A general deficit noted in this audit was provision and take up of safeguarding training, particularly awareness raising training for staff whose safeguarding responsibilities are to notice and refer on safeguarding concerns, rather than to deal with them themselves. Several agencies report ongoing work to ensure that staff are accessing safeguarding training appropriate to their roles including the Community Rehabilitation Company, Nuneaton and Bedworth Borough Council and North Warwickshire Borough Council. North Warwickshire Borough Council have developed a number of ways of being flexible about how this training is provided to ensure that it can be accessed by staff such as refuse collection and Housing Maintenance.

However some agencies that identified this as an action have not yet completed the work – the chair of the Performance and Monitoring sub-committee has written to those agencies to express concern at the slow rate of improvement activity.

A new audit tool has been developed that will be sent to all schools to complete in the summer term for them to report to WSCB and also their governors, evidencing their compliance with s.175/157 of the Education Act 2002.

6.2.1. Early Help

WSCB receives data about the the number of CAFs (common assessment framework) initiated and open as a measure of the provision of co-ordinated multi-agency early help. Not all early help needs to be provided under the auspices of a CAF, but more complex early help needs where more than one agency needs to offer services benefit from the structure CAF provides for assessment, planning and review, and the oversight where useful of an experienced CAF officer.

The dataset also includes information from WCC Early intervention and targeted support services.

Fig 1.1 Number of CAFS initiated over the last 3 years broken down by area

District	2012/13		2013/14		2014/15		2015/16 2015/16	
	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	Number of CAFS initiated	Number of CAFS initiated per 10,000 of the 0-17 child population
North Warks	99	79	130	104	111	88.6	128	103
Nun. & Bed.	192	70	294	108	268	98.1	267	98
Rugby	165	75	225	102	205	92.7	176	80
Stratford on Avon	88	38	146	62	181	77.4	154	66
Warwick	109	41	154	58	139	52.3	187	70
Warwickshire	653	58	949	85	904	80.8	963	86

Across the county there has been an increase in CAF initiation after a dip in numbers last year, however there is considerable variation from district to district, with a decrease in Rugby and Stratford.

There is an established link between poverty and child maltreatment⁵, so we compare the rate of safeguarding activity against deprivation data for each area to see if this explains variation across the county, (1.2, below) or if there are other influences at play. It can be seen that rates of deprivation alone do not explain the variation in CAF initiation. There was a large increase in CAF initiation in Stratford last year as a result of significant training input provided to school in the district. The numbers have fallen back a little this year, but they are now broadly in line with what would be expected by the demographics of the area.

Fig. 1.2 CAFs by area mapped against poverty indicator

District	Jobseekers Allowance (May 2016) % working age population	All DWP working age benefit claimants (Nov 15) % working age population	Estimated % of Children under 16 in "Poverty"* (as at 31/08/2013)	Free School Meal Eligibility (Jan 16) % of pupils attending maintained schools/academies eligible for a Free School Meal on census day (FSM)	Ratio of CAF initiation per 10,000 to percentage of children in 'poverty
North Warks	0.80%	9.40%	13.90%	9.4%	7.45
Nun. & Bed.	1.30%	13.00%	19.00%	13.1%	5.16
Rugby	0.70%	8.00%	12.40%	8.1%	6.45
Stratford on Avon	0.20%	6.70%	8.50%	5.4%	7.77
Warwick	0.50%	6.80%	10.20%	6.8%	6.86
Warwickshire	0.70%	8.70%	12.90%	8.5%	6.67

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

⁵ eg NSPCC 2008 Inform Research Briefing *Poverty and child maltreatment*; http://www.changeforchildren.co.uk/uploads/NSPCC_Poverty_Paper.pdf

Breakdown of CAFS by Initiating agency and Lead Professional

Schools continue to initiate the majority of CAFs. Comparing the the data for which agencies initiate CAFs with agency provision of the lead professional suggest that in the main the CAF initiator becomes the lead professional.

There is a continued reduction in the percentage of CAFs done by the early years sector - health visiting and midwifery, and Children's Centres. Last year there was a 40% cut in the funding to Children's Centres, and the number of family support workers was cut as a result. This has reduced their capacity to lead CAFs. At present few CAFs are being initiated in the independent nursery sector, and the comprehensive audit of statutory safeguarding responsibilities carried out last year found that although staff in these settings are accessing child protection training many do not have staff trained to undertake CAFs.

Primary schools initiated 44% 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. It has been highlighted in previous reports that this means that it is likely that opportunities to provide co-ordinated early help to pre-school children are being missed. WSCB will seek to ensure that the Smart Start 0-5 strategy addresses this deficit.

Fig. 1.3 Breakdown of CAFS by Initiating agency

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	As a % of all CAFS initiated during 2015/16
Education - Primary	33.10%	36.50%	43.25%	44.01%
Education - Secondary	24.00%	25.80%	28.43%	30.79%
Education - School Health	1.70%	3.20%	1.00%	0.43%
Social Care	13.80%	13.10%	9.62%	9.69%
Children's Centre	6.90%	7.10%	5.62%	2.27%
Health Visitor/Midwife	3.10%	3.10%	2.10%	1.55%
Health Other	0.90%	0.40%	0.55%	0.73%
EIS (Early Intervention Service)	3.50%	1.90%	2.32%	1.91%
Youth Justice Service	2.30%	1.20%	0.22%	0.1%
Parent Support Advisor	1.80%	0.90%	0.77%	0.43%
Other Organisations (10 or less CAFS initiated)	8.90%	6.80%	5.84%	8.11%
Total	100%	100%	100%	100%

Fig. 1.4 CAF Lead Professionals				
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	As a % of all CAFS initiated during 2015/16
Education - Primary	35.91%	41.03%	44.58%	46.97%
Education - Secondary	27.74%	29.23%	31.31%	28.47%
Education - School Health	2.52%	2.67%	1.77%	0.45%
Social Care	0.74%	0.82%	0.77%	2.15%
Children's Centre	6.82%	8.82%	5.31%	2.85%
Health Visitor/Midwife	4.15%	3.38%	2.77%	1.62%
Health Other	0.59%	0.31%	0.33%	0.35%
EIS (Early Intervention Service)	3.86%	1.95%	1.88%	0.40%
Youth Justice Service	0.45%	0.10%	0.00%	0.35%
Parent Support Advisor	1.48%	0.72%	0.22%	0.20%
Other Organisations (10 or less CAFS initiated)	15.73%	10.97%	11.06%	16.44%
Total	100.00%	100.00%	100.00%	100.00%

Breakdown of CAFS by Ethnicity

The percentage of children described as 'black or minority ethnic' in receipt of a CAF service was 8.67%, a small increase on the 8% last year. This is still significantly below the percentage of black and minority ethnic children in the school age population, which is 14.8%. The percentage of children whose ethnicity is not recorded has increased a little, which is disappointing, and suggests that practitioners are not discussing identity and culture with families. Even if none of the unrecorded ethnicities were white, the proportion of black children receiving co-ordinated early help would still be less than might be expected. Comparing these figures with the proportion of black and minority ethnic children who have child

protection plan (13.1%) highlights concern that children from these communities are missing out on timely interventions.

Black and minority ethnic children may be under-represented in CAF services either because their parents are less likely to access universal services that would be able to identify safeguarding needs, such as nurseries and children’s centres, or it may be that some professionals, are cautious about discussing their concerns with black families. While ethnicity data is not being gathered consistently by agencies it is hard to assess the relevance of these possibilities.

Fig. 1.5 Breakdown of CAFs by Ethnicity				
Ethnicity of Children who had a CAF initiated during the year	2012/13	2013/14	2014/15	2015/16
White British/Irish/Other	262	869	810	868
BME	12	77	87	84
Not Recorded/Refused	379	3	7	11
Total	653	949	904	963

CAF Family Support Work - 2014/2015

156 families received a service from a CAF Family Support Worker in 2015-16, which represented an increase on the previous year. The number of referrals received by the team has increased by about 23 percent. The work continues to be complex and with the ‘top five’ issues addressed including behaviour (62 percent), parenting issues (53 percent), mental health of the child (43 percent), family breakdown (32 percent) and mental health of the adult (30 percent), there is considerable overlap.

As a measure of complexity, the CAF team have historically ‘rag’ rated CAFs: in 2013-14, 42 percent of cases referred to the CAF Family Support Workers were rated ‘red’, which increased to 50 percent in 2014-15 and 54 percent in 2015-16. The proportion of fathers engaging in the process has increased and the team received good feedback, including a positive 5/5 feedback rating from 100 percent of adults and children in response to ‘the help you got from the Family Support Worker’.

Fig. 1.6 Engagement of birth father and step fathers.

Engagement of Fathers	2013/14		2014/15		2015/16	
	Total	% Total	Total	% Total	Total	% Total
Father figure involved	162	80%	104	74%	114	73%
Father engaged with FSW process	105	65%	70	50%	73	68%
Father involved but didn't engage	57	35%	32	23%	41	32%

It is positive that active enquiry is made about the existence of fathers and stepfathers, resulting in one or both being identified in nearly three quarters of families. About two thirds of these fathers engaged with the family support worker, meaning about a third didn't.

Outcomes of family support worker intervention are improved compared with last year.

1.7 Outcomes of CAF family support work

Outcomes	2013/14		2014/15		2015/16	
	Total	% Total	Total	% Total	Total	% Total
Improved Behaviour in school	92	61%	89	63%	98	73%
Improved School Attendance	38	25%	36	26%	44	39%
Improved Health/ Wellbeing	64	43%	82	58%	83	71%
Improved Parenting	104	69%	85	40%	102	74%
Reduced Conflict in the home	68	45%	77	55%	86	66%
Improved Family Relationships	83	55%	86	61%	97	71%

Fig. 1.8 Adult evaluations

Evaluations	2013/14	2014/15	2015/16
Adult Evaluations	Total %	Total %	Total %
Submitted feedback	29	56	58
Highly rated the help they got from the FSW	98	77	100
Think they have been helped?	98	78	97
Help has made a difference to them and their family?	95	77	95

Feedback was given by 21 children. 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.

Family Group Conferencing

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. 72 families received this service in 2015-16 which is an increase of a third over the previous year. The number of referrals received in 2015-16 was 86, which nearly doubled from the 44 received in 2014-15. The top three referral reasons included managing behavioural issues; addressing harmful conflict in the home; and preventing a child from becoming or remaining a looked after child. For cases referred for management of behavioural issues, 68 percent also had harmful conflict in the home; 49 percent had school attendance issues; and 41 percent a child at risk of becoming or remaining a Child Looked After.

The service has continued to give a high priority to engaging with fathers, both birth fathers and stepfathers. One or both of these were involved in two thirds of the families they worked with, and where a father figure was identified, almost 90% of them were engaged in the intervention.

Fig 1.9 Engagement of Fathers in FGC process.

Engagement of Fathers	2013-14		2014/15		2015/16	
	Total	% Total	Total	% Total	Total	% Total
Birth father involved	67	55%	36	67%	61	50%
Father figure involved (inc. birth father)	78	64%	74	87%	70	67%
Father engaged with FGC process	75	96%	43	92%	62	89%
Father involved but didn't engage	3	4%	4	8%	8	11%

Fig. 1.10 Outcomes of Family Group Conferences

Outcomes	2013/14		2014/15		2015/16	
	Total	% Total	Total	% Total	Total	% Total
No. at risk of care	26	-	10		23	
Care Avoided	23	88%	10	100%	21	91%
Improved Safeguarding Arrangements	18	55%	26	48%	28	44%
Reduced Conflict in Home	12	36%	12	22%	21	33%
Improved Health & Wellbeing	16	48%	13	24%	23	36%
Improved Family Relationships	24	73%	23	43%	33	52%

Fig. 1.11 Evaluations of Family Group Conferencing

CYP Evaluations	Total	% Total	Total	% Total	Total	% Total
No. Submitted feedback (from attendees)	19	86%	28	-	51	-
Had an advocate	17	89%	19	68%	45	90%
Felt advocate helped a lot	17	100%	14	50%	45	94%
Felt listened to	17	89%	12	43%	50	98%
Said what they wanted	15	79%	9	32%	50	98%
FGC helped to make changes	14	74%	9	32%	45	88%
Adult Evaluations	Total	% Total	Total	% Total	Total	% Total
No. Submitted feedback (from attendees)	179	66%	164	-	227	-
Process helped	168	94%	129	96%	172	86%
Enabled family to communicate better	144	80%	124	92%	149	81%
Felt opinion mattered	173	97%	153	93%	175	91%
Felt important to decisions made	169	94%	153	93%	207	97%
Enabled all issues of concern to be resolved	*83	52%	96	58%	97	49%
Enabled some issues of concern to be resolved	*65	40%	96	58%	90	46%

More children and young people provided feedback on their service this year. Encouragingly, they reported a high level of satisfaction with their participation in the process, and with the outcomes. Parents were slightly less satisfied, but overall still positive.

Triple P

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.

The evaluations completed show that parents value the intervention and find it useful.

Fig. 1.12 Parental Satisfaction Rates for 1:1 Triple P Programmes

	2013/14		2014/15		2015/16	
Parental Satisfaction Rates for 1:1 Programmes	Number	%	Number	%	Number	%
Number Evaluations Submitted	137	85%	105	78%	57	-
Programme met child's needs?	124	91%	87	74%	47	89%
Programme met parents' needs?	129	94%	85	81%	48	91%
Able to deal with child's behaviour?	130	95%	90	86%	49	92%
Parents were satisfied with programme?	121	88%	80	78%	27	96%
Parents would come back to Triple P?	119	87%	80	79%	45	94%
Child's behaviour improved?	110	80%	77	76%	44	92%
Satisfied with child's progress?	116	85%	77	76%	44	92%

Missing Children.

Children and young people go missing for a variety of reasons, and this behaviour can be a symptom of a variety of problems either within the family or in the community. For this reason children reported missing to the police are required to be offered a 'return home' interview by an independent person to try and understand the reasons for the missing episode and enable suitable services to be offered.

506 children were reported missing in Warwickshire during 2015-16, of whom 159 were reported missing more than once. The total number of 'missing' episodes reported to the police was 893, so it can be seen that some children have gone missing on many occasions.

This is a big increase since last year. This may reflect the continued understanding of professionals and parents that going missing is often linked to CSE. It may also be partly explained by a change in the way the police defined 'missing' during the course of the year, in response to findings of a HMIC inspection; the definition of absent was removed in relation to Children in March 2016.

WSCB has been concerned about the low percentage of children receiving a return home interview, which has been below 20% because of insufficient capacity with one missing children's practitioner. It is therefore very pleasing to see that more resource and revised processes have resulted in a steady increase in the percentage receiving a service each quarter in 2015-16, despite more children being eligible for the service. The average over the year was 50%, but quarter by quarter the increase was from 30% in quarter 1 to 70% in quarter 4.

Fig. 1.13 Children reported 'missing' to the police.

	2012/13	2013/14	2014/15	2015/16
Number of police reports of missing children (number of missing episodes)	603	533	682	893
Number of children reported missing to police one or more times	262	265	307	506
Number of children reported missing 2 or more times	82	84	108	159
Number of missing children receiving 'return home' interview from missing children's practitioner	51	42	77	250
Percentage of all missing children receiving service from missing children's practitioner	19%	16%	25%	50%

6.2.2. Referral for social work assessment

The data this year shows a markedly different pattern in the relationship between contacts and referrals, with a big increase in the former and only a small increase in the latter. 63.9% of all referrals are accepted by Children's social care, and result in a social work assessment. During 2015-16, Rugby piloted Warwickshire's single assessment process, and all teams adopted this from December, which means that a direct comparison between numbers of the different levels of assessment can not easily be made between 2015/16 and previous years.

The number of cases remaining open for 2 months has reduced. This measure is intended to indicate the number of assessments resulting in provision of at least some social work intervention, because prior to the adoption of single assessment, assessments not resulting in a service should have been assessed and closed within 2 months, however case reviews undertaken by WSCB found that it was not uncommon for there to be administrative delay in closing cases when the assessment concluded that further work was not required. It is possible therefore that the reduction over the last two years in cases remaining open for two months is at least partly due to better data quality. In 2015/16, about two thirds of cases assessed by social care remained open for more than two months, which is taken to mean that the children were found to be 'in need'.

Fig. 2.1 Contacts, referrals and assessment to Children's Social Care

	2012/13	2013/14	2014/15*	2015/16
Number of contacts received during the year	10,059	10,847	14,846	18,929
Number of referrals received during the year	6524	8154	5890	5975
Number of referrals moved on to assessment during the year	3525/6524= 54%	4546/8154= 55.8%	3091/5890= 52.5%	3818/5975= 63.9%
Number of Core Assessments started during the year	847	822	736	562
Number of Single Assessments started during the year	Rugby Children's Team piloted the new single assessment form on Carefirst from March 2015 before being rolled out across the rest of the county from 1 December 2015. Therefore from 1 December 2015, both initial/core assessments will cease to be used by teams.			1820
Number of new child in need cases opened during the year that stayed open for 2 months or more	1982	3212	2463	1997

The rate of referrals varies from district to district, but as with levels of CAF initiation, rates have changed considerably over the last year, with referral rates much higher in Rugby and much lower in Stratford. This is looked at further below.

Fig. 2.2 Referrals to Children’s social care by District.

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	Number of referrals during 2015/16 per 10,000 of the 0-17 child population
North Warks	494 per 10,000	533 per 10,000	339 per 10,000	356 per 10,000
Nun. & Bed.	650 per 10,000	956 per 10,000	463 per 10,000	445 per 10,000
Rugby	514 per 10,000	596 per 10,000	585 per 10,000	651 per 10,000
Stratford on Avon	731 per 10,000	822 per 10,000	659 per 10,000	511 per 10,000
Warwick	389 per 10,000	540 per 10,000	395 per 10,000	381 per 10,000
Warwickshire	*583 per 10,000	*731 per 10,000	*526 per 10,000	*532 per 10,000

*The Warwickshire rate per 10,000 includes referrals received by countywide teams and IDS.

Relationship between children 'in need' and children receiving co-ordinated early help via a CAF.

In 2015/16, 2,157 referrals were refused by children’s social care, but only 904 CAFs were initiated. Similar proportions of referrals made and accepted, and CAFs initiated have been noted in the WSCB annual report before. To try and understand how well thresholds for services are understood, and whether referrers are offering early help when their referrals are not accepted, the Performance, Monitoring and Evaluation subcommittee commissioned two audits in 2015/16.

These found that while some referrers who dealt frequently with children’s social care were familiar with the WSCB Threshold document, and consulted it when they considered referring, others did not know of it. Some callers were ringing for advice, rather than to make a referral, and several of these reported that they valued the provision of this support from duty teams, although availability of this service was not

consistent around the county. Some referrers whose referral was not accepted reported being advised to seek consent for a CAF, but not all had been invited to consider this, and at the time of the audit no early help had been offered. Significantly, some professionals considered that they had made a referral, although they understood that social care were not going to take any action, but in fact their phone call was recorded by social care as a 'contact'. This highlights the confusion about the terminology of 'contacts' and 'referrals', and may point to a reason why the relative numbers vary so much from year to year.

As alluded to in other parts of this report, the opening of a MASH in May 2016 provides an opportunity to address the inconsistency from district to district found in this audit, including provision of advice by a social worker to professionals offering early help, and consistency in following up referral conversations with advice about what might be tried as an alternative to social work intervention.

Agencies whose staff refer less often need to ensure that the WSCB Threshold document is promoted in their organisations, and consulted by staff and safeguarding leads when they are considering the level of intervention required.

An example of good practice in this regard is Nuneaton and Bedworth Borough Council, which reviewed their interpretation of the threshold locally by looking whether action was taken as a result of their referrals, identifying training and support needs in the process.

Ethnicity, first language and disability of children referred to Children’s Social Care.

As with children receiving CAF services, the number of children referred where ethnicity and first language are not recorded has increased significantly during the year. The number of children recorded as black or minority ethnic is still less than their prevalence in the school age population, but it may be the case that some of the referrals where ethnicity is unrecorded are referrals for black children.

The number of children recorded as speaking English as an additional language is a little higher than last year.

Fig. 2.3 Referrals by ethnicity, first language and disability

	2012/13	2013/14	2014/15	2015/16	
Ethnicity	%	%	%	%	Warwickshire school age population
White British/Irish/Other	78.8%	82.8%	79.0%	74.0%	85.2%
BME	8.3%	9.0%	11.4%	11.5%	14.8%
Not Recorded	11.8%	7.3%	7.4%	13.4%	

Unborn	1.1%	0.9%	2.2%	1.1%	
Total referrals	100%	100%	100%	100%	

	2012/13	2013/14	2014/15	2015/16
Language Preferred	%	%	%	%
English	85.0%	86.4%	89.4%	79.9%
Non English Speaking	2.1%	2.2%	2.3%	3.4%
Not Recorded	11.8%	10.5%	6.4%	15.6%
Unborn	1.1%	0.9%	1.9%	1.1%
Total referrals	100%	100%	100%	100%

	2012/13	2013/14	2014/15	2015/16
Disability	%	%	%	%
Referrals received	3.60%	3.00%	4.50%	2.90%

The number of children referred to social care recorded as having a disability has fallen. This may be explained by an organisational change which took place at the start of the year, meaning that when safeguarding concerns arose in respect of children who were already receiving social work services because of a disability, the IDS (Integrated disability service) social work team assessed and planned for the safeguarding needs themselves rather than these being referred to a locality duty team.

Source of referrals.

The pattern of referrals by agency has not changed significantly. The highest number come from the police, who refer many cases of domestic abuse where there are children in the household. Over three years, there has been a small increase in referrals by 'others' suggesting a steady increase in participation in safeguarding from third sector organisations.

Fig 2.4 Source of referral						
Source of Referral	2013/14		2014/15		2015/16	
	Number of Referrals during 2013/14	As % of all Referrals received during 2013/14	Number of Referrals during 2014/15	As % of all Referrals received during 2014/15	Number of Referrals during 2015/16	As % of all Referrals received during 2015/16
Individual - Family member/ relative/carer	500	6.1%	502	8.5%	398	6.7%
Individual - Acquaintance (including neighbours and child minders)	44	0.5%	17	0.3%	16	0.3%
Individual - Self	120	1.5%	98	1.7%	79	1.3%
Individual - Other (including strangers, MPs)	46	0.6%	35	0.6%	41	0.7%
Schools	1322	16.2%	1084	18.4%	1042	17.4%
Education Services	89	1.1%	80	1.4%	146	2.4%
Health services - GP	98	1.2%	110	1.9%	84	1.4%
Health services – Health Visitor	198	2.4%	157	2.7%	139	2.3%
Health services – School Nurse	25	0.3%	14	0.2%	22	0.4%
Health services – Other primary health services	388	4.8%	363	6.2%	396	6.6%

Health services – A&E (Emergency Department)	167	2.0%	145	2.5%	152	2.5%
Health services – Other (e.g. hospice)	68	0.8%	58	1.0%	74	1.2%
Housing (LA housing or housing association)	151	1.9%	105	1.8%	96	1.6%
LA services – Social care e.g. adults social care	303	3.7%	259	4.4%	276	4.6%
LA services – Other internal (department other than social care in LA e.g. youth offending (excluding housing))	489	6.0%	307	5.2%	330	5.5%
LA services – External e.g. from another LAs adult social care	239	2.9%	276	4.7%	242	4.1%
Police	2371	29.1%	1347	22.9%	1171	19.6%
Other legal agency – Including courts, probation, immigration, CAFCASS, prison	236	2.9%	188	3.2%	202	3.4%
Other – Including children’s centres, independent agency providers, voluntary organisations	500	6.1%	454	7.7%	463	7.7%
Anonymous	471	5.8%	281	4.8%	257	4.3%
Unknown	329	4.0%	10	0.2%	349	5.8%
Total	8154	100.0%	5890	100.0%	5975	100.0%

6.2.3. Child in Need

In June 2015 the Performance Monitoring and Evaluation subcommittee took a report on overview findings from file audits of social care cases which found increased recording of child's voice and increased completion of chronologies (a previous recommendation from a single agency review). There was increased identification of children's cultural needs, increased recording of religion but reduced recording of ethnicity. Overall, these are positive findings.

Fig. 3.1 Number of children who are receiving child in need services			
	31-Mar-14	31-Mar-15	31-Mar-16
Number of Looked After Children	690	690	764
Number of Children subject to Child Protection Plans	528	536	472
Children with an open Child in Need Category (excluding LAC & CP)	2610	2607	1927

Private Fostering Activity

The number of private fostering arrangements being supervised by the County Council remains in the same sort of numbers as in previous years.

As well as counting the number of referrals and open cases, WSCB takes data on enquiries about possible private fostering situations made to the private fostering lead. The growing number of these, and the increasing range of professionals seeking advice provides reassurance that the awareness raising activity being carried out is continuing to have an impact.

Fig. 3.2 Private Fostering Activity

	2013/14	2014/15	2015/16
The number of notifications of new private fostering arrangements received during the year	24	16	23
Number of new arrangements that began during the year	20	14	22
Number of private fostering arrangements that ended during the year	11	16	24
Number of children in private fostering arrangements as at year end (31 March)	13	12	10

Source of Private Fostering Enquiry	2013/14	2014/15	2015/16
Birth Parent	1		
CAF officer	4	2	1
Children team	13	14	17
Education	14	10	2
Family Group Conference Service	2		
Health Services		3	1
Health Visitor	1	2	1
IRO	2	1	
Language school	2	1	1
Member of the public	1		
Other		4	5
Other Local Authority		2	7
Outreach Development Worker Family Information Service	1		1
Prison Service	1		

Private foster carer	1	2	
Targeted Support - Youth Worker			2

CSE response from police and Children’s social care.

The CSE data set is still evolving so can not yet be compared from year to year, however it is clear from this data, and other sources, that an increasing number of CSE concerns are being referred and receiving statutory interventions from both police and Children’s social care.

Fig. 3.3 Number of children with a MASE plan.

	2013/14	2014/15	2015/16
Number of children with a MASE plan at the end of the year	<i>Data collection has changed this year from the number of MASE meetings held to the number of children who have a MASE meeting and plan</i>		26
Number/Percentage of children open to MASE Team at end of quarter who are looked after			12/26=46.2%

Fig. 3.4 Police response to CSE

	2013/14	2014/15	2015/16
CSE related crime investigations (where an offence is made out)	<i>Police were unable to extract this data from their database prior to 2015/16.</i>		172
CSE related crime incidents (not constituting a criminal offence but follow up enquiries/safeguarding, etc. required.			107

This shows the impact of a great deal of training and awareness raising activity across the County resulting in better recognition of CSE, and clearer pathways for service delivery.

In 2016-17 WSCB will undertake some case file audits to look at the quality of these interventions.

Numbers of children missing from care.

The number of ‘missing’ episodes for looked after children recorded in 2015-16 is considerably higher than in 2014-15. This is because recording of the information has improved, as the information was previously held between two police databases but is now held more consistently on the one which generates the report. The database only records children missing from placements in Warwickshire, so data for missing episodes for children placed out of county has to be collected manually.

This data is more accurate than has been reported previously but the data collection methods mean it may still be under-reporting

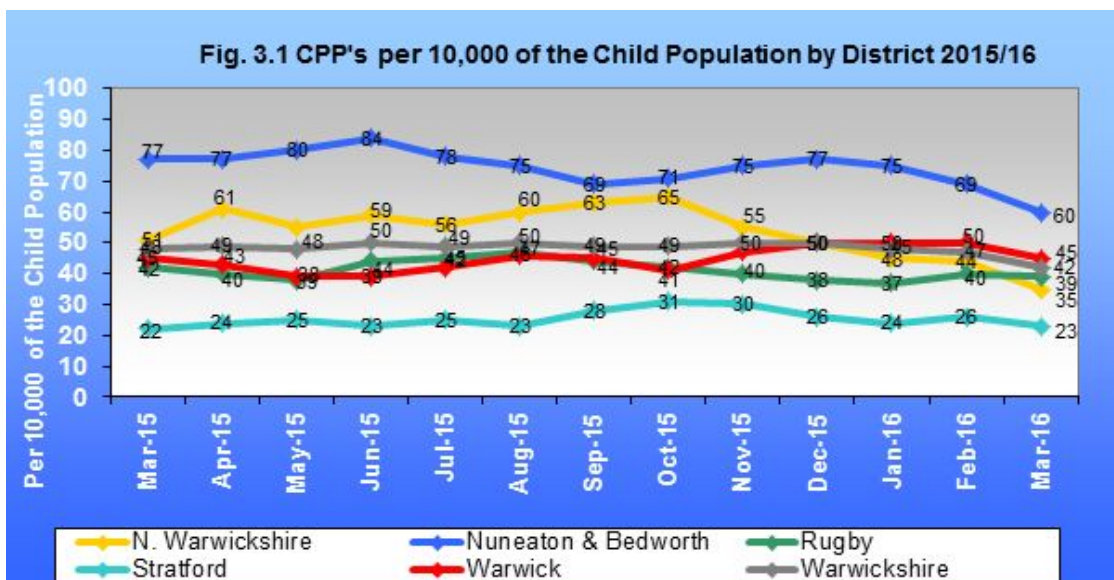
Fig. 3.5 Number of Warwickshire LAC (looked after children) missing, identifying repeat episodes			
	2013/14	2014/15	2015/16
Number of CLA missing	17 children	27 children	60 children
Number of Episodes of LAC missing	25 episodes	73 episodes	204 episodes
Number of Children who had repeat missing episodes in the year	5 children	13 children	28 children

Source: Carefirst

3.6 Number of Warwickshire LAC in out of area residential placements at year end

The number of children who are placed out of county in a residential setting has risen slightly throughout the year with **37 at the end of March 2016** compared to **28 at 31st March 2015**. This equates to a total of 5% of the total LAC population which is lower than the national proportion of children placed in a residential setting, which was 12% on 31st March 2015.

6.2.4. Child Protection



The county rate per 10,000 has decreased from 48 at 31 March 2015 to 42 at 31 March 2016. The increase is seen in the north of the County, particularly in Nuneaton and Bedworth where there has been a significant reduction in the rate of plans from 77 per 10,000 to 60 per 10,000. There has been a small increase in Stratford, and Warwick remains the same.

Following an audit of CP plans lasting 3 months (see below) the Review Unit have been checking more carefully with social workers requesting an initial conference that they have had a careful look at the history and considered whether a child protection plan is the only way to manage the case. As a result of this, some conference request have been reconsidered.

As seen in the CAF and referral data, there is not a linear relationship between CP activity and relative deprivation. The table below shows these figures compared with the estimated rates of child poverty used at 1. and 2. for CAFs and referrals respectively.

Fig. 4.2 CP plan rates compared with deprivation indicators			
District	Number of CP plans on 31st March per 10 000 children	Estimate of children living in poverty*	Ratio of CP plans to children in poverty
North Warks	35	13.9%	2.52
Nun & Bed	60	19.5%	3.08
Rugby	39	12.8%	3.04
Stratford	23	9.1%	2.53
Warwick	45	10.3%	4.37

Demographics of children with child protection plans.

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

As in previous years, children are progressively less likely to have a CP plan as they get older.

Fig 4.3 CP Demographics.

	31-Mar-14		31-Mar-15		31-Mar-16	
	Number	%	Number	%	Number	%
Total CP Plans at 31 March	528	100%	536	100%	472	100%
Gender						
Male	272	51.5%	270	50.4%	234	49.6%
Female	246	46.6%	254	47.4%	226	47.9%
Unborn	10	1.9%	12	2.2%	12	2.5%
Age						
Unborn	10	1.9%	12	2.2%	12	2.5%
Under 1	55	10.4%	54	10.1%	43	9.1%
1 to 4	148	28.0%	162	30.2%	138	29.2%
5 to 9	156	29.5%	152	28.4%	142	30.1%
10 to 15	139	26.3%	137	25.6%	122	25.8%
16 - 17	20	3.8%	19	3.5%	15	3.2%
Ethnicity						
White British/Irish/Other	473	89.6%	463	86.4%	392	83%
BME	43	8.1%	49	9.1%	64	13.6%
Not Recorded	2	0.4%	12	2.2%	4	0.8%
Unborn	10	1.9%	12	2.2%	12	2.5%

Language Preferred						
English	473	89.6%	482	89.9%	438	92.8%
Non English Speaking	9	1.7%	4	0.7%	9	1.9%
Not Recorded	36	6.8%	38	7.1%	13	2.8%
Unborn	10	1.9%	12	2.2%	12	2.5%
Disability	11	2.1%	3	0.5%	4	0.8%

Source: Carefirst

13.6% of children who are subject of a CP Plan in Warwickshire at 31 March 2016 were from a black or minority ethnic background, which is an increase on the previous year and brings the number in line with their proportion of the school age population. As discussed in section 1, above, this draws further attention to the under-representation of these children in CAF data.

The percentage of children with a CP plan described as 'disabled' was 0.8%, which is a small increase on the proportion last year, but still quite a bit lower than the prevalence of disabled children in the population (about 6%).

The IDS social work team is now providing safeguarding interventions to the children they work with when this is required, rather than passing this work to the area team. The team has undergone training for this new responsibility, and awareness and understanding of abuse, and particularly neglect, has increased significantly. The Operations Manager audited all cases in which there were concerns about neglect or poor home conditions to establish whether suitable plans were in place. A training audit is being undertaken to establish what further child protection related training is needed for members of the team to match that undertaken in the mainstream social work teams.

As a result of this activity, Children's social care believe that concerns about neglectful care are much more likely to be recognised by IDS than in the recent past. Unlike the mainstream teams which only offer social work to address safeguarding concerns, IDS are offering support to manage the child's disability as well. Possibly for this reason, there are some riskier cases which the team is managing with a child in need plan rather than a CP plan, because they are confident they have the cooperation of parents.

Reasons for CP plans.

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 below 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

Fig. 4.4 Number of children who were the subject of a CP Plan at 31 March 2015, 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 2015	Initial category of abuse					Latest category of abuse				
		Neglect	Physical Abuse	Sexual Abuse	Emotional Abuse	Multiple*	Neglect	Physical Abuse	Sexual Abuse	Emotional Abuse	Multiple*
Warwickshire	597	190	37	10	151	209	178	30	9	164	216
Percentage	100.0%	31.8%	6.2%	1.7%	25.3%	35.0%	29.8%	5.0%	1.5%	27.5%	36.2%
England	62,210	26,870	6,240	2,870	20,980	5,240	26,520	5,590	2,760	22,330	5,010
(Percentage)	100.0%	43.2%	10.0%	4.6%	33.7%	8.4%	42.6%	9.0%	4.4%	35.9%	8.1%
West Midlands	7,280	2,860	650	290	3,170	320	2,810	610	290	3,260	310
(Percentage)	100.0%	39.3%	8.9%	4.0%	43.5%	4.4%	38.6%	8.4%	4.0%	44.8%	4.3%

Statistical Neighbours

Central Bedfordshire	213	69.0%	x	4.2%	22.1%	x	69.5%	x	x	20.7%	4.7%
Cheshire East	394	48.2%	14.7%	9.4%	27.7%	0.0%	46.4%	15.2%	9.6%	28.7%	0.0%
Cheshire West and Chester	329	35.3%	4.3%	6.4%	54.1%	0.0%	33.1%	3.6%	6.4%	56.8%	0.0%
Essex	635	52.9%	3.5%	2.8%	13.4%	27.4%	50.2%	2.8%	2.8%	17.8%	26.3%
Hampshire	1,838	56.7%	15.2%	5.5%	22.5%	0.0%	57.5%	12.5%	5.2%	24.8%	0.0%
Leicestershire	600	18.0%	8.0%	3.2%	16.8%	54.0%	19.3%	8.2%	3.0%	20.0%	49.5%
North Somerset	160	33.8%	23.8%	x	40.0%	x	38.8%	21.9%	x	37.5%	x
Staffordshire	675	54.2%	4.9%	x	36.9%	x	54.2%	4.9%	x	36.9%	x
Warrington	302	62.3%	25.5%	6.3%	6.0%	0.0%	62.6%	23.5%	6.3%	7.6%	0.0%
Worcestershire	493	40.2%	6.9%	4.9%	38.9%	9.1%	42.4%	6.7%	4.5%	37.5%	8.9%

Source: Characteristics of Children in Need in England 2014-15 (Published by Department for Education based on Children in Need Census returns for 2014/15)* 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. x Any number between 1 and 5 inclusive has been suppressed and replaced by x.

Child Protection plan performance indicators:

Repeat CP plans and Long CP plans

There was an improvement during the year in performance in relation to repeat plans, with fewer children having a second or subsequent CP plan. Repeat plans within two years have fallen to the level of two years ago, repeat CP plans at any time are still a little higher than two years ago. Repeat plans may indicate that the original problems were not fully addressed, although a longer the interval before a subsequent plan may indicate a different reason for the plan.

Third plans are monitored by the Performance panel, which reports to the Performance and Monitoring subcommittee, and the cases are audited when there is doubt about the effectiveness of the CP plan. This year it has been reported that more third plans are being complemented by entering pre-proceedings, offering reassurance that enduring patterns of inadequate parenting are being tackled.

The percentage of plans lasting more than two years has steadily reduced over the last two years, which is positive, suggesting that either plans are being more effective or that decisive action is being taken to bring children into care when they can not be kept safe at home, and meaning that fewer children are exposed to significant harm for long periods of time. Last year's figure of 6.7% was very high compared with statistical neighbours and the England average (see table 3.6), although much improved this year it remains high in comparison to these figures.

4.5 Long, short and repeat Child Protection plans compared over time				
Child Protection Indicators	2012/13	2013/14	2014/15	2015/16
Long Plans: The percentage of children who ceased to be the subject of a child protection plan during the year/quarter, who had been the subject of a child protection plan, continuously for two years or more.	8.0%	9.4%	6.5%	4.9%
Short Plans: The percentage of children who ceased to be the subject of a child protection plan during the year/quarter, who had been the subject of a child protection plan for 3 months or less	19.0%	17.3%	13.9%	13.5%
Repeat Plans (regardless of length of time between current plan starting and previous plan ending): Of all children who had a child protection plan initiated, the proportion who became the subject of a child protection plan for a second or subsequent time.	13.3%	16.8%	19.8%	18.1%
Repeat Plans (within 2 years of previous plan ending): Of all children who had a child protection plan initiated, the proportion who became the subject of a child protection plan for a second or subsequent time within 2 years of their previous plan ending.	5.4%	6.4%	9.9%	6.4%

Fig. 4.6 Long plans compared with statistical neighbours				
	Number of Child Protection Plans closed after 2 years or more during 2014-15	Number of children who ceased to be the subject of a plan throughout 2014-15	Percentage of Plans closed after 2 years or more during 2013-14	Percentage of Plans closed after 2 years or more during 2015-16
Warwickshire	38	589	6.5	4.9%
England	2250	60400	3.7	Not yet available
West Midlands	290	7040	4.1	
Statistical Neighbours				
Central Bedfordshire	16	241	6.6	
Cheshire East	0	285	0	
Cheshire West and Chester	12	255	4.7	
Essex	25	594	4.2	
Hampshire	43	1586	2.7	
Leicestershire	12	646	1.9	
North Somerset	0	149	0	
Staffordshire	21	741	2.8	
Warrington	x	243	x	
Worcestershire	20	505	4	

Source: Characteristics of Children in Need in England 2014-15 (Published by Department for Education based on Children in Need Census returns for 2014/15)

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. WSCB offers a multi-agency training course for professionals who contribute to core groups, and feedback from staff who attend is positive, with many saying they wished they had been able to do it before joining a core group. However the number of people who have attended the course in the last three years can only be a very small percentage of the relevant staff meaning that many people contributing to core groups may be untrained for the role.

Short plans (CP plans ended at the first review conference)

The table below shows the number of plans closed after 3 months as a percentage of all plans closed in the year. In recent years there was some concern about the level of this figure, but it has reduced over the last two years, and Warwickshire has a low 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 2014/15. In comparison to our statistical neighbours we are middle of the table compared to the lowest (13.4%) and the highest (26.3%).

Fig. 4.7 Short plans compared with statistical neighbours				
	No of Child Protection Plans closed in 3 months or less during 2014-15	No of children cease to be the subject of a plan throughout 2014/15	Percentage of plans closed 3 months or less during 2014/15	Percentage of Plans closed in 3 months or less during 2015-16
Warwickshire	93	589	15.8	13.5%
England	12240	60400	20.3	Not yet available
West Midlands	1420	7040	20.1	
Statistical Neighbours				
Central Bedfordshire	49	241	20.3	
Cheshire East	55	285	19.3	
Cheshire West & Chester	58	255	22.7	
Essex	120	594	20.2	
Hampshire	392	1586	24.7	
Leicestershire	170	646	26.3	
North Somerset	36	149	24.2	
Staffordshire	121	741	16.3	
Warrington	43	243	17.7	
Worcestershire	67	505	13.3	

Source: Characteristics of Children in Need in England 2014-15 (Published by Department for Education based on Children in Need Census returns for 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. In order to try and understand the reasons for short plans a sample were audited in 2015-16.

The audit found that in 13 (65%) out of 20 cases, the cases could not have been managed by a child in need plan, i.e. initiating a child protection plan appeared appropriate.

The main characteristics of this group of 13 cases were that:

They were less likely to have been known previously and have had previous CP plans;

Parental engagement was lower before the initial CP conference. It seemed likely that real change was made by the parents in the interval between initial and review conference.

In 7 (35%) out of 20 cases, the auditor view was that the case could have been managed by Child in Need (CIN) Plan.

The main characteristics of this group of 13 cases were that:

They were more likely to have been known previously and have had previous CP plans;

They were more likely to have been made subject of CPP plan because of high perceived risks rather than actual harm having occurred;

More likely to be on CP plan for Neglect or Emotional abuse.

As a result of the audit, the template used for strategy meetings has been revised and the Team Managers who chair them have additional training to ensure the known history of a case is carefully considered before deciding whether or not a conference is required, and to ensure that where concerns are about chronic problems a full assessment is completed before considering a CP conference so that decisions can be made based on what is known about actual harm rather than suspected harm.

6.2.5. MARAC

MARAC is a multi-agency conference to share information and plan for the safety of high risk domestic abuse victims.

Fig. 5.1 National Indicator: Cases discussed at MARAC

	2013/14		2014/15		2015/16	
	Number	%	Number	%	Number	%
Total number of cases discussed at MARAC	538	N/A	585	N/A	630	N/A
Number that were repeat cases (within last 12 months)	85	14.95%	114	19.49%	114	18.09%
Total number of children* in MARAC case households	710	N/A	839	N/A	851	N/A

Fig. 5.2 National Indicator: Cases discussed by referring agency

Referring Agency	2013/14		2014/15		2015/16	
	Number	%	Number	%	Number	%
Police	468	87.24%	480	82.05%	517.33	82.12%
IDVA	16	3.18%	5	0.85%	1	0.16%
Children's Social Care	1	0.16%	3	0.51%	3	0.48%
PCT	0	0.00%	0	0.00%	0	0.00%
Secondary Care/ Acute trust	0	0.00%	2	0.34%	3.5	0.56%
Education	0	0.00%	1	0.17%	1	0.16%
Housing	0	0.00%	3	0.51%	2	0.32%
Mental Health	1	0.16%	1	0.17%	4	0.63%
Probation	18	3.36%	25	4.27%	22	3.49%
Voluntary Sector	12	2.10%	48	8.21%	55.84	8.86%
Substance Abuse	0	0.00%	1	0.17%	1	0.16%
Adult Social Care	0	0.00%	1	0.17%	0	0.00%

Other	22	3.80%	15	2.56%	19.33	3.07%
Total MARAC cases	538	100%	585	100%	630	100%

Fig. 5.3. Number of 16 and 17 year olds referred to MARAC

	2013/14	2014/15	2015/16
Number of 16 and 17 year olds referred to MARAC	Not reported in annual report	8	6
Number harming others aged 17 or below	Not reported in annual report	8	4

In June 2015 the Performance, Monitoring and Evaluation subcommittee took a report examining the performance of MARAC in relation to safeguarding children. MARAC reported an increase in the number of cases where children are identified to be in the household which appears to be because of better researching, resulting in, for example identifying grandchildren or stepchildren with ‘homes’ elsewhere. The numbers of cases in the north and south of the County are very different raising a question about whether there is inequity about access to MARAC and associated services. The available needs assessments relating to domestic violence and abuse(DVA) in Warwickshire draw several conclusions as to why professionals are less able to identify DVA in the south of the county from how different socio-economic groups seek to “manage” DVA through to professionals own attitudes to different communities. The concern in terms of safeguarding children is that we could conclude that if we are not effective at identifying adult victims of DVA in the south of the county then we are also not identifying their children who may also be at risk of harm.

Data available since 2011 (recent data is shown in fig. 4-1), does however show that the 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 (e.g. grandchildren, step children) who may also find themselves at risk of harm and in need of support or protection.

6.2.6 SARC

Fig. 6.4 Children seen at the SARC

	2013/14	2014/15	2015/16
Age	Number	Number	Number
Under 13	41	63	79
13-15	54	52	69
16-17	36	34	38
Gender	Number	Number	Number
Female	110	133	144
Male	21	16	49
Vulnerability Factors	Number	Number	Number
Looked after children	13	6	20
Care leaver	2	0	4
Mental health needs	9	5	12
Language needs	4	2	3
Self-injury	3	12	10
More than one factor	3	3	9

There is general upward trend in the number of children receiving a service from the Sexual Abuse Referral Centre (SARC), but the most striking changes are in the number of children under 13, and of boys being seen.

Actions for 2016-17

Closely monitor remaining actions from s.11 plans to ensure this work is completed.

Agree joint protocol with MARAC for 16 and 17 year olds in abusive relationships.

Set up a multi-agency audit group.

6.3. Communicate to persons and bodies in the area of the authority the need to safeguard and promote the welfare of children, raise their awareness of how this can best be done and encourage them to do so

This year WSCB Business have continued to raise the profile of safeguarding being everyone's responsibility through newsletters, bite size communications, website updates, training and well as an open conference to all professionals from all sectors in Warwickshire.

The newsletter has gained some momentum this year and has been produced on a quarterly basis. The newsletter has been designed so that it can provide a useful summary of key information into smaller more memorable pieces of information to be shared and discussed amongst teams. There have been some challenges with its distribution and communication due to the volume of organisations that offer support to children and families across Warwickshire however communication networks are improving. The profile of the WSCB and awareness of its core business, strategic priorities and where everything fits in the wider business plan will continue to be raised through more open events and training opportunities. The current agenda and high profile of CSE in the media has assisted with organisations wanting to access both multi-agency and single agency training.

From January 2015 individual agencies had responsibility to deliver their own universal child protection awareness training as identified in the 2015-18 training strategy. This has been a significant shift for some organisations who have historically relied upon the WSCB as being part of their core training programme. The decision to return responsibility to agencies was partially born out of a decline in available resources and an increase of competing priorities, however the shift in responsibility has encouraged and supported communicating the message that safeguarding is everybody's responsibility.

Through training delivery WSCB continues to communicate local learning, updating materials and resources with the most recent findings from our local and serious case reviews. Face to face feedback from delegates this year has highlighted the value in having key messages weaved into training supported by information where practices have been altered or developed to take into account recommendations.

The Training sub-committee decided to follow the same format as the previous year and offer an annual conference which was open to multi-agency professionals of differing levels within their organisations. The theme of this years conference was 'Professional Curiosity and Respectful Uncertainty', we chose these two concepts for our conference this year because they are themes that keep cropping up in our case reviews, and it is clear that from our activity that professionals often find it difficult to be curious and uncertain about what is going on in family life, or feel that it is wrong to 'disbelieve' what parents and carers tell them.

Geese theatre were used to support with the delivery of the conference this year. Their unique approach of using face masks to deliver key messages through drama was a distinguishable feature and emphasised the messages the WSCB wanted to relay to professional around 'lifting the mask' and 'scratching below the surface' to find out what is really going on for the child / children in a family.

The feedback from the conference was very positive with many practitioners commenting on the value of communication in their practice and not assuming that the person you are talking to has all the information available to them.

To support the messages delivered through keynote speakers we developed a number of other hard communications. A 'take away' menu was produced which summarised some of our learning into bite size chunks for practitioners to take away with them.⁶ WSCB business team have received direct and indirect feedback on the impact these bite size chunks have had for professionals. Some organisations have used them to review elements of practice whilst others have used them as a starting point for discussions within team meetings. What is really pleasing to hear through networking events and training sessions is that professionals are talking about our communications and what it has meant for them.



In addition to the take away menu a number of other hard communications have been developed by the WSCB business team to support the conference and the ongoing communication of the WSCB learning activity. We produced a leaflet containing information to support some of the key messages being shared by DfE, a document containing a précis of key learning from some of our most recent case reviews and material to further support the 'Something's not right' campaign to raise awareness of CSE.

The interagency training programme has this year been developed to enable further communication of the learning we have gained. The most notable developments have been through the introduction of a new programme, 'Learning from SCR's: a safeguarding update', which has been piloted with CAF and early intervention services. The programme is targeted at staff requiring specialist level training (professionals with lead responsibility for giving safeguarding advice in their organisation). It is planned for this programme to become part of the core offer in the Autumn with partnership colleagues supporting the delivery.

The Effective Referrals training has also been significantly updated to not only include learning but also to reflect the new MASH referral process. This training specifically continues to highlight to multi-agencies who both receive and make referrals the importance of a quality referral and what this looks like. The training also details how learning on the cumulative impact of domestic abuse on children as

⁶ apps.warwickshire.gov.uk/api/documents/WCCC-850-598

victims has informed and helped to shape the way in which information from referrals and notifications is captured and assessed within the MASH.

This year we have initiated a process of gaining feedback from practitioners a short period after their training to assess the impact of their training on practice. WSCB have, through training and communications with partner agencies been able to identify where learning has supported practice and service delivery improvements. However implementing the impact of training evaluation tool will provide another means to capture this information.

Actions for 2016-17

Embed post training evaluations to enable us to understand whether training is having an impact on practice.

Implement quality assurance programme for single agency safeguarding training arrangements

Complete and publish Communications Strategy

6.4. Undertake reviews of serious cases, sharing learning across the organisations and supporting organisational change where appropriate to promote the welfare of children through improved safeguarding practices.

Serious Case Reviews (SCR).

During 2015-16 WSCB initiated a serious case review, expected to be completed in the autumn of 2016. We were able to resume work on another serious case review which was begun in 2014 but suspended while police enquiries were underway. This is now expected to be completed in the summer of 2016.

A serious case review 'John' ⁷ begun in 2014 was published in October 2015. Learning from this included: that professionals did not really understand what might happen if a family was threatened with eviction, and that assessment either at a CAF or child in need level should be undertaken to understand what issues may need to be addressed beyond the practical issues of where the family will live; the need for professionals to be professionally curious and respectfully uncertain, so that they look below surface information to understand what is really going on for a family; lack of local clarity about how social workers will undertake their 'lead professional' responsibilities while undertaking an assessment; insufficiently robust information sharing arrangements when several agencies are involved with a child mean that they don't all have the full picture.

WSCB took part in two SCRs and a Child Practice Review (an equivalent review held under Welsh Assembly guidance) conducted by other LSCBs. At the current time none of these are published.

Actions taken in Warwickshire as a result of the learning and findings of the first of these reviews include emphasising routine enquiry about domestic abuse in antenatal care, and discharge planning for vulnerable babies to hand over care from hospital to community staff and strengthening the service offered to families who are home educating their children and the links between this team and Children's social care.

LA2 SCR was commissioned at the start of the year following multi-agency concerns regarding the neglect of three children who had lived in Warwickshire, the review was held by another LSCB as the family had moved during the period under review. The review identified developmental needs for practitioners to be able to assess the impact, immediate and cumulative, on children when their parents have mental health problems. It is not necessary for the parents to have a diagnosis for children's professionals to observe their behaviours and consider the implications of them for children living in the family home. It also raised the importance of practitioners considering the impact lack of engagement and disguised compliance will have on children where parents are reluctant to engage in services.

⁷ Report and WSCB response can be found at:
<http://www.warwickshire.gov.uk/wscb-seriouscasereview>

The learning from the SCR fed into the development of the MASH MARF (Multi Agency Referral Form) and referral processes, identifying and supporting practitioners with an early help response as opposed to a child protection response where appropriate. Midwifery services across Warwickshire have been updated to provide all women who present late in pregnancy with a thorough assessment at their first appointment. The WSCB are also re-invigorating their work around the Neglect strategy with the WCC Principal Social Worker to support practitioners in working with the recognised definition of neglect alongside local threshold criteria, which will assist in decision making pre and post referral.

Local Case reviews

Review of the arrangements to safeguarding children in a Warwickshire Children's Home

This multi-agency review looked at how agencies in Warwickshire work with each other and partners from placing authorities to protect children who are placed in children's homes in the County from sexual exploitation. This comprehensive review identified many aspects of how notifications are received and recorded when these placements are made, the relationships between statutory agencies and the children's homes, which are all independently run; and the response made to children who go missing from the homes. The review also provided an opportunity for the local authority to consider how these same issues impact on Warwickshire looked after children placed out of area. A working group was convened to work through the recommendations.

Early Years Strategic Review

WSCB jointly commissioned a strategic review with three other LSCBs in the region to examine safeguarding of children in early years settings.⁸ The review identified weaknesses in the regulatory and inspections frameworks for early years settings which make it hard for local safeguarding agencies to have sufficient influence over practice in these providers.

The commissioning independent chairs wrote to the Department for Education and received an acknowledgement of the significance of the findings, and they were invited to go to the Department to discuss them.

Youth Justice Critical Incident Reviews

WSCB received two critical incident review reports from Warwickshire Youth Justice Service. The Youth Justice is required to undertake a review in particular circumstances, and these are reported to bodies including the LSCB. In Warwickshire these are considered at the Special Cases subcommittee to identify if there is learning that the board should include in its improvement activity, and to consider whether WSCB wishes to commission any additional review of the case.

⁸ The Early Years report can be found here:

<https://apps.warwickshire.gov.uk/api/documents/WCCC-850-562>

Two critical incident reviews were reported to WSCB during 2015-16. No further reviews were considered necessary, but Special Cases sought updates on the action plan from one of the reviews, in which a young person made a suicide attempt. The young person had been receiving multi-agency intervention over a period of time. The review has prompted a deeper consideration for practitioners within organisations around issues of identification, assessment and subsequent response to a child where parental violence and / or domestic abuse are present. The review also lent itself to reinforce learning around 'silo working' and the impact the lack of a co-ordinated response can result in a mismanagement of need.

Following a review last year which found that few agencies other than the police were referring to MARAC, a briefing was provided to children's social care to encourage referrals into MARAC, and the MARAC co-ordinator has been included in interagency training provided by Community Safety. However referrals from other agencies remain disappointing.

A primary school in the County was asked to conduct a review of safeguarding arrangements in the school with support from a WCC safeguarding service manager following the conviction of a member of support staff for offences breaching his position of trust. The review highlighted the importance for school leaders to think about how to supervise staff who have access to little used parts of school premises and are in school outside main school hours, and also how to supervise staff responsible for IT if no-one else in the school has sufficient expertise to understand what they are doing. A briefing note was sent out from WSCB to all schools highlighting these issues, and the learning was tabled for discussion at the schools and learning sub-committee. Feedback from the headteachers at this meeting was that these issues were not ones they had previously thought about and that therefore it had been a valuable piece of work.

Single agency reviews were requested from Mental Health providers who gave services to a man who risked his children's lives and caused them lasting psychological harm following the breakdown of his marriage. These reviews found that neither agency was compliant with the requirement in Working Together (2015) to enquire whether their service user had children, is so might need help or protection from harm.

One provider found that staff had not asked him if he had children, and therefore had not been able to consider whether he might be a risk to them. This agency has taken action to remind staff of their responsibility to enquire about whether adults they are treating have children in their care.

The other team providing mental health services were aware that he was a parent, and used this information in their consideration of the risk he posed to himself, but again did not consider whether he was a risk to his children. The services are addressing these findings internally, and the refresh of the 'Think Family' protocol will reinforce the learning from these reviews more generally.

6.5. Participate in the planning of services for children in the area of the authority.

During 2015-16 more formal links between WSCB and the JSNA were developed and the WSCB Development Manager and JSNA Programme manager now have a regular meeting to identify areas of common interest in the respective work plans. This enabled WSCB to provide comment on the Vulnerable Children needs assessment, including ensuring all the vulnerable groups of children identified in Working Together were included, children at risk of radicalisation and the needs for young carers arising out of parenting capacity as well as the appropriateness of their caring needs. This latter point was identified as a possible area of weakness for service delivery in Warwickshire, and will be picked in the Performance and Monitoring subcommittee work plan in 2016-17

The WSCB Schools and Learning subcommittee has been engaged in the partnership work being done to prepare for the recommission CAMHS in Warwickshire.

There is overlap in the objectives of the Violence Against Women and Girls board and WSCB, and to support good collaboration in respect of these, the WSCB independent chair sits on the Violence and Women's Board. An example of work being done jointly between these two boards is the development of tools to support to recognise and respond to FGM.

During 2015-16 work to establish a MASH in Warwickshire made good progress and the schedule is for the MASH to open for Children's safeguarding at the start of May 2016 and for safeguarding adults in the autumn of 2016. WSCB has kept oversight of the plans, taking reports at each meeting.

6.6. A review of each death of a child normally resident in the LSCB's area is undertaken by a CDOP

The purpose of Child Death Overview Panel (CDOP) is to review all child deaths to identify any modifiable factors in the circumstances of each death with a view to addressing these. A separate CDOP report is published which details the work undertaken by all three panels in our sub-regional arrangements with Solihull and Coventry. This will be published in the autumn.

Despite the fact that risk factors for sudden infant death (SIDS) are well known, each of our panels in the subregion reviews a small number of SIDS deaths each year. CDOP has led awareness raising campaigns in the recent past to promote messages about safe sleeping but we have continued to review deaths where despite there being evidence that safe sleeping advice was given to parents, it was not followed in its entirety. The CDOP panel manager learned about a 'safe sleeping' assessment tool used in other parts of the country which the midwife uses to structure a discussion with parents at an early visit post birth about where the baby is sleeping and to remind the parents about other considerations such as the temperature of the room and smoking in the household. If concerns are identified these can be discussed further, and if necessary handed over to other professionals such as the health visitor or a family support worker for continued input after midwifery ends. It was agreed last year that midwives would adopt a version of this risk assessment in the sub-region and it was hoped that it could be included in the child's health record, known as the red book, that parents keep.

During 2015-16 the CDOP manager continued to drive this project resulting in an agreed form of the assessment now being included in the West Midlands edition of the red book. We are delighted with this result because it endorses the discussion of safe sleeping arrangements as both necessary and routine, and we are hopeful it will reduce the number of SIDS deaths with modifiable factors reviewed at CDOP in the future.

The Performance, Monitoring and Evaluation subcommittee will request an audit of the use of the safe sleeping risk assessment from the health trusts providing midwifery services in the sub-region in the autumn of 2016.

7. Summary and Conclusions.

The gaps in data about the diversity of children in safeguarding processes mean we do not fully understand if progress has been made to ensure equality of access to safeguarding for all children.

Good progress is being made to embed sound practice in relation to CSE. The numbers of children receiving services is increasing and there is good evidence that professionals in universal services have a much greater understanding of how to recognise CSE and what to do about it. Significant progress was also made in extending communication activity to children and their parents and carers.

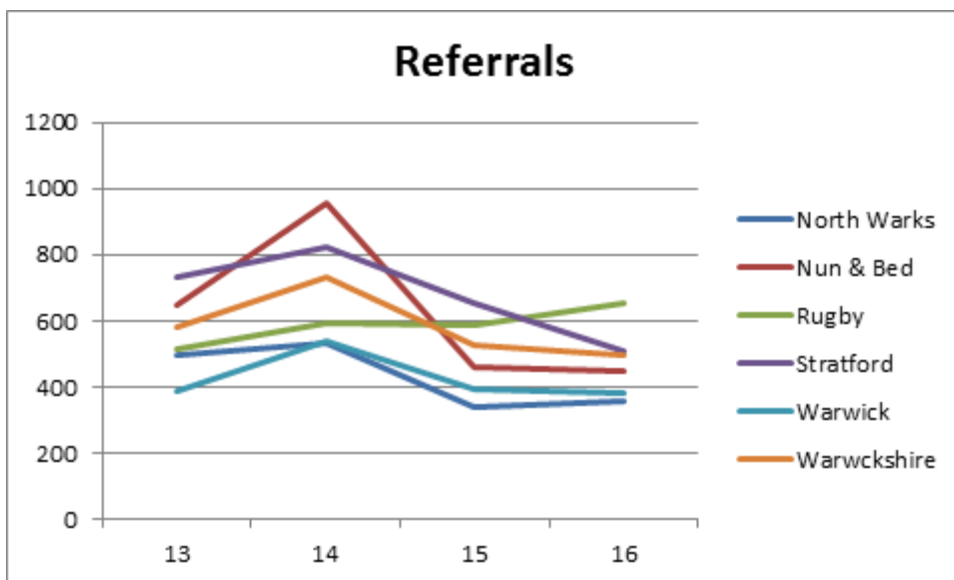
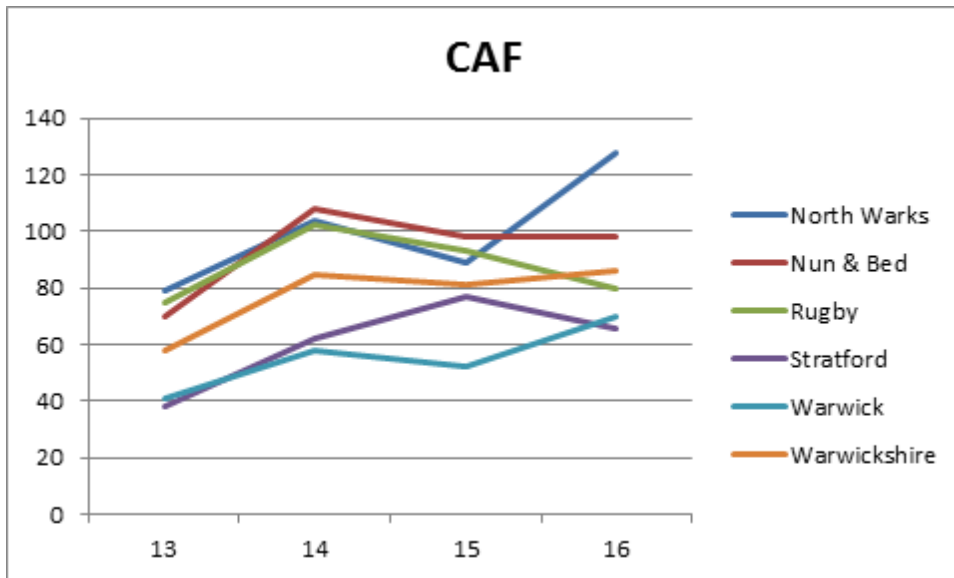
Reasonable progress is being made in relation to the Neglect priority, via the developing structures for early help. These include the phase two Priority Families work, the capacity of the vulnerable children needs assessment to shape services and the 'Smart Start' strategy. However WSCB case review activity suggests that some children are still suffering neglectful care for longer than they should because of difficulty recognising when help is not being effective, and higher level services are required. The objective of compiling and publishing a 'toolkit' which brings together the assessment and intervention tools used by professionals in different roles is not complete. The tools used by health visiting, Family Nurse partnership and WCC family support workers are clear, but tools for higher risk cases that need social work assessment and intervention have not been selected.

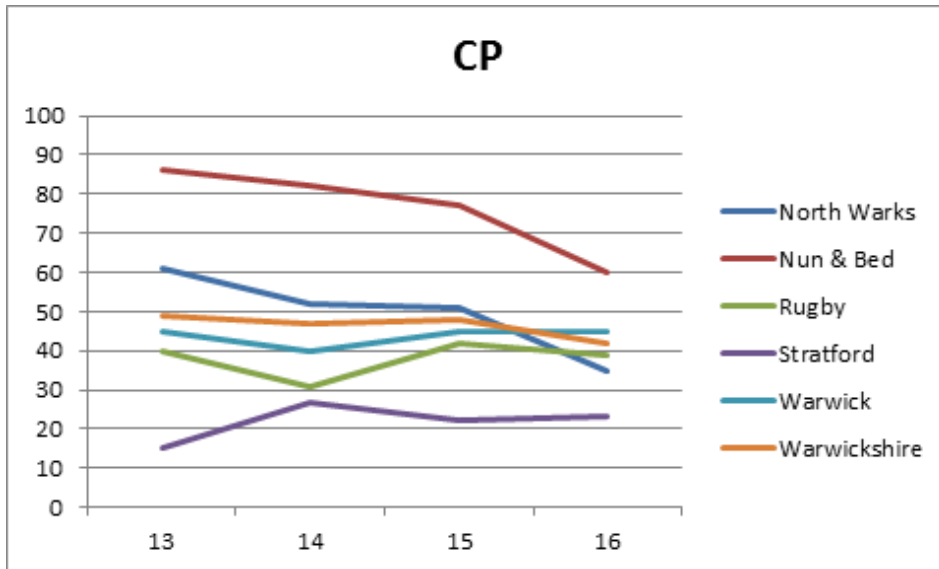
In a successful safeguarding system, all children have an equal chance of having their needs recognised, and effective early help results in a reduction over time in the number of children needing child protection plans. Where they are used, child protection plans are not prolonged, resulting in sustained improvement or decisive care proceedings.

During 2015-16 there has been encouraging progress in relation to the length of plans, with fewer being over 2 years, and fewer repeated plans for individual children. This suggests improving effectiveness of child protection plans. It is much harder to read the progress in relation to children coming into the child protection system.

The graphs below summarise the changes over four years in the proportion of children in each district with a CAF, subject of a referral to children's social care, and with child protection plans. All things being equal the lines for each district would be same, however we know that safeguarding needs are greater in areas with higher levels of deprivation and poverty. If this was the only variable, the lines would follow each other in parallel, with Nuneaton and Bedworth having the highest levels and Stratford the lowest. However it can be seen the the lines are not the same shape, variously diverging and converging. This means that influences other than the demography of the different areas are influencing safeguarding activity. This is most likely to be differences in professional practice.

The relevant practice issues underpinning some of the inconsistency are understood, for example the increase in CAF activity in 2015 in Stratford probably resulted from significant CAF training input for schools in this area.





The bigger decrease in CP plans in Nuneaton and Bedworth since 2014 probably corresponds to work done by children’s social care in this district following a local case review in 2013 to ensure that more children received child in need services to prevent their circumstances deteriorating further. This may also explain the levelling off in CAF numbers in Nuneaton and Bedworth over the same time period. However there are changes in levels of activity which we do not have explanations for, such as the steep decline in both CAFs and referrals in Stratford during 2015-16 while CP plans remained level; and a steep fall in CAFs in Rugby. This suggests that further work needs to be done to embed understandings of thresholds for services, and cross check how these are being interpreted from area to area.

8. Appendix: Actions for 2016-17

- Complete the review of WSCB subcommittee structure by reviewing the terms of reference and membership of the sub-committees;
- Sign off remaining appendices to the governance suite: membership agreement, confidentiality statement, Memorandum of Understanding between WSCB and the Health and Wellbeing Board, MAPA board and Safer Warwickshire Board;
- Decide new arrangements for the financial contribution board partners make to the board;
- Undertake review of the the function and make up of the WSCB business team.
- All agencies to improve recording of diversity characteristics, including ethnicity, first language, disability; and where relevant, sexual orientation.
- WSCB to work with the 'Smart Start' strategy (to redesign services for children aged 0-5) to look at ways to improve access and take up of universal and targeted services for black, minority ethnic and non-English speaking households
- Monitor the effectiveness of support services for children with disabilities to ensure safeguarding needs are being identified.
- Complete and publish Neglect toolkit
- Revise Neglect training to include significant learning from SCRs currently underway
- Undertake audit to follow up cases referred to MASH where early help is recommended
- Continue to engage with the Smart Start strategy to maximise its contribution to tackling neglect
- Refresh 'Think Family protocol'
- Audit of WSCB CSE arrangement in the light of learning the the Bristol Brooke SCR⁹;
- Complete review of the CSE procedure;
- Continue to develop the role of licensing in CSE prevention and disruption;
- Audit the management of a sample of high risk cases;
- Introduce new CSE performance dataset.
- Continue engagement with the regional procedures project as options for continuing are decided.
- Review existing interagency procedures material to extract guidance for continued local use.
- Embed post training evaluations to enable us to understand whether training is having an impact on practice.

⁹ Bristol LSCB (March 2016) *The Brooke Serious Case review into Child Sexual Exploitation*
<https://www.bristol.gov.uk/documents/20182/34760/Serious+Case+Review+Operation+Brooke+Overview+Report/3c2008c4-2728-4958-a8ed-8505826551a3>

- **Implement quality assurance programme for single agency safeguarding training arrangements**
- **Complete and publish Communications Strategy**
- **Request a single agency performance report from the young carers service**
- **Audit of use of 'safe sleeping' assessments.**

**Warwickshire Safeguarding Children Board
September 2016**

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