

Children and Young People Policy Development and Scrutiny Panel

Date: Tuesday, 10th July, 2018

Time: 10.00 am

Venue: Brunswick Room - Guildhall, Bath

Councillors: Alison Millar, Matt Cochrane, Sally Davis, Liz Hardman, Michelle O'Doherty, Peter Turner and Lizzie Gladwyn

Co-opted Voting Members: David Williams and Andrew Tarrant

Co-opted Non-Voting Members: Chris Batten and Kevin Burnett

Chief Executive and other appropriate officers
Press and Public



Mark Durnford

Democratic Services

Lewis House, Manvers Street, Bath, BA1 1JG

Telephone: 01225 394458

Web-site - <http://www.bathnes.gov.uk>

E-mail: Democratic_Services@bathnes.gov.uk

NOTES:

1. **Inspection of Papers:** Papers are available for inspection as follows:

Council's website: <https://democracy.bathnes.gov.uk/ieDocHome.aspx?bcr=1>

Paper copies are available for inspection at the **Public Access points:-** Reception: Civic Centre - Keynsham, Guildhall - Bath, The Hollies - Midsomer Norton. Bath Central and Midsomer Norton public libraries.

2. **Details of decisions taken at this meeting** can be found in the minutes which will be circulated with the agenda for the next meeting. In the meantime, details can be obtained by contacting as above.

3. **Recording at Meetings:-**

The Openness of Local Government Bodies Regulations 2014 now allows filming and recording by anyone attending a meeting. This is not within the Council's control.

Some of our meetings are webcast. At the start of the meeting, the Chair will confirm if all or part of the meeting is to be filmed. If you would prefer not to be filmed for the webcast, please make yourself known to the camera operators.

To comply with the Data Protection Act 1998, we require the consent of parents or guardians before filming children or young people. For more information, please speak to the camera operator.

The Council will broadcast the images and sound live via the internet www.bathnes.gov.uk/webcast The Council may also use the images/sound recordings on its social media site or share with other organisations, such as broadcasters.

4. **Public Speaking at Meetings**

The Council has a scheme to encourage the public to make their views known at meetings. They may make a statement relevant to what the meeting has power to do. They may also present a petition or a deputation on behalf of a group. They may also ask a question to which a written answer will be given. **Advance notice is required not less than two full working days before the meeting. This means that for meetings held on Thursdays notice must be received in Democratic Services by 5.00pm the previous Monday.** Further details of the scheme:

<https://democracy.bathnes.gov.uk/ecCatDisplay.aspx?sch=doc&cat=12942>

5. **Emergency Evacuation Procedure**

When the continuous alarm sounds, you must evacuate the building by one of the designated exits and proceed to the named assembly point. The designated exits are signposted. Arrangements are in place for the safe evacuation of disabled people.

6. **Supplementary information for meetings**

Additional information and Protocols and procedures relating to meetings

<https://democracy.bathnes.gov.uk/ecCatDisplay.aspx?sch=doc&cat=13505>

Children and Young People Policy Development and Scrutiny Panel - Tuesday, 10th July, 2018

at 10.00 am in the Brunswick Room - Guildhall, Bath

A G E N D A

1. WELCOME AND INTRODUCTIONS

2. EMERGENCY EVACUATION PROCEDURE

The Chair will draw attention to the emergency evacuation procedure as set out under Note 6.

3. APOLOGIES FOR ABSENCE AND SUBSTITUTIONS

4. DECLARATIONS OF INTEREST

At this point in the meeting declarations of interest are received from Members in any of the agenda items under consideration at the meeting. Members are asked to indicate:

(a) The agenda item number in which they have an interest to declare.

(b) The nature of their interest.

(c) Whether their interest is a **disclosable pecuniary interest** *or* an **other interest**, (as defined in Part 2, A and B of the Code of Conduct and Rules for Registration of Interests)

Any Member who needs to clarify any matters relating to the declaration of interests is recommended to seek advice from the Council's Monitoring Officer or a member of his staff before the meeting to expedite dealing with the item during the meeting.

5. TO ANNOUNCE ANY URGENT BUSINESS AGREED BY THE CHAIRMAN

6. ITEMS FROM THE PUBLIC OR COUNCILLORS - TO RECEIVE DEPUTATIONS, STATEMENTS, PETITIONS OR QUESTIONS RELATING TO THE BUSINESS OF THIS MEETING

At the time of publication no notifications had been received.

7. MINUTES - 15TH MAY 2018 (Pages 7 - 20)

8. PRIMARY PARLIAMENT FEEDBACK (Pages 21 - 34)

This is the sixth year the Primary and Secondary Parliaments have taken place. They give children and young people from across B&NES the valuable opportunity to meet and debate a chosen theme, and present their workshop discussions.

9. YOUNG PEOPLE PARLIAMENT FEEDBACK (Pages 35 - 38)

This report outlines the event that took place in February 2018.

10. QUALITY ASSURANCE FRAMEWORK FOR CHILDREN & SOCIAL CARE (Pages 39 - 108)

This report along with the others presented to the Panel sets out the mechanisms we have in place to assure the continued improvements take place.

11. LOCAL SAFEGUARDING CHILDREN'S BOARD ANNUAL REPORT (Pages 109 - 292)

The People and Communities Directorate would like to set out for the Panel the work of the Local Safeguarding Children Board during 2017-18 and the completed Business Plan for 2015-18 along with new priorities to be actioned in the new Strategic Plan for 2018-21.

12. CHILDREN'S SERVICE COMPLAINTS AND REPRESENTATIONS PROCEDURE ANNUAL REPORT (Pages 293 - 314)

This report informs the Panel about the number of complaints and representations, including compliments received during 2017 – 18 and demonstrates how they have been managed and how they have been used to contribute to service improvement.

13. INDEPENDENT REVIEWING OFFICER'S ANNUAL REPORT (Pages 315 - 354)

This report sets out the work undertaken by the IRO service in relation to the scrutiny and challenge of Care Planning and Service Performance.

14. POLICY STATEMENT ON ACADEMIES & FREE SCHOOLS (Pages 355 - 370)

This report sets out a review of the Council's Policy on Academies and Free Schools.

15. CABINET MEMBER UPDATE

The Cabinet Member will update the Panel on any relevant issues. Panel members may ask questions on the update provided.

16. CORPORATE DIRECTOR (PEOPLE) BRIEFING

The Panel will receive a verbal update on this item from the Corporate Director (People).

17. PANEL WORKPLAN (Pages 371 - 374)

This report presents the latest workplan for the Panel. Any suggestions for further items or amendments to the current programme will be logged and scheduled in consultation with the Panel's Chair and supporting officers.

The Committee Administrator for this meeting is Mark Durnford who can be contacted on 01225 394458.

This page is intentionally left blank

BATH AND NORTH EAST SOMERSET

CHILDREN AND YOUNG PEOPLE POLICY DEVELOPMENT AND SCRUTINY PANEL

Tuesday, 15th May, 2018

Present:- Councillors Alison Millar (Chair), Matt Cochrane (Vice-Chair), Sally Davis, Liz Hardman, Michelle O'Doherty, Peter Turner and Lizzie Gladwyn

Co-opted Members (Non-Voting): Chris Batten and Kevin Burnett

Also in attendance: Mike Bowden (Corporate Director) and Richard Baldwin (Director of Children and Young People)

1 WELCOME AND INTRODUCTIONS

The Chair welcomed everyone to the meeting.

2 EMERGENCY EVACUATION PROCEDURE

The Chair drew attention to the emergency evacuation procedure.

3 APOLOGIES FOR ABSENCE AND SUBSTITUTIONS

Apologies were received from two of the Panel's co-opted members David Williams and Andrew Tarrant.

4 DECLARATIONS OF INTEREST

There were none.

5 TO ANNOUNCE ANY URGENT BUSINESS AGREED BY THE CHAIRMAN

There was none.

6 ITEMS FROM THE PUBLIC OR COUNCILLORS - TO RECEIVE DEPUTATIONS, STATEMENTS, PETITIONS OR QUESTIONS RELATING TO THE BUSINESS OF THIS MEETING

Councillor Dine Romero addressed the Panel, a summary of her statement is set out below.

There may not yet be a lack of school places across the whole of the Bath area, but their distribution is uneven. There is a lack of secondary school places in the SW of Bath.

As I have stated before at other meetings, encouraging parents to choose 5 out of 7 schools only gives an illusion of choice, but does not allow for a real choice of 5 schools.

The nature of the schools in Bath does not give parents a real choice. Two schools are denominational, and at least one has an admissions criteria that makes a successful application from someone of no religion unlikely. Two schools are single sex, so automatically removes one choice for parents, one is only for children in years 10 and above. Only two are both mixed and non-denominational.

The criteria of the Bath schools means that for most parents they really only have a choice of 3 schools, 4 if you include St Mark's.

But this also fails to take into account the arrangement between the two single sex schools, this means that a sibling will get admissions priority at the partner school.

Lumping all the secondary schools in Bath under the Greater Consortium Planning Area umbrella does not disguise the fact that the only school with capacity is St Mark's. This school is the furthest school from children in the SW of Bath. Far away enough that some children will be entitled to free home to school transport as they are over 3 miles away.

If you are a parent would you want your children to go to a school that is considerable far away? Although Bath is a small city it is quite a distance between St Marks and Odd Down. Far enough away that children will need to take 2 buses to and from school each day - unless they are driven. And I am sure that the Council will not want to be seen to be encouraging more journeys across town, adding to the congestion and already poor air quality.

You may think this a minor point, but children will find it harder to participate in after school activities, and they may be actively discouraged from joining after school clubs, especially in the darker winter evenings.

What I suggest is needed is a small change to the Schools Organisational Plan. The whole of Bath is divided into 3 non equal parts, to take into account differences in capacity, and that these 3 areas are allocated to each of the 3 co-ed, non-Catholic schools.

As is now the whole consortium area would be used to allocate places for the two single sex schools, and the Bristol diocese would continue to advise on its catchment, which is significantly larger than Bath, or Bath and NES.

Councillor Liz Hardman asked if she felt that the School Organisation Plan truly reflected reality.

Councillor Romero replied that she did not think it did.

Amanda Whitelock addressed the Panel, a summary of her statement is set out below.

She explained that her son currently attends St. Philip's Primary School and had been allocated a place at St. Mark's Secondary School in September having put Ralph Allen and Beechen Cliff on the application form as their first and second preferences.

She stated that it will take two buses for him to get to school and that his participation in sport and ability to spend time with his current friends will be jeopardised if he has to attend St. Mark's.

She said she had recently heard great things about St. Mark's but questioned why many local children still don't choose to go there.

She stated that changes to the process must occur soon to help families in future years. She added that the current decision also affects her other son as he will also more than likely have to make the same journey.

The Chair asked what impact this has had on her son.

Amanda Whitelock replied that he is not happy as he knows that his best friends will be going to Ralph Allen and Beechen Cliff.

Councillor Liz Hardman asked if she had only applied for the two schools or used more of the available five preferences.

Amanda Whitelock replied that she did only indicate the two of Ralph Allen and Beechen Cliff as St. Gregory's is hard to get into and she felt that St. Mark's and Oldfield were too far away.

Councillor Hardman asked if she was fully aware of the process to choose five preferences.

Amanda Whitelock replied that she was aware of the process, but did not feel that five options were a real choice for her. She added that it would potentially cost her an extra £100 a month to send both of her children to St. Mark's.

Councillor Peter Turner asked if there were space on the application form to state why you would like your child to attend a specific school.

Amanda Whitelock replied that yes the form does have a section where you can state your reasons in support of the application.

Councillor Matt Cochrane asked why despite the potentially difficult admissions criteria why she did not put St. Gregory's as one of her preferences.

Amanda Whitelock replied that after visiting the school she and her son had noticed that they did not have as much science equipment as other schools and that this subject is of particular interest to her son.

The Chair asked what her status regarding schools was now.

Amanda Whitelock replied that she is on the waiting list for Beechen Cliff and Ralph Allen and awaiting the results of the second round of offers.

Councillor Will Sandry addressed the Panel, a summary of his statement is set out below.

He said that many young people in the South of Bath were facing a journey to school which will see them have to battle through a great deal of traffic and the loss of time before and after school to be with friends or participate in before or after school activities.

He stated that he was not a fan of the academisation system and that it was vital for children to go to a school as near to their home as possible.

Councillor Richard Samuel addressed the Panel, a summary of his statement is set out below.

He said that wished to focus on the issue of air quality, as this is currently high on the Council's agenda as a high corporate priority.

He stated that he found it hard to believe that despite a third of all journeys in the City in term time are pupils being delivered either to or from school that these movements are not even considered in monitoring by the Council.

He said that he intended to speak further on this subject with Travel West as they are sponsored by the four Local Authorities as to how they can quantify transport choices for parents and look to mitigate unnecessary journeys.

He said that he would welcome information of this nature included in future editions of the Plan.

Councillor Matt Cochrane commented that he welcomed the information, but asked how this would affect the allocation process.

Councillor Samuel replied that a solution to this problem must be found, whether it be through pupils being allocated schools closer to where they live, a better public transport supply or through a ticketing system that is financially appropriate for all families across the Council.

Councillor Liz Hardman commented that the one area in which a real difference can be made is through the admission policies of the schools, but unfortunately due to academisation the Council can only challenge and have no direct impact.

Councillor Samuel stated that he believed that a solution can be found to every problem and that the Council should do as much as it can through lobbying to make a case for these policies to change.

The Chair asked if the new congestion zones would affect travel to and from schools and if he were aware of any potential charges that might be incurred.

Councillor Samuel replied that it looks inevitable that parents from certain areas will cross through different zones. He added that he was unsure of the figures involved in any potential charging process.

Councillor Peter Turner commented that discussions on admissions policies should take place with academies trusts as well as single academies.

The Chair thanked all speakers for their statements on behalf of the Panel.

7 CALL-IN OF CABINET DECISION E3037 PRIMARY AND SECONDARY SCHOOL ORGANISATION PLAN 2017 - 2021

Councillor Paul Crossley, Lead Call-In Member addressed the Panel, a summary of his statement is set out below.

I hope to be able to persuade you to refer this policy back to Cabinet for reconsideration and amendment.

As a Council and as Councillors we seek to ensure that we balance and provide resources on a just and equitable basis (as far as is possible) across all residents in the authority area.

Education is one of the most valuable services that the public sector provides to people in exchange for the taxes they pay. Children only get one chance at a secondary education and in this authority area we can be justifiably proud that regardless of administrative format or mix of Councillors, it has always ensured that our young people get the best possible start in life.

This call-in is about the equitable access to schools in the City of Bath to all the children of the City and surrounding villages. We have no major problem with the decision that the Cabinet has reached on access to secondary education in the NE Somerset part of the area.

We do, though, consider that the policy reached for the city schools has some major flaws that need to be reviewed and revised. It cannot be right that a policy for school allocations disadvantages an entire section of the community and that further that section contains the most disadvantaged sector of our city in terms of income and health.

The current proposal means that children from the lowest income houses will:

1. See its children sent to the farthest away school from their homes,
2. Involve them in the longest journey times,
3. Cost them the most expensive journey to school – except of course for those few who will be more than 3 miles away from St. Mark's.

For passengers up to the age of 15 a FIRST DAY ticket is £2.10 and for those pupils over 15 the ticket price is £3.00. I will let you contemplate the maths for 190 school day bus trips. From anywhere in the SW of Bath to get to St Marks requires 2 bus journeys.

THIS CANNOT BE RIGHT

The current proposal means that children with the most social disadvantages and the most likely to have additional needs will be sent to school the furthest from home.

THIS CANNOT BE RIGHT

The current proposal will generate the maximum number of extra car journeys at a time when as a Council and as a Community we are becoming more and more aware of the need for clean air.

THIS CANNOT BE RIGHT

Finally, the current proposal does not adequately address the fact that children from outside the authority area are attending our schools. I welcome the fact that children from outside B&NES choose to be educated in our schools but as we have lost a secondary school at the Rush Hill site any policy must give priority access to our children over any from any other authority.

It must be the case that applications from our parents in the City take priority over any application from outside the City Consortium Planning area.

The fundamental flaw in the Bath side of the equation is that Bath is treated as one planning area whilst NE Somerset is treated as several.

Therefore if the Panel addresses this flaw it will be able to make recommendations that guide the Cabinet in revising its allocation policy and ensure that families from the SW of Bath get a fair deal in seeking the school of their choice.

Councillor Liz Hardman asked if the closure of Bath Community Academy (BCA) had been a contributory factor to this process.

Councillor Crossley replied that fellow Councillors will recall that he passionately wanted BCA to remain open. He said that a high % of children that did attend BCA would have had some degree of special needs and would have found it difficult to enter other schools.

He added that if BCA were still open following this summer then there would not be such a problem.

Councillor Matt Cochrane said that he could see that this has been a difficult year for families in South West Bath, but opposing this plan will not change the ability to access Beechen Cliff, Ralph Allen or St. Gregory's.

Councillor Crossley replied that the Council should seek to challenge the framework as much as possible and that schools will be aware that Governments can introduce new legislation.

Councillor Lizzie Gladwyn commented that Call-In does not relate to the admissions process and that the Council currently cannot enforce schools to address their admissions criteria.

Councillor Crossley replied that Council policy must be equitable to provide to all the communities of Bath. He added that this issue must be expressed to school leaders.

Councillor Paul May, Cabinet Member for Children & Young People addressed the Panel, a summary of his statement is set out below.

He said that the formulation of a School Organisation Plan to identify the provision of education places has been in place since 1999 and that the Council sets out where places are available across a three year period.

He explained that the process in creating the Plan is transparent and has previously been debated by this Panel, the Cabinet and that Schools have been consulted in its development. He added that it remains a living plan and is one that will look to help successful schools to expand.

He stated that officers have reported on the publication of a new Plan over many years and that he felt that many of the reasons stated for the Call-In refer to admissions rather than allocation.

He said that even though a five preference system had been introduced many families did not use this to the best of its ability.

He said that $\frac{3}{4}$ of pupils who have been allocated St. Mark's are now due to receive Home to School Transport.

With regard to BCA he said that it was financially failing and not enough pupils / families were choosing to attend it. He added that he would continue a dialogue with Ward Members in SW Bath directly.

The Chair asked if current schools do expand will pupils from outside of B&NES still be allowed to attend.

Councillor May replied that in due course he will look to address the issue of pupils from outside of B&NES attending our schools.

Councillor Liz Hardman asked if the five preference system required a rethink as it did not work as intended this year.

Councillor May replied that he did feel that some parents had been let down by the system not being explained widely enough.

Councillor Hardman asked how many pupils have been allocated St. Mark's through the admissions process having not been successful in the preferences they gave.

The Corporate Director replied that this figure was 86. He added that the Director of Education Transformation was working with the school in preparation for September and that additional funding had been secured from the Schools Forum.

Councillor Sally Davis asked how sure the Council can be that it is aware of any plans that schools have to expand.

The Corporate Director replied that he felt sure as there was an ongoing dialogue with schools on this issue. He wished to add that the work of fellow officers should be recognised for gaining further places at schools for this September.

Councillor Matt Cochrane asked how he thought Councillor Romero's proposal of dividing the City into three sections would work.

The Corporate Director replied that he was not sure what effect this would have as each school sets its own admissions criteria and the Council has no control over that. He added that a challenge to the criteria is allowed through the Department for Education.

Councillor May commented that the Council needs to retain the services of its staff in this work area as respect exists between them and the local schools.

The Chair asked if the Council does speak to schools regarding their admissions criteria.

The Corporate Director replied that it does and that most are willing to discuss issues when they occur.

Councillor May added that he would ask officers to bring a set of proposals to the Panel regarding the admissions process and the criteria of local schools.

Councillor Peter Turner asked if the problems that have been mentioned are reflected nationally.

The Corporate Director replied that the same legislation regarding academies is in effect across the country. He added that the contributing factors to the problems faced this year have been the closure of BCA, some schools have decreased their Planned Admission Number (PAN) and there has been an increase in new housing locally.

He informed the Panel that historically 75% of families within B&NES apply for school places within the authority and that this year that figure was 85%, which in actual numbers is an additional 107 pupils.

Councillor Paul May in his closing statement to the Panel said that the Plan proposed was a sensible one and should proceed as decided by the Cabinet. He acknowledged that future work was required to address issues raised with regard to the South West of Bath.

Councillor Paul Crossley gave a closing statement to the Panel. He said in response to the figures given by the Corporate Director that officers should consider planning for an even higher percentage next year. He stated that he would also be monitoring the statement made by Councillor May in relation to the numbers of pupils who will receive Home to School Transport.

He said that the current South West of Bath community will find it difficult to reach their allocated school and called for the Council to lead by example to gain equitable access. He asked the Panel to refer the decision back to the Cabinet.

The Chair asked how the Home to School Transport would be provided.

The Corporate Director replied that it could be via a bus pass or a specific bus could be allocated to a group of pupils living in the same area.

Amanda Whitelock asked if the transport would be in place for the duration of the pupils being in secondary school and how would it affect their participation in after school clubs.

The Corporate Director replied that transport would be in place throughout the attendance at secondary school. He added that talks would need to take place regarding any flexibility of the service provided.

Councillor Liz Hardman said that she felt that the Plan was deeply flawed and that parents and their children were being penalised by the new preference system. She moved that the Call-in should be upheld and that the decision should be reconsidered by the Cabinet.

Councillor Michelle O'Doherty said that she would second the proposal made by Councillor Hardman. She said that it would not be an easy journey for pupils to make from Whiteway to Larkhall and that the Council should be mindful of enabling young people to participate in after school activities and to walk to a school nearer to home especially with increasing childhood obesity levels. She added the points raised relating to air quality and the financial impacts on families should also be considered.

The motion was put to the vote and it was **RESOLVED** by 3 votes for and 4 votes against. The motion therefore was not carried.

Councillor Matt Cochrane proposed a motion that the Call-in should be dismissed. He said that he did not believe that the Plan reflected the problems that were currently being experienced. He added that he would like the issues raised by and on behalf of families in South West Bath to be monitored.

Councillor Lizzie Gladwyn seconded the motion. She said that it would be good for the Panel to receive some feedback on discussions had with schools regarding admissions criteria and how the five preference system can be better communicated to parents.

The motion was put to the vote and it was **RESOLVED** by 4 votes for and 3 votes against that the Call-in should be dismissed.

This means that the decision made by the Cabinet can take place with immediate effect.

The Chair thanked all those present for attending and contributing to the debate.

8 MINUTES: 20TH MARCH 2018 & 16TH APRIL 2018

The Panel confirmed the minutes of the previous two meetings as a true record and they were duly signed by the Chair.

9 OFSTED IMPROVEMENT PLAN

The Divisional Director for Safeguarding & Social Care introduced this report to the Panel. He said that it had been one year since the inspection and that officers have taken on the challenges raised by Ofsted.

He explained that Improvement Plan is regularly discussed by the Improvement Board and that the 8 challenges have been delegated individually to relevant managers.

He then responded to a number of questions that had been submitted prior to the meeting by Councillor Liz Hardman.

1. *Could you explain what the “Balanced Scorecard” is (R50) and how it will help improve the impact of visits to Care Leavers (recommendations 2 and 6)*

He shared with the Panel copies of the Balanced Scorecard and said it was a great way for teams to identify the key indicators that relate to them. He added that this is then discussed at team meetings and supervision and when pressure is identified teams work on how this should be addressed.

2. *a) What improvements have been made through “educating external partner agencies including Language Schools on the requirements of private fostering arrangements and the need to know by the LA?*
b) How successful has contact been with Independent and Boarding Schools?
c) What were the changes made to the structure of the service delivery regarding private fostering that had just been implemented at the time of inspection and how have these improved outcomes?

He replied that prior to the inspection the Council had put in place a dedicated social worker for private fostering and that leaflets were distributed to GP Surgeries, Schools and Nurseries.

He added that Language Schools were contacted directly regarding this subject and that training has been offered through the LSCB.

He said that all schools are subject to the Council’s safeguarding processes and each school has a dedicated leader on safeguarding. He added that the dedicated social worker was now in the process of re-contacting all schools on this matter.

He informed the Panel that a report on Private Fostering is submitted annually to the LSCB.

The Chair asked if there was still only one recognised case of private fostering within B&NES.

The Divisional Director for Safeguarding & Social Care confirmed this. He added that he personally felt there were likely to be more cases, but reminded the Panel that the Council is reliant on these arrangements being self-reported.

Kevin Burnett suggested that this information could be enquired about on the application forms Primary and Secondary schools. He asked how the indicators on the scorecard were picked.

The Divisional Director for Safeguarding & Social Care replied that they have been developed as a group.

3. Has the review of Pathway Planning templates taken place which will be linked to an up to date Needs Assessment? Any changes from this assessment?

The Divisional Director for Safeguarding & Social Care replied that the Pathway Plans have just been completed and these will relate particularly to Care Leavers. He said that the templates will be launched on June 5th.

4. The third recommendation to the LSCB on raising awareness of CSE through licensing activity, could you explain how this will happen?

The Divisional Director for Safeguarding & Social Care replied that a member of the Council's Licensing team sits on the LSCB's CSE Sub-Group and came up with proposal train Taxi Drivers on this issue at the same time as they had to re-apply for their licence to show that their vehicle conforms to emission regulations.

He added that all hotels within B&NES had been written to and offered training. He said that only three responses had been received. He explained that next stage considered was to inform and contact fast food outlets.

Councillor Peter Turner suggested that the Bath Independent Guest House Association (BIGHA) be contacted on this issue.

5. Could we have a report to the Panel when the audit on practice in relation to care-leavers is produced by the DfE in October?

The Divisional Director for Safeguarding & Social Care said that this could be scheduled into the Panel's workplan.

The Chair asked if it was true to say that the Plan is always evolving.

The Divisional Director for Safeguarding & Social Care replied that it was and he sees the Plan as very much the 'day job' for many officers.

The Panel **RESOLVED** to note the progress made and the implementation of the Improvement Plan.

10 CABINET MEMBER UPDATE

Councillor Paul May, Cabinet Member for Children & Young People addressed the Panel, a summary is set out below.

Youth Connect

I attended a public meeting at Riverside Youth Centre on 16th April, together with the Corporate Director, where I hope we were able to clarify the Council's position on the future of the site and the counter some of the press comments that suggested we were intending to sell it. I have repeatedly stated that I am committed to ensuring there are ongoing services in this locality and we are looking to secure alternative arrangements for how the centre is managed and run but which can contribute to the sustainability of those services.

He said that a business case for the site was being worked upon and that he would bring this to the Panel and intended to submit it to WECA to gain funding.

Virtual School

I attended the regular performance meeting for the Virtual School, together with Councillor Hardman on 24 April. Amongst other topics, we were able to be assured about the ongoing efforts to tackle some of the challenges about fixed term exclusions for looked after children, which are reported on within the Ofsted Improvement item on today's agenda.

Working with Bath College and other partners

I have been engaged in a constructive dialogue with Bath College, together with officers, as well as other parties, to explore the potential for some new and exciting ways in which we can work together to support vulnerable learners and young people with SEND locally. I hope to bring forward more specific news on these developments in the near future.

St. Mark's School

He said that he hoped that the increase in numbers that will attend the school from September will be a positive move and allow them to show the good work the school does.

Schools Forum / School Standards Board

He said that both bodies have different functions to address and therefore will remain in place. He added that the Corporate Director has been asked to Chair the School Standards Board.

Mental Health

He suggested that the subject of Children's Mental Health be the subject of a future report to the Panel.

The Chair thanked him for his update on behalf of the Panel.

11 PEOPLE AND COMMUNITIES STRATEGIC DIRECTOR'S BRIEFING

The Corporate Director addressed the Panel, a copy of his briefing can be found on the Panel's Minute Book or as an online appendix to these minutes, a summary set out below.

Schools Standards Board

We have previously described the proposed development of a Schools Standards Board for Bath and North East Somerset, involving the LA, MATs, Dioceses, Teaching School and Regional Schools Commissioner. The first meeting is now set for 23rd May and we will report back on progress at future panel meetings.

Narrowing the attainment gap

The proposed Scrutiny Inquiry Day to explore the issue of inequalities has been put on hold for the time being. In the course of planning the event and looking at ways to bring good practice to the local system, we have engaged with Daniel Sobel of Inclusion Expert, an organisation with a track record in this field and so we are exploring ways in which we could commission some bespoke support to work with local schools in the near future using established approaches. It was felt that the timing of any Scrutiny Inquiry Day might be more effective if it followed on from this work.

Integrated working between Council and CCG

We are continuing to develop proposals to more closely integrate our working arrangements with the CCG, particularly in order to further enhance the way we commission services for both children and adults across the NHS and local authority spectrum of services. A shadow integrated health and care board will meet for the first time in early June. Further updates will be shared as they become available.

He also informed the Panel that the Divisional Director for Safeguarding & Social Care is due to leave the Council in the coming months for a new job.

The Chair thanked the Corporate Director for his update on behalf of the Panel and wished the Divisional Director for Safeguarding & Social Care the best of luck for the future.

12 PANEL WORKPLAN

The Chair introduced this item to the Panel. She said that they would add to their workplan the topics of Children's Mental Health and School Admissions Update as had been mentioned earlier in the meeting.

Kevin Burnett asked if the Panel should make any recommendations to the Council regarding academies and their admissions criteria.

Councillor Sally Davis suggested that the Panel ask the Cabinet Member to act on their behalf in light of the views expressed in the earlier debate.

Councillor May replied that he felt that the Government were recognising that this is a growing issue.

The meeting ended at 7.15 pm

Chair(person)

Date Confirmed and Signed

Prepared by Democratic Services

Bath & North East Somerset Council		
MEETING	Children & Young People Policy Development & Scrutiny Panel	
MEETING	10th July 2018	EXECUTIVE FORWARD PLAN REFERENCE:
TITLE:	Secondary Parliament Primary Parliament	
WARD:	All	
AN OPEN PUBLIC ITEM		
List of attachments to this report: Primary Parliament Report 2018 Secondary Parliament Report 2018		

THE ISSUE

- 1.1 This is the sixth year the Primary and Secondary Parliaments have taken place. They give children and young people from across B&NES the valuable opportunity to meet and debate a chosen theme, and present their workshop discussions. The broad focus for both Parliaments was about being healthy both physically and mentally. The theme links with the bi annual School Health Education Unit Health and Wellbeing survey undertaken by schools. The Secondary Parliament 'Health and Equality' was held at Hayesfield Academy in February. The Primary Parliament 'Feel Good, Live Well' was held at Somerdale Conference Centre in June.
- 1.2 The Parliaments provide an opportunity for engagement with a wide range of children and young people, help to inform possible commissioning intentions and identify future priorities for the Children and Young People's Plan (CYPP)

1 RECOMMENDATION

- 1.1 Proposal 1 To receive and note the reports from the Primary and Young Parliaments 2018 held in academic year 2017/2018.
- 1.2 Proposal 2 To comment either collectively or individually, on the reports

2 RESOURCE IMPLICATIONS (FINANCE, PROPERTY, PEOPLE)

- 2.1 There is a small cost to running the Parliaments which is currently funded jointly by School Improvement, CCG and Public Health.
- 2.2 It should be noted however, that it may prove a challenge within current resourcing to run the Parliaments using this model of delivery during the academic year 2018/2019

3 STATUTORY CONSIDERATIONS AND BASIS FOR PROPOSAL

- 3.1 There are no Statutory Considerations in regard to this report.

4 THE REPORT

- 4.1 Once again this year's Parliaments gave pupils a unique and valuable opportunity to discuss how being actively engaged could improve the wellbeing of themselves and others, and the positive impact this would then have on their lives both in and out of school. The workshops at both events were opportunities to look at how they could overcome some of the ways that we can all support our wellbeing.
- 4.2 All pupils in attendance at both Parliaments were asked to go back to their schools and share the ideas discussed with their school councils, teachers and to deliver assemblies highlighting the shared learning from the day.

5 RATIONALE

- 5.1 Both reports will be circulated to Schools Forum and will be circulated to all head teachers and PSHE leads.

6 OTHER OPTIONS CONSIDERED

- 6.1 N/A

7 CONSULTATION

- 7.1 Both events were planned and delivered by B&NES Officers, members of the Youth Forum from Off the Record, children and young people from the e-teams from Hayesfield Academy and St Michaels' Primary School E-Team.

8 RISK MANAGEMENT

- 8.1 A risk assessment related to the issue and recommendations has been undertaken, in compliance with the Council's decision making risk management guidance.

Contacts	Sarah McCluskey Sarah_McCluskey@bathnes.gov.uk 01225 394464 Kate Murphy Kate_Murphy@bathnes.gov.uk
Background papers	
Please contact the report author if you need to access this report in an alternative format	

This page is intentionally left blank

Report of the Primary Parliament 2018

The B&NES Primary Parliament took place at Somerdale Pavilion on Wednesday June 13th 2018. The theme was:

‘Feel Good, Live Well’.



In all, 27 primary schools attended bringing 97 children. In addition to school staff, and our workshop facilitators, guests included Mike Bowden, Strategic Director for People and Communities, and the Chair of the Council, Cllr. Karen Walker.

Bath Rugby Foundation provided outdoor play activities over the lunch hour and worked with some KS1 children to build a mini assault course.

The event was organised by staff and pupils from St Michaels Primary E-team, members of The Youth Forum supported by Off the Record and staff from the Local Authority.

Art Wall comment
***“Think
positively.”***

Introductory presentations

After short welcoming comments by members of the Youth Forum, our hosts for the day were St Michael’s pupils Poppy and Lewi who introduced the morning presentations.

St Michaels E team talked about ways their school supported pupils and staff through a range of activities. These included Nurture Group, incorporating ideas from Forest Schools, making dens, fires and cooking outdoors. They told us about their

mindfulness activities, healthy eating ideas; the importance of kindness and how they felt their teachers always 'went the extra mile for them'. Finally they told us about the importance of having a Chaplin at school and how they had a special sanctuary space where they could go to reflect.

Farmborough talked about how their school was a friendly school and how staff and pupils worked together to make sure everyone had friends, felt included and they shared some good ideas.

Midsomer Norton Primary gave the final presentation for the day, about the importance of sleep and how they had run a 'Sleep Week'. Pupils told us why sleep is important to how we all feel and think. They explained that you need to relax before you go to bed and not watch TV too late and to not look at iPads, but to read a book before going to bed or practice some relaxation. Pupils and Staff all agreed that they would try and go to bed a little earlier.

Workshops

KS1 Workshop

'Little things make a BIG difference' Alice McColl & Sarah McCluskey B&NES

35 KS1 pupils attended. There were two key objectives that the workshop explored through creative activities and playing games.

- **What little things can you do to make a BIG difference, for yourself and for other people?**
- **Think of ideas we can share so that everyone pupils, teachers/families can do to make a difference to how we feel?**

To make these objectives accessible to the group the children were asked to think about three questions:

Q1. Things you do to make you feel good/happy/useful?

On a flipchart we recorded:

- *Having a hug*
- *Cuddling a pet.*
- *Doing art*
- *Imagining stories*
- *Playing with friends*
- *Let a butterfly free from a web*
- *Smiling*
- *Not be mean to people*
- *Playing with someone who was on their own*
- *iPad games*

- *sports*
- *Being with my pet cat even though she sleeps with mum and dad not me!*

Q2. What things have other people done for you, or you have done for other people?

On a flipchart we recorded:

- *Sharing*
- *Picking up litter in my village*
- *Tidying up when someone asks you*
- *Listening to people*
- *Helping someone if they are hurt in the playground*
- *Making up games*
- *Being kind*
- *Helping others to be happy*

Q3. How did this make you feel?

- Good
- Happy
- If you help people they will help you
- Smiley inside
- Calm

A. What they did:

The children choose a little wooden box which they decorated with sequins and stickers. Inside the box they put a special stone they had chosen to remind them of a special place, a feather to remind them of a special person and a button to remind of something they did to feel good. They also wrote/drew the things that were special to them and put these into their treasure box. These objects represented all the important things that make them feel good on the inside.

B. What they did:

The children were each given a portrait size head and were asked to work in pairs or individually to create a collage of themselves or their partner. They were then asked to share the heads on a 'Portrait Wall'.

All the staff present also said that they had enjoyed the workshop and thought the pupils had really enjoyed the opportunity to have the space to explore some more 'holistic' ideas about wellbeing!


Presentation

A small group also chose to share their workshops ideas as part of the afternoon presentations while the rest of the group designed a mini assault course with Bath Rugby Foundation. Pupils talked about the boxes they had made and the importance

of doing small things for each other like being kind, smiling and looking after each other. They held up their portrait wall and explained that when lots of ideas were shared they could all make a big difference.

Final Message

- Talk to teachers about the importance of doing some things for you and sharing some of these activities in a creative way.
- Share wellbeing ideas with school councils and through assemblies.



Art Wall
comment,
***“Spend time
with friends”***

WORKSHOP A ‘Food Glorious Food’

Workshop facilitators:

Claire Davies – Health Improvement Officer, Children and Young People B&NES
Lucy Rae – Early Years Director of Public Health Award Co-ordinator

The title of the workshop was chosen to represent all the wonderful and glorious things food can help our bodies to do, and to move away from the terms ‘Healthy Eating’ which is often not very engaging or motivating for our children and young people. With 23 children attending the workshop the aims were:

- To understand the links between emotional wellbeing and physical health – what is being healthy?
- Explore the Eatwell Guide and what the food groups do for us.
- To have an awareness of the amount of sugar in familiar food and drink products, especially those they may think are ‘healthy’.
- To create snack ideas which are part of a balanced diet and take home information to their families.

Part 1

We started with an activity to get the children to think about what ‘health’ means to them, by asking them to draw a healthy person. They were asked to think about what that person looks like, how that person feels and the things they do and what might others notice about them. The children initially thought about healthy food such as fruit and vegetables and physical activity. Then were then able to start to make links to emotional wellbeing and physical health; exploring that we need much for than healthy food and physical activity to make us ‘healthy’. The children explored positive mindfulness activities, the importance of friends and families and having a sense of enjoyment and purpose to help us be healthy.

Part 2

We then moved on to explore what we mean by a balanced diet. We emphasised not using good or bad to describe food/drink, as our bodies need a balanced diet – recognising that there are certain foods we should eat lots of and regularly and other foods we should eat less of and not so often. By playing a team relay game outdoors, we explored the sections of the Eatwell Guide. Children were asked to sort replica foods and food cards into each section of the Eatwell guide and then we explored how the different food groups help our bodies.

Part 3

We started after the break with a group activity of a follow the leader beany bag passing game. This got the group using a variety of skills including co-ordination; memory; communication, catching and throwing and the children (and adults) had fun! We then moved onto looking at the amount of sugar in some products, exploring how some of the products eaten on their own exceed the recommended amount of sugar for a child in one day. The children then discussed some suitable sugar swaps for some of the products and drinks.

Part 4

For the final part of the workshop the group prepared a presentation for the afternoon of the parliament which concentrated on some of the key points the children had covered during the morning. In order to create audience participation, the children decided to run a true / false quiz where the audience were asked to put their hands on their heads if the answer was false or on their ears if they thought it was true! When explaining the answers the children were able to share some top tips and key facts about each of the questions. One of the four groups also talked about their 'healthy person' drawing – explaining that health is much more than the foods we eat and physical activity.

During the presentation some of the children poured out sugar from empty drinks including Ribena and Coke and also from a bag of minstrels. The audience, like the children in the workshop were amazed at the amount of sugar within the foods and drinks.

Messages to be shared:

- Schools to sign up to be a Sugar Smart school and take part in a number of pledges. The pledges spread the campaigns messages helping to engage more pupils and families in thinking about how to reduce sugar intake and to be aware of where sugar is hidden within food and drinks. The pledges also support the school to change the schools food environment ensuring they are a Sugar Smart setting.
- To remind schools that we should be thinking about 'balanced eating' rather than 'healthy eating' – as this term is often not very engaging or motivating for our children and young people. When helping children to understand what this means, it is most helpful to talk about getting a balance of the nutrients our bodies need. Using the word 'balanced' rather than healthy; steering clear of categorising food as healthy or unhealthy and using the Eatwell Guide will help children learn about eating well. We want to encourage children and families eat a balanced diet, recognizing that there are certain foods we should eat lots of and regularly and other foods we should eat less of and not so often.

WORKSHOP B 'Don't Worry Be Happy'

Workshop facilitators:

Min Robertson – Chi for Children creativeedconsultant@gmail.com

Kate Murphy – B&NES Council

Astral Blanchard – Paws b Mindfulness curriculum trainer astralb@st-stephens.bathnes.sch.uk

Judy Allies – B&NES Council

21 children attended this workshop from a wide range of B&NES schools. We started with an activity to find out each other's names and think about something that makes us happy. This was then followed by 3 activities designed to help children and young people cope with different feelings, including stress and anxiety. The three sessions were:

- Tai Chi (Chi for Children)
- Using music to help with our feelings
- Mindfulness (from the Paws b curriculum)

Tai Chi

The Tai Chi session involved a warm-up to get their internal energy (chi) moving followed by finding and holding our energy and sending it love and kindness. Then they did some 'Dragon in the clouds' work which helps in times of stress as it is mindful movement. Finally they did some qigong which was linked to our heart and helps with feelings and ridding our bodies of impatience and tired, old chi and in order to feel calmer, more uplifted.

Music and well-being

Pupils did various activities to discuss how music impacts on well-being and mental health. They listened to music and decided whether it calmed them down or lifted them up (from Birdsong to Arianna Grande via Ed Sheeran). In smaller groups they looked at scenarios for which listening to music could be beneficial such as worrying about a test , being excited about a trip but needing to concentrate at school , arguing with friends and something sad happening at the weekend.

Mindfulness

This session was from the Paws b curriculum. They covered the following points:

- Mindfulness is about becoming more aware of the here and now.
- It is about training your mind (like a puppy) to become better at noticing and concentrating
- Focus on breath to do that because it is always with you wherever you go

- Counting breaths - How many breaths in a minute
 - Finger Breathing (tracing your finger on your hand)
- ***These two activities are from the Paws b curriculum ***

The final activity was to listen to a relaxation story from the Relax Kids book.

The group then worked on a presentation for the afternoon session which concentrated on the 3 sessions tried earlier. The children were really good at getting the audience involved! We collectively did some of the Tai Chi moves whilst they explained the benefits followed by a presentation with music. They asked for the audience to participate by standing up if it was music which lifted them up and sitting down and closing their eyes if it calmed them down. Finally the children led the rest of the audience in a Mindful meditation.

They then asked the audience to take some of the ideas back into their own schools and think about ways of helping children with managing their feelings.

It was a lively and enjoyable presentation, which got the messages across really well, involved the audience and was fun!

Messages to be shared:

- Schools to consider buying in providers of activities such as Chi for Children, Mindfulness sessions for specific classes/groups
- Schools to think about the power of music to lift up and calm down. Ask children to come up with their own list of tunes that they could use themselves when they feel sad/unhappy as a self-care tool.

WORKSHOP C: 'Challenging Discrimination

Workshop facilitators Jess Parsons and Naomi Marturano from Off the Record, Hannah Powell (Member of Youth Parliament) and Indra Black (Youth Forum young person).

Workshop Aims:

- To consider types of discrimination
- To generate ideas for their schools on how to challenge discrimination

Workshop Activities:

- Discrimination Quiz – 7 types of discrimination were positioned around the room. Hannah Powell read out various definitions and school-based examples of the types of discrimination, and the young people moved to the discrimination that they believed the statement related to. It was clear from this activity that the young people had a good understanding of the different forms of discrimination.
- Perpetrator, Target, Bystander, School activity – Indra read out a story relating to an incident of gender reassignment discrimination within a school environment. The group was split into 4 sub-groups to focus on each individual in the story.
 - Perpetrator = The young people reflected upon reasons why the individual may be discriminating against someone. They felt it was important that the discriminating behaviour was addressed with the individual by a teacher and the head-teacher, and that parents should be informed. Then alongside an appropriate punishment, help should be given to the individual to investigate why they discriminated, as the perpetrator could have been discriminated against themselves or be struggling with a particular issue. They wondered about getting mentors for the perpetrator.
 - Target = There were discussions around the target telling the E-team or a teacher, writing the situation onto paper and putting it in the worry box. E-teams/anti-bullying ambassadors seemed to be wide-spread within the different schools in the group, and were pinpointed as students who would listen and then tell an appropriate member of staff. One school talked about 'bubble time', where you could ask a teacher for bubble time and they would instantly give you one-on-one space to talk about a concerning issue.
 - Bystander = The young people suggested that schools should have designated students who are anti-bullying ambassadors, who a bystander could inform (this idea came from personal experience of being an anti-bullying ambassador).
 - School = The young people felt that schools needed to ensure that there are lessons on discrimination which concentrate on how people feel when they are discriminated against and looking at differences in order to foster acceptance. They also felt that there could be specific assemblies where transgender individuals come and give a talk, and that transgender issues could be embedded into the curriculum, not just in PSHE. They also felt that posters could be designed educating people to accept difference to be placed around the school (some schools have these posters in place).

- Positives and Improvements exercise -the group was divided in half and asked to choose a type of discrimination to improve in their school. One group chose sexuality discrimination and the other chose gender reassignment discrimination.

Positives that were already helping in their school to prevent sexuality and/or gender reassignment discrimination:

- Bubble time
- Worry box
- E-team/anti-bullying ambassadors/champions for change
- Playground pals
- PSHE lessons
- Circle time
- Assemblies on understanding the various aspects of sexual orientation

Improvements for preventing sexuality discrimination:

- Wanted more PSHE lessons that have a more in-depth focus upon sexuality e.g. what different terms mean, how discrimination can affect a person, and having speakers from a variety of different sexual orientations
- The group also felt that certain areas of the school should be monitored a bit more at break and lunch such as the toilets.
- There was also a worry that if they told a teacher about a discrimination situation they would not be believed. A few students did not trust teachers to act, and there was a discussion around consistent clear actions.

Improvements for preventing gender reassignment discrimination:

- multi-sex clothing policy - same uniform for school and P.E for all genders
- Have gender reassignment information throughout the curriculum e.g. read books in English involving individuals across the gender spectrum
- Have awareness raising assemblies
- Have mixed-gender sport teams and clubs
- Have posters around the school to increase students understanding of everybody being accepted. The group came up with a statement for the posters - 'Do not judge a book by its cover, look at what is on the inside not the outside.'

Art Wall comment...
"Be kind, try hard, do your best."

Art wall comment...
"Do more art!"

Afternoon Presentations

The Member of Youth Parliament (MYP) Hannah Powell addressed the Parliament in the afternoon. She congratulated everyone on how hard they had worked and encouraged the pupils to work closely with their e-teams and school councils.

The Chair of the Council, Cllr Karen Walker, gave a short speech and Poppy and Lewi gave the final thanks and closing address.

NB. Headteachers and PSHE leads are requested to reflect on the final messages from each of the workshops and consider how they can incorporate some of the ideas in their schools and settings. This could be done by:

- Asking pupils who attended to share their ideas via assemblies.
- Sharing ideas with E-teams and Schools Councils.
- Discussing with school leadership teams
- Newsletter

This report is published on the Participation and Consultation with Young People page of the B&NES website.

<http://www.bathnes.gov.uk/services/your-council-and-democracy/consultations/consulting-children-and-young-people/strategy-part>

Report author - Sarah McCluskey sarah_mccluskey@bathnes.gov.uk

July 2018



Report of the Secondary Parliament 2018

The B&NES Secondary Parliament took place at Hayesfield School on Thursday February 8th 2018. The theme was Health and Equality. Over 60 young people attended from 8 different secondary schools and from a range of settings including Voice Minority Saturday School (Black Families), the B&NES Youth Forum, Senior In Care Council and Off the Record. There were 20 accompanying staff and workshop facilitators and 15 guests, including the Chair of the Council, Cllr Cherry Beath.

The event was organised by staff and students of Hayesfield School in collaboration with the Local Authority.

Introductory Speeches

After short welcoming comments by the young presenter from Hayesfield, there were keynote speeches by Hayesfield Sixth formers around key health issues for B&NES young people, and Levi Exton spoke about gender inequalities around mental health and showed a film made by young men, encouraging them to seek support when they are struggling.

The Member of Youth Parliament, Jasmin Miller, addressed the Parliament in the afternoon, talking about some of the initiatives she had been involved in and encouraging other young people to get involved.

There were also presentations from the 6 candidates for the MYP Elections, which were excellent and very well-received by both young people and adults in the audience. We have recently been informed that Hannah Powell from Hayesfield has been elected to be MYP for the next 2 years.

Workshops

There were 4 workshops, co-facilitated by young people. Some of the issues raised were as follows :-

A Dealing with discrimination

The aims were :-

- To consider types of discrimination
- To look at the effects of discrimination
- To generate strategies to challenge discriminatory behavior, and ways to support others who encounter discrimination
- To suggest two ideas to take back to schools
- To suggest an idea for the wider community

For the groupwork activity, one group focused on trans issues, one on BME issues

The workshop focused upon helping students generate ideas to reduce discrimination in their schools.

The activities in the first part of the workshop enabled group members to share their knowledge and awareness of the types of discrimination, and how the various types can manifest in schools and the community.

One activity involved using a school based scenario to think of measures which schools could put in place to support all individuals involved in an act of discrimination e.g. person/people discriminating, person being discriminated against, bystander and potential intervener. Some ideas produced were:

- Clear consistent consequences
- Training for teachers around how to de-escalate an act of discrimination and support all individuals involved
- Empathy workshops
- Clear anonymous reporting procedure for students e.g. awareness of dedicated teacher or E-team
- Counselling to be made available to both the person discriminating and the person being discriminated against
- PSHE lessons on raising awareness of the impact of discrimination

In the second part of the workshop, the group focused on two types of discrimination in their school environments: trans discrimination and BME discrimination. They generated specific ideas for change upon these issues in their schools.

The trans discrimination group wanted schools to commit to gender neutral toilets, and gender neutral P.E kits and school uniforms.

The BME discrimination group wanted there to be a wider initiative of E-team conferences. They wished for E-teams to be compulsory in schools, and for a conference to be held every two years which would focus on a different aspect of equality, with the first E-team conference being based upon tackling BME discrimination

B Gender and mental health

Lots of issues relating to mental health were raised by the young people in the workshop including exam stress, social media, family issues, relationships etc., We talked about the extra difficulties of accessing support if you were questioning your gender or sexual identity and weren't "out". Also boys struggled to get help or ask for help because of gender-conditioning and stereotypical notions of masculinity . Girls were potentially more affected by issues of body image which could affect self-esteem , again because of stereotyped expectations of what girls should look like .Barriers to accessing

support could also be parents or carers not taking issues seriously or saying “it’s just your hormones”. Recommendations were :-

- Raising awareness of gender issues via posters / assemblies / staff training
- Show the Boys in Mind film to as many young people as possible (invite Levi to assemblies)
- Knowing where to go for help (specific information for boys, girls, LGBT young people)
- Positive role models

C Sugar Smart

The activities within the sugar smart workshop first focused on finding out how much sugar is in familiar food and drink products and helped young people to understand food and drink labels. The young people were shocked to see how quickly the recommended maximum daily amount of added sugar can quickly be exceeded! The workshop then focused on the Sugar Smart campaign in B&NES and considered the barriers to encouraging young people to reduce their sugar consumption. During group discussion, we then generated ideas to overcome these barriers and get more young people to be Sugar Smart and suggested ideas to take back to schools of how they can get involved with campaign pledges.

Some ideas produced for schools were to:

- Make healthier options in canteen cost less than unhealthy/sugary options.
- Have more healthier options available for young people as there are often more sugar/ unhealthy things to choose from which are often cheaper.
- Help children and young people understand where sugar is hidden, know how to read labels/ understand traffic lights and visually show them sugar amounts in products.
- Talk about balance not healthy eating. People want to eat/drink sugar things, they just need to know how much is too much and make choices for themselves rather than having things heavily restricted

D Looking after your well-being

This workshop focussed on the 4 pillars of wellbeing, a model that describes how young people can maintain positive mental health.

We started by identifying what it is you feel when your wellbeing is really good (joy, excitement, lust for life) and then introduced the 4 pillars which support you to have positive mental health – sleep, diet, activity and purpose.

As a group we discussed the benefits of maintaining each pillar and why they are important and then identified some of the barriers that prevent us from supporting each pillar as well as we might.

The group then worked on ways of overcoming the key barriers and developed a presentation on each one focusing on how they could be

incorporated into everyday life and what schools could do to support each pillar.

Delegates were reminded to take the list of action points back to their schools and settings and to do their best to inspire other young people to get involved.

Some comments from students :-

' Most of us know that Government cuts are having an impact on the support for students in school'

'We need to have more time for wider discussions in PSHE to prepare us better for when we leave school'

Questions to the Expert Panel of adults

The final session was a question and answer session: delegates to the Parliament had decided on questions to ask the adult panel during their workshops. The panel consisted Judy Allies (School Improvement), Louise Murphy (B&NES Equalities Officer) Jo Lewitt (Commissioner , Public Health) and Levi Exton (Boys in Mind Strategy) . Questions ranged from

"How are we supporting students to promote gender equality ?"

"What can we do if Secondary Schools do not sign up to the Sugar Smart Campaign?"

"Given that research tells us that teenagers need to sleep later into the morning, should schools consider changing the timings of their day."

"How can we make it easier to identify healthier food in school canteens and can we have free fruit available at the till points."

Closing Words

The Chair of the Council closed the Parliament and thanked all who had attended and the organisers

K. Murphy

March 2018

Bath & North East Somerset Council		
MEETING/ DECISION MAKER:	Children and Young People Policy Development & Scrutiny Panel	
MEETING/ DECISION DATE:	10 th July 2018	EXECUTIVE FORWARD PLAN REFERENCE:
TITLE:	Quality Assurance for Children and Young People Services	
WARD:	All	
AN OPEN PUBLIC ITEM		
List of attachments to this report:		
Attachment 1: Children Social Care Quality Service Improvement Framework for Children and Young People April 2018 – March 19		

1 THE ISSUE

- 1.1 Whilst Council Children Services were reassured by its rating of 'GOOD' from OfSTED following the thorough inspection in 2017 it is important to note that we continue to strive to improve services for children and young people in B&NES. This report along with the others presented to the Panel sets out the mechanisms we have in place to assure the continued improvements take place.

2 RECOMMENDATION

- 2.1 The Panel is asked to note and support the content of the report and the attached Service Improvement Framework.
- 2.2 The Panel is requested to highlight any additional areas of focus it would like Children Services to consider.
- 2.3 The Panel is asked for agreement to bring an annual update report on the work undertaken by Children Services Improvement Board.

3 RESOURCE IMPLICATIONS (FINANCE, PROPERTY, PEOPLE)

- 3.1 None in relation to this report and the Service Improvement Framework.

4 STATUTORY CONSIDERATIONS AND BASIS FOR PROPOSAL

- 4.1 Whilst it is not a statutory requirement to have a Service Improvement Framework in place it is good practice to do so and Council Children Services have one in order to:

- Keep its focus and commitment to continuous learning and development

- Ensure the voice of children and young people are central to service development and practice improvements
- Demonstrate how we know day to day practice is of a good quality and where our areas for improvement are (this includes a variety of qualitative and quantitative mechanisms included in the Framework)
- Highlight areas the Council need additional assurance on – this includes the recommendations OfSTED made for both Children Services and the Local Safeguarding Children Board but also areas we have identified ourselves to ensure it focuses on the areas which need greatest attention for improvement

5 THE REPORT

- 5.1 The Safeguarding and Quality Assurance team within the Council work across children and adult services. This report relates specifically to the work with children however a significant focus of the team's work is to ensure that children who transition into adult services and children whose parents are supported by adult services work together effectively and that all services 'Think Family.'
- 5.2 The Service Improvement Framework sets out the assurance arrangements which enable the Council to demonstrate that Children Social Care Services are meeting it's vision and plans for children and young people. The Framework therefore enables the Members to be satisfied about the evidence the Council has to demonstrate this.
- 5.3 A Service Improvement Board is in place and the Framework is the document the Board uses to ensure its work is focused.
- 5.4 The Framework sets out the approach to quality assurance and the practice standards and principles we subscribe to and promote. There are three key appendices that Children Services monitor itself on these include:
- Appendix 3 - Participation Standards
 - Appendix 4 – Summary of Quality Assurance Mechanisms, this includes a number of reports which are presented at Panel today (if the Panel wishes any of the reports referenced in Appendix 4 these can be shared)
 - Appendix 5 – OfSTED Improvement Plan which includes the evidence of progress being made regarding the eight recommendations
- 5.5 The Framework also refers to the LSCB Board Assurance Framework as this looks at assurance for the 'whole' support system for children and families of which the Council Services are key but only one part. By including this Council Services are able to better understand and respond to pressures / practice improvements across other Services and how these impact.
- 5.6 It is important for the Panel to be aware that scope of the Framework set out in section two and its limitations. There are however other mechanisms in place that provide assurance on those areas not in scope for example the School Improvement Service monitors progress of schools and the SEND monitoring arrangements are robust with a SEND inspection being imminent.

5.7 Finally the Council Children Services have its first annual visit from OfSTED at the end of the month as part of the new ILACS inspection regime. Following this there are likely to be additions included in the Framework to provide further assurance.

6 RATIONALE

6.1 The rationale for sharing is for providing Members with assurance of the mechanisms and systems we have in place to improve and develop practices to support children, young people and families.

7 OTHER OPTIONS CONSIDERED

7.1 None

8 CONSULTATION

8.1 Council Children Social Care colleagues and Senior Leadership Team. The LSCB has also been consulted on part of the Framework.

9 RISK MANAGEMENT

9.1 A risk assessment related to the issue and recommendations has been undertaken, in compliance with the Council's decision making risk management guidance.

Contact person	Lesley Hutchinson Director for Safeguarding and Quality Assurance
Background papers	None
Please contact the report author if you need to access this report in an alternative format	

This page is intentionally left blank

People and Communities

Children Social Care Quality Service Improvement Framework for Children and Young People

April 2018 – March 19

Author	Lesley Hutchinson
Draft of this QAF	21.04.17
Revised draft v5 includes Ofsted recommendations and plan	28.01.18
Reviewed v6 for 2018/19	30.04.18
Final approved	SLT 4.06.18 Service Improvement Board 6.06.18

Contents	Page
1. Introduction and Purpose	3
2. Scope of the Framework	4
3. Governance Arrangements	5
4. Current Position	7
5. Approach to Quality Assurance	7
6. Practice Standards and Principles	8
7. Quality Assurance Mechanisms for 2017/18	9
8. Review of Quality Assurance Framework	10
 Appendices	
1. This is how we do it ...Here	11
2. Roles and Responsibilities PSW; Service Development Manager; Head of Safeguarding and Quality Assurance; Deputy Safeguarding Lead and Strategic Commissioning Officer	15
3. Participation Standards	17
4. Summary of Assurance Mechanisms for 2017/18	22
5. Ofsted Action Plan	30
6. Audit Arrangements	52
7. LSCB Assurance Framework	53

1. Introduction and Purpose

- 1.1 This Framework sets out the assurance arrangements for the delivery of Children Social Care Services which enable the vision to be achieved.
- 1.2 The assurance arrangements enable the Council and Elected Members to be satisfied through evidence that Council Children Social Care Services are provided to a high standard; that support is offered appropriately and at an early stage reducing the risk of escalation and that children are kept safe from harm and effectively safeguarded with improved outcomes.
- 1.3 The assurance arrangements can be made available to families and stakeholders as required to provide them with confidence that the Council monitor the quality of its Services and are a learning organisation, taking opportunities to identify and make improvements as required to enable better outcomes for families.
- 1.4 The Framework articulates the roles and responsibilities of all Officers – frontline staff, senior managers and commissioners, Directors, Chief Executive and of Elected Members and the role of the LSCB takes.
- 1.5 This Framework builds on the previous Quality Assurance Framework for Safeguarding Children which was written in 2013; over the last few years this has been superseded by a revised audit arrangement, the regular reporting performance summary expectations which are a requirement of the Service Level Agreement meetings (mentioned below). This Framework brings together the existing strands and is a step further towards bringing consistency in assurance mechanisms (though they need to be tailored) and the cycle of the mechanisms. The existing strands of assurance include:
 - Arrangements that Children Social Care Services teams have in place to monitor their own activity and quality of work including the Principal Social Work role and the quality audit arrangements;
 - Monitoring and assurance activity that takes place via the Children and Young People Commissioning teams through the Service Level Agreements (SLA) with the operational teams. The internal SLA has been in place with Children Specialist Services since April 2013 (this includes information from the Safeguarding and Quality Assurance Service which incorporates the LADO, Independent Review Service, Child Protection Chair team, Complaints, Training and Workforce and LSCB/LSAB support) and for Children Targeted Services since April 2015;
 - Monitoring and challenge via the Senior Leadership Team;
 - Reporting and challenge from the Corporate Performance Team and Chief Executive via the dashboard;
 - Scrutiny arrangements with Elected Members and Corporate Parenting;

- Challenge and oversight from the LSCB (particularly via the audit and performance sub groups and the Child Sexual Exploitation and Missing sub group)

1.6 This Framework seeks to enhance the culture of learning and staff involvement in quality assurance activities and promotes the This is How We Do It Here commitment (see Appendix 1).

2. Scope of the Assurance Framework

2.1 The following Council provided service areas are in scope under this Framework:

- Children on the edge of Children's Social Care threshold
- Children in need of help and intervention support from Children's Social Care
- Children in need of protection from harm from Children Social Care (includes the Child Protection Chairs and court applications)
- Family Placements – Adoption, fostering and other forms of permanence eg, Special Guardianship Orders
- Private Fostering
- Children in the Care of the Local Authority – Looked After (includes the Independent Reviewing Service)
- Children with disabilities
- Young People between 16 and 18yrs who are homeless
- Care Leavers between 18 and up to 25yrs
- Commissioning teams (including the Placement, Contract and Commissioning team). These teams are held to account via the Health and Wellbeing Board; the LSCB and the Corporate Team via the Directorate Plan.

2.2 The work of the LADO, complaints and Childrens Workforce are also in scope.

2.3 The following other Council Service areas are **not** in scope under this Framework and report to the Senior Leadership Team or another strategic group:

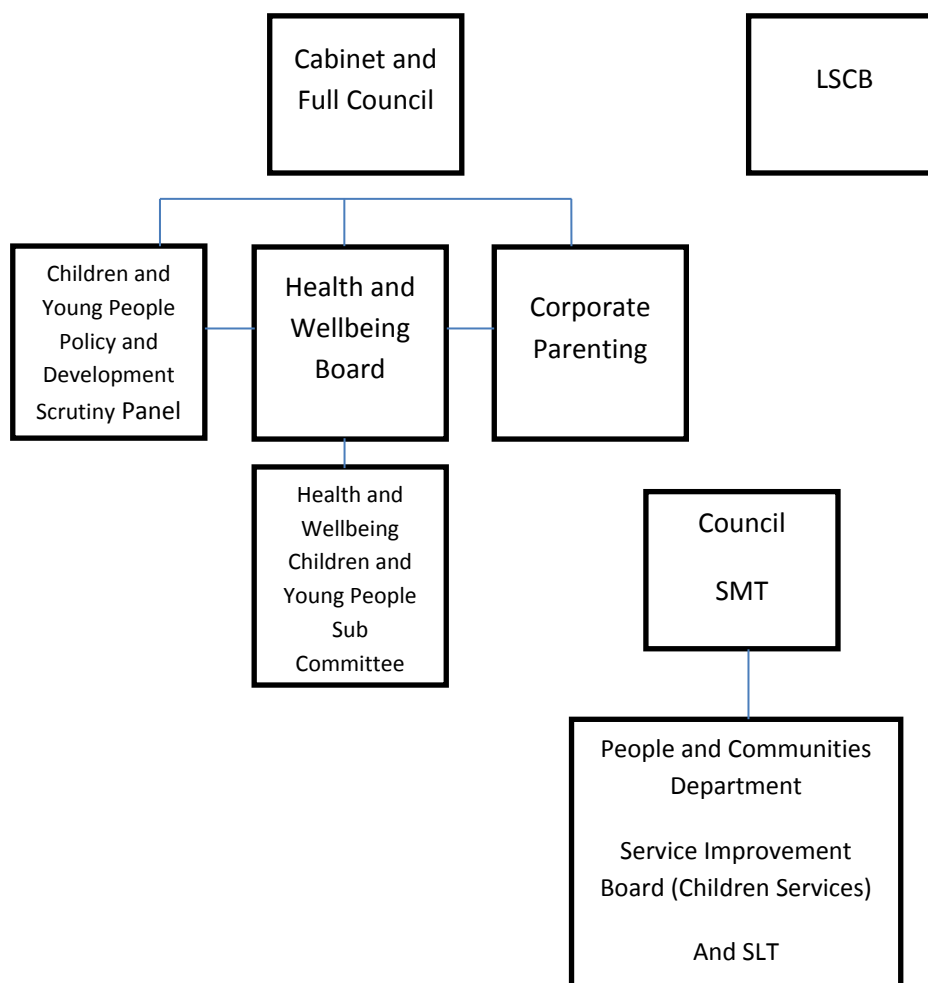
- Maintained schools – there are separate assurance mechanisms for Local Authority schools and these are through the School Improvement Team and the Corporate Audit team and the Virtual School.
- Youth Connect
- Educational Psychology
- Hospital Education
- Youth Offending Service
- SEND
- Children Missing Education

2.4 Services which are commissioned by Children Services or Public Health (such as First Steps and Barnardos) are not in the scope of this Framework as they are not delivered by Council Children Services however there are robust contract and commissioning arrangements in place. The LSCB Performance Indicators are included within each of these contracts and a Safeguarding Toolkit supports Officers carry out their Performance Management of these services.

3. Governance Arrangements

3.1 The Corporate Director for People and Communities is accountable for monitoring compliance with the Framework. The Director for Children Services, Senior Commissioning Managers and Director of Safeguarding and Quality Assurance are responsible for ensuring the mechanisms are complied with.

3.2 Governance Assurance Chart



3.3 Roles and Responsibilities of members within the governance arrangement in terms of Quality Assurance

Note roles are not in a hierarchical order.

- Frontline staff (includes all members of the teams in scope): all staff are expected to understand the legal framework; practice to a high standard; engage in learning, reflection and training; keep abreast of research and new evidence to support practice; practice in accordance with local and national policies and procedures. By doing the above staff support the Quality Assurance Framework
- Team Managers (including Senior Practitioners and Assistant Team Managers) are responsible for robust management oversight of cases; monitoring caseloads; monitoring staff training; provision of monthly supervision and annual PDCs; auditing and observing practice; analysis of performance reports; responding to complaints; keeping abreast of research
- Head of Services, the Service Development Manager and Principal Social Worker are responsible for ensuring robust management oversight of cases; preparing reports; analysing and monitoring activity and quality of service delivery (audit and observations) in accordance with local and national policies and procedures; overseeing the production of new and revision to existing policies, procedures, protocols, practice standards and guidance; keeping abreast of research and new ways of working; identifying service improvements; responding to complaints; implementing the mechanisms in the Quality Assurance Framework; disseminating learning to staff ; onward reporting to Scrutiny Panel, Corporate Parenting, Senior Leadership Team as required (Appendix 2 sets out the different roles of the Service Development Manager and the Principal Social Worker)
- Performance & Data Manager responsible for reporting performance in line with the Service Level Agreements; monitor and scrutinise performance activity against 'like' authority and national data sets; undertaking bespoke reports if there are areas of concern in performance; reporting performance to Health and Wellbeing Board and Children and Young People Sub Committee as required, Senior Leadership Team, Scrutiny Panel as required.
- Senior Commissioning Managers and their teams are responsible for agreeing and reviewing performance against the Service Level Agreements; undertaking bespoke reports if there are areas of concern in performance and practice (including quality audits); keeping abreast of changes in legislation and service developments; developing the strategic direction of Children Services; reporting performance to Health and

Wellbeing Board and Children and Young People Sub Committee as required, Senior Leadership Team, Scrutiny Panel as required

- Director of Safeguarding and Quality Assurance, and Deputy Head of Safeguarding and Quality Assurance are responsible for the oversight of cases; ensuring policies and procedures are complied with; analysing and monitoring activity and quality of services; overseeing the implementation of this Quality Assurance Framework; overseeing the delivery of the LSCB Strategic Plan 2018/21 and the Boards Assurance Framework (Appendix 7). Onward reporting to Health and Wellbeing Board and Children and Young People Sub Committee; Scrutiny Panel, Senior Leadership Team, Senior Leadership Team as required.
- Director of Children Services responsible for the quality of practice and performance; ensuring improved outcomes for children and families are achieved; reporting to scrutiny panel; Health and Wellbeing Board and Children and Young People Sub Committee; Senior Leadership Team; Council Corporate Team; Corporate Parenting; LSCB and Elected Members.
- Corporate Director for People and Communities is accountable for all areas of the Service, has the statutory responsibility as the DCS and is responsible for ensuring the safety of children across B&NES and those B&NES have placed at a distance.

4. Current Position 2017/18

4.1. As at 31st March 2018 the following number of children and families were being supported by CSC:

Number of children on a CP plan: 176

Number of children in care: 168

Number of children in need (sec 17): 610

5. Quality Assurance Approach

5.1 The success of service delivery is based on hearing and responding to the needs of children and families, implementing policies and procedures and good practice standards, achieving agreed targets, raising standards and demonstrating improved outcomes. The success of this requires commitment and understanding from the whole workforce. Whilst the focus of the Framework is on Council delivered services it is acknowledged that this can be impacted upon by the involvement and commitment of partners.

5.2 The approach to quality assurance is:

- **Outcome focussed** – we will challenge ourselves on what difference the assurance activity contributes to improved outcomes for children and families. We will consider what support we need to put in place for the workforce to improve the outcomes. We will look at risk assessments and decision making as required to inform this and we will use outputs (data) to help identify areas for improvement. An outcomes based accountability approach will be developed in the future .
- **Inclusive** – equality and diversity issues will always be taken into account to improve outcomes and practice
- **Participative** – the Participation Standards (Appendix 3) will be applied as appropriate and evidence of the involvement of children, families and carers will be sort
- **Consultative and reflective** – we will use a consultative and curious questioning approach which will: encourage an awareness of quality issues; enhance reflective learning and ensure ownership is taken of the findings
- **Transparent** – we will deliver clear messages about the purpose of the quality assurance activity and how it supports improved outcomes for children and families and benefits the Council by encouraging openness. We will be clear when our findings identify issues which need escalating and we will share good practice
- **Ethical** – we will always endeavour to:
 - i. Respect participants privacy and confidentiality if required eg, SCRs and multi-agency reviews
 - ii. Only look at areas which we think will make a difference and will also extend and develop our knowledge
 - iii. Make sure we use the findings to create change, which leads to improved outcomes
 - iv. Use public resources in the most effective way possible

6. Practice Standards and Principles

- 6.1 Each area has its own practice guidance and quality standards documents which are reviewed regularly and which we used to measure the quality of practice against.
- 6.2 Our standards are informed by legislation, statutory regulation and guidance, research evidence, findings from Serious Case Reviews and other reviews and audits. They are also set by the Professional Capability Framework (BASW), the Health and Care Professions Council (HCPC) Standards of conduct, performance and ethics and by Ofsted via the Single Assessment Framework and Joint Targeted Area Inspection findings.
- 6.3 The Practice guidance and quality standards are underpinned by the following Principles:
 - **Ensure children are safe and well** - all children are safe, have the opportunity to learn and develop in an emotionally warm and supportive

environment with adults who are attuned to and consistently meet their needs

- **Be conscious of the child's journey** - our aim is to understand the life experience of children and their families to inform assessments/practice as well as through our services by measuring the impact of services against the outcomes achieved for the child and the people who are important to them
- **Be timely** – children and their families are seen and receive services at the earliest opportunity to support change and reduce the impact of any difficulties on the outcomes for the child
- **Learn and develop** – utilise learning through self-assessment, scrutiny of services, feedback and quality assurance processes, by doing this we are able to make continuous improvements
- **Listen** – hearing the views and opinions of children, young people and their families about their situation will inform practice and planning and develop the effectiveness of the working relationship
- **Evidence based** – by developing our reporting requirements and feedback systems to improve the quality of the management information available we will inform developments at all levels. We will keep abreast of new research and guidance to support the way we practice
- **Be consistent** – raise awareness and understanding of the Practice Standards required by promoting and recognising good practice, supporting staff and colleagues to be effective

6.4 Documents are available on tri.x, the Children Services Dashboard, the South West Child Protection Procedures or the LSCB website. Appendix 4 lists the documents, date written and date of review. The documents are written in line with regulations and legislation.

6.5 There is an expectation that staff will challenge others both internally and externally if they are of the view legislation and regulations (including Working Together to Safeguard Children) are not adhered to. The LSCB Escalation Policy for Resolving Professional Disputes 2016 is the process staff follow if they have a concern about the practice of members of staff. Staff can also access the Council Whistleblowing Policy or Human Resource Policies as appropriate.

6.6 There is however a formal mechanism where challenge will be routinely reviewed between IRO and CPCs and Children Social Care Heads of Service.

7. Quality Assurance Mechanisms for 2018/19

7.1 In order to assure ourselves that we are identifying and meeting the needs of children and families to the best of our ability we gather information from a wide range of sources. We will triangulate the information to ensure we have

an accurate picture about what is actually happening on the ground. The information is both qualitative and quantitative.

- 7.2 The Summary of Quality Assurance Mechanisms for 2018/19 are included in Appendix 4. The mechanism, content, methodology and reporting cycle are included in the appendix.
- 7.3 Progress against the assurance mechanisms will be reviewed at a range of meetings including the Service Improvement Board, SLA meetings and Senior Leadership Team.
- 7.4 A full year progress report of the Framework will be undertaken by the Director of Safeguarding and Quality Assurance annually. This report will be reported to the Corporate Director in June of each year and will contribute to the review of the Framework. It will identify areas of focus for forthcoming year for Children Services. It will also help inform the work of the LSCB.
- 7.5 Risk registers are held and routinely reviewed by Children Social Care Services and by the Safeguarding and Quality Assurance Team.

8. Review of Quality Assurance Framework

- 8.1 The Framework will be reviewed and updated annually and signed off by the Corporate Director (DCS). The first review will be completed by June 2018.

Appendix 1

THIS IS HOW WE DO IT HERE

Introduction

The purpose of this document is to encourage discussions between ourselves as a group of staff about the attitudes and behaviours we feel are important to the way we interact with each other and importantly the values and aspirations we have for the children, young people and families that we work with. It seeks to clarify our values, and most importantly how we live and breathe these values.

Living and breathing a set of values is much more difficult than writing them down, and all of us will, on occasions fall short of what we might expect of ourselves, and the expectations of our colleagues and the young people we work with. On these occasions, rather than criticise our colleagues we will seek to find constructive ways of ensuring we have learnt from any difficulty, and that next time we are able support each other to get it right.

The discussion we need to have is in relation to how collectively and individually we are able to measure up to the values we want to adopt, and what we should do to make sure we are the best we can be.

The hope is that we all support each other to embody the values set out below. If some people do not feel that they can subscribe to this process, it is likely that they may not wish to remain in an organisation that seeks to embrace and live by such values.

Young People Are At the Heart Of All That We Do

We are an organisation which ensures that the safety and improved life chances are central to all decisions that we make on behalf of young people. These decisions are informed by listening to what young people tell us, but also from listening to parents and other professionals who are involved in the life of that young person.

When we are required to make key decisions about their lives, it is the safety and well-being of young people that determine our actions and longer-term planning. Unless young people are safe, and feel safe, any other type of intervention cannot be as effective.

We understand that to grow up without fear of violence, abuse or neglect is vital in allowing young people to reach their full potential. Security, supportive relationships and opportunities to learn are key for young people and we will ensure that all our young people are able to attain these.

We Take Responsibility

When we say that we will do something, we will do it. When we agree to undertake a task, we will take responsibility for completing it to the best of our abilities and according to timescales. If we cannot deliver what we have agreed to do, we take responsibility for this, and look to negotiate how we can deliver on the promise as soon after as possible, provided this is feasible.

We can do this by asking ourselves a simple question, 'what would I want if it were me?' Always take time to put ourselves in the shoes of the service user – imagine the world from their perspective and in relation to the circumstances we are seeing and experiencing.

We Do The 'Right Thing'

Our work with young people should place the emphasis on 'doing the right thing', rather than simply 'doing things right'.

Doing the right thing for young people means that decisions and planning must be based on ensuring that their wishes and feelings are taken into account at all key decision points in the lives of young people. In addition to this, we must ensure that we can evidence how we have gained the views of young children. A clear, written account of how we do the right thing will be important. We will not be risk averse, but rather risk sensible.

It is also important to acknowledge that 'doing the right thing' does not mean that we will be able to do everything for all young people. 'Doing the right thing' has to be grounded in the way we interact, listen and value the opinions/views of young people, not just in providing resources. When providing resources we will seek to do it in a timely, creative and sustainable way, informed by good quality assessments.

We Are A Learning Organisation

We understand the importance of being able to learn and develop. This approach embodies our own professional development as well as the way in which we hope our families are able to learn and develop parenting skills to ensure our young people remain safe and secure.

Our organisation values the principle of continuous professional learning and development. It is important that we regularly refresh and challenge our own professional assumptions. Where it is appropriate to do so, we will ensure that staff are given opportunities to enhance their skills through a combination of training and career opportunities.

We also learn from reflecting on what we have done, what went well for us and what we can improve; supervision and annual Skills Set discussions are key to this learning approach. We are an organisation that prizes 'learning' above 'blame'. It

will also be important that we carry forward the importance of learning and reflection into our work with families. We know that no one gets everything right all the time. We will encourage families to reflect on areas of concern and support them in learning and developing in the same ways that we aspire to learn and develop. Feedback from the children, young people and families we work with will be a key method of our learning.

We Are Ambitious For Ourselves And Our Service Users

By being the best that we possibly can be, we will provide the best possible services for our community. We will not be satisfied until all of our service users can be happy with the service we provide and/or understands clearly why we have taken the decision we have. In striving to deliver the best possible service, we will not accept negligence and will work with colleagues to 'go the extra mile' for young people.

However being ambitious and wanting to do the best for ourselves and our service users cannot be done alone. Improving ourselves will also come through supportive professional relationships within teams, between teams and via our supervisory relationships. As individuals and teams we must be prepared to share ideas and be able to reflect on how we can improve practice and systems.

'One Service' – A Collective Responsibility

Our service users do not distinguish between staff or teams. If one of us gets it wrong, or fails to undertake what has been promised, it reflects on us all. We have a collective responsibility for upholding the reputation of the Council.

What happens in one team and the manner in which we reach decisions and convey them, may well have ramifications on many other actions weeks/months/years later.

The 'journey' of children through our service will be as seamless and consistent as it possibly can be. Young people see us and expect us to be 'One Service' and this must be reflected in our planning and the clarity of communication between teams at the points where case transfers or joint working is appropriate. Where differences of view occur, we will aim to resolve these quickly, and will not be played out publicly with service users experiencing delay or reductions in the quality of service.

We Do Compassion

We will act compassionately at all times. We must not forget that very often we intervene at points of crisis and where people may be frightened about our involvement. It is important that we retain the importance of asking ourselves the question 'how would I wish my family to be treated in such a situation?'

But compassion does not mean that we will not be challenging to families where there are concerns. We need to be able to deliver difficult messages and hold challenging conversations. If we have identified concerns we must be clear with

parents about what we expect to change, by when, and how we will support this change. In these situations we will be clear, honest but understanding of how difficult and challenging these messages are.

Where Do We Go From Here?

If this document is about one thing it is about culture. Organisations are defined by their culture, which are the norms, values and accepted behaviour of the people who make up that organisation. If we can consistently live and work to the values that are set out in this document our actions, decision-making and planning for young people will ensure that the outcomes for our young people will be the best they possibly can be.

This document is different from policy and procedure documents in that it does not offer a prescriptive, easy to follow set of steps or guidelines to follow in all situations. Whilst there is a place for such documents, these types of documents will not address the quality of relationships we have with each other as colleagues, or the quality of relationships we have with our service-users. Ultimately, culture will always trump rules and procedures in terms of how service users and staff are treated and valued. If you are uncertain about this, please read the Berwick report into Mid-Staffs Hospital enquiry.

Ensuring that we begin to embody the values set out here will be difficult, and there will be times when it will feel difficult to embody all of the values we have set out here. However it will be important that we keep these values to mind in all of the decision-making we undertake, in all of the planning, discussions and supervision that we have in relation to young people. In order to ensure that we can deliver on these values we will need to return to this document on a regular basis in order that we can assure ourselves that we are the type of organisation we want to be and most importantly we are the type of organisation we would want for our own families and our own children.

Children and Young People's Targeted and Specialist Divisions

People and Communities Department

Bath and North East Somerset Council

Appendix 2 Roles and Responsibilities - Service Development Manager; Principal Social Worker; Deputy Safeguarding Lead; Head of Safeguarding and Quality Assurance and Strategic Commissioning Officers

The Service Development Manager, Principal Social Worker and Deputy Safeguarding Lead are largely responsible for the operational QA work

Service Development Manager

- Lead on and manage the implementation and development of case audits and the embedding of an audit culture throughout the division
- Assist in the creation of audit tools and processes
- Challenge managers and staff where progress has not been in line with expected timescales and standards
- Inform the Divisional Management Team and LSCB audit subgroup PPG of audit results/outcomes
- Manage complex complaints – taking the learning from these back to practice and service development
- Work with the senior management team and closely with the Principal Social Worker and Service Managers towards implementation of initiatives that strengthen and develop frontline practice
- Identifying themes/areas for Service improvement
- Co-ordinate reflective learning events that disseminate learning and develop policies, procedures and guidance reflecting best practice and learning from the audit process
- Disseminate national data and policy relating to practice development and improvement
- Responsible for the maintenance of the Practitioners Web page providing up to date research and guidance on practice
- Lead on a programme of Ofsted Inspection readiness and peer challenge preparation
- Carry out roles articulated in Quality Assurance Framework

Principal Social Worker

- Leading on Peer Challenge
- Lead responsibility for practice in the local authority and can report the views and experiences of the front line to all levels of management.
- Assist in the staff survey to gain views of all staff to complete a “you said; we did” response.
- Identify and respond to new initiatives/policy/legislation
- Develop professional networks locally, regionally and nationally
- Ensure organisational change takes account of professional social work issues
- Promote and take part in developing the body of social work knowledge

- Supporting NQSWs through the AYSE programme
- Identify continuous professional development and learning and support this
- Co-ordinate learning opportunities/placements for local HEI's social work qualifying programme and the Step Up programme
- Carry out roles articulated in Quality Assurance Framework

Deputy Safeguarding Lead (part of the role relating to Quality Assurance of Children Services)

- Manage CP Chairs and CP admin
- Manager Independent Review Service
- Carry out LADO functions in relation to Children Services staff
- Escalate concerns and challenges to Children Social Care
- Undertake bespoke audits as required
- Write and review policies, procedures and guidance notes
- Carry out roles articulated in Quality Assurance Framework

However the following posts also have key management and oversight roles to play in ensuring quality of services within this framework:

Director of Children Services

Director of Safeguarding and Quality Assurance (part of the role relating to Children Services)

Research and Statistics Manager: Help and Protection

Senior Commissioning Manager for Specialist Children Services

Head of Service for Safeguarding Outcomes

Head of Service for Children in Care Outcomes

Strategic Commissioning Officer (part of the role relating to Children Services)

Virtual Schools Headteacher

Appendix 3 Participation Standards

Participation Standards in Commissioned Services (from April 2017)

We expect all commissioned services to recognise and actively promote Article 12 of the UN Convention on the Rights of the Child.

‘Children and young people have a right to be involved in all decisions that affect their lives’

We have identified six * RAG rated self-assessment standards will help you to demonstrate and evaluate how well your organisation is implementing the principles of participation within your decision making, service design, delivery and evaluations.

We know that our commissioned services do ask children and young people to give regular feedback and evaluations on the service they are receiving and that this is undertaken in a way that is appropriate to their age and stage of development. These standards have been devised to help demonstrate how they are achieving this.

These standards will be submitted as part of the Q4 monitoring but should be added to at each quarter
(There is a pdf example template available to help you complete this document.)

Supporting documents

Useful supporting documents such as the Participation Strategy 2016 -2020 and Commissioning Framework will be found on the following page

Participation and Consultation webpage

<http://www.bathnes.gov.uk/services/your-council-and-democracy/consultations/consulting-children-and-young-people/strategy-part>

Red

- There are significant issues/risks with the service.
- Significant action is required before the next monitoring session
- The issue cannot be handled solely by the project worker but may need intervention from team or service manager

Amber

- More action is needed to resolve the problem or a decision made to watch the situation with a clear timescale
- Action to be reviewed at next monitoring session

Green

- All is going well.
- There is clear supporting evidence which demonstrates there are no issues with the way the service is delivering it's outcomes.

Standard	Evidence	R	A	G	Actions <u>EXAMPLE OF ACTIONS</u>
1.Children and young people are given a range of opportunities to give feedback on the service they receive and are clear about how that feedback will be used. <i>e.g children and young people are asked to give regular feedback and evaluations on the service they are receiving</i>					
2. Children and young people are actively encouraged to contribute to service design					

<p>and development.</p> <p><i>e.g cyp can clearly see how they have contributed to changes in service delivery, policies and plans.</i></p>			
<p>3. We have a clear commitment to participation within our organisation, which all staff are aware of.</p> <p><i>e.g. policies, participation charter, staff training, worker who leads on participation and engagement.</i></p>			
<p>4. All children and young people who use our service are clear about how they can participate and how they will be supported to do so?</p> <p><i>e.g. accessibility of services, involvement in design and delivery of services, young people's service user group, Young people participate in key in the recruitment and selection of key staff.</i></p>			
5. Job description's of staff			

<p>include a clear commitment to participation</p> <p><i>e.g. Supervision of relevant staff includes review of participation within their role, training is made to staff (relevant to their role)</i></p>			
<p>6. Sufficient budget and finance is made available to support participation.</p> <p><i>e.g. when young people participate they have travel costs /reasonable expenses reimbursed</i></p>			

Suggested evidence sources to demonstrate achievement of the Standards

- Vision for the organisation or Mission Statement
- Participation Policy or Strategy
- Minutes of meetings
- Participation Charter/statement
- Minutes of meetings
- Accessible summary documents for cyp
- Evidence of involvement of cyp in policy and procedure development
- Children and young people service user groups
- Annual Report or annual review identifying progress and successes in cyp participation
- Budgets identified to support cyp involved in participation

- Relevant job descriptions that include promoting cyp participation
- Involvement of cyp in recruitment , selection and induction of staff in roles relevant to them
- Supervision and appraisals of staff that review participatory work with cyp
- Training programmes for members, trustees staff
- Feedback from service users
- Celebration of successes and appropriate accreditation

Further support and information contact

Sarah McCluskey Sarah_McCluskey@bathnes.gov.uk

Commissioning_Support@BATHNES.GOV.UK

Appendix 4 Summary of Quality Assurance Mechanisms for 2018/19

MECHANISM: CONTENT AND METHODOLOGY: WHERE REPORTED AND LEADS

	Mechanism	Content and Methodology	Reported Where	Frequency	Intended Outcomes	Leads	Timescale
	Routine Auditing						
1	Audit of Supervision (new though some already done)	<p>Twice yearly random audit of the supervision</p> <p>x5 supervision sessions reviewed per audit (10 per year)</p> <p>Develop methodology for choosing random cases and audit tool – ensure supervision policy requirements are included; timeliness, use of performance information and quality of reflection are audited. Methodology to include desk top and direct observations (Service Dev Manager to develop tool)</p> <p>Note: Director for Children Services and Director of Safeguarding and Quality Assurance to sample audit each other's supervisions</p>	Service Improvement Board	<p>Bi-annually audit</p> <p>Annual report</p>	<p>Skilled workforce; oversight of case management; staff feel supported; Assurance that Supervision Policy is applied.</p>	<p>PSW, Service Development Manager, Director of Safeguarding and QA</p> <p>SD Manager to collate and analyse findings</p>	July, Jan
2	Audit of Training – CSC Staff only	<p>Monitoring tool to be developed using core and mandatory training requirements (ensure LSCB training requirements included)</p> <p>Analysed and reported by Training and</p>	Service Improvement Board	Annual Report	Competent workforce; mandatory training requirements met	<p>Training and Workforce Development Manager</p> <p>Support from</p>	April

		Workforce Development Manager and PSW				Connecting Families MP	
3	IRO Case Work Audit	Monitoring tool from NAIRO handbook x1 case file audit per month	Service Improvement Board	Annual	Quality of support for Children In Care	Deputy Safeguarding and QA Lead	Jan
4	CP Case Work Audit	x 1 case file audit per month	Service Improvement Board	Annual	Quality of support for children on a plan	Deputy Safeguarding and QA Lead	TBC
5	LADO Case Work Audit	x 1 case file per quarter	Service Improvement Board	Annual	Quality of work ensuring safe workforce	Deputy Safeguarding and QA Lead	TBC
6	Audit of children on a plan for 12 months plus	All children on a plan for longer than 12 months	Service Improvement Board	Bi-annual	Quality of support for children on a plan	Head of Service, Deputy Safeguarding and QA Lead, Service Development Manager	June Dec
7	Case File Audits – Children Social Care	Review against quality guidance and practice standards Review against application of policy and procedures and legislation Report against Audit Arrangements (Appendix 6) Consider themed audits to include Private	Service Improvement Board From 2018/19 come to the SLA meeting with a bi annual report	Bi-annual Report	Quality of social work; voice of child; Ofsted requirements; improved outcomes	Service Development Manager	April, Oct

		Fostering; Unaccompanied Children and Syrian Families and Disabled Children					
8	Case file audit actions monitoring report	All single and multi-agency actions tracked (including JTAI audits) and monitored for completion and identification of themes – collated Report progress	SLA Relevant sections to LSCB PPG and CICQA	Bi – annual report		Service Development Manager & Deputy Safeguarding and QA Lead	April, Oct
Performance Activity / Data Reports Data reports are from Liquid Logic; many compare local activity with ‘like’ Authorities and national benchmarking information; supported by narrative analysis to understand the story Areas of improvement identified and action plans developed and monitored as required; information is triangulated where possible with other reports							
9	Operational performance reports	<ul style="list-style-type: none"> Overview of visits, core groups, reviews, plans, contacts, referrals, assessments 	Team Managers & Heads of Service	Weekly	Manager & Head of Service tracking / oversight of case	Perf Manager & DCS	Report not required – discussed in supervision
10	Management Information	<ul style="list-style-type: none"> Trends in performance in relation to visits, assessments, core groups, strategy discussions, reviews, CPP & CLA numbers & categories, duration of plans (R50) 	Head of Services, DCS, Deputy Safeguarding and QA Lead	Monthly	Head of Service & DCS overview of trends in performance, proactive challenge	Perf Manager & DCS	

11	Strategic performance information	<ul style="list-style-type: none"> Overview of performance for last quarter Comparative data against England, SW & statistical neighbour averages (previous year eg SSDA903, CIN Census) Annual summary / year to date information: Please reference Revised regular performance reporting summary for Children and Young People – relevant to early help, safeguarding, looked after children and care leavers 	<p>Head of Services, DCS Commissioning, LSCB & Elected Member</p> <p>Service Improvement Board & SLA & Senior Leadership Team & LSCB PMG</p>	Quarterly and full year reports	Senior leadership scrutiny & challenge, multi-agency 7 partnership scrutiny & challenge	Perf Manager Commissioning & DCS	Jan, April, July, Oct
12	Scrutiny & Challenge	<ul style="list-style-type: none"> CP number CLA number Missing CSE 	Elected Member and Strategic Director	Monthly		Director Children Services	No report required
13	Corporate oversight	Corporate scorecard – feedback to Service Improvement Board as needed	Chief Executive	Quarterly	Oversight of safety of children	Director Children Services	As appropriate
Qualitative Feedback Reports							
14	Feedback from Children and Families (Monitoring report on Participation)	One report providing feedback on the following areas to ensure triangulation of information: Complaints CP process	<p>Children Social Care SLA meeting</p> <p>Service</p>	Annual	Triangulation of information about how safe and supported	<p>Participation Officer</p> <p>Relevant staff to be</p>	July

	Standards and Full Participate Report)	CIC and Care Leavers SICC, JICC and Youth Forum Any information from LSCB Annual phone survey – last 20 closed cases	Improvement Board		children and families feel; responsive Service	identified PSW	
15	Representations, Compliments and Complaints	Analysis and monitoring of the Services response to complaints and subject access requests; report compliments; report data breaches; provide commentary on themes identified to improve learning. Assessment of reputational risk for Council.	Children Social Care SLA meeting Annual Report to Children Social Care SLA, Senior Leadership Team; Service Improvement Board, Scrutiny Panel; publish on Website	Quarterly for SLA meeting Annually for full report	Listen to the voice of children, families and carers; improve quality of Service	Complaints and Data Protection Manager	July
16	QA IRO and CP Service	Quality of service delivery Monitoring cancelled / rescheduled meetings and rationale for this Include in this issue resolution	Service Improvement Board	Annual SLA quarterly on certain issues	Improvements in practice regarding timeliness, avoidance of drift and engagement of children and families	Deputy Safeguarding and QA Lead	Jan Quarterly in part
14	Principal Social Worker	Report on children social work practice	Direct to Director	Annual	Workforce practice,	PSW	July

			& Service Improvement Board		assurance		
15	LADO Annual Report	Number of enquiries; LADO referrals Analysis of data; triangulation; Ethnicity Outcomes; Themes Needs of staff working in a position of trust Support needs of agencies	Service Improvement Board & LSCB & PMG	Annual	Workforce practice, assurance	Deputy Safeguarding Lead	July
16	CP Chairs Annual Report	Triangulation of data and qualitative information; identification of good practice and concerns improved outcomes Add in new section on disabled children and CP	SLA Meeting LSCB PPPG LSCB	Annual	Children are safe, assurance on limited drift and delay	Deputy Safeguarding and QA Lead	Oct
17	Independent Review Service	Triangulation of data and qualitative information; identification of good practice and concerns improved outcomes; voice of the child, effectiveness of placements, identification of good practice and concerns improved outcomes	SLA Meeting & Corporate Parenting & LSCB & PMG & Scrutiny Panel & Service Improvement Board	Annual	Children in care are achieving good outcomes	Deputy Safeguarding and QA Lead	July
18	Private Fostering	Details on profile, audit of practice, triangulation of information	SLA Meeting & Service	Annual	Children in B&NES are safe	Deputy Team Manager / Private	April

			Improvement Board & LSCB & PMG			Fostering Lead	
19	Formalise Observations of Practice Report	<p>Summary report of all the observation findings including good practice and areas of concern / themes</p> <p>Confirm observation feedback tool and method / who will observe what eg, direct practice, panels etc (including x3 direct obs AYSEs per year)</p> <p>Need to agree minimum observations required per year and range of tools which will be adapted for specific meeting / session</p>	Service Improvement Board	Annual	Improved practice	Service Development Manager, PSW and Deputy Safeguarding and QA Lead	Oct
Current Additional Activities for 2017/18							
20	Document Review	<p>Review all documents on Tri.x and dashboard</p> <p>Ensure all areas have up to date quality and practice standards articulated as required</p> <p>Develop and monitor document checklist to ensure timely reviews</p>	Service Improvement Board	Annual	Ensure staff have tools for practice	Service Development Manager and PSW with support from LSCB Business Support Manager	Oct

	Sufficiency of Provision / out of area (20 miles) placements audit	Random sample of cases Agree audit tool; review actions on previous report	Service Improvement Board	Annual	Oversight of CLA and quality of placements / sufficiency	Heads of Service& Contract and Commissioning Manager	Oct
--	--	---	---------------------------	--------	--	--	-----

Note Scrutiny Panel, Health and Wellbeing Board and Children and Young People Sub Committee, Full Council and Cabinet request bespoke reports to gather assurance about activities that are not listed above

Appendix 5

Bath and North-East Somerset; Ofsted Improvement Plan – June 2018

Ofsted Recommendation	Target/Goal	Actions planned and/or undertaken	Completion date	Lead	Evidence	Update from Recommendation Lead – update against timescales and actions planned (RAG rated as well)
1. Improve the quality of child in need, child protection and pathway plans so that they consistently set out specific measurable actions with timescales for delivery and clear contingencies.	<ul style="list-style-type: none"> To improve the overall quality of assessments and planning for young people. To build on the examples of good practice which are already evident within practice. To improve the consistency of planning across the department. To engage staff in developing an increased understanding of what good looks like. 	<ul style="list-style-type: none"> Parental engagement group will continue to develop work on CP processes. Pete Campbell and Bev Coles will be undertaking work in conjunction with IRO's to review the template for Pathway plans and the guidance to workers in what "good" looks like for the completion of 	<p>By December 2017</p> <p>By December 2017 r</p> <p>By December 2017</p>	<p>Pete Campbell/Bev Coles/Mel Argles</p> <p>Leigh Zywek/Principal Social Worker/Mel Argles</p>	<ul style="list-style-type: none"> Through case audit process. Scrutiny of plans at Legal Tracking panel, Permanence Panel, Placement panel. Annual PDR's to show evidence that practice in relation to quality of planning and reviewing of plans have been discussed and monitored. 	<ul style="list-style-type: none"> Draft Parental Engagement Paper now ready for dissemination. Launch event for Parental Participation scheduled for September 2018. <p>Young Person friendly "Plan on a Page" now drafted. This includes IRO input and has also been reviewed by SICC.</p>

Ofsted Recommendation	Target/Goal	Actions planned and/or undertaken	Completion date	Lead	Evidence	Update from Recommendation Lead – update against timescales and actions planned (RAG rated as well)
		<p>Pathway plans.</p> <ul style="list-style-type: none"> The new template and guidance will be followed by a series of workshops with staff to strengthen practice, recording and planning. Leigh Zywek and the Principal Social Worker to lead a series of “Back to Basics” workshops with front-line managers to develop key standards and elements that should be 	<p>Manager’s audits will continue on a monthly basis. PPG audits will remain quarterly</p>	<p>Duncan Stanway</p> <p>Duncan Stanway/ Principal Social Worker</p>		<p>LZ/DS/ED to deliver “Back to Basics” training/workshops in September with a theme of “What makes a Good Plan”</p>

Ofsted Recommendation	Target/Goal	Actions planned and/or undertaken	Completion date	Lead	Evidence	Update from Recommendation Lead – update against timescales and actions planned (RAG rated as well)
		<p>included within CP and CIN plans (ie; Planning, effect reviews, working with Neglect).</p> <ul style="list-style-type: none"> • The revised Quality Assurance Framework document will link to reflect the expected elements and content of “good” assessments and planning across the department. • To continue the schedule of case audits via frontline managers and 				<p>QA Framework is now redrafted. June Board discussed the Framework and agreed this with minor amendments.</p> <p>Case-Audit process has been re-</p>

Ofsted Recommendation	Target/Goal	Actions planned and/or undertaken	Completion date	Lead	Evidence	Update from Recommendation Lead – update against timescales and actions planned (RAG rated as well)
		<p>the Professional Practice LSCB Sub-group. This audit activity will inform progress in improving the quality of planning.</p> <ul style="list-style-type: none"> • ‘Themes’ that are evident from monthly audits are identified and shared with frontline managers and staff. 				<p>configured to ensure improved compliance,. This will take the form of quarterly Audit-Day’s/workshops JM has undertaken a review of recent audit activity. The paper is presented to the April Improvement Board.</p>
2. Strengthen the quality	<ul style="list-style-type: none"> • To further develop performance data systems that allow front-line 	<ul style="list-style-type: none"> • Meetings have already taken 	New ‘Balanced	Geraldine Kinsella	<ul style="list-style-type: none"> • Managerial supervision to 	<ul style="list-style-type: none"> • Balanced Scorecard/R50

Ofsted Recommendation	Target/Goal	Actions planned and/or undertaken	Completion date	Lead	Evidence	Update from Recommendation Lead – update against timescales and actions planned (RAG rated as well)
of child in need work. Ensure that children are visited in accordance with their plans, and that reviews take place regularly to monitor progress and are overseen by managers.	<p>managers and senior managers to quickly identify themes and patterns in performance that will assist and improve practice.</p> <ul style="list-style-type: none"> Launch the monthly R50/Balanced Score-card sheet for managers. Embed regular discussion and professional challenge of the score-card with supervision with front-line managers and Service Managers. 	<p>place to confirm the format of the 'Balanced Scorecard' (R50) document and the circulation list of this document.</p> <ul style="list-style-type: none"> The work to re-structure the duty team has included an emphasis on strengthening management capacity and over-sight of performance issues. CIN review meeting template to be reviewed to ensure specific 	<p>Scorecard ' format launched in October 2017.</p> <p>New Duty team structure to go live on 18th September.</p>	<p>Leigh Zywek/Richard Baldwin</p> <p>Lesley Hutchinson/Richard Baldwin/Mary Kearney-Knowles</p>	<p>evidence discussion of performance against "Balanced Scorecard" with front-line managers.</p> <ul style="list-style-type: none"> CIN review meetings to reference visiting patterns and clarify purpose of visits for parents and partner agencies. Case audits to cover visiting patterns. 	<p>dashboard now being circulated to front-line managers on a monthly basis.</p> <ul style="list-style-type: none"> GK meeting with managers on Monday morning to assist with data/performance issues.

Ofsted Recommendation	Target/Goal	Actions planned and/or undertaken	Completion date	Lead	Evidence	Update from Recommendation Lead – update against timescales and actions planned (RAG rated as well)
		<p>question is included to specify visiting patterns.</p> <ul style="list-style-type: none"> • The revised Quality Assurance Framework document will link to improvements in how managers routinely monitor performance and use performance data to further improve practice. • Quarterly data performance (in safeguarding). 		Geraldine Kinsella/Lesley Hutchinson		

Ofsted Recommendation	Target/Goal	Actions planned and/or undertaken	Completion date	Lead	Evidence	Update from Recommendation Lead – update against timescales and actions planned (RAG rated as well)
		<ul style="list-style-type: none"> Some audits to include follow up phone feedback from auditor. Review quarterly data returns (new format). Task and Finish Group to complete Balanced Scorecard. ‘Back to Basics’ training on Planning and importance of Reviews. Links in PDR targets and skill sets. 				<p>This is now complete. R50 being used by front-line managers.</p> <p>Back to Basics training on “Planning” and “Undertaking Purposeful Interventions” scheduled for September 2018.</p>

Ofsted Recommendation	Target/Goal	Actions planned and/or undertaken	Completion date	Lead	Evidence	Update from Recommendation Lead – update against timescales and actions planned (RAG rated as well)
3. Ensure rigorous oversight of children subject to pre-proceedings so that practice is robust and decisive in response to increasing concern, and that drift and delay are prevented.	<ul style="list-style-type: none"> Review of the structure and function of the Divisional Legal Panel. Changes to the “tracker” document that is used by the Legal panel. Utilise the reporting and functionality of LL to assist the tracking of cases. How to develop IRO/Legal/CP Chairs scrutiny. 	<ul style="list-style-type: none"> Template used by the Panel will be reviewed and will incorporate stronger emphasis on establishing clear time-scales for tasks and a review of progress against these dates. Terms of Reference of the Panel will be updated and ensure that the progress of pre-proceedings are tracked and monitored. 	<p>Revised template to be completed and agreed by September 2017.</p> <p>Terms of Reference to be reviewed and agreed by September 2017</p>	<p>Leigh Zywek</p> <p>Leigh Zywek</p>	<ul style="list-style-type: none"> Reduction in percentage of cases in pre-proceedings taking over 26 weeks to complete. Prompt allocation and start of pre-proceedings work following agreement at Legal Tracking Panel. 	<ul style="list-style-type: none"> New template for Legal Planning meeting now in place and is being used. <p>Legal Panel TOR also reviewed and revised/completed.</p>
4. Strengthen	<ul style="list-style-type: none"> Annual Report on PF to the LSCB. 	<ul style="list-style-type: none"> Private fostering 	September	Rosemary	<ul style="list-style-type: none"> Improved 	<ul style="list-style-type: none"> Update report

Ofsted Recommendation	Target/Goal	Actions planned and/or undertaken	Completion date	Lead	Evidence	Update from Recommendation Lead – update against timescales and actions planned (RAG rated as well)
arrangements to identify and respond to children who are privately fostered. Ensure that decisions to support arrangements are informed by appropriate assessments that include required checks and are overseen	<ul style="list-style-type: none"> Benchmarking with neighbouring LA's. To achieve a consistent standard of safe care and support to private fostering households To educate key external partner agencies, including language schools, on the requirements of private fostering arrangements Social care staff able to recognise and support private fostering households. 	<ul style="list-style-type: none"> assessments and support plans to be delivered by the Permanence Team. Suitable information to be produced and distributed to professionals, families and children. This information will also be easily accessible on the webpages. This will include templates for written agreements and notifications An annual report prepared and presented to the 	<p>September 2017</p> <p>September 2017</p> <p>September 2017</p> <p>September 2017</p>	<p>Pickering / Karen Kopp</p> <p>Rosemary Pickering / Karen Kopp</p> <p>Karen Kopp</p> <p>Karen Kopp</p> <p>Karen Kopp</p>	<p>quality of recording and assessments of young people in PF arrangements.</p> <ul style="list-style-type: none"> Improved, communication with Language schools and Independent schools about arrangements for overseas children. 	<p>on PF seen by Improvement Board in April 2018.</p> <ul style="list-style-type: none"> PF Annual report also endorsed by LSCB in June 2018. <p>Updated PF information now on Council website. Revised leaflets have also been sent out to Surgeries, Nurseries and Independent Schools.</p>

Ofsted Recommendation	Target/Goal	Actions planned and/or undertaken	Completion date	Lead	Evidence	Update from Recommendation Lead – update against timescales and actions planned (RAG rated as well)
by managers.	<ul style="list-style-type: none"> The Tri-X procedures for staff to be up to date 	<p>LSCB, with updates to LSCB subgroups throughout the year.</p> <ul style="list-style-type: none"> Close liaison with language schools to inform staff and students of these 'special' private fostering circumstances Training available to internal staff when required, including designated safeguarding leads on LSCB training days. A method of 	<p>December 2017</p> <p>September 2017</p> <p>December 2017</p>	<p>Rosemary Pickering / Karen Kopp</p> <p>Karen Kopp / Sue Scullard</p> <p>Karen Kopp</p>		<p>Contact made with Independent and Boarding Schools. Link SW now involved in Information events to host families and "Dip" sample home visits have taken place.</p>

Ofsted Recommendation	Target/Goal	Actions planned and/or undertaken	Completion date	Lead	Evidence	Update from Recommendation Lead – update against timescales and actions planned (RAG rated as well)
		<p>benchmarking to be introduced with comparator authorities to measure our performance.</p> <ul style="list-style-type: none"> Private foster carers will be offered access to B&NES foster carer training opportunities. Private Fostering guidance to be reviewed in light of changes 				Private Fostering Guidance has been reviewed and revised.
5. Take action to respond to the rising number of fixed-term exclusions for	Reduce fixed term exclusions from validated baseline of 16.67 in 2015 and reduce the gap between the national percentage (6.25ppts)	<ul style="list-style-type: none"> Welfare Call commissioned for daily contact with all schools with any BANES child in care to ensure accurate recording of 	<p>August 2017</p> <p>Septembe</p>	Victoria Duke.	<ul style="list-style-type: none"> Validated data confirms a reduction in fixed term-exclusions. ECHP's 	<ul style="list-style-type: none"> Update report received from Victoria Duke at the April Panel.

Ofsted Recommendation	Target/Goal					Actions planned and/or undertaken	Completion date	Lead	Evidence	Update from Recommendation Lead – update against timescales and actions planned (RAG rated as well)
children looked after so that they are reduced effectively.						fixed term exclusions and reasons	September 2017		regularly address exclusions issues where appropriate to do so.	Performance of LAC in relation to exclusions reported to Virtual School Performance meeting (April 2018.) All exclusions now being challenged.
		Permanently excluded 2014	At least 1 FTE 2014	Permanently excluded 2015	At least 1 FTE 2015	Reducing exclusions of children in care key priority within P4S	September 2017		• Actions/performance to be reviewed through VS performance group and Corporate Parenting Group	
	National Children in Care %	0.12	10.25	0.14	10.42	Virtual School Improvement Plan 167	September 2017			
	BANES CiC %	0.00	9.72	0.00	10.67	• Children in Care champion	October 2017			
						arranged with SEND teams to allow faster communication with schools and carers regarding EHCPs	Ongoing			
						• Common delay causes in EHCP completion				

Ofsted Recommendation	Target/Goal	Actions planned and/or undertaken	Completion date	Lead	Evidence	Update from Recommendation Lead – update against timescales and actions planned (RAG rated as well)
		<p>shared with stakeholders</p> <ul style="list-style-type: none"> • New Sept 2017 DfE guidance on exclusions used to create a BANES children in care behaviour escalation and exclusion flowchart along with a resource pack on best practice to support behavioural needs, This will be presented in sessions throughout year to Head-teachers, Designated Teachers and 	<p>(but progress to be checked in December 2017)</p> <p>Ongoing (but progress to be checked in December 2017)</p>			

Ofsted Recommendation	Target/Goal	Actions planned and/or undertaken	Completion date	Lead	Evidence	Update from Recommendation Lead – update against timescales and actions planned (RAG rated as well)
		<p>school governors as well as on the new portal children in care training site.</p> <ul style="list-style-type: none"> • Closer collaboration with schools to promote earlier support as needed with the introduction of progress reviews for key cohorts • Cases where students have high numbers of fixed term exclusions to be discussed frequently and led by head-teacher of P4S 				

Ofsted Recommendation	Target/Goal	Actions planned and/or undertaken	Completion date	Lead	Evidence	Update from Recommendation Lead – update against timescales and actions planned (RAG rated as well)
		<ul style="list-style-type: none"> Head-teacher P4S Virtual School to meet on 1 to 1 basis with key schools with high fixed term exclusions to challenge and support 				
6. Ensure proportionate visiting and proactive support for care leavers in response to escalating need.	<ul style="list-style-type: none"> Review of Pathway Planning template – linked against an up to date Needs Assessment. Improve and develop reporting on frequency of visiting to care-leavers To explore exempting care leavers from Council Tax (when they live in BANES) Develop a Care Leavers Council via Off the Record. Improve responsiveness to Care Leavers when crisis occurs. 	<ul style="list-style-type: none"> Pete Campbell and Angela Stewart-Gentle to review the Pathway Plan template to ensure succinct but analytical planning for care-leavers. New “Balanced Scorecard” (R50) reporting template for frontline 	<p>November 2017</p> <p>September 2017</p> <p>October 2017</p>	<p>Pete Campbell/Angela Stewart-Gentle</p> <p>Geraldine Kinsella</p> <p>Pete Campbell/Bev Coles</p>	<ul style="list-style-type: none"> Audits of Pathway Plans to confirm improvements in levels of analysis within plans. To also cover regular consideration of needs, regularity of visits. ‘Balanced Scorecard’ to show data on visits to care- 	<ul style="list-style-type: none"> Local Offer launch event took place on June 5th. Good multi-agency attendance. Mark Ridell (DfE National Lead undertaking a 2-day challenge workshop in BaNES in October 2018.

Ofsted Recommendation	Target/Goal	Actions planned and/or undertaken	Completion date	Lead	Evidence	Update from Recommendation Lead – update against timescales and actions planned (RAG rated as well)
		<p>managers to include reporting line on visiting frequency to Care Leavers.</p> <ul style="list-style-type: none"> Auditing of Pathway Plans (what does Good look like), to include IRO's. 	October 2017	Angela Stewart-Gentle	<p>leavers.</p> <ul style="list-style-type: none"> Supervision to demonstrate consideration of visit patterns, and pro-active support. 	<p>Brian Relph completed thematic audit of Care-Leavers files in May 2018, to review contingency planning.</p> <p>New R50 contains management info on the frequency of visits to Care-leavers.</p>
7. Ensure that services are appropriately resourced to deliver manageable caseloads	<ul style="list-style-type: none"> Continue to develop effective recruitment and retention. Re-launch of the Workforce Plan. Additional management posts and SW posts have been recruited too. Ensure that the resourcing of the service and caseload levels are understood and owned at the highest level within the Council. 	<ul style="list-style-type: none"> Divisional Directors Caseload Challenge sessions will continue to take place on a quarterly basis. The review of the Duty Team 	<p>Quarterly</p> <p>September 2017</p> <p>October</p>	<p>Richard Baldwin</p> <p>Leigh Zywek/Sarah Riley/Vicki Treasure</p>	<ul style="list-style-type: none"> Caseloads remain in line with prescribed range. Case Transfer process ensures that cases move through team structures in a timely manner. 	

Ofsted Recommendation	Target/Goal	Actions planned and/or undertaken	Completion date	Lead	Evidence	Update from Recommendation Lead – update against timescales and actions planned (RAG rated as well)
and effective supervision that proactively drives planning for children and prevents drift and delay.		<p>will take account of case-load pressures in the duty and both management capacity and SW posts will be increased to assist this process.</p> <ul style="list-style-type: none"> The launch of the Early Help Hub (and allocation process) will be monitored to ensure swift movement of cases into EH services where SW involvement is not required. Establishment of ART (Adolescent 	<p>2017</p> <p>September 2017</p> <p>Annually (Usually in April/May)</p> <p>September 2017</p>	<p>Richard Baldwin/Paula Bromley</p> <p>Leigh Zywek/Sarah Rodgers</p> <p>Richard Baldwin/Julie Morris</p>	<ul style="list-style-type: none"> The majority of cases involving CSE/Missing/Criminal exploitation are allocated within the ART. Annual staff survey and staff event reflect back the views of staff. 	<p>Brian Relph completed an audit of Duty Cases in May 2018 to review levels of drift, and quality of planning.</p> <p>Annual review of the EHH will take place in September 2018.</p> <p>New DTM post in ART now appointed</p>

Ofsted Recommendation	Target/Goal	Actions planned and/or undertaken	Completion date	Lead	Evidence	Update from Recommendation Lead – update against timescales and actions planned (RAG rated as well)
		<p>Risk Team) (including two additional posts) so that CSE/Criminal exploitation/Homeslessness cases can come out of CP/Court team and CIN team and ease some current caseload pressures.</p> <ul style="list-style-type: none"> Continuation of Staff Survey and Annual Staff Event to maintain and strengthen the voice of staff. Ongoing reporting to 	Ongoing (but to be reviewed quarterly)			<p>to (Clare Luxton). This will strengthen oversight and planning for these cases.</p> <p>2018 Staff survey scheduled for June 2018 (Elliot Davis leading on this)</p>

Ofsted Recommendation	Target/Goal	Actions planned and/or undertaken	Completion date	Lead	Evidence	Update from Recommendation Lead – update against timescales and actions planned (RAG rated as well)
		Strategic Directors and Elected Members, via DCS and lead member, on caseloads and on progress with this action plan to ensure that service resourcing and improvements are owned at the highest level.				Update report on the Improvement Plan presented to Policy, Development and Scrutiny Panel in May 2018.

Ofsted Recommendation	Target/Goal	Actions planned and/or undertaken	Completion date	Lead	Evidence	Update from Recommendation Lead – update against timescales and actions planned (RAG rated as well)
8. Improve the proportion of 16 to 18 year olds who are engaged in education, employment or training	<ul style="list-style-type: none"> Formation of ART Team will begin to address NEET issues for Homeless Young People. Continue to develop benchmarking processes so that BaNES can measure progress and performance. 	<ul style="list-style-type: none"> Continuation of NEET tracking to remain within the re-configured Youth Connect service. New protocol created with Bath College to improve collaboration and communication as a key provider for BANES children in Care Creation of “Prepare for Work” team (Victoria Duke (LAC), Laura 	<p>Annually (usually April)</p> <p>July 2017</p> <p>July 2017</p> <p>September 2017</p> <p>September</p>	Sally Churchyard	<ul style="list-style-type: none"> NEET levels to remain at or below national average. Actions/performance to be reviewed through VS performance group and Corporate Parenting Group 	<ul style="list-style-type: none"> Latest data (April 2018) reports that BaNES NEET levels are 3.4%, the lowest in the SW. <p>P4S launched in JULY 2017.</p>

Ofsted Recommendation	Target/Goal	Actions planned and/or undertaken	Completion date	Lead	Evidence	Update from Recommendation Lead – update against timescales and actions planned (RAG rated as well)
		<p data-bbox="949 453 1149 555">Knight (all), Kate Starks (all), Bev Coles(LAC & CLs)</p> <ul data-bbox="902 596 1149 1377" style="list-style-type: none"> <li data-bbox="902 596 1149 986">• Audit sent to all schools for year 7 upwards which currently educate BANES children in care to establish local offer in regards to employer and HE encounters (Victoria) <li data-bbox="902 1027 1149 1377">• Review of all support and provision offered as part Corporate Parenting in order to focus on early intervention (Laura) 	<p data-bbox="1180 453 1305 517">2017 onwards</p> <p data-bbox="1180 596 1305 660">September 2017</p>			

Ofsted Recommendation	Target/Goal	Actions planned and/or undertaken	Completion date	Lead	Evidence	Update from Recommendation Lead – update against timescales and actions planned (RAG rated as well)
		<ul style="list-style-type: none"> Children in care not receiving work experience or mock interviews to be focus of this year based on research PEPs revised to build in aspirational experiences as well as quality IAG and encounters 				

Appendix 6 Audit Arrangements

Need to add in JM

Appendix 7 LSCB Board Assurance Framework 2018/19



Board Assurance Framework

Status Approved or Not	Approved by PMG May 2016 and LSCB June 2016
Detail of Review Amendments	June 2018 – includes amendments to Terms of Reference of the LSCB and adds assurance mechanisms
Implementation Date	June 2016
Review Date	June 2019 (this will require annual updates)
Author	Lesley Hutchinson, Director of Safeguarding and Quality Assurance B&NES Council

Contents	Page
1. Introduction	3
2. Mechanisms and Structures of Assurance	5
3. Quarterly Report Information	11
4. Updating and Monitoring of the Framework	11

Appendices

1. Board Indicators 2017/18	12
2. Self-Assessment On Line Audit	13

1. Introduction

The LSCB in accordance with its Terms of Reference (2017 but currently under review) is responsible for monitoring and coordinating the activities of member agencies to safeguarding and promote the welfare of children and young people in B&NES.

The Board has agreed its new Strategic Plan for 2018-2021 which sets out the following five outcomes and thirteen priorities:

Five Outcomes

- All children and young people are safe
- Children, young people, carers and families contribute to the way services respond to child protection and children in care safety concerns
- LSCB is assured that safeguarding is embedded; is delivered to a high standard and is effective across all partner agencies
- A skilled, trained and competent workforce
- The LSCB is effective and responds to the new legislative requirements

Thirteen Priorities

- Children and young people are protected against the impact of crime and anti-social behaviour
- Children and young people are protected against the impact of neglect
- Promote the role of the community in keeping children safe
- Improve the quality and effectiveness of the Early Help arrangements
- Ensure children, young people and parents participate in all aspects of early help and child protection processes and practices
- Strengthen strategic arrangements for involving children, young peoples and families' voice at the LSCB and across all partner organisations
- Ensure a comprehensive Board Assurance Framework is delivered
- Make more effective use of the intelligence and information available from agencies to improve safeguarding arrangements
- Ensure we learn from Serious Case Reviews (SCRs)
- Deliver and monitor a robust training and development plan that provides high quality and meaningful safeguarding training across all service areas
- Build upon the work undertaken with the Adult Workforce to further embed a culture and practice of 'Think Family'.
- Ensure the Ofsted recommendations are effectively implemented
- Ensure new arrangements brought about by legislative changes do not have an adverse impact on safeguarding children and young people

The new Strategic Plan 2018-2021 can be found via the link below.

https://www.safeguarding-bathnes.org.uk/sites/default/files/lscb_strategic_plan_on_a_page_2018-21_.pdf

In order to meet the Boards objectives this Assurance Framework sets out the structures and mechanisms the Board employs to deliver this. The Assurance Framework sets out the 'business as usual mechanisms the Board has in place and the action plan which sits behind the Strategic Plan sets out the areas of specific focus for 2018-2021'.

2. Mechanisms and Structures of Assurance

	Strategic Plan Outcomes and Priorities (To identify once approved)	Mechanism	Structure	Reporting Timescale
1.		Dissemination and implementation of policies and procedures	Sub groups to write	As required
a		Assurance of dissemination from Board agencies within 1 month of the Board approving new policies, procedures etc	LSCB / LSAB Business Support Manager to collate agency dissemination responses for Board Meetings on each one agreed	Quarterly or as required
b		'Mystery shopping' – contact agencies and ensure practitioners are aware	LSCB/LSAB Business Support Manager to collate bi annual report	Bi Annual mystery shopping report
c		Request specific assurance from Board agencies and Council, NHS England, Banes NHS CCG commissioned services and schools that Information Sharing protocol and guidance has been read and discussed with all 'relevant' staff ¹	LSCB/LSAB Business Support Manager / Contract and Commissioning Officers to support	By September 2018 for Commissioned Services – via the report to LSCB PMG
2.		Quantitative and Qualitative Activity and Performance Information		
a		Activity and Performance report	PMG	Quarterly to PMG and

		For LSCB headline information on Early Help; CIN, CP, CLA; CSE; Missing; Disabled Children; Care Leavers; MASH data; timeliness data; private fostering numbers (multi-agency dashboard to be developed) Early Help Monitoring report		high level highlight information to go to LSCB
b		Section 11 audit (full audit every three years; action plan updated after six months; in the interim two years – one mini themed audit per year with action plan updates after six months). Joint arrangement with WoE LSCBs to ensure greater consistency across the area. 2018/19 Mini themed or full section 11?	PMG	Dates to be confirmed by Business Support Manager following sub regional meeting
c		Section 175 schools audit report	LSCB	Annually
d		Annual Report (includes annual report on training and Board indicators see Appendix 1)	LSCB	Annually
E		IRO Annual Report	PMG	Annually
F		LADO Annual Report	PMG	Annually
G		CP Chairs Annual Report	PMG	Annually
H		CDOP Annual Report	LSCB	Annually
i		Monitoring of Multi-agency Escalation Policy for Resolving Professional Disagreements and the Board Dispute /	LSCB/LSAB Business Support Manager	Annually (include in the Annual Report)

¹ Relevant staff are determined by each individual agency and it will depend on their role and access to children and young people. Relevant staff may vary depending on the request made by the LSCB and agencies should review their position regarding each such request.

		Dissent Policy		
j		Private Fostering Report	PMG	Annual to PMG
3		Single and Multi-Agency Quality Audits / Reviews of Cases		
a		<p>2018/19 Multi-agency themed audits – agreed rolling programme</p> <p>CAF / Early Help (to be determined as per the June report)</p> <p>PPG</p> <ul style="list-style-type: none"> • May – adolescents in CP process and how well their voice is heard • July – long term Neglect and complex trio • September – CSC / AWP Protocol, how well is it working (this has been postponed from earlier as it was not yet agreed and operational) • November – review Professional Challenge (which we did in Nov 17) • January – to be decided • March – to be decided <p>CIC QA (to be included when determined)</p> <ul style="list-style-type: none"> • May – Older Children involved in Criminal Activity 	PPG, CICQA, Early Help Audit	All to be completed in year – 6 monthly update reports
b		2018/19 Joint Audits – theme Perinatal and Mental Health	PPG	To be agreed

c		Individual case audit reviews – these are commissioned as required	SCR	As appropriate
d		SCRs as required	SCR	As appropriate
e		RAG - Domestic Homicide Reviews and LSAB – Safeguarding Adult Reviews (share learning and outcomes for LSCB consideration where relevant)	LSCB	As appropriate
4		Bespoke reports for 2018/19		
a		Physical Abuse – bespoke audit required to assure the Board that physical abuse cases are being identified Council and CCG to undertake audit and snapshot of primary reason for referral	PMG	Dec 18
b		SCR tracking and sharing findings (new system to be implemented)	SCR	Report to LSCB via SCR sub group
c		Update on MASH	B&NES Council	Bi annually
d		Audit quality of contacts and referrals to Children Social Care Barnardo's to undertake	PMG	One off to be carried out by Oct – Dec 18
e		Monitoring report into: Invite and attendance / participation at teleconference or face to face at strategy discussion Invite and attendance / participation in ICPC	PMG Safeguarding Admin team Council	One off to be carried out by Dec 18

		Invite and attendance / participation in RCPC		
f		Elective Home Education – assurance report given the rising level of national and local concern	LSCB	September 2018
g		JTAI – assurance that LSCB agencies are learning from others JTAI experience	LSCB and PMG	September 2018
h		Complex (toxic) trio – assurance that all actions / recommendations from phase 2 have been completed	PMG	March 19
l		Assurance that the CSE Action Plan has been delivered	CSE and Missing sub group	To be confirmed
j		Self harm re audit	PMG	Sept 18
5.		Participation and feedback from Children and Young People		
		Confirmed once approved at BMG		
6		Inspections, peer review reports and external scrutiny		
a		Inspection and peer review reports - All Board agencies / Commissioners to share relevant sections of their individual agencies inspection reports and action plans	All members	As available
b		LSCB stocktake	LSCB	Annually
c		Scrutiny from H&WBB, Scrutiny Panel and Corporate Parenting	LSCB	As required
7		Challenge		
a		Challenge log – register informal and formal challenges from Board members and the outcomes	LSCB / LSAB Business Support Manager	Quarterly
b		Challenge from Health and Wellbeing Children and Young People Sub Committee	LSCB	Bi-annually
c		Assurance that LSCB Ofsted Recommendations are completed	LSCB	June 2018
8		Contract and Commissioning Reports		
A		Report from Council on safeguarding self assessment visits in for commissioned services	B&NES Council and NHS Banes CCG	Annually (June 18 first one from Council)

9		Risk Register	LSCB	Annual
10		LSCB Chairs Performance Report	LSCB	Annual
11		Actions from Thematic Reviews – monitor on quarterly basis. Themes for 2018/19 are: June – CYP Participation September – JTAI December – Data Protection Act 2018 impact March - TBC	LSCB	Quarterly

3. Quarterly Report Information

The PMG group receives quarterly data and performance information from the Police and Council . The group scrutinises the information on behalf of the LSCB and provides bi annual update reports. Escalations are made as appropriate.

4. Updating and Monitoring the Assurance Framework

This Framework includes reports which will be provided for 2018/19 and those which will be ongoing. The Framework is updated annually at the June Board meeting to ensure new reports are set out for the forthcoming year.

Appendix 1

LSCB Performance Indicators for 2018/19

Indicator 1: Training

1.1 90% Relevant staff to have undertaken child protection standard training

1.2 90% Relevant staff to have undertaken child protection advance training

1.3 80% Relevant staff to have undertaken CSE awareness training

1.4 80% Relevant staff to have undertaken FGM awareness training

1.5 85% Relevant staff to have undertaken PREVENT awareness training

1.6 85% Relevant staff to have undertaken WRAP training

1.7 80% Relevant staff to have undertaken Domestic Abuse awareness training

1.8 100% Safeguarding Leads awareness of Modern Slavery / Human trafficking

The LSCB has agreed that it is each agencies responsibility to determine which of their staff members fall into the category of 'relevant'. For example a social worker, GPs, a school nurse, beat officers staff supporting children in face to face activities would be considered 'relevant' however an administrator in a nursery setting who has no contact with children would not be. The staff to be considered 'relevant' for advanced child protection or WRAP training need to be determined by each agency but the expectation is they would have completed the awareness and standard training and have progressed to the more advanced eg; those posts which are designated safeguarding leads for each agency.

Awareness training can be either face to face, e-learning or equivalent agencies need to decide. Agencies are asked to note the incremental rise in the PREVENT awareness.

Indicator 2: Safer recruitment

100% Relevant staff to have a DBS check before work commences with children or young people and families

100% of written references to be provided before work commences with children or young people and families

Indicator 3: Attendance at Board

3.1 75% Attendance at the LSCB

Appendix 2 Full LSCB Section 11 Audit 2018/19 and Mini Themed Audit tool

Mini Themed Audit for 2018/19

How services develop as a result of feedback and participation of children and young people

This page is intentionally left blank

Bath & North East Somerset Council		
MEETING/ DECISION MAKER:	Children & Young People Policy Development & Scrutiny Panel	
MEETING/ DECISION DATE:	10 th July 2018	EXECUTIVE FORWARD PLAN REFERENCE:
TITLE:	Local Safeguarding Children Board Annual Report 2017-18 and Business Plan 2015-18	
WARD:	All	
AN OPEN PUBLIC ITEM		
List of attachments to this report: Attachment 1: LSCB Annual Report 2017-18 Executive Summary Attachment 2: LSCB Annual Report 2017-18 Attachment 3: Business Plan 2015-18 Attachment 4: LSCB Strategic Plan 2018 -21 Plan on a Page		

1 THE ISSUE

- 1.1 People and Communities Directorate would like to set out for the Panel the work of the Local Safeguarding Children Board during 2017-18 and the completed Business Plan for 2015-18 along with new priorities to be actioned in the new Strategic Plan for 2018-21.

2 RECOMMENDATION

- 2.1 Proposal 1: Note the Annual Report, Executive Summary, completed 2015-18 Business Plan and the new Strategic Plan on Page for 2018-21
- 2.2 Proposal 2: Raise any queries or concerns on safeguarding activity.
- 2.3 Proposal 3: Recommend areas you would like the LSCB to give consideration to

3 RESOURCE IMPLICATIONS (FINANCE, PROPERTY, PEOPLE)

- 3.1 The LSCB is funded through multi-agency partners; the budget is set out in Appendix 3 of the Report. Whilst the 2017-18 multi-agency budget is in credit, the Panel needs to be aware that this is a non-recurring credit and that was reduced in 2017-18 by £10,000 towards the costs of two serious case reviews

(SCRs) that are being funded by equal contributions from B&NES Council, BaNES NHS CCG and Avon & Somerset Constabulary.

- 3.2 New funding agreements will need to be made as a result of the new safeguarding arrangements which will take place by September 2019 with the abolishing of existing LSCBs under the new Working Together 2018. This should see a reduction in funding by B&NES Council and hopefully more proportionate contributions from the two additional statutory partners, namely the CCG and Constabulary.

4 STATUTORY CONSIDERATIONS AND BASIS FOR PROPOSAL

- 4.1 The LSCB is a Statutory Body. The LSCB has made it a requirement of its Terms of Reference (reviewed in June 2018) to share the LSCB Annual Report and work programme with the Scrutiny Panel as it values the input that will be provided and would like to share its work with the widest audience.
- 4.2 The Panel is advised to also note that following the introduction of the Children and Social Work Act 2017 which abolished the requirement for Local Authorities to establish LSCBs in the way they are currently formed; the Government has been consulting on Working Together 2018, which enables the three statutory partners – Council, CCG and Police to agree their own local safeguarding arrangements instead to safeguard the welfare of children. During 2017-18 B&NES LSCB has been working with Avon & Somerset Constabulary, BaNES NHS CCG, B&NES Council and the other LSCBs in the Constabulary area to consider future arrangements. The consultation closed on 31st December and the new Statutory Guidance is anticipated to be published on 29th June 2018, giving all Boards 12 months to inform the Government of their planned new arrangements and then three months to implement them.

5 THE REPORT

- 5.1 The Panel are asked to consider the information provided in the LSCB Annual Report 2017-18; the Executive Summary, the completed Business Plan and new Strategic Plan.
- 5.2 The report follows a similar format to last year and benefits from a separate Executive Summary which will again be reproduced in a child friendly version; the Executive Summary highlights the key areas the LSCB want to promote.
- 5.3 The Report looks at the following areas:
- the current context for B&NES and how safe children and young people are
 - an update on changes to national and local policy frameworks – the most significant of which for 2017-18 include a focus on the review of Working Together to Safeguard Children, new child death review guidance and new regulations anticipated to be published on 29th June 2018, and revisions to Keeping Children Safe in Education. Ofsted continues their programme of Joint Targeted Area Inspection Frameworks (JTAI) every six months which the LSCB has considered and undertaken multi agency preparation audit workshops on the identified theme.

- the Boards governance arrangements and relationships with other Boards and Committees
- the work of the sub-groups and the achievements during the year
- the support and case activity that has taken place during the year and compares this with national data where this is available
- delivery of the 2017-18 work programme and priorities for 2018 – 21
- quality assurance report on the partner agencies individual safeguarding practice
- finally the completed joint working and streamlining of LSCB and Local Safeguarding Adults Board (LSAB) work – this has again been a focus during the year and is now embedded in the new Strategic Plans for each Board.

6 RATIONALE

- 6.1 To raise awareness of the work of the LSCB and to provide assurance that the LSCB have appropriate mechanisms in place to safeguarding children and young people in B&NES and those B&NES children and young people who are placed out of area.

7 OTHER OPTIONS CONSIDERED

- 7.1 None

8 CONSULTATION

- 8.1 The LSCB has consulted all partners on the content of the Annual Report 2017 – 18 and approved the report at the June Board meeting. The partners have submitted their activity reports and these have been quality assured and a summary is included in Appendix 5 of the Report. The LSCB is sharing the Annual Report, the Executive Summary Report and the new Strategic Plan 2018-21 on a Page with the Health and Wellbeing Board as well. The new Strategic Plan has also been consulted on widely including with children and young people representatives.

9 RISK MANAGEMENT

- 9.1 A risk assessment related to the issue and recommendations has been undertaken, in compliance with the Council's decision making risk management guidance.
- 9.2 The LSCB developed and monitored its own Risk Register in 2016-18. A group of Board representatives are meeting in August 2018 to undertake a new Board Risk Register for 2018-21 which will be available to share with the Scrutiny Panel if requested.

Contact person	Dami Howard LSCB and LSAB Business Support Manager Dami_Howard@bathnes.gov.uk
-----------------------	---

	<p>Lesley Hutchinson</p> <p>Director of Safeguarding and Quality Assurance</p> <p>Lesley_hutchinson@bathnes.gov.uk</p>
Background papers	<p>Please see the LSCB web pages on the joint safeguarding website for any national and local policies and procedures:</p> <p>https://www.safeguarding-bathnes.org.uk/</p>
<p>Please contact the report author if you need to access this report in an alternative format</p>	



Annual Report 2017 – 2018

Executive Summary

June 2018

1. The Role of the Local Safeguarding Children's Board (LSCB)

B&NES LSCB is a statutory (though independent) Board established under the Children Act 2004 (Section 13) and the Local Safeguarding Children Board Regulations 2006. It is independently Chaired and consists of senior representatives of all the principle stakeholders working together to safeguard children and young people across the area.

The Terms of Reference for the LSCB are available on the LSCB website:

[Terms Of Reference](#)

As the LSCB for B&NES, we are responsible for coordinating and monitoring the work of agencies, especially but not exclusively those providing services to children and families, to safeguard and promote the welfare of children. In doing so the Board:

- Promotes and supports activities that protect children and young people from significant harm and the continuing risk of harm;
- Works to raise awareness within the wider community, including statutory, voluntary and independent agencies, about how everybody can contribute to safeguarding children and promoting their welfare.

Safeguarding is everyone's business

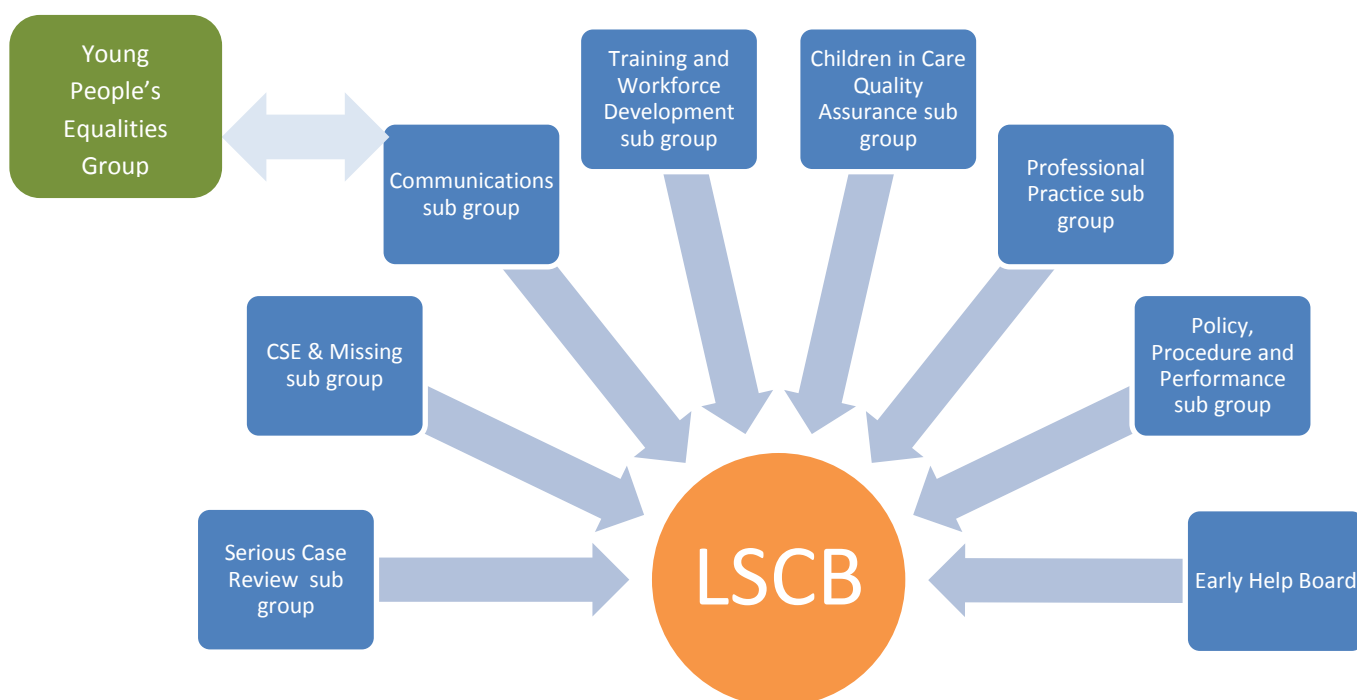
2. The Work of the LSCB

The work of the LSCB includes but is not limited to:

- Taking the lead to ensure that agencies work well together to safeguard children and young people.
- Ensuring that all organisations comply with their duty to safeguard and promote the welfare of children and young people.
- Coordinating and delivering multi-agency safeguarding children training.
- Promoting and publishing multi-agency child protection and safeguarding policies and procedures.
- Commissioning Serious Case Reviews and multi-agency audits so that we learn what we need to improve in terms of the work that we carry out with children, young people and families.
- Overseeing multi-agency learning events and conferences so that good practice is shared.
- Playing a key role in ensuring and monitoring that recommendations from inspections and reviews about safeguarding children are carried through.
- Working alongside other committees/boards such as the Children's Trust Board (dissolved in December 2016), Local Safeguarding Adults Board and the Health & Wellbeing Board to ensure that work to safeguard children is co-ordinated.

3. The Sub-Groups of the LSCB

The LSCB has eight sub-groups. During 2017-18, the Policy, Procedure and Performance Monitoring Group (PPPG) changed its role due to the workload and became the Performance Monitoring Group (PMG). A new Policy and Procedure Group is due to form in early 2018. The Terms of Reference for each of the sub-groups is available on the LSCB web page [here](#).



- Each sub group reports progress on the Board's Business Plan for 2015-18 on a quarterly basis and contributes to the Chair's Business Management Group meetings. Each sub-group has a duty to challenge practice within the partnership where it identifies issues of concern.
- The full Annual Report 2017-18 lists the key achievements, challenges and priorities for each sub groups. The report is available on the LSCB website <https://www.safeguarding-bathnes.org.uk/>
- The LSCB adopted a three year Business Plan from September 2015 to March 2018. This was monitored by the Sub Group Chairs prior to the Board and reported on at each Board meeting. The three year plan has now been completed and is available on safeguarding website:
[Business Plan 2015-18 - Final Out Turn](#) Year End March 2018
Many actions have been completed or are continuing as business as usual within sub groups or operational work. Any outstanding actions have been transferred to the new Strategic Plan 2018-21. The LSCB has now finished its three year Joint Working Plan with the LSAB.
- During 2018, the LSCB partners and Business Management Group have been

working on the development of a new Strategic Plan for 2018-21. This will be more outcomes or impact focused and will be finalised in June 2018 and then published on the safeguarding website. The Business Management Group will then agree the reporting process for the new Plan to the LSCB so that regular updates can be posted on the website as before after each Board meeting.

The LSCB agreed the one page version of the Strategic Plan in March 2018 which is available on the safeguarding website:

[LSCB Strategic Plan 2018-21 on a page](#)

The new Plan has 5 key outcomes and 13 priorities in order to meet them.

Five Outcomes

- All children and young people are safe
- Children, young people, carers and families contribute to the way services respond to child protection and children in care safety concerns
- LSCB is assured that safeguarding is embedded; is delivered to a high standard and is effective across all partner agencies
- A skilled, trained and competent workforce
- The LSCB is effective and responds to the new legislative requirements



4. **Outcomes**

- Throughout 2017-18 B&NES recorded continued pressures in relation to safeguarding activity. Partners have continued to focus on the importance of developing Early Help resources that will prevent the escalation of concerns for many of our vulnerable families. The Multi-Agency Safeguarding Hub (MASH) and the work of the Early Help Board have continued to make significant contributions to this agenda. At the end of 2017-18 there were 176 young people subject to a Child Protection Plan, this represents a significant rise from the previous year (151) and illustrates both the local and national pressures in relation to Safeguarding activity. The number of children “Looked After” in B&NES has also increased in the past year up to 168 at the end of the year (from 160 in 16/17). The demand for services within both the Council Duty team and across many other agencies has also increased. The Council Duty team has seen a rise in “Requests for Services” of over 25% in the past two years. However, the rate of re-referrals into Children’s Social Care continues to remain lower than the national average which is indicative of good quality assessments and interventions which are predominantly meeting the needs of families.
 - The number of Common Assessment Framework’s (CAF) has fallen over the last 12 months. This is primarily due to the work that we are currently undertaking to review and refresh the template for these early intervention assessments. A number of agencies have been involved in designing and piloting the new templates which will be launched in July 2018. Despite the reduction of CAF’s, the overall number of referrals across all Early Help services remains strong with each quarter showing referrals in excess of 300. This is positive and confirms a good use of and understanding from all agencies of the range of early help services available to our families.
 - At the end of March 2018, there were 610 children who were deemed as being Children in Need. This figure is slightly down from the previous year but is within our expected range and in line with national trends.
-
- The LSCB has also:
 - a) Further strengthened joint working arrangements between the LSCB and Local Safeguarding Adults Board (LSAB) through further joint policies, the launch of our new safeguarding website and the formation of a joint Communications sub-group which was implemented in May 2017 and is now well established and has involved consultation from young people.
 - b) The Professional Practice sub group (PPG) has continued to audit and scrutinise the work and decision making of all agencies involved in safeguarding decision making. In the past year the group has been able to challenge how agencies are working to prevent and reduce drift in safeguarding cases as well as challenging practice in relation to decision-making at Initial Child Protection Conferences. The

Board has taken very seriously the challenges in regard to preventing some of the drift identified by the PPG in some of this audit activity.

- c) The LSCB has continued to support the work of the Willow Project and continues to fund the work of the Child Sexual Exploitation (CSE) consultant who has greatly assisted in the development of the project as well as playing an instrumental role in updating the CSE Protocol, Strategy and Action Plans to ensure these remain relevant to the new ideas and practice innovations within this area of work.
- d) The LSCB has continued to undertake work on the two SCR's that were commissioned last year one in relation to a young baby and the other for young people who were involved in Operation Button, the follow up investigation to the convictions made in August 2016 of a number of men who had been charged with offences relating to concerns of Child Sexual Exploitation.. We anticipate that both of these will now be published in the autumn of 2018/19. The SCR sub group has also considered two other requests for SCR's over the past year. Although the decision was not to proceed for both cases as they did not meet the threshold for an SCR, the SCR group agreed that both cases would benefit from internal leaning and review processes which are now underway.
- e) The LSCB has continued to update and revise a range of key policies and guidance to ensure that the Board continues to be informed through documents that remain up to date and relevant to emerging priorities. In the past twelve months the Board has endorsed and revised a range of documents some of which include the Child Sexual Exploitation Strategy 2017-2019, B&NES Domestic Abuse Statement 2017, the Board Assurance Framework, Private Fostering leaflets, LSCB and LSAB Modern Slavery Statement, Joint Working in Mental Health, Early Help Strategy and Threshold Document, and LSCB and LSAB Communications and Media Protocol.
- f) Robert Lake has now taken on the chairing of the B&NES LSCB. The hand-over from Reg Pengelly was very smooth and the board has retained a good sense of continuity and strength.
- g) The LSCB has continued to update and revise a range of key policies and guidance to ensure that the Board continues to be informed through documents that remain up to date and relevant to emerging priorities. In the past twelve months the Board has endorsed and revised a range of documents some of which include the Child Sexual Exploitation Strategy 2017-2019, B&NES Domestic Abuse Statement 2017, the Board Assurance Framework, Private Fostering leaflets, LSCB and LSAB Modern Slavery Statement, Joint Working in Mental Health, Early Help Strategy and Threshold Document, and LSCB and LSAB Communications and Media Protocol.
- h) Safeguarding Training we delivered:
 - 70 LSCB training sessions taking place comprising of 26 different courses
 - 1247 Inter-agency training places made available
 - 1151 Inter-agency training places booked
 - 1026 Inter-agency training places attended

- 768 professionals trained across the LSCB partner agencies, Voluntary and Private sectors
 - 680 E-learning modules started and 472 completed through the Learning Pool
 - 14 Single agency training sessions taking place
- The LSCB faces a number of current and future Challenges/Areas for Development in 2018-19:
 - a) In last year's report we highlighted the implementation of the Wood Report as one of the key challenges for the board. This challenge of what format the Board may take remains. Members of the LSCB have actively participated in a regional group which continues to look at future options for all agencies in light of the recommendations of the Wood report. This work will continue throughout 2018/19 in order to ensure that we have inter-agency arrangements that ensure we are in-step with the over-arching recommendations of the Wood report whilst at the same time seeking to protect and build upon the very positive observations that were central to the Ofsted report in May 2017. We have also met with our new safeguarding partners the BaNES NHS CGG and Avon and Somerset Constabulary to look at possible new safeguarding arrangements to replace the LSCB and the resource and financial implications that are inherent within any changes which are linked to continuing funding pressures for all partners. Once Working Together 2018 and the new Statutory Guidance are published we will have 12 months to inform the Government of our new safeguarding arrangements and then three months to implement the change.

5. Engagement with Children & Young People

B&NES Council has a contract with Off the Record (OTR) to promote the participation of children and young people, particularly those who are most vulnerable, in order to ensure their voices are heard and responded to, and to encourage their active involvement in decision-making, service delivery and strategic development.

<http://www.offtherecord-banes.co.uk/>

The following is an overview of the participation work undertaken by the In Care Councils, Youth Forum which includes the Young Inclusion Advocates (Young People with SEND) and covers the period April 2017 - March 2018.

Senior in Care Council - SICC:

- Wrote and scored interview questions for IRO/CP chairs, LSCB Independent Chair, OTR Listening and Support worker and maternity cover for the Participation Worker
- 3 members attended a national Mental Health Consultation in London
- 2 members delivered Participation training for B&NES staff
- Met with and gave feedback to an inspector, as part of the Ofsted Inspection in 2017. Highlighted within the Ofsted report:

“The Junior and Senior Children in Care Councils are very focused and active groups. They provide strong representation on behalf of Children looked after. And are active members of the corporate parenting group and the Children in Care Council steering group. They campaign effectively on a number of relevant issues and have recently promoted their group by means of a radio podcast. This includes work to develop child-friendly care plans, the development of health passports for younger children in care and engagement in a fitness targeted consultation event to gather feedback on health reviews. The Children in Care council won the award for ‘Young Volunteer of the Year’ award at the Chairman of Bath awards 2016, of which they are rightly very proud. Their commitment to supporting young people in Care is highly commendable.”

- Wrote and delivered presentations to Corporate Parents and PDS
- Worked with the Virtual Head to resolve the issues they had with the proposed changes to the Pupil Premium.
- Were involved with the election process for the Member of Youth Parliament.
- Worked with B&NES Head of Safeguarding and the LSCB Business Manager on promotion of safeguarding of young people.
- Worked with the Youth Forum to deliver a workshops at both Secondary and Primary School Parliaments 2017/2018
- Planned resources for inclusion in Health Care packs
- Supported with the Off the Record Team’s development day
- Developed and filmed their Personal, Social, Health Education (PSHE) on Being in Care.

Junior in Care Council - JICC:

- Social Care and OTR have undertaken two social events, and additional 1- 1 visits to children aged 7+ (as part of advocacy consultation)
- SICC worked with the JICC on the presentation given to Ofsted
- SICC consulted the JICC on what they would like to see in the PSHE being in care film.
- The work with the JICC will be further developed during 2018-2019

Care Leavers:

- One social event and a care leaver attended the filming of the PSHE film.
- Support to Care Leavers and the Local Offer will be further developed during 2018-2019

Youth Forum:

- Planned and delivered workshops for the Secondary and Primary Parliaments 2017/2019
- Member of Youth Parliament (MYP) gave a speech at the Primary Parliament Day
- Worked on ballots and campaigning ballots for the Make your Mark National Youth Campaign
- Members of Youth Forum attended Youth Parliament convention in Plymouth

- Member of Youth Forum (Young Inclusion Advocate) attended the British Youth Council Convention in Exeter, networking with members from across the SW and delivered a speech on Parliament Days
- Worked on the Curriculum for Life - PSHE resource
- Member of Youth Parliament (MYP) training and development day for potential MYP candidates - 14 young people from across B&NES attended
- Worked with CAMHS participation group
- Worked with B&NES Head of Safeguarding and the LSCB Business Support Manager on the LSCB Strategic Plan for 2018 - 2021.
- The Member of the Bath & North East Somerset Youth Parliament (MYP) has continued to attend the LSCB Communications sub-group in 2017-18 and has been developing the young people's LSCB webpages.

Useful links to:

Participation and consulting with Children and Young People

Click below:

<http://www.bathnes.gov.uk/services/your-council-and-democracy/consultations/consulting-children-and-young-people/strategy-part>

Here you will find a range of documents that evidence how we engage with our children and young people in B&NES

6. Independent Chair's Closing Summary



The B&NES LSCB is in good heart, as evidenced by the findings of an Ofsted inspection published in July 2017. However, the Ofsted findings have not given the Board an excuse to sit back on its collective laurels but have encouraged us to continue to drive forward and do all we can to ensure that safeguarding services across the area are the best they can be. Working in partnership across the safeguarding agencies is vital but challenges to effective partnership working are still with us, not the least of which is the constant need to do more with less. It is to the credit of the partners in Bath and North East Somerset that they have continued to fully support the work of the Board.

I very much hope that the reader will find this Executive Summary of our 2017/18 Annual Report of interest and I hope it will encourage you to at least dip into the full report. Just a few of the key developments/practice issues that have been noteworthy in 2017/18 include:

- The creation of a multi-agency safeguarding hub (Mash) which, together with a continued emphasis on the provision of Early Help, has helped to stabilise the numbers of children with whom child protection intervention has been necessary – the number of Early Help referrals, from all sources, is now averaging some 400 per quarter

- However, the number of children identified as being children in need has risen by 18% in the last year, a trend which will need to keep under close scrutiny
- We have welcomed new Lay Members to our Board who are making a very positive contribution to our work, which I am sure will continue.

This is the first occasion when I have written the Foreword to the Bath and North East Somerset Local Safeguarding Children Board's Annual Report. I became the Independent Chair of the Board in October 2017 taking over from Reg Pengelly who had served the Board with distinction and skill. On behalf of all of those involved in or receiving safeguarding services in Bath and North East Somerset, a very big 'Thank You' to Reg for all his hard work.

I trust that you will find this report informative and readable. If you have any comments you would wish to raise with me, I can be contacted on robert_lake@bathnes.gov.uk



Annual Report 2017 – 2018

and

Business Plan 2015 - 2018

Chair's Foreword



This is the first occasion when I have written the Foreword to the Bath and North East Somerset Local Safeguarding Children Board's Annual Report. I became the Independent Chair of the Board in October 2017 taking over from Reg Pengelly who had served the Board with distinction and skill. On behalf of all of those involved in or receiving safeguarding services in Bath and North East Somerset, I would like to say a very big 'Thank You' to Reg for all his hard work.

The B&NES LSCB is in good heart, as evidenced by the findings of an Ofsted inspection published in July 2017. However, the Ofsted findings have not given the Board an excuse to sit back on its collective laurels but have encouraged us to continue to drive forward and do all we can to ensure that safeguarding services across the area are the best they can be. Working in partnership across the safeguarding agencies is vital but challenges to effective partnership working are still with us, not the least of which is the constant need to do more with less. It is to the credit of the partners in Bath and North East Somerset that they have continued to fully support the work of the Board.

The LSC Board is a strategic body: much of the detailed work of the Board is taken forward by our various sub-groups/task and finish groups. These are the real workhorses for safeguarding and I must take this opportunity on behalf of the Board to thank all members of these Groups for their continued commitment as well as to thank their employing agencies for contributing their participation. I would also want to place on record my appreciation of the work done by our Business Manager - without her skills, knowledge and seemingly endless patience, the Board would struggle to be as effective as it is.

I very much hope that the reader will find this Annual Report of interest. Just a few of the key developments/practice issues that have been noteworthy in 2017/18 include:

- The creation of a multi-agency safeguarding hub (Mash) which, together with a continued emphasis on the provision of Early Help, has helped to stabilise the numbers of children with whom child protection intervention has been necessary – the number of Early Help referrals, from all sources, is now averaging some 400 per quarter
- However, the number of children identified as being children in need has risen by 18% in the last year, a trend which will need to keep under close scrutiny
- We have welcomed new Lay Members to our Board who are making a very positive contribution to our work, which I am sure will continue.

As presaged in my predecessor's Foreword to the last Annual Report, the Children and Social Work Act is now requiring all LSCB's to consider how safeguarding arrangements in their areas should be organised. This work is well in hand across the Somerset and Avon area, and during 2018/19 decisions will need to be made as to how we can best organise to greatest effect. Whatever is finally agreed, we must ensure that safeguarding services to children, young people and their families continues to be the highest priority for all concerned.

I trust that you will find this report informative and readable. If you have any comments you would wish to raise with me, I can be contacted on robert_lake@bathnes.gov.uk



Robert Lake Independent Chair

Bath & North East Somerset LSCB



Keeping children safe is everyone's responsibility

If you suspect a child is being abused or neglected, call 01225 396312 or 01225 396313 immediately

Executive Summary

The LSCB has agreed the Executive Summary of the 2017-18 Annual Report which is published as a separate document including the following areas:

- The role of the LSCB
- The Sub-Groups of the LSCB
- Outcomes
- Engagement with Children & Young People

The Executive summary is available on the LSCB website <http://www.safeguarding-bathnes.org.uk/>



Table of Contents

Section 1: Local Context for B&NES 2017 - 18.....	7
Section 2: Summary Statement: How Safe Are Children and Young People in B&NES	8
Section 3: Updates on the Legislative and Statutory Framework during 2017 - 18.....	11
Section 4: Lay Member's View	14
Section 5: Significant Local Events and Response	14
Section 6: The Interface with Other Boards and Committees	15
Section 7: Governance and Accountability.....	17
Section 8: LSCB Sub Group Achievements and Priorities	20
Section 9: Other Relevant Work and Achievements.....	34
Section 10: Local Arrangements	60
Section 11: Summary of Activity in Relation to the Support and Interventions Provided for Children and Young People	61
Section 12: External Assessments.....	77
Section 13: Priorities for 2017 - 18 and Beyond.....	78
Section 14: Essential Information.....	79
Appendix 1: LSCB Terms of Reference	80
Appendix 2: LSCB Members and Attendance 2017-18.....	81
Appendix 3: Budget 2017 - 18.....	87
Appendix 4: Training Information	88
Appendix 5: Safeguarding Assurance Indicators for 2018-19	95
Appendix 6: Partner Reports.....	96
Appendix 7: B&NES LSAB / LSCB JOINT WORKING 2017 - 2018.....	99

Tables

Table 1: Reason for Request for Service to Council Children Social Care Service by Quarter.....	65
Table 2: Outcome of Request for Service.....	66
Table 3: Lengths of Time Children are Subject to a Child Protection Plan at 31 st March 2017.....	72
Table 4: Reason for Plan Closure by Percentage and Quarter 2017/18.....	73
Table 5: Legal Status of Children in Care	75

Diagrams

LSCB structure	18
Diagram 1: Number of Families, Children or Young People Supported by Preventative Early Help Services.....	62
Diagram 2: Number of Common Assessments (CAFs) by Year and Quarter.....	63
Diagram 3: Number of Safeguarding Referrals Made.....	64
Diagram 4: Number of Contacts per Month 2016 – 18.....	64
Diagram 5: Number of Referrals per Quarter (contacts which progress to single assessment)	66
Diagram 6: Trend in Referral Rates per 10,000: B&NES, National, South West Regional and Statistical Neighbour Average.....	67
Diagram 7: Category of Need Breakdown for Referrals Received per Quarter	68
Diagram 8: Breakdown of Children in Need by Age and Gender at 31 st March 2017.....	68
Diagram 9: CIN Outcomes at Case Closure by Quarter	69
Diagram 10: Child Protection Plans, Rates per 10,000 Comparator Data	69
Diagram 11: % of Strategy Discussion's converted into ICPCs Held within 15 Working Days of Section 47 by Quarter	70
Diagram 12: Number of Child Protection Plans Started and Ended by Quarter	71
Diagram 13: Number of Children and Young People on a Child Protection Plan by Age.....	71
Diagram 14: Timeliness of Core Groups.....	72
Diagram 15: Recorded Actual Number of Children on Child Protection Plan by Categories of Abuse at the 31 st March 2018.....	73
Diagram 16: CIC Age Breakdown by Year.....	74
Diagram 17: Placement Breakdown: 3 or more moves in 12 months.....	76

Section 1: Local Context for B&NES 2017 - 18

- 1.1 Bath and North East Somerset (B&NES) is a Unitary Authority with 187,751 residents. According to the 2016 ONS Mid-Year Population Estimates 16.6% (31,116) of the population are 15 years or under, and 6.1% (11,538) are 16 - 19 year olds.
- 1.2 The area has a predominantly White and White British ethnic population, with 95% defining themselves as such. The largest minority ethnic groups in the area are those who define themselves as mixed heritage (2%) and Black (1%). 9.6% of children under 18 are from BME communities.
- 1.3 Bath is the largest urban settlement in the area, acting as the commercial and recreational centre. It is home to approximately 50% of the population and is one of the few cities in the world to be named a UNESCO World Heritage Site. Keynsham lies to the west of Bath, a traditional market town with a population of almost 9% of the total population of B&NES. Midsomer Norton and Norton Radstock are small historic market towns, located in the south of the area with approximately 6% of the total population split between them. They both have a strong heritage of mining and industry stemming from the North Somerset Coalfield. The rest of the district consists of 69 diverse rural communities of varying sizes and characteristics, including a line of villages along the foothills of the Mendips, the Chew Valley and Cotswolds villages around Bath.
- 1.4 The area has a mix of affluent and deprived areas, with five small areas being in the most deprived 20% nationally according to the 2015 Indices of Deprivation. An estimated 11% of children live in poverty, compared to 18% in the UK. Rates vary significantly within local authority wards, with levels ranging from 2% to 28%.
- 1.5 As at January 2018 there were 1,185 children and young people with a Statement or EHC Plan normally resident in B&NES. Among the 0-19 population, our prevalence rate per 1,000 population of children and young people with a Statement or EHC Plan as at January 2017 is significantly higher compared to national – 24.4 and 21.3 respectively.
- 1.6 The large majority of pupils in Bath and North East Somerset are taught in 'Good' or 'Outstanding' schools and educational outcomes in line with or above national at most key stages. In some cases attainment in B&NES is the best or amongst the best in the South West. However the achievement of disadvantaged pupils (those eligible for Free School Meals, Children in Care and those adopted from care), those with SEND and some BME groups are much lower than similar pupils nationally. As a result pupils from these groups often achieve lower qualifications and fewer sustain education, employment or training destination post 18. As budgets shrink and more schools become academies it will be necessary for the local authority to work more closely with key partners to pool expertise and resources to ensure that actions to address the low performance of vulnerable pupils are successful."

Section 2: Summary Statement: How Safe Are Children and Young People in B&NES

- 2.1 Throughout 2017-18 B&NES recorded continued pressures in relation to safeguarding activity. Partners have continued to focus on the importance of developing early help resources that will prevent the escalation of concerns for many of our vulnerable families. The Multi-Agency Safeguarding Hub (MASH) and the work of the Early Help Board have continued to make significant contributions to this agenda. At the end of 2017-18 there were 176 young people subject to a Child Protection Plan, this represents a significant rise from the previous year (152) and illustrates both the local and national pressures in relation to Safeguarding activity. The number of children “Looked After” in B&NES has also increased in the past year up to 168 at the end of the year (from 160 in 16/17). The demand for services within both the Council Duty team and across many other agencies has also increased. The Council Duty team has seen a rise in “Requests for Services” of over 25% in the past two years. However, the rate of re-referrals into Children’s Social Care continues to remain lower than the national average which is indicative of good quality assessments and interventions which are predominantly meeting the needs of families.
- 2.2 The Number of Common Assessment Framework’s (CAF) has fallen over the last 12 months. This is primarily due to the work that we are currently undertaking to review and refresh the template for these early intervention assessments. A number of agencies have been involved in designing and piloting the new templates which will be launched in July 2018. Despite the reduction of CAF’s, the overall number of referrals across all Early Help services remains strong with each quarter showing referrals in excess of 300. This is positive and confirms a good use of and understanding from all agencies of the range of early help services available to our families.
- 2.3 At the end of March 2018, there were 610 children who were deemed as being Children in Need. This figure is slightly down from the previous year but is within our expected range and in line with national trends.
- 2.4 The LSCB has also:
- a) Further strengthened joint working arrangements between the LSCB and Local Safeguarding Adults Board (LSAB) through further joint policies, the launch of our new safeguarding website and the formation of a joint Communications sub-group which was implemented in May 2017 and is now well established and has involved consultation from young people.
 - b) The Professional Practice sub group (PPG) has continued to audit and scrutinise the work and decision making of all agencies involved in safeguarding decision making. In the past year the group has been able to challenge how agencies are working to prevent and reduce drift in safeguarding cases as well as challenging practice in relation to decision-making at Initial Child Protection Conferences. The Board has taken very seriously the challenges in regard to preventing some of the drift identified by the PPG in some of this audit activity.

- c) The LSCB has continued to support the work of the Willow Project and continues to fund the work of the Child Sexual Exploitation (CSE) consultant who has greatly assisted in the development of the project as well as playing an instrumental role in updating the CSE Protocol, Strategy and Action Plans to ensure these remain relevant to the new ideas and practice innovations within this area of work.
- d) The LSCB has continued to undertake work on the two SCR's that were commissioned last year one in relation to a young baby and the other for young people who were involved in Operation Button, the follow up investigation to the convictions made in August 2016 of a number of men who had been charged with offences relating to concerns of Child Sexual Exploitation. We anticipate that both of these will now be published in the autumn of 2018/19. The SCR sub group has also considered two other requests for SCR's over the past year. Although the decision was not to proceed for both cases as they did not meet the threshold for an SCR, the SCR group agreed that both cases would benefit from internal leaning and review processes which are now underway.
- e) The LSCB has continued to update and revise a range of key policies and guidance to ensure that the Board continues to be informed through documents that remain up to date and relevant to emerging priorities. In the past twelve months the Board has endorsed and revised a range of documents some of which include the Child Sexual Exploitation Strategy 2017-2019, B&NES Domestic Abuse Statement 2017, the Board Assurance Framework, Private Fostering leaflets, LSCB and LSAB Modern Slavery Statement, Joint Working in Mental Health, Early Help Strategy and Threshold Document, and LSCB and LSAB Communications and Media Protocol.
- f) Robert Lake has now taken on the chairing of the B&NES LSCB. The hand-over from Reg Pengelly was very smooth and the board has retained a good sense of continuity and strength.
- g) Safeguarding Training we delivered:
 - 70 LSCB training sessions taking place comprising of 26 different courses
 - 1247 Inter-agency training places made available
 - 1151 Inter-agency training places booked
 - 1026 Inter-agency training places attended
 - 768 professionals trained across the LSCB partner agencies, Voluntary and Private sectors
 - 680 E-learning modules started and 472 completed through the Learning Pool
 - 14 Single agency training sessions taking place

2.5 The LSCB faces a major Challenge/Area for Development in 2018-19:

- a) In last year's report we highlighted the implementation of the Wood Report as one of the key challenges for the board. This challenge of what format the Board may take remains. Members of the LSCB have actively participated in a regional group which continues to look at future options for all agencies in light of the recommendations of the Wood report. This work will continue throughout 2018/19 in order to ensure that we have

inter-agency arrangements that ensure we are in-step with the overarching recommendations of the Wood report whilst at the same time seeking to protect and build upon the very positive observations that were central to the Ofsted report in May 2017. We have also met with our new safeguarding partners the BaNES NHS CGG and Avon and Somerset Constabulary to look at possible new safeguarding arrangements to replace the LSCB and the resource and financial implications that are inherent within any changes which are linked to continuing funding pressures for all partners. Once Working Together 2018 and the new Statutory Guidance are published we will have 12 months to inform the Government of our new safeguarding arrangements and then three months to implement the change.

Section 3: Updates on the Legislative and Statutory Framework during 2017 - 18

- 3.1 As stated in last year's report a list of all the relevant and most significant pieces of legislation is contained in the 2014-15 LSCB Annual Report. LSCB members also receive a monthly digest which includes all newly released reports relevant to the work of the Board. Section 3 below concentrates on the new Acts and key guidance documents which have been published during 2017-18 only.¹
- 3.2 The Government Departments published the following statutory guidance:
- ***Child deaths reviewed in England 2016-17: Statutory guidance for child death overview panels for completion of the Local Safeguarding Children Board Child Death Data Collection (March 2017)***. The updated guidance on the data return that Child Death Overview Panels submit on behalf of their LSCB by 12 May 2017. In England approximately 4,400 child deaths registered each year. The key purpose of reviewing all child deaths is to learn lessons and reduce child deaths in the future.
 - In July 2017 the Home Office published guidance for frontline staff on ***Criminal exploitation of children and vulnerable adults: county lines***. This guidance sets out part of the governments approach to ending gang violence and exploitation it is part of a cross-government approach.
 - ***Working Together to Safeguard Children, new child death review guidance and new regulations***: the Government set out its consultation document on the proposed changes and consulted on this from 25th Oct 2017 to 31st December 2017. 703 responses were received of which B&NES LSCB was one. In February 2018 the Government published its response; ***Changes to statutory guidance: Working Together to Safeguarding Children; and new regulations: Government consultation response*** the Government are now waiting to debate the statutory instruments in both the House of Parliament and the House of Lords in the Spring. Whilst the guidance is not finalised as yet the consultation document and Government response set out the direction of travel for new arrangements and the new SCR national panel has been appointed to. The Clinical Commissioning Group, Council and Police are preparing now for what this arrangement might look like going forward in 2018/19
 - In November 2017 the Department for Education and the Home Office set out its ***Safeguarding strategy – unaccompanied asylum seeking and refugee children***. The aspiration of the strategy is that children have access to the care, services and support they need. Also that no one Local Authority should be caring for a

¹ An updated list of relevant legislation will be available on the LSCB website which agencies can refer to. Click [here](#)

disproportionate number of unaccompanied children. There was a 6% increase in UASCs from 2015/16 to 2016/17.

- The Department for Education also issues statutory guidance in November 2017 ***Care of unaccompanied migrant children and child victims of modern slavery*** setting out what Local Authorities and professionals must do.
- ***Keeping Children Safe in Education: statutory guidance for schools and colleges - guidance from 3 September 2018*** is published but not in force until that date and the September 2016 guidance remains the current statutory guidance. However the current guidance was updated in May 2018 with additional information on safer recruitment practices and disclosure and barring.
- Ofsted, the Care Quality Commission, HMIC and HM Inspectorate of Probation updated the guidance on the ***Joint Targeted Areas Inspections: Inspection framework and guidance*** (January 2018). The guidance makes it clear that there will be a focus on the effectiveness of agencies identifying abuse at the 'front-door' and in the MASH. Areas must demonstrate how they have learnt from previous JTAI reports and implemented change in accordance with this learning. The framework clearly sets out the agenda and timescales for the inspections. The JTAI focus has been on Neglect, CSE and Domestic Abuse and in 2018-19 will revisit these themes and look at interfamilial abuse and also County Lines.

3.3 In addition to the statutory guidance and consultations set out above the Government have published a number of reports regarding safeguarding children some of which are listed below. Others are found in the monthly email the LSCB Business Support Manager circulates.

- In December 2017 the Department for Education published the research report ***Evaluation of the Safeguarding Children Assessment and Analysis Framework (SAAF)*** by Geraldine Macdonald, Jane Lewis, Deborah Ghatge, Evie Gardener, Catherine Adams and Grace Kelly. The aim of the research was to determine whether complex assessments undertaken by social workers using a SAAF would result in children being 'less likely to experience maltreatment or re-abuse than children whose social workers do not use SAAF' (p11). The study found 'no evidence that SAAF resulted in fewer children being subject to a second Child Protection Plan or to a CPP following an assessment which had not initially resulted in a CPP.' (p151). The report goes on to conclude that 'in its present form, SAAF does not lend itself to routine use in complex cases and in this sense it cannot be described as a structure decision-making tool for frontline use.' (p156)
- The Department for Education published an advice note for Local Authorities (relevant also for partners) ***Advice for Local Authorities – Safeguarding Children Returning to the UK from Syria***
- The Home Office published information on Modern Slavery and Trafficking. ***Modern Slavery Awareness and Victim Identification Guidance*** which helps all agencies. The guidance raises awareness in a simple way and provides examples through case studies.

- On 6th December 2017 the Charity Commission for England and Wales published **Strategy for dealing with safeguarding issues in charities**. The strategy sets out a four strand approach to make sure charity trustees carry out their duties and responsibilities, included in this is the requirement for the trustees to carry out their legal duties in regard to safeguarding children and young people. It includes an annex which specifically explains safeguarding duties.
- In February 2018 Public Health England published its **Rapid review on safeguarding to inform the Healthy Child Programme 5 to 19**. The review was intended to update the evidence in relation to safeguarding guidance and set out 'what works' in prevention and early intervention as regards child abuse and neglect, CSE and exploitation, intimate partner violence, FGM and gang violence. The review sets out learning points and recommends changes to policy and practice for strategy and the workforce.
- Ofsted Safeguarding Policy** was published on 8th March 2018 it sets out the requirements for all Ofsted staff including the requirement to complete safeguarding training within three months of taking up post and then three-yearly intervals thereafter. Ofsted also updated their **Safeguarding concerns: guidance for inspectors** In March 2018.
- Individuals referred to and supported through the Prevent Programme, April 2016 to March 2017** was published in March 2018 it set out the national position on those referred and supported via Prevent and Channel programmes. There were 6093 individuals referred of which 3704 were 'referred for concerns related to Islamic extremism and 968 (16%) were referred for concerns related to right wing extremism (p11). 1146 individuals were discussed at a Channel panel. 57% were aged 20 years or under and they made up 61% of those referred to the Channel panel. The table below sets out the referral and support via each region with the South West being one of the lowest Prevent referrers (P13).

Region	Prevent Referrals		Discussed at a Channel Panel		Received Channel Support	
	Number	Proportion	Number	Proportion	Number	Proportion
East	496	8%	128	11%	23	7%
East Midlands	538	9%	108	9%	31	9%
London	1,502	25%	254	22%	41	12%
North East	773	13%	101	9%	32	10%
North West	745	12%	93	8%	22	7%
South East	787	13%	154	13%	56	17%
South West	468	8%	49	4%	24	7%
Wales	265	4%	43	4%	28	8%
West Midlands	519	9%	216	19%	75	23%
Total	6,093	100%	1,146	100%	332	100%

- In December 2017 Public Health England published guidance on **Developing local substance misuse safeguarding protocols** to help develop and improve protocols for joint working between drug and alcohol services and children and family services.

Section 4: Lay Member's View

- 4.1 Below are the views of one of the three Lay Members supporting the work of the LSCB and giving effective friendly and independent challenge:

I joined the Board as a Lay Member in late 2016. Despite 40 years spent in front line social work with children and families and a background knowledge of the existence of LSCBs, it was only when I attended my first business meeting, alongside 28 other Board members, that I began to fully comprehend the enormity, the scope and the reach of the LSCB task. Initially, due to issues of governance, confidentiality and legal requirements, I personally felt that my membership was a token membership only. Nevertheless, despite these constraints and with the dedicated help of some employed Board members, eventually, it has been possible to find ways to include us appropriately, as Lay Members, in the work of the Board. The challenges to the work of all Board members continue in the context of the myriad uncertainties as to potential future change of all types within every statutory and voluntary member agency. It is for this reason that I see the work of the Board as crucial to ensuring continuity in seeking and expecting high standards of all members involved in safeguarding and protecting children irrespective of the on-going change happening all around us at the present time.

Anthea Pritchard

Section 5: Significant Local Events and Response

- 5.1 Much of the activity throughout 2017-18 has focused on work relating to the two SCR's that are currently being undertaken by the LSCB. It is unfortunate that both processes have been delayed, however we remain of the view that it is important that these pieces of work are completed in a thorough manner and are sufficiently comprehensive in order to maximise the learning from them.
- 5.2 The LSCB was inspected by Ofsted in May 2018 and received the published Report in July. The Board were rated as Good and given three recommendations to complete which were added to the Business plan for 2015-18.
- 5.3 The other key area of response for the LSCB has been the work we have undertaken in conjunction with other Local Authorities to explore options for new regional Safeguarding arrangements which will be in line with the Wood report. This work will continue into 2018-19.

Section 6: The Interface with Other Boards and Committees

6.1 The work of the LSCB is complementary to and coordinated alongside those of other bodies within the responsibility of B&NES Council including the following:

- Health and Wellbeing Board (H&WBB)
- Local Safeguarding Adults Board (LSAB)
- Responsible Authorities Group (RAG) (known as Community Safety Partnership in other areas)
- Early Help Board
- Corporate Parenting Board

In addition to this the LSCB presents papers to the Children and Young People Policy Development and Scrutiny Panel.

6.2 Children and Young People's Committee of the Health and Wellbeing Board.

Responsibility for reporting on the delivery of outcomes for children and young people as outlined in the Children and Young People's Plan 2018 - 2021 (CYPP) is undertaken by The Children and Young People's committee of the Health and Wellbeing Board (CYP sub group)

The new CYPP for 2018 - 2021 will be published in early June 2018. The CYP Plan delivery groups include:

- Be Healthy Outcomes groups (representative of the various elements of the be healthy outcomes groups)
- Emotional Health and Well-being group
- SEND Strategy Group
- Early Help Outcomes Board
- Stay Safe (LSCB PPP sub group chair)

The group presents an outcomes report to the Health and Wellbeing Board in June and December each year.

6.3 LSCB Challenges to the Children and Young People's committee of the H&WBB

As part of their complementary work to drive improvements in the safeguarding of children and young people, the LSCB issues a set of challenges identified in the LSCB Business Plan to the CYP sub group, on its ongoing priorities

For 2017 - 18 these were:

- Improve information sharing between agencies at Early Help stage
- Progress targeted work with drug and alcohol agencies, mental health and domestic abuse services – seek assurance that effective co-ordinated work is in place

- Given the increase in children excluded and those home schooled assurance is sought that they are achieving good outcomes
- Given the commitment to Think Family the C&YP Sub Committee is asked to work with the Parenting Strategy Group and adult services to develop joint principles and actions that agencies can sign up to and implement.

The CYP committee is due to submit 6 monthly progress reports on these challenges to the LSCB at the June and December meetings.

6.4 The Health and Wellbeing Board:

The LSCB works in partnership with the Health and Wellbeing Board to make sure that unborn babies, children and young people are protected and kept safe. The LSCB presents its Annual Report and business plans to the Health and Wellbeing Board. The Health and Wellbeing Board offer challenge to the LSCB to provide assurance that children are kept safe. This remains one of the areas of focus in the Health and Wellbeing Strategy 2015-19

http://www.bathnes.gov.uk/sites/default/files/banes_health_and_wellbeing_strategy_2015_-_2019.pdf

6.5 The Local Safeguarding Adult Board (LSAB)

The LSCB continues to work closely with the LSAB. As well as shared membership across the Boards to help ensure a joint and seamless approach to delivering safeguarding priorities the Board has continued to progress the areas of joint collaboration (see Appendix 6).

Of significance during the year has been: the continuation of the pilot joint Training and Development sub group; the work on a joint safeguarding website which launched in summer 2017; the continued development and publication of a joint six monthly LSCB and LSAB Newsletters; joint Modern Slavery Statement and Communications and media Protocol; joint working around Domestic Abuse Complex (Toxic) Trio and 'Think Family'; the updated Joint working plan (See Appendix 6); the continued working of the joint multi-agency task and finish FGM group which raised awareness of the issue, produced leaflets in 5 key languages and undertook an awareness audit amongst practitioners before ending in September 2017; and finally the agreement for a joint Communications sub group from May 2017.

The LSAB continues to receive routine updates on the work of the LSCB as a standing item on its agenda and hears reports on the progress of the Multi-agency Sharing Hub (MASH) that went live in September 2016. The scope of this was approved by both Boards and the RAG and includes an information sharing hub for low and moderate safeguarding and domestic abuse concerns for children, young people and adults with care and support needs.

6.6 Responsible Authority Group (RAG)

Links between safeguarding, community safety (overseen by the RAG) and the Council's wider preventative agenda have again been strengthened this year.

As with the LSAB there are shared members sitting on the RAG, including the Director for Public Health, Divisional Director for Children's Specialist and Targeted Services and Head of Safeguarding and Quality Assurance (Council).

6.7 Children and Young People Policy Development and Scrutiny Panel

In addition to the above the work of the Board is scrutinised by the Children and Young People Policy Development and Scrutiny Panel and a number of reports have been presented during the period including:

- LSCB Annual Report 2016-17 and Business Plan 2015-18
- IRO Annual Report 2016-17

Section 7: Governance and Accountability

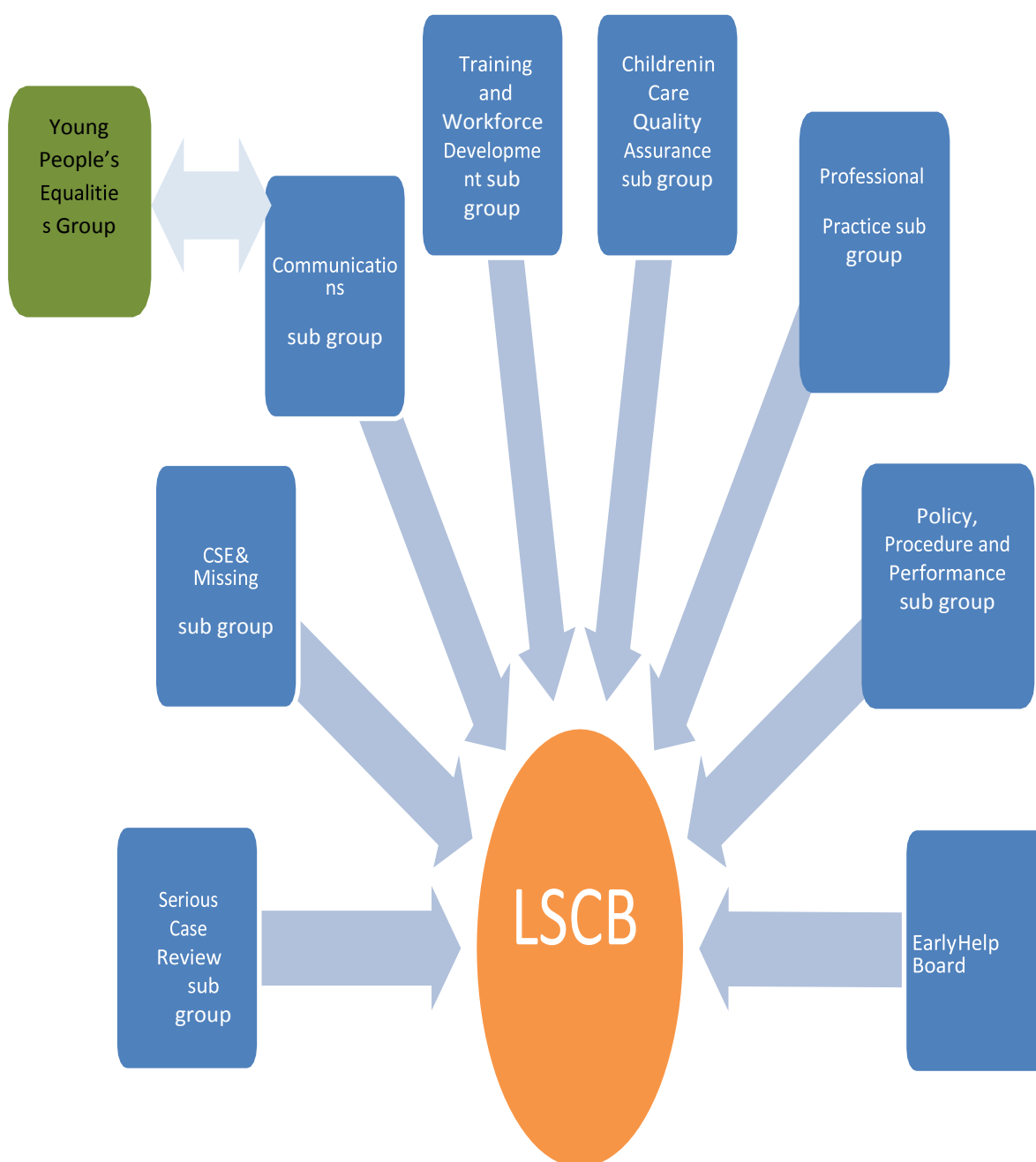
- 7.1 B&NES LSCB is a statutory body established under the Children Act 2004 (Section 13) and the Local Safeguarding Children Board Regulations 2006. It is independently chaired and consists of senior representatives of all the principle stakeholders working together to safeguard children and young people across the area. The Terms of Reference are set out in Appendix 1. The membership for the LSCB and subgroups during 2017 - 18 are set out in Appendix 2.
- 7.2 The accountability of the LSCB and performance of the Independent Chair is delivered via a two stage process. The Annual Report is considered by a Scrutiny Panel made up of Chief Executives of member agencies and including the Lead Local Authority Member for Children and Young People. This Panel convenes soon after publication of the Annual Report and presents challenges to the Chair regarding the effectiveness of the LSCB. In stage two, B&NES Council coordinates a 360 degree appraisal of the performance of the Independent Chair. Contributors to this process include all representative members of the LSCB. The appraisal includes a commentary from the Chair of the Scrutiny Panel at Stage
- 7.3 The process is completed at a meeting between the Independent Chair and Local Authority Chief Executive at which performance and development goals are set for the following 12 months. This was completed for the previous Chair, Reg Pengelly, prior to his leaving the role.
- 7.4 The Independent Chair is also Chair of the LSAB and there was a change in Independent Chair during 2017-18 with both Chairs attending the Boards in September and the new Chair then took over the role from that point. This joint role increases the joint working across the Boards and improves safeguarding outcomes for children, young people and their families/carers.
- 7.5 The Board's statutory objectives as set out in the Children Act 2004

(Section 14) are:

- a) To co-ordinate what is done by each person or body represented on the Board for the purposes of safeguarding and promoting the welfare of children in the area;
- b) To ensure the effectiveness of what is done by each person or body for those purposes.

7.6 The functions in relation to the above objectives are described in Regulation 5 of the Local Safeguarding Board Regulations 2006.

7.7 The LSCB structure is set out below and the work of the sub-groups is articulated in Section 8 of the report.



The Member of the Bath & North East Somerset Youth Parliament (MYP) attends the LSCB Communications sub-group and has been developing the Young Person's Guide to the LSCB and with the Youth Forum providing input into the new LSCB Strategic Plan 2018-21.

- 7.8 The LSCB has commissioned one new SCR during 2017-18 which involves a baby and the SCR involving several young people is still in progress; two notifications have also been identified for Learning Reviews as they do not meet the SCR criteria. The Chair has also considered one recommendation from the SCR sub group for one other application which did not meet the SCR.
- 7.9 In line with the statutory requirement, the LSCB has in place a Learning and Improvement Framework,
<http://www.bathnes.gov.uk/services/children-young-people-and-families/child-protection/local-safeguarding-children-board>. This framework is intended to facilitate how the learning from reviews takes place and is embedded into practice which in turn should lead to improved outcomes for children and young people.
- 7.10 With the return of one Lay Member from a sabbatical year in March 2018, the LSCB now has four Lay Members. Lay Members give a unique, independent and valuable perspective on safeguarding children and young people. They are very involved and their work positively influences decisions of the Board.
- 7.11 The LSCB budget is monitored throughout the year and presented in the Annual Report in Appendix 3. Discussions will take place in 2017-18 to assess the contributions made by partner agencies both financially and in kind to ensure that the budget as well as participation and engagement are right for the needs of the LSCB. This is being developed into a Memorandum of Understanding for the Board which should be approved at the Board meeting in June 2017.
- 7.12 The LSCB 2016-18 Risk Register which has been regularly reviewed by the Business Support Manager and the Business Management Group. The current Risk Register was due to end in March 2018 and has been extended until a new format can be developed during 2018 -19. The LSCB developed a Board Assurance Framework in 2016 - 17 to monitor its effectiveness against various headings and this is monitored by the Performance Management Group (PMG). A new Board Assurance Framework will be agreed in June for 2018 -19.
- 7.13 The LSCB was part of the B&NES Council Ofsted Inspection in May 2018 (see section 12). The documentation Ofsted use for this was revised in October 2015 – set out in Ofsted Framework and Evaluation Schedule: children in need of help and protection CLA and care leavers and LSCBs.

https://www.gov.uk/government/uploads/system/uploads/attachment_data/file/466008/Framework_and_evaluation_schedule_children_in_need_of_help_and_protection_CLA_and_care_leavers_LSCBs.doc

7.14 Escalation Policy for Resolving Professional Disagreement

Occasionally situations arise when practitioners/workers in one agency feel that the decision made by a worker from another agency on a child protection or child in need case is not a safe decision. During 2017-18 there have been 3 occasions when the LSCB Escalation Policy has been formally used. These included concerns raised by the RUH and AWP. All issues were satisfactorily resolved at the early stages between managers without having to escalate to the Head of Safeguarding or the Independent Chair.

The LSCB will continue in 2018-19 to remind agencies of the need to use the Escalation Policy and proforma to register escalation concerns regarding safeguarding decisions made by other practitioners. The policy will also be reviewed in 2018 by the new Policy and Procedure Group and it is hoped to become a joint policy with the LSAB as with the Dispute Resolution Policy between Sub Group members or Board members. This latter Policy has not been used in 2017-18.

LSCB Escalation Policy for Resolving Professional Disagreement

- [Escalation Policy for Resolving Professional Disagreement](#)
- [Escalation Recording Pro-forma](#)

LSCB & LSAB Dispute Resolution Policy

- ❖ [LSCB & LSAB Dispute Resolution Policy](#)

Section 8: LSCB Sub Group Achievements and Priorities

- 8.1 The LSCB has eight sub-groups as set out in section 7.6 above. During 2017-18, the Policy, Procedure and Performance Monitoring Group (PPPG) changed its role due to the workload and became the Performance Monitoring Group (PMG). A new Policy and Procedure Group is due to form in early 2018. The Terms of Reference for each of the sub-groups is available on the LSCB web page [here](#)
- 8.2 Each sub group reports progress on the Board's Business Plan on a quarterly basis and contributes to the Chair's Business Management Group Meeting (previously known as Sub Group Chairs). Each sub group has a duty to challenge practice within the partnership where it identifies issues of concern.

8.3 Early Help Board

It was agreed in December 2016 that the Early Help Board becomes a sub group and reports directly into LSCB on the quality and effectiveness of Early Help. The sub group also reports into the Children and Young Persons sub group on the delivery of strategy and health and wellbeing outcomes.

Key Achievements

1. An Early Help Toolkit/Offer was developed and shared with both internal and external colleagues and included information about how to access support from early help services and is now available on the Council website and Early Help App in the form of an information guide for

practitioners, a one-minute guide and a leaflet for families. All of which outline three processes which are:

- If needs are clear refer directly to the relevant service – details of which and how to refer available from the Early Help App
- If needs are unclear, multiple or complex begin a common assessment framework
- If the child is a risk of significant harm, contact the Duty Team and complete a Request for Service

The revised “Request for Support” form to Social Care now includes an option to refer to Early Help Services and any complex cases who do not meet threshold for Social Care intervention can be reviewed by the multi-agency Early Help Allocation Panel.

2. The Best Start in Life Sub-Group of the Early Help board action plan has incorporated actions identified by the Baby J SCR audit which highlighted the need for further assurance that support identified through the CAF process for vulnerable pregnant women was being accessed and that there is a comprehensive handover between Maternity, Health Visiting and Children’s Centre services. In response, a new Early Childhood Services Pathway which details potential vulnerabilities for pregnant women and the unborn child, has been developed jointly by Maternity, Health Visiting and Children’s Services which illustrates how each service can address such vulnerabilities and how they are working together (through robust referral and information sharing processes) to ensure that they provide the right help at the right time.
3. An Early Help Quality Assurance Framework has been developed for commissioned early help services is currently being consulted on and, once agreed, will be able to provide assurance on the quality of early help support available for families. The framework will be undertaken jointly with providers and is considered to be a robust, positive tool in which to enable them to evidence the quality of their early help support and the difference it makes to families receiving it.
4. The multi-agency CAF audit group audited 98 CAFs during 2017/18. The themes included midwifery, poverty (FSM & 2 year funding), toxic trio & adolescents. The outcome of these audits is reported into the Early Help Board. As a result a set of CAF minimum standards were developed which have been endorsed by LSCB with most partners providing assurance that they are adopting and complying with these.

Early Help Outcomes - What Difference have achievements made in relation to outcomes?

1. The Early Help App has proved a popular way for practitioners to have access to information about early help services and thresholds. The number of users has increased steadily throughout 2017 from 114 in Quarter 1 to 265 in Quarter 4 and consistently the most visited sections are “Early Help”, “Health and Wellbeing” and “Family Support and Parenting”. Positive feedback has been received from colleagues including the Police, Housing and Voluntary Sector organisations particularly regarding how accessible the information is. The Early Help App now forms part of the Early Help Toolkit/Offer which was launched in October 2017.
2. Children’s Centre services and the adult substance misuse service (DHI) have continued to work together on a Think Family approach for parents in drug treatment and their children. This has led to positive

outcomes for parents and their children in terms of increased parental understanding of attachment and activities to support their children's learning and development. Both organisations are now able to promote each other's service offer, support access and "whole family" support.

3. The CAF audit process highlighted some significant quality issues which has led to the development of the CAF minimum standards and their endorsement by LSCB. Most partners have signed up to these and provided assurance to LSCB assurance that they are being implemented in relevant areas. This had led to an increase in management oversight and focus on improving the quality of assessments and plans as well as further training to support practitioners.
4. Early Help representation on the Domestic Abuse Partnership (DAP). There is a multi-agency programme to transform how domestic abuse is addressed locally from primary prevention through to supporting people with complex needs, funded by the VAWG (Violence against Women and Girls) Transformation fund for 3 years. Deliverables include delivery of CRUSH programme in secondary schools targeted at young people who have experience/witness domestic abuse or violence. Independent Domestic Violence Advisor (IDVA) Plus and Domestic Abuse support worker working with clients with complex toxic trio and requiring intensive support (based at Southside Family Project) A Single point of access service for domestic abuse in B&NES "IAN".

Challenges Faced in Delivering the Agenda

1. A reduction in resources both within the council and wider partners is having an impact on the delivery of the early help services. Many commissioned services are frequently reporting they are at capacity.
2. There are practical challenges for the council and partners involved in delivering early help. There is currently no shared electronic case management system for early help which makes case co-ordination difficult and case oversight and assurance about the effectiveness of early help difficult to establish. Data and information is spread across a number of different manual and electronic systems.
3. The implementation of Universal Credit and the impact this is having on vulnerable households increasing vulnerability.
4. The engagement of schools and academies in undertaking CAFs remains a challenge, particularly in terms of resourcing the interagency work.

Priorities for the Early Help Board

1. The early help board will continue to drive improvements in the quality of early help assessments and plans and ensuring practitioners have access to training.
2. Supporting and promoting Think Family approach around early help work and engaging more effectively with adult services.
3. Improving and refining data collection particularly in relation to early help outcomes and evidencing the effectiveness of early help services.

8.4 Child Sexual Exploitation (CSE) and Missing sub-group

The CSE and Missing sub group was established in June 2014 and was tasked with developing the LSCB Strategy and Protocol. The Strategy was agreed by the Board in September 2014 and has recently been reviewed. The CSE/Missing Protocol has also been regularly scrutinised and updated to ensure that operational guidance has kept pace with new developments and new thinking in the relation to what we know about CSE and missing.

Key Achievements

1. The CSE/Missing sub group has continued to meet on a regular basis, meeting on six occasions throughout 2017-18. The group continues to be well attended which reflects the continued level of commitment to this high profile agenda.
2. Some of the key activity over the past 12 months has involved regular review of the Action Plan to ensure that it matches the development of national issues such as the emergence of “County Lines” and the increasing understanding that sexual exploitation has clear links with other types of exploitation such as criminal exploitation.
The group has also work on the priority area identified within last year’s inspection of the LSCB. This focused on the need to strengthen engagement with the Licensing team around Taxi drivers and Hotels. In response to this the sub-group has worked on ensuring that the re-licensing of all taxi drivers will now include mandatory CSE training. In addition we have also written to all Hotels in the B&NES area and sent out promotional materials along with an offer to come and speak to staff about CSE. To date we have received three responses to undertake this.
3. The group has begun to undertake multi-agency audits of CSE cases.

Outcomes - What Difference have achievements made in relation to outcomes?

1. Practice audits have continued to show that services and interventions with young people that are missing, or at risk of CSE are appropriate and show a good level of tenacity and professionalism.
2. The strength and value of the Willow Project continues to be demonstrated by all staff involved in this. We have recently recruited four new members of the Willow Project.

Challenges Faced in Delivering the Agenda

All agencies continue to report resource and budgetary pressures which have on occasion impacted on the ability to implement ideas or have affected ideas on how to further develop practice. Despite this, the commitment to ensuring that this aspect of the safeguarding agenda remains at the fore-front of policy continues to be positive. We have needed to work hard to ensure that training keeps pace with some of the emerging ideas in the field, particularly in relation to the links between sexual exploitation and criminal exploitation and the emergence of “County Lines”.

Priorities for the CSE and Missing sub group

1. We will continue to develop the structure of the Willow Project so that it has a strong, core team which will focus on “risk” issues and therefore reduce some of the duplication of involvement when some young people are felt to be at risk of exploitation across a number of areas. We will continue to develop publicity materials and campaigns both locally and nationally with a continued focus on the nighttime economy. We recently took part on the National CSE Awareness Week.
2. To ensure that any learning that is highlighted from the current SCR (which has a focus on CSE issues) can be incorporated into practice and developed alongside the revised CSE current action plan.

8.5 Children in Care & Quality Assurance sub-group (CICQA)

The Children in Care Quality Assurance group started directly reporting to the LSCB as a subgroup in September 2015 to ensure the best Corporate Parenting for children and young people in Bath and North East Somerset. The group aims to contribute to this purpose through quality assurance of work carried out in multi-agency care planning.

Key Achievements

1. Auditing of 16 cases, covered three separate themes – UASC, Domestic Violence, Trafficked children & Risk of CSE
2. Allowing Looked after Children (LAC) to have the Health Plan completed even where the child refuses to meet.
3. Feedback to providers and staff where examples of good practice have been uncovered.

Outcomes - What Differences have achievements made in relation to Outcomes?

The group is able to audit themes and focus on multi agency planning

Challenges in Delivering the Agenda

1. Whether the membership is at the correct level
2. Whether audit tools provide appropriate level of detail

Priorities for the CICQA Sub-Group

1. Ensuring that the CICQA sub group contributes to the LSCB Strategic Plan
2. Ensuring the group's membership is a suitable level to influence change
3. Updating the Terms of Reference
4. Looking at the learning from Serious Case Reviews, where relevant
5. Auditing children who have a parent in prison

8.6 Communications sub-group

The Communications sub group was established in March 2014 to ensure that key messages can be effectively disseminated to all agencies and that messages are delivered in a coordinated manner that takes account of similar campaigns and messages from the LSAB.

Key Achievements

1. The Communications sub group has continued to meet on a quarterly basis and now feels well established in its new format as a joint Adults/ Children's group. The new joint LSCB/LSAB Website was launched in July last year and has been well received by all who use it. Feedback has confirmed that people find it easy to navigate, and that the majority of the content on the web-site is appropriate and informative.
2. The Joint Communications group has confirmed that it will focus on the theme of "Think Family" for much of its activity over the coming year. The group has also continued to lead on the production of a joint adults/children's newsletter which is sent twice a year.
3. The Communications sub group has continued to actively involve and consult with young people. This has been particularly helpful and productive in the work that has been undertaken in relation to the development of the new web-site.

Outcomes - What Differences have achievements made in relation to Outcomes?

1. The outcomes for the group have included the launch of FGM campaign and the resulting raised awareness of both staff and public.
2. The establishment of the joint adult and children's Communications groups has led to a more effective use of time and a consistency of message which has been evidenced in the production of joint newsletters. This ensures that all staff involved in both adult and children's safeguarding gets an opportunity to read about key changes in each-others service area, and ensures a consistency of communication.

Challenges in Delivering the Agenda

As previously highlighted, the challenge for the sub-group in the coming year will be the establishment of the "Think Family" agenda across both boards.

Priorities for the Communications sub-group

1. To ensure continued representation and input from young people.
2. To ensure that the new arrangements for the shared Communications sub group are "bedded-in" and the shared "Think Family" agenda can be promoted across both Boards.

8.7 Policy, Procedure and Performance sub-group (PPPG)

This sub group has the responsibility for reviewing policies and procedures operated by LSCB and South West Child Protection Procedures (SWCPP), monitoring their effectiveness and ensuring agency compliance with them. The

sub group also monitors performance indicators relevant to LSCB business focusing on analysing data that will inform improving performance and provide assurance. From September 2017 the group split into the Performance Management Group (PMG) and a separate Policy Group will start in April 2018 (P&PG). The P&PG will be responsible for LSCB policy development and review.

Key achievements

1. Reviewed and monitored the LSCB Assurance Framework for 2017/18 ensuring the Board receives assurance reports as set out in the framework including putting in place the recommendations from multi-agency audits and the section 175 schools safeguarding assessment. Set the LSCB performance indicators for 2017/18
2. Ran the second year of the schools validation visits
3. Ensured the LSCB Ofsted three recommendations have been put in place (there remains some work with the taxi driver training in CSE and the CSE and Missing sub group are working on this)
4. Received and reviewed the first safeguarding overview assurance report from Council Childrens and Public Health Commissioned Services. This requires further development however the LSCB were assured by the report
5. Continued to triangulate data and monitor performance activity in order to provide assurance to the LSCB particularly from the Police and Council
6. Continued to develop and enhance performance reports particularly the report the Council provides to the LSCB in respect of Early Help, Children in Need, Child Protection and Children Looked After
7. Monitored progress on the work the Council are doing on Private Fostering and language schools arrangements
8. Reviewed the following:
 - LSCB and LSAB Modern Slavery Statement
 - Domestic Abuse Statement
9. Received updates on the Multi-Agency Safeguarding Hub (MASH)
10. Progressed work in Parental Involvement Review which is being launched in June 2018
11. Received information in relation to learning from Joint Targeted Area Inspections – neglect
12. Agreed that the remit of the sub group was too large and have agreed the separation out of some of the work into a new Policy and Procedures sub group from April 2018.
13. Responded to the Government consultation on Working Together to Safeguard Children
14. Reviewed IRO, LADO and Health LAC activity via their Annual Reports from 2016/17
15. Contributed to the development of the new LSCB Strategic Plan for 2018/2021
16. Reviewed the Sufficiency Statement
17. Received a report regarding the changes to On Call arrangements for Paediatricians and the potential impact of this. The group agreed to monitor this.

Outcomes – What difference have achievements made in relation to outcomes?

1. Through monitoring and refining the performance information have ensured that the LSCB focuses on the areas needed to keep children safe in B&NES
2. The Police have reviewed their notifications to the Council which has

- reduced the volume of information coming to the Council enabling them to focus on children at risk
3. Through the school section 175 safeguarding assessment schools have self-assessed themselves as improving. New questions on Early Help will be included in the 2017/18 assessment as these have been identified as ones where further assurance is needed
 4. Highlighted that provider services need to address the issue of diversity as this was the weakest area identified from the annual safeguarding return from commissioned providers
 5. Signed of a revised joint protocol for families where the adult has a mental health need. This has led to improved working across the mental health teams, other services and Council services
 6. Delivered the majority of the Ofsted recommendations eg, additions have been made to this Annual Report and core group visits are being monitored
 7. Raised awareness of Modern Slavery to ensure that the workforce is prepared and aware

Challenges faced in delivering the agenda

1. The remit for the group is substantial and it has been a challenge to get through this hence the agreement to separate out the policy and procedure development from the multi-agency performance management.
2. There has been a falloff in partner attendance at the group during the second half of the year. This is being addressed by the Chair of the sub group whilst appreciating the pressure on all agencies.
3. The work on Neglect has not progressed at the pace the group would like. This will be an area of focus for 2018/19

Priorities for PMG

1. Write the work programme for 2019/2021 to ensure areas of focus deliver the new LSCB Strategic Plan
2. Ensure the implementation of the Neglect Strategy and promotion at the stakeholder event
3. Develop a multi-agency dashboard – this was an action from the previous year but has been slow to develop
4. Ensure the work to increase parental and young people participation is delivered
5. Review the proposed new Safeguarding Arrangements and present to the LSCB
6. Deliver the Board Assurance Framework 2018/19

8.8 Professional Practice Group (PPG)

The PPG is a quality assurance group which audits the records of at least four children at each meeting. PPG has looked at how well Child Protection Conferences work, as well as focusing on how agencies respond to particular issues that cause harm to children

Key achievements

1. In the last year, PPG has looked at the following themes - how effectively there is professional challenge in Child Protection work; how well disabled children are protected; how well children who present with harmful sexual behaviours are responded to; if children whose cases that are “stepped

down” from Social Care get the support they need; and whether we can learn from cases that were at Child Protection level for only a short period of time.

2. We continue to see good attendance at PPG meetings from agencies that work with adults when we have been discussing an issue on which they provide support to a child’s parent(s).
3. We have started rating the multi-agency response to a family by using the Ofsted grading system.

Outcomes – what difference have achievements made in relation to outcomes?

1. When PPG has been concerned about the response to a family, it has asked agencies to take actions to improve the situation. PPG has received a number of reports that actions it had asked for had been undertaken.
2. Last year we set a number of priorities. These included reviewing the support for children with autism, especially in cases where there was a history of them behaving in a sexually harmful way to another child. PPG has seen improvements in this area of work.
3. Said we would look at how well children whose parents’ drug use causes them risk are protected and supported. Though we made recommendations for improvement, we noted the active involvement of adult drug services in thinking about the needs of the children.
4. We also looked at how well agencies challenge each other in Child Protection Conferences and have made recommendations for how this might improve.

Challenges faced in delivering the agenda

We have looked at cases where children live with a number of risks – parental substance misuse; domestic violence and abuse; and parental mental ill health. We have continued to see a lack of progress for children living in these situations. Supporting an improvement to the response to this complex trio of risks is a priority for PPG.

Priorities for Professional Practice sub-group

In the coming year, PPG plans to look at the following issues:

1. Adolescents in CP process and how well their voice is heard;
2. Long term Neglect cases and children living with parental substance misuse,
3. Domestic violence and abuse, and parental mental ill health;
4. How well the arrangements work between Children’s Social Care and adult Mental Health services;
5. And to review how well professionals challenge each other – this is to follow up from our meeting in November 2017.

8.9 Serious Case Review sub-group (SCR)

The Serious Case Review sub group has met six times during the period. The groups primary responsibility is to review SCR applications on behalf of the Board; implement the Notifiable Incidents, SCR and other Multi-Agency Review Procedures and the Learning and Improvement Framework; monitor SCRs and / or other review action plans and link with the Child Death Overview Panel as required.

The group have received four SCR applications during this financial year (this includes one which was received in late March 2017 and has been processed during the year). Of the four applications one met the criteria for a SCR and is being progressed in line with the Procedures (a separate SCR Panel has been convened for this case); two did not meet the criteria for a SCR however the group were of the view a Learning Review should take place for each case and this was approved by the LSCB Chair as a proportionate response in line with Working Together to Safeguard Children guidance and the final one did not meet the criteria and no further action was taken. One SCR continues from the previous year and the draft report is expected in early July 2018. Therefore currently the LSCB has two SCRs and two learning reviews underway.

Key achievements

1. The group have signed off the final single agency actions in relation to E family a learning review which was undertaken last year
2. Identified SCRs published by other LSCB to review and have discussed these at the meeting. Learning has been shared with the Early Help Board for one particular SCR and a B&NES action plan developed to ensure issues identified in that SCR would not happen; from another SCR findings have been shared with the Acute Trust and GPs as they were particularly relevant; for a further one slides have been developed and published on the LSCB website for stakeholders to be aware of the learning
3. Received regular updates on the progress of the SCRs and Learning Reviews throughout the year
4. Reviewed the revised CDOP Protocol in terms of reporting SCRs
5. Reviewed the NSPCC and SCIE learning (via practice sheets) from SCRs and developed a B&NES action plan to ensure staff and stakeholder agencies learn from the findings
6. Reviewed the CCOP report for 2016/17

Outcomes – What difference have achievements made in relation to outcomes?

1. The learning from a Wiltshire LSCB SCR Baby J has been effective in B&NES with changes made to some ways of working and processes
2. Assurance that agencies are alert to questioning the effectiveness of multi-agency working and the commitment to want to improve and develop practice

Challenges in Delivering the Agenda

The timescale for the first SCR has slipped however the sub group have been monitoring and reporting this. The challenge has been caused due to capacity issues.

Priorities for the SCR sub group

1. Develop a system for reviewing SCRs (this remains outstanding from the previous year and the group have been sharing SCRs which they feel are pertinent to B&NES)
2. When B&NES LSCB SCRS and learning reviews are published ensure they are disseminated and recommendations implemented

8.10 Joint LSCB & LSAB Training and Development sub-group (T&D)

This sub group is responsible for ensuring the continuing development of all staff in order to safeguard and promote the welfare of children and young people and adults at risk. The group focuses on the skills, knowledge and behaviours required for inter-agency working and provides training and development opportunities in order to meet statutory functions and to respond to national and local issues. The group also sets standards and learning outcomes for single agency and multi-agency safeguarding training. The group has been undergoing a pilot as a joint sub group with the LSAB for 18 months.

Key Achievements

An extensive LSCB inter-agency training programme was provided across 2017 – 2018 which resulted in:

- 70 LSCB training sessions taking place comprising of 26 different courses
- 1247 Inter-agency training places made available
- 1151 Inter-agency training places booked
- 1026 Inter-agency training places attended
- 768 professionals trained across the LSCB partner agencies, Voluntary and Private sectors
- 680 E-learning modules started and 472 completed through the Learning Pool
- 14 Single agency training sessions taking place

Strategic Developments

1. The LSCB training strategy 2015 – 2018 was delivered through the training and development opportunities provided. The strategy is in line with the LSCB business plan, and allows for training to be responsive to changing need and new priorities. For example, this year has focused on ensuring the availability of training related to 'core' safeguarding areas identified by the Board, which has resulted in the development of a CSE Early Help Course, a Complex / Toxic Trio Awareness session and training on Raising Awareness of Child Protection and Poor Parental Mental Health. Sessions on Private Fostering and 'Holding Difficult Conversations' have also been introduced onto the programme.

2. The pilot to merge the LSCB and LSAB training groups has been further extended, as unfortunately the challenges that were experienced in 2016 – 2017 remained in this financial year. There were continued difficulties with chairing arrangements and membership of the group which resulted in delays in the achievement of some developmental work. Therefore it was not possible at the end of the year to gain a true and accurate reflection of the effectiveness of the venture. A new chair was appointed to the group in April 2018 who has significant knowledge of the challenges experienced and has proposed a new structure and work plan to move the developmental work forward in a timely and constructive manner.
3. Whilst some developmental projects of the sub group have been delayed, joint learning opportunities have been created. For example several courses include specific 'think family' information and practice techniques, and a number of courses are jointly available to the adult's and children's workforce which allows a shared understanding of roles and responsibilities. Additionally the group created FGM 'awareness slides' (suitable for those who work with adults or children) which have received a positive response from a wide range of partners. A joint training strategy has also been adopted by the Boards, which is designed to support the learning and development of both the adult's and children's workforce. The strategy has shared principles and standards and recognises the importance of adopting a 'think family' approach to ensure better outcomes can be achieved.
4. The sub group is responsible for overseeing the rigorous evaluation of training, to ensure that it meets the LSCB's statutory duties and responds to national and local issues.

Scrutiny of evaluation forms shows a positive trend in terms of improved confidence and knowledge of course delegates. Evaluations have particularly highlighted an increase in practitioners understanding of multi-agency working, applying the skills and knowledge gained on training into practice, and adopting a 'think family' approach in the work undertaken.

Challenges faced in delivering the Agenda

1. As mentioned above, challenges have continued to be experienced following the merging of the LSCB and LSAB sub group, with issues of representation and continuity of attendance being faced.
2. Limited expansion has taken place to the modules available in the e-learning library, due to reduced availability of technical support. It would be beneficial to grow on-line methods of learning, to provide an additional flexible method of learning.
3. Levels of 'non-attendance' on training courses have slightly increased across the training programme. This issue has been specifically noticeable in attendance levels on the Standard and Advanced Child Protection courses.
4. The review of the charging policy has been extended due to complexities involved in specific contractual arrangements.

Priorities for the joint sub group

1. To develop an annual training and development work plan, incorporating actions allocated to the subgroup in the LSCB and LSAB Business Plans and development work agreed by the group.
2. Revise and approve training levels for the workforce and review and agree

- standards and required outcomes for 'core' safeguarding courses.
3. Develop and disseminate mandatory 'awareness raising' slides to cover all topics relating to Board performance indicators.
 4. Adapt working practices to support and respond to changes arising from the publication of Working Together to Safeguard Children 2018 and the Children and Social Work Act 2017
 5. Submit a charging proposal to the Board to ensure the charging policy is fair, constantly applied and protects the sustainability of the training programmes.

8.11 Task and Finish Groups

Female Genital Mutilation (FGM):

The FGM group was established in January 2016 and completed in September 2017. The focus of the group was to provide the LSCB and LSAB with assurance that the workforce and community are aware of FGM and what to do if FGM is disclosed, identified or if there is concern a child or adult could be at risk of FGM. Membership consists of representatives from the Local Authority, health providers, education, BaNES NHS CCG and Curo. The group were tasked with:

1. Awareness raising for children, parents and the community
2. Ensure skilled and competent workforce, and understand mandatory reporting requirements / pathways
3. Robust needs analysis of local population at risk
4. Developed performance and reporting mechanisms to provide assurance

Key Achievements

1. FGM survey audit completed and audit report presented to LSCB/LSAB in September 2017
2. FGM leaflet for professionals and the public were made available in 5 different languages.
3. FGM awareness level training requirements included in LSCB/LSAB quality assurance framework.
4. FGM awareness level training package is available to agencies via LSCB/LSAB website and agencies are encouraged to incorporate material into single agency and LSCB/LSAB training packages
5. Ongoing work is now embedded in the work of both Boards.

Female Genital Mutilation (FGM)



FGM causes serious health and emotional consequences that last a lifetime.

It is also illegal in the UK.

For advice, support or to report FGM, please call: Children's Social Care on **01225 396312** or **01225 396313** or B&NES Community Services on **01225 396000**

If you would like this information in another local community language or a different format, please ring 01225 396350



Thanks to Oxford Against Cutting for allowing us to use the image of the young woman.

Section 9: Other Relevant Work and Achievements

9.1 During the year the Board has received a number of reports and presentations these are set out below and all are relevant to the scope of the work of the Board.

9.2 PRESENTATIONS TO LSCB

9.2.1 Ofsted Inspection May 2017 Outcome and recommendations

Mike Bowden and Richard Baldwin introduced this item and gave a brief presentation, a summary of which is set out below.

Children's services are "Good"

Leadership, management and governance is "Good"

Particular strengths: Willow Project – CSE / Connecting Families / Commissioning arrangements / Advocacy arrangements and take-up / Approach to Corporate Parenting / Partnership working / Voice of CYP – eg In Care Councils / Skilled and effective workforce / 'Culture'

Recommendations for B&NES Council

- Improve quality of plans – (CIN, CP, pathway) – actions / timescales / contingencies
- Ensure rigorous oversight of pre-proceedings to prevent drift and delay
- Strengthen Private Fostering arrangements
- Address rising number of fixed term exclusions for children look after
- Ensure care leavers get proactive support and visiting as needs escalate

LSCB is "Good"

Strengths: Strong commitment from agencies / Clear governance / Comprehensive evaluation and monitoring of service effectiveness / Joint working with LSAB / Engagement of CYP / Audit, challenge, training / CSE and missing

Recommendations

- Performance data to include timeliness and frequency of visits
- Annual report to include Private Fostering and IRO Annual report findings plus assessment of performance
- Strengthen CSE awareness-raising through licencing activity (e.g. taxi drivers)

What next?

- B&NES Council to submit an Action Plan by mid-October
- Progress reporting
- Be prepared for JTAI, SEND, and new 2018 inspections
- Sustain focus on delivery and improvement in challenging context

The Chair said that the LSCB rating of "Good" is a well-deserved achievement and he praised the work of the Board's Page 356

recommendations were areas that the Board were aware of and would seek to address them in the coming year. The LSCB is not required to submit an Action Plan and all 3 actions are now included in the LSCB Business Plan.

9.2.2 Review of MAPPA Briefing on SCRs

The Avon and Somerset MAPPA Coordinator gave a presentation on the Constabulary review to examine whether MAPPA (Multi Agency Public Protection Arrangements) were effectively applied and whether agencies worked together to do all they reasonably could do to manage effectively the risk of further offending in the community. It focused on both mandatory and discretionary SCR processes and looked at the 2 cases that had taken place. The findings of the review looked at three key areas for development: Assessment of sex offenders, Information Sharing and MAPPA meetings

Actions included:

- Agencies should not accept the offenders' version of events/denial
- Account should be taken of all previous behaviour and not just the index offence
- Chairs should be inquisitorial regarding "expert" views given on likely "target victim groups" in relation to Registered Sex offenders
- Key use of the Violent Sex Offenders Register (ViSOR) for information sharing—expectation of regular ViSOR audits
- Ensuring Prisons have information re: victim and potential risk
- Relevant information identified at prisons is passed on to Offender managers/Police/MAPPA meetings. NB prison can only pass on "relevant information" if they have all the significant risk information relating to victims. Lead agencies must ensure that this occurs after a recall/remand in custody
- NB. following recent MAPPA 3 case Chairs should routinely place an action for the lead agency/offender manager to be notified prior to any prison transfer taking place
- The Chairs should ensure that safeguarding actions are not discontinued on the basis of a return to custody
- Although MAPPA is not responsible for "management "of the offender, Chairs should take into consideration the pressure that the professionals' involved are put under by the offenders. Such pressure does not necessarily manifest itself overtly aggressively.
- Where an offender managed at level 2 or 3 is recalled the case should be heard at least at level 2 upon a further release.
- The reason for a move from level 2 to level 1 management must always be supported by evidence which must be documented in the relevant minutes.
- Agencies failing to attend level 2 and 3 meetings should be held to account

9.2.3 Analysis from the complex (toxic) trio work

As one of its key priorities in 2017-18, the Board had a presentation on the work undertaken since in 2016, the Council began a Toxic/Complex Trio Profile to develop a better understanding of the prevalence of children in Bath and North East Somerset where at least one parent/carers is experiencing one or more of the Toxic/Complex Trio issues; with particular focus on those that are experiencing all three. The purpose of this project was also to identify the support and safeguarding being provided to these families. This information will identify strengths and weaknesses within the system to help develop more effective, coordinated and targeted support and interventions. This is in line with the Munro Review, Children's Act, the adult's Care Act, Ofsted requirements and the Local Safeguarding Children's Board's (LSCB) commitment to keep children in B&NES safe. The profile was developed in five stages.

Key Findings

- From the 22 services that provided suitable data there are 1,110 parent/carers with one or more Toxic/Complex Trio needs. 335 (30%) of these have two needs and 105 (9%) of these have all three.
- The most common need type is mental health, known to be experienced by 72% (802) of the 1,110 parents/carers, followed by domestic abuse with 44% (487) and then substance misuse with 33% (366).
- The proportion of parent/carers identified as being of high and medium risk increases with the number of Toxic/Complex Trio needs they have. 20% of those with one need, 48% of those with two needs, 62% of those with three needs. For over half (53%) of parents/carers with one or more Toxic/Complex Trio needs services did not identify their level of risk, and for almost a third (32%) of parents/carers with all three.
- Services are particularly poor at identifying the level of risk for parents/carers with mental health needs, not identifying the level of risk for 60% of the parents/carers with mental health needs, compared to 27% with substance misuse needs and 42% with domestic abuse needs.
- Of the 1,110 parents/carers with one or more Toxic/Complex Trio needs 77% (857) are female, compared to 23% (253) who are male. Of the 105 parents/carers with three Toxic/Complex Trio needs 80% (84) are female, compared to 20% (21) who are male.
- Of the 979 parents/carers with one or more Toxic/Complex Trio needs and a date of birth 70% (689) are 25-44 years old, 37% (366) are 25 – 34 years old.
- Of the 82 parents/carers with three Toxic/Complex Trio needs and a date of birth 83% (68) are 25-44 years old, 45% (37) are 25 – 34 years old.
- Twerton (14%) is the ward of residence for by far the highest number of the 702 parents/carers with one or more Toxic/Complex Trio needs with an identified B&NES postcodes, followed by Westmoreland (7%), Combe Down (6%) and Radstock (5%). Twerton (15%) is also the ward of residence for by far the highest number of the 97 parents/carers with three Toxic/Complex Trio needs with an identified B&NES postcodes,

followed by Abbey (7%), Peasdown (6%) and Westmoreland (6%).

- The majority of parents/carers with two (65%) or three (63%) Toxic/Complex Trio needs have some or all of their children living with them. However... the services did not identify whether over half (52%) of parents/carers with one Toxic/Complex Trio need have any of their children living with them, 23% of parents/carers with two Toxic/Complex Trio needs and 10% of parents/carers with three needs.
- According to the questionnaire results.... The majority of services decide what needs their service users have via self-reporting: 70% in the case of mental health needs, 82% in the case of domestic abuse and 84% in the case of substance misuse needs.
- The top three interventions identified as being carried out for the children of parents/carers with one or more Toxic/Complex Trio needs were: Family Support Work, Parenting Assessment and Support and Domestic Abuse Support.
- The top three interventions identified as being carried out for the children of parents/carers with three Toxic/Complex Trio needs were: Family Support Work, Social Worker, and Southside's IDVA Service.
- Responses from 15 services indicate that the most pressing unmet training need is for Toxic/Complex Trio training (7 services) followed by mental health training (6 services).

What does this all mean for the Council and other relevant services?

- It supports raising awareness of mental health needs and their potential impact on parenting. It indicates that more work could be done to ensure a wide range of agencies and services are assessing risk levels particularly in relation to long-term accumulative impacts, the impacts on children and in relation to mental health needs.
- It suggests more could be done by services to upskill staff so they are better able to assess mental health needs and support or refer people to relevant services as appropriate.
- It supports targeting more preventative programmes at women aged 25 - 44 years old.
- It also indicates that more could be done to focus on the needs and role of fathers/male carers - The comparatively smaller proportion of fathers/male carers recorded with Toxic/Complex Trio needs suggests fewer men access services and / or that services tend to focus on women as the care givers of children.
- The findings support targeting of preventative services towards most deprived communities particularly in Twerton, Combe Down and Radstock.
- The findings also suggest more could be done to find out whether parents/carers are living with their children - The services did not identify whether over half (52%) of parents/carers with one Toxic/Complex Trio have any of their children living with them.
- It indicates that more work could be done to ensure services are

assessing the level of risk to service users' children - A significant proportion (46%) of the children have not had their level risk identified.

- In many cases the recording practices and IT systems/databases of the Council and other relevant services were either ill-equipped or completely unable to extract data on the Toxic/Complex Trio needs of parents/carers.
- The findings support a review of Council and CCG contracts with relevant commissioned services to make sure they stipulate the recognition, recording and reporting of service users with Toxic/Complex Trio needs and whether they have children. As well as the risk/needs assessments and interventions carried out for each service user and their children and the services and agencies they are referred to.

What has already been done?

- Actions have already been taken as a result of the Toxic/Complex Trio Profile. Amendments to recording practices have been carried out by a number of services. For example, Children's Social Care have added Toxic/Complex Trio factors to Child in Need Plans and Child Protection Plans in Liquid Logic Children's (LCS) and Julian House have added a Toxic/Complex Trio flag to their reporting database.
- Work has also been done as a result of the list of 105 parents/carers with all three Toxic/Complex Trio needs. This list has been checked to make sure that all those that need support and protection from Children's Social Care and other relevant services are receiving it.
- All but 5 parents/carers on the list are currently receiving or have received Social Care support within the last 6 months. Actions have been taken to ensure that these remaining 5 parents/carers are receiving the appropriate support where required.

Next Steps

The Toxic/Complex Trio Profile Steering Group that consists of representatives from a wide range of services including Safeguarding, Connecting Families, Children's Social Care, CCG and AWP has outlined that the following steps will now be taken:

- That letters will be sent to relevant services and agencies requesting assurance from them that they have the right checks in place to ensure they meet the long-term safeguarding needs of their service users.
- That a review of Council and CCG contracts with relevant commissioned services will be conducted to make sure they stipulate the recognition, recording and reporting of service users with Toxic/Complex Trio needs and whether they have children. As well as the risk/needs assessments and interventions carried out for each service user and their children and the services and agencies they are referred to.
- The key findings will be presented or provided to other relevant groups such as the Health and Wellbeing Board and Domestic Abuse Partnership.
-

- The key findings of the Toxic/Complex Trio Profile and resulting actions will be published on the Joint Strategic Needs Assessment (JSNA).
- There will be a review of available Toxic/Complex Trio related training to make sure there is sufficient training available and that this training is fit for purpose. As well as wider publication and dissemination of information on Toxic/Complex Trio training courses.

9.3 Young Persons experience and participation

The former Member of the Youth Parliament (MYP) gave a presentation to the Board on the work of the Youth Forum, Senior in Care Council (SICC) and Youth Parliaments.

She explained that the Make Your Mark event would take place in July where young people can vote on their priorities for the coming year. The new MYP for 2018-19 is Hannah Powell.

The B&NES Secondary Parliament took place in February at Hayesfield School.

There were four workshops:

- Dealing with Discrimination
- Mental Health and Gender
- Sugar Smart
- Wellbeing

During 2017-18 the Youth Forum and the Senior In Care Council have helped to develop the Young Persons Guide to the LSCB and worked with the British Youth Council.

Hannah's current campaigns focus on:

- Votes at 16
- End Period Poverty
- Public Transport

The SICC were involved in the recent Ofsted inspection and have developed a question bank alongside other resources that can be used a resource for years to come. The MYP said that she hoped these could be launched before the end of the current academic year.

They are currently producing a Foster Care film, designing their own hoodies and continue our work on the Curriculum for Life.

9.4 LSCB THEMATIC REVIEWS:

The Board has undertaken two themed reviews in their quarterly meetings during the period:

9.4.1 June 2017: Parental and Young People's participation in Child Protection meetings

This themed review started with a brief presentation to the Board which included explaining the evolution of the Child Protection Process in B&NES which has remained relatively unchanged in B&NES since its introduction, with just minor adaptations to updates in guidance and legislation. B&NES has a proven track record for keeping children safe, is responsive to changes in circumstance and has helped to safeguard over 1000 children and young people.

One issue for the LSCB to consider was 'How do we tackle the rising numbers of child protection and repeat child protection plans?'

Background

In Feb 2016 a scoping paper, commissioned by B&NES Children's Social Care and following a parental challenge to the LSCB, set out to review parental involvement and engagement within the existing child protection arrangements was published.

The findings of this scoping paper indicated that there was evidence of positive practice which supported families. The paper also set out that there was work which could be undertaken to further improve collaboration between families and professionals within the process.

A task and finish group was established to look at the challenges around the child protection process with consultation with families and Local Authority Groups.

Child's Voice

Ultimately, effective safeguarding of children can only be achieved by putting children at the centre of the system, and by every individual and agency playing their full part, working together to meet the needs of our most vulnerable children.

Involvement of the LSCB

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

Monitoring and evaluating 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.
Participating in the planning of services for children in the area of the Authority.

Key Priorities to development

A Multi-Agency conversation about LSCB priorities for change.
How can we include Families in the process more effectively?
How can we reduce re-plans, and length of time on plans?

Members of the Board were then asked to take part in a group exercise and write down what would be in their House of Worries, House of Good Things, and House of Dreams for new process.

The ideas raised were then discussed as part of the ongoing development process and at further consultation events. This work is due to complete in 2018-19 to ensure that parents and young people are more engaged and participate in CP meetings

9.4.2 December 2017: Consultation on Revised Working Together, B&NES LSCB Response

The Chair introduced this item. He explained that a discussion had taken place with the 3 proposed Safeguarding Partners (Police, CCG and Council) and CDOP (Child Death Overview Panel) following the issue of the consultation on 25th October 2017. The documents enclosed in the agenda pack summarised the outcome of the discussions and provided a draft response which the Board debated the full consultation and response which was later submitted on behalf of the Board before the deadline. B&NES LSCB is listed in the Government response as one of the organisations that responded to the consultation. The changes will see a move from a national statutory LSCB framework to locally agreed safeguarding arrangements.

9.5 Other Annual Reports: the LSCB received annual reports from Child Death Overview Panel; the Child Protection Chairs, the Local Authority Designated Officer (LADO) and the Independent Reviewing Officer Service (IROs) and identified a number of actions and priorities. These are monitored through the following years report. Some of the activity information is also presented later in the report.

9.5.1 Child Death Overview Panel (CDOP): In the area of the former county of Avon, four neighbouring LSCBs (Bristol, North Somerset, South Gloucestershire and Bath and North East Somerset) have come together to form a single West of England (WoE) CDOP. The child death review process is administered on behalf of the WOE CDOP by University of Bristol.

Throughout 2017 - 18 B&NES have maintained a regular presence as part of the CDOP. In September 2017, the Designated Doctor for Child Deaths presented the CDOP Annual Report for 2016-17 at a single event for all four LSCBs rather than a brief attendance at each Board. The West of England CDOP has an excellent reputation nationally and is being used as the model for the new CDOP arrangements proposed as part of Working Together 2018. There have been eight children resident in B&NES that have died during the 2017-18 year. Not all these deaths have been reviewed by CDOP yet. There is an inevitable time-lag (4-12 months) between notification of a child's death and discussion at CDOP. There are various factors that contribute to this: the return of Form Bs from professionals, the completion of the final post mortem report by the pathologist and receipt of the final report from the local child death review meeting. On occasion when the outcome of a Coroner's inquest is awaited, there may be a delay of over a year before a case might be brought before CDOP. The undertaking of a criminal investigation or a Serious Case Review will also affect when a case is discussed at Panel.

There have been three children resident in B&NES discussed by CDOP this year and one of those deaths identified modifiable factors. A modifiable factor is defined as a factor, which may have contributed to the death of the child and which, by means of locally or nationally achievable interventions, could be modified to reduce the risk of future child deaths'. An example of a modifiable factor might be a death resulting from a vaccine preventable infection where the vaccine had not been given to the child.

The focus of the report in 2016-17 was 'Deaths of Children with Life Limiting Conditions where there had been 77 cases in the West of England area in 5

years. The concerns were often about medication issues (administration method/strength/palliative care doses) and the coordination of specialist care teams.

Actions taken since the last CDOP Annual Report include: Writing to commissioners regarding the shortage of mother and baby unit beds nationally and in particular in the South West. Ensuring development of appropriate care standards for children with specific conditions, awareness raising of emotional support for bystanders in the event of a serious incident and Awareness raising of the BTP suicide prevention strategy and public information campaigns in relation to suicide

The LSCB is assured that all child deaths are reported as required and the numbers remain low in B&NES.

[West of England CDOP Annual Report 2016-2017](#)

9.5.2 Private Fostering 2017-18: Throughout the year we have continued to ensure that the profile of Private Fostering remains in the thinking of both professionals and with the public of B&NES. Currently there are no children being privately fostered within B&NES of which the Local Authority have been made aware. Two formal Private Fostering assessments were completed in 2017-2018 both of which have now ended. The LSCB continues to work with the Council on a Private Fostering action plan and had an annual report to the Board in June 2017 and follow up in September 2017. The action plan has been completed as follows: Specific questions were asked as part of the 2016-17 Section 175 Safeguarding in Education Self-assessment and the responses were then triangulated. The Private Fostering lead contacted all schools that submitted a positive return to clarify the definition of private fostering and offered support. The Lead also presented a report and all the new leaflets and posters in line with the action plan to the Child Protection Forum in May 2017.

A new policy, procedure and guidance document was written which outlines specific actions to be taken with timescales, a local authority statement etc. This was distributed to staff across the service. The Private fostering page on the B&NES website has been updated and links to all of the newly formed advertising materials and notification forms will be downloadable from the website:

<http://www.bathnes.gov.uk/services/children-young-people-and-families/adoption-and-fostering/private-fostering>

The Lead compiled a spreadsheet of local language schools and disseminated the new materials to them outlining the actions they must take if any children they work with fit the private fostering requirements. Contact has been made with several language schools to discuss what they offer/how they operate and it seems that many schools offer placements of less than 28 days to students and as such do not qualify as private fostering arrangements.

Private foster carers will be given the same training opportunities as local authority foster carers. The Private Fostering question in the S175 2017-18 education safeguarding audit has been repeated and the full report will come to the LSCB in June 2018.

9.5.3 LADO: The total number of referrals to the LADO during this period was 198. This is an increase of 160% over Page 164

on the capacity of the existing service provision to respond. The most notable change is the increase in safeguarding enquiries from schools which has risen by 76%, these tend to be lower level concerns about staff conduct or physical handling of children by staff.

Of the allegations referred, 44 were sufficiently serious or complex to require a full multi-agency response and investigation, including the police. Of these we saw a higher number of cases requiring further multi-agency planning meetings than in previous years. This increase reflects the complexity of a small number of very complex cases which required robust multi-agency scrutiny and oversight.

The highest category of referral relates to physical abuse, this is in keeping with previous years trends and national trends. Of note nearly 70% of these allegations related to staff linked to educational settings including Early Years, Schools and Higher Education. There has been a substantive 525% increase in allegations of sexual abuse, from four the previous year, through to 25 this financial year, over half of which went on to formal police investigations.

For this annual period, there were^[1]:

- 93 disciplinary investigations carried out in B&NES area
- 19 criminal investigations

Of these:

- 26 allegations were substantiated
- 17 allegations were eventually recorded as unfounded
- 20 allegations were recorded as unsubstantiated following investigation
- 3 referrals were made to the Disclosure and Barring Service,
- 4 cautions, convictions or imprisonments were made

There are currently 24 ongoing investigations, with 11 awaiting investigation outcomes from the police.

Our substantiated findings are in line with other Local Authorities in the South West.

9.5.4 Independent Reviewing Officer (IRO) 2016-17: During this reporting period the number of children in Care continued to steadily increase following regional and national patterns. The number of children experiencing unplanned placement breakdowns and moves increased notably, directly impacting the care experience for those children, this was therefore identified as a priority issue to be taken forward in the next financial year.

Children's participation remains at the heart of the IRO services work, and during the reporting period 95% of young people able to participate in their reviews did so in a form appropriate to their needs.

During this reporting period the service undertook several key audits in relation to Ethnicity, escalations and children placed at distance. The work from these themed audits has influenced service development and practice.

2017-18 has seen a change of leadership for the IRO Service, however it has a full complement of dedicated and experienced staff. The service has seen a

^[1] NB the total number of recordings will be more than the total number of Allegations going through to a multi-agency meeting because recordings change as the case moves through a criminal investigation to a disciplinary hearing and ultimately to its final recording.

rise in demand, and a challenge in matching appropriate local placements for a minority of complex needs with challenging behaviours. The IRO service remains dedicated to ensuring that children in the Care of the Local Authority have the best possible outcomes, and ensuring robust challenge when services fall short.

The IRO team plan for 2017/2018 identifies a number of key development areas:

- Further develop the quality assurance framework for the systematic scrutiny of care planning and practice.
- Focus on improving the quality of needs assessments informing pathway planning for post 16's.
- Key audits on out of county placements, placement stability and outcomes for children in long term foster care.

9.5.5 Child Protection Chairs: In the presentation of the Annual Report 2016/17 the Board was asked to note that there are concerns about fathers' attendance at both ICPCs and RCPCs. It is hoped the parental involvement work will address this. The report makes a number of recommendations which are being progressed

During this reporting period the number of children in need of protection increased steadily, following the regional and national patterns, however the overall number lying higher than regional comparators. Due to the rise in numbers caseloads were very high, sitting around 116FTE, and additional resource was sought to support the service.

Families' participation in conferences is a priority for the team, with families attending 97% of initial conferences and 87% of review conferences. Although participation figures are favourable, further work is being undertaken to understand the drop off in participation and to look at how this can be addressed. Feedback received from families following the conference indicates that 100% of parents felt able to say everything they wanted to say.

Highlights include the fact that 90% of Conferences have one or both parents plus carers and often other family members in attendance. The focus on Parental participation is the central factor in safeguarding children and the family members need to have a central role in our Conferences and in planning what needs to change.

9.5.6 Police and HMIC Report 2016: The LSCB noted the content of a report from Avon & Somerset Constabulary to provide an overview of the key findings from the recent publication of the HMIC PEEL Police Effectiveness 2016 report that relate to safeguarding and vulnerability. The overall judgement of Avon and Somerset Constabulary in the 2016 PEEL inspection was that the Constabulary is 'Good' at keeping people safe and reducing crime. This is an improvement on the previous year's finding when the force was judged to require improvement. The report focused on 3 of the 5 core questions asked in order to make the judgement and all 3 were rated as good and showed improvements in practice.

The report also contains information on how effective the force is at tackling serious and organised crime and the force's specialist capabilities in relation to the Strategic Policing Requirement and ability to respond to a firearms attack. The HMIC will assess progress on areas of improvement identified through regular updates from forces and will reassess as part of the annual PEEL Inspection programme. The findings and judgments from this year's PEEL

effectiveness inspection will be used to design the next cycle of effectiveness assessment although it will continue to assess how forces keep people safe and reduce crime in order to ensure that findings are comparable year on year.

To find out further detail of the HMIC PEEL inspections see <http://www.justiceinspectorates.gov.uk/hmic/peel-assessments/peel-2016/>

- 9.6 Children Placed ‘At Distance’:** The Annual Sufficiency Statement 2017 provided assurance to the LSCB via the Performance Monitoring sub group (PMG) on the commissioning and availability of placements for children. The report confirms B&NES does have enough provision locally – not for all specialist needs where we sometimes need to place children further afield, but as close as possible to B&NES.

The B&NES requirements remain similar to 2016:

- Foster placements in bath city an within a reasonable travelling distance of B&NES schools
- Foster placements for children aged 14-17 with challenging needs
- Residential step down placements in B&NES
- Residential children's homes closer to B&NES who accommodate children with very challenging behaviour
- Increased market capacity for 16-25 accommodation and support.
- Appropriate placements for unaccompanied asylum seeking children (UASC)

9.7 Section 11 Audits:

After a series of meetings with the other Business Support Managers, B&NES, Bristol, North Somerset and South Gloucestershire LSCBs had previously agreed to run a three year cycle of Section 11 audits. The full Section 11 audit was undertaken electronically in Quarter 1 of 2016, in partnership with North Somerset, Bristol and South Gloucestershire. This allowed for a more ‘joined up’ approach and for more work to be developed with our neighbouring authorities in relation to the Section 11 process. (This is of particular benefit to agencies who work across those areas). In Quarter 4 the LSCBs followed up on the Action plans submitted. The full Section 11 report evidenced where agencies had rated themselves as red, amber or green in response to nine questions in line with Ofsted gradings. All agencies completed this audit, including various Council departments, and B&NES received the highest number of returns. The individual responses were analysed in detail and a grid collated of all colour-coded responses. There were no reds identified.

The three Standards in which organisations working in B&NES felt the strongest are:

- There is effective Information Sharing
- A clear line of accountability within the organisation for work on safeguarding and promoting the welfare of children
- Senior Management commitment to the importance of safeguarding and promoting children’s welfare.

The main areas of weakness identified in B&NES are:

- There is effective inter-agency working to safeguard and promote the welfare of children
- There is effective training on safeguarding & promoting the welfare of

children for all staff working with or, depending on the agency's primary functions, in contact with children & families

- Safer recruitment procedures including vetting procedures and those for managing allegations are in place.
- Service development takes account of the need to safeguard and promote the welfare of children and, where appropriate, by the views of children and families.

The Board resolved to undertake one themed audit in 2017-18 and one in 2018-19. The theme for 2017-18 across the four LSCBs was 'Interagency Working and Information Sharing'. Walkabout visits were agreed to take place with each LSCB undertaking one visit to an agency working across the region and two agencies specific to their own LSCB area. Due to difficulties arranging visits at mutually acceptable times for the agency, Board reps and Lay Members, by the end of 2017-18, we have only completed our visit to Oxford Health CAMHS and visits to the RUH and Avon & Somerset Constabulary are due in early 2018-19. A full report on our visits and those undertaken on our behalf by other LSCB will come to the September LSCB. A meeting is planned in May 2018 with all the relevant Board Managers to plan the S11 process and theme for 2018-19 as agreed.

9.8 Safeguarding in Education Section 175 Audit: The Safeguarding self-assessment audit was completed by 100% of education establishments in B&NES by March 2017 on their safeguarding practice in 2016-17. Establishments had to give their own examples of best practice and RAG rate themselves against all the standards and prepare an action plan.

A full report was presented to the LSCB in June 2017. A random selection of 10% of establishments in B&NES were then visited in June 2017 to quality assure the audits with an Executive Summary being presented to the September Board. Both reports were shared with all education establishments and gave the LSCB assurance of the work being undertaken in education in all aspects of their work to safeguard children and young people. The reports were then shared in October with the Child Protection Forum for all education establishments and the Strategic Director's briefing with Head Teachers and the briefing for Governors.

Establishments report that they are generally strong on training and induction; safer recruitment, training and record keeping; management of SCRs; anti-bullying and Equality Teams which continue to increase with more still being considered; involving and listening to children and young people; engagement with other services and the LADO; CP policies and procedures; Online Safety.

Developments and improvements in the last year include: all now have an established safeguarding action plan; the sign up and awareness of the LSCB Managing Allegations Policy; identifying a Lead Governor for online safety; and engagement with and by Governors including minuted discussions and review of action plan/safeguarding/SCR. The most notable improvements are on questions 4.6 and 4.7 regarding training and awareness of FGM/ WRAP/Prevent.

In October 2017 the LSCB contacted all 11 establishments that had identified a total of 20 'reds' on their action plan and 10 of these returned updated action plans after six months showing that 16 of their 18 reds were now at least amber. 13 establishments also updated the LSCB on their 'ambers' when no reds were identified and this had not been requested to return. The audit has since been amended for 2017-18 included new questions relating to mental health training and support, an addition requested by the Child Protection Forum; as well as questions on

early help; CSE and Harmful Sexual Behaviour; PHSE content and delivery; and support t teachers in undertaking their safeguarding role. It was sent out to all education establishments in January 2018 and completed by April 2018. The LSCB very gratefully received again an impressive 100% return from all establishments. The overview report is being presented to the Board in June 2018.

9.9 Engagement with Children and Young People:

B&NES Council has a contract with Off the Record (OTR) to promote the participation of children and young people, particularly those who are most vulnerable, in order to ensure their voices are heard and responded to, and to encourage their active involvement in decision-making, service delivery and strategic development.

<http://www.offtherecord-banes.co.uk/>

The following is an overview of the participation work undertaken by the In Care Councils, Youth Forum which includes the Young Inclusion Advocates (Young People with SEND) and covers the period April 2017 - March 2018.

9.9.1 Senior in Care Council - SICC:

- Wrote and scored interview questions for IRO/CP chairs, LSCB Independent Chair, OTR Listening and Support worker and maternity cover for the Participation Worker
- 3 members attended a national Mental Health Consultation in London
- 2 members delivered Participation training for B&NES staff
- Met with and gave feedback to an inspector, as part of the Ofsted Inspection in 2017. Highlighted within the Ofsted report:

“The Junior and Senior Children in Care Councils are very focused and active groups. They provide strong representation on behalf of Children looked after. And are active members of the corporate parenting group and the Children in Care Council steering group. They campaign effectively on a number of relevant issues and have recently promoted their group by means of a radio podcast. This includes work to develop child-friendly care plans, the development of health passports for younger children in care and engagement in a fitness targeted consultation event to gather feedback on health reviews. The Children in Care council won the award for ‘Young Volunteer of the Year’ award at the Chairman of Bath awards 2016, of which they are rightly very proud. Their commitment to supporting young people in Care is highly commendable.”

- Wrote and delivered presentations to Corporate Parents and PDS
- Worked with the Virtual Head to resolve the issues they had with the proposed changes to the Pupil Premium.
- Were involved with the election process for the Member of Youth Parliament.
- Worked with B&NES Head of Safeguarding and the LSCB Business Manager on promotion of safeguarding of young people.
- Worked with the Youth Forum to deliver a workshops at both Secondary and Primary School Parliaments 2017/2018
- Planned resources for inclusion in Health Care packs
- Supported with the Off the Record Team’s development day
- Developed and filmed their Personal, Social, Health Education (PSHE) on Being in Care.

9.9.2 Junior in Care Council - JICC:

- Social Care and OTR have undertaken two social events, and additional 1- 1 visits to children aged 7+ (as part of advocacy consultation)
- SICC worked with the JICC on the presentation given to Ofsted
- SICC consulted the JICC on what they would like to see in the PSHE being in care film.
- The work with the JICC will be further developed during 2018-2019

9.9.3 Care Leavers:

- One social event and a care leaver attended the filming of the PSHE film.
- Support to Care Leavers and the Local Offer will be further developed during 2018-2019

9.9.4 Youth Forum:

- Planned and delivered workshops for the Secondary and Primary Parliaments 2017/2019
- Member of Youth Parliament (MYP) gave a speech at the Primary Parliament Day
- Worked on ballots and campaigning ballots for the Make your Mark National Youth Campaign
- Members of Youth Forum attended Youth Parliament convention in Plymouth
- Member of Youth Forum (Young Inclusion Advocate) attended the British Youth Council Convention in Exeter, networking with members from across the SW and delivered a speech on Parliament Days
- Worked on the Curriculum for Life - PSHE resource
- Member of Youth Parliament (MYP) training and development day for potential MYP candidates - 14 young people from across B&NES attended
- Worked with CAMHS participation group
- Worked with B&NES Head of Safeguarding and the LSCB Business Support Manager on the LSCB Strategic Plan for 2018 - 2021.
- The Member of the Bath & North East Somerset Youth Parliament (MYP) has continued to attend the LSCB Communications sub-group in 2017-18 and has been developing the young people's LSCB webpages.

Useful links to:

Participation and consulting with Children and Young People

Click below:

<http://www.bathnes.gov.uk/services/your-council-and-democracy/consultations/consulting-children-and-young-people/strategy-part>

Here you will find a range of documents that evidence how we engage with our children and young people in B&NES

9.10 LSCB Stakeholder Event: The LSCB was not able to hold a stakeholder event in 2017-18 although there were many conversations about whether to hold one for the LSCB only or jointly again with the LSAB. The priority in 2017-18 was the development of the new Strategic Plan. An LSCB Stakeholder event is planned for November 2018 on neglect and it is hoped that both boards will be able to do a joint one in 2018-20 depending on their strategic needs.

9.11 Board Development: the LSCB usually holds two Business Development Days every year. The purpose of these half-day events is to explore the mechanisms by which the Board undertakes its business and to identify improvements to our effectiveness.

In 2017-18 only one Development Session took place in 2017. The purpose was to work with both the full LSCB and sub group members on developing the new Strategic Plan for 2018-21. This then led on to a lot of work within the sub groups to complete a draft plan and Plan on a Page by the March 2018 LSCB.

Unfortunately it was not possible to organise a joint Development Session with both the LSCB and LSAB due to the workloads of each Board in developing their new Strategic Plans.

9.12 OTHER RELATED WORK: Work to safeguard children and young people is broader than all that is reported in year to the Board and whilst the Board may not have received direct reports on all of the following in relation to these activities it is all recognised to contribute to the Board's agenda and reported as relevant.

9.12.1 Work of the Connecting Families Team: The Government's Troubled Families Initiative (known as Connecting Families in the B&NES), the target is to work with 700 families by 2020. To date we have identified 644 families, who all have a lead worker and an assessment and lead worker from a range of professionals linked to Children, Young People and Families Services. The Core team has worked with 159 families during 2017 / 18 and to date we have claimed a payment by results for 307 families, this means we are on track for 2017 / 18 targets. In a recent annual report for England completed by the Troubled Families Unit we have been benchmarked as 6th in England out of 152 Local Authorities and the best performing authority in the South West.

The Government have tasked the Council to work with families who are high cost and have a range of issues across the identified areas of concern e.g. unemployment, low school attendance, crime and Anti-Social Behaviour, Domestic Abuse and poor health. This has led to an increased focus on the impact of worklessness and homelessness as issues that contribute to poor outcomes

comes for families linked to poverty issues within families. Therefore the team continues to work with a wide range of partners to influence more joined up working and the sharing of key data to achieve and evidence positive outcomes for families. Working in close partnership with the Early Help Board has enabled a real transition with a wider range of Services, including implementing the Troubled Families transition plan for Early Help Services in B&NES.

9.12.2 Work of the MASH Project Board: The MASH went live in September 2016 and throughout the year has continued to flourish from the children MASH perspective with increased number of referrals coming through. The MASH Operations Group have undertaken a review into the effectiveness of the children element of the work and are refining processes in a timely way and new revised Operational Procedures have been put in place and a Memorandum of Understanding is being drafted. The adult side of the MASH remains under review with an options paper being taken to the MASH Project Board in May 18 as referrals have been very low.

9.12.3 Work with Asylum Seekers and Refugees Over the past 12 months B&NES Council has accepted seven Unaccompanied Asylum Seeking Children (USAC); all of these children have been placed through the National Dispersal Scheme which was launched by the government in May 2016. These additional children

bring the total of UASC's in our area to 18.

The National Dispersal Scheme states that each LA area should take a number of UASC's equivalent of up to 0.07% of our 0-18yrs population. For B&NES this means that we may be required to place up to 23 young people through this scheme.

A significant number of these young people have been placed in within South Wales, although in recent months we have also placed three young people in Croydon. These placement decisions have been carefully considered but take into account the availability of foster-carers with previous experience in caring for Un-accompanied asylum seeking children, as well as having established support networks and easy access to culturally appropriate resources/communities.

The majority of these young people continue to have come from Syria, Eretria or Ethiopia. Most of the young people have settled well and have made reasonable in the time that they have been in foster-care, although it is also important to note that some young people have begun to display behaviours that are in line with Post Traumatic Stress, and in one instance we have needed to move two young people because of threats of violence to the female carer. All local agencies have liaised appropriately to ensure that education and health-care needs have been adequately provided and progress is monitored regularly.

We expect the placement of further young people to occur at points throughout 2018- 19.

9.12.4 Work in Educational Establishments to Keep Children Safe:

School Improvement and Achievement Service

The Director of Public Health Award is the main vehicle for the delivery of all aspects of safety education, including identifying and managing risk and also gives schools a way of measuring impact. 20 certificates were achieved by schools and early year's settings in 2017/18.

Additional work:

48 members of Primary school staff in total trained in Mindfulness and Relax Kids (mindful activities to use with children in class)

Liaised with national Mental Health First Aid (MHFA) trainers to encourage Secondary staff to attend free one day training (5 schools attended the first course offered)

Public health funded a local trainer in MHFA to deliver a 2 day training course aimed at other workforce staff and Primary school staff. To date 15 staff have received training (January 2018) and a further 16 are booked on to upcoming courses (June and October 2018)

The DPHA Coordinator and PSHE Lead have worked closely to support schools during the year; highlights of this work are listed below:

- Worked closely with the NSPCC to promote workshops about abuse for pupils in primary schools. The regional manager for this programme and 2 volunteers have also attended the PSHE CPD course.
- Supported over 50 Equalities / E Teams of children and young people in schools and other settings who are working with staff to develop more inclusive practice, celebrate difference and challenge bullying and discrimination.
- Worked closely with SPACE at Off the Record to ensure the continuation of our support for LGBT young people and to raise awareness in schools and other settings.
- Received Mental Health Transformation Funding to facilitate 2 subsidised mindfulness courses for Primary teachers to support both staff and pupil

mental health. The course included 2 sessions developing activities to use in the classroom with children (Relax Kids).

- Worked collaboratively with partners in CAMHS and Public Health to disseminate packs of Mental Health Resources for primary and secondary schools (developed by young people from CAMHS) These packs have both been launched and delivered to secondary and primary schools in B&NES (staff have received training on content and delivery).
- Positive mental health for the whole school community (including SLT and other staff) is promoted at all our training events. Some schools have received SIAS input in well-being for staff at INSET days.

New for 2017-18:

- Developed a multi-agency mental health approach and strategy for boys & young men (Boys in Mind), with work in schools, colleges, parents' groups, information about which was shared at a Conference on April 18th.
- Developed a staff well-being toolkit for schools, consisting of a survey and good practice guidelines. This has been developed by Kate Murphy and Judy Allies in collaboration with teaching unions, the Bath & Wells Diocese and local Headteachers and has been shared with all schools, including academies and independent schools.

The Prepare 4 Success Virtual School:



The new Children and Social Care Act 2017 has increased the responsibility of virtual schools. Children in Care and Post Care children (including those with adoption and Special Guardianship orders) start with the disadvantage of their pre-care experiences and, often, have special educational needs. The headteacher of the virtual school has a key role in ensuring these children have the maximum opportunity to reach their full educational potential - an important part of why this role was made statutory.

The key **new** duties for the future in terms of the increased role are:

Children in Care

Strengthened Duties of virtual school in regards to Children in Care: Pre-school (aged 2 years up to and including 18 years) are statutory in terms of having Personal Education Plans and these should now be reviewed 3 times a year. All Children in Care must have a care plan, of which the PEP is an integral part. It is also hoped that supporting young people transitioning to continue their education and achieve their aspirations. VSH have an important role in them achieving this on top of their main role of those in pre-school to 18. The other area is ensuring robust procedures are in place to monitor educational progress of unaccompanied asylum seeker children. This includes securing a culture of commitment to promoting the highest possible educational outcomes for unaccompanied children or child victims of modern slavery

Post Care Children

New additional duties for these children involve any in preschool upwards who are educated within B&NES:

- Respond to parental requests for advice and information and sign-post parents to other services that can offer advice and support;
- Respond to requests for advice and information from providers of early education, designated teachers in maintained schools and academies, and providers of alternative provision in their area in respect of individual children supported by the local authority.

- Make general advice and information available to early years settings and schools to improve awareness of the vulnerability and needs of previously looked-after children.
- Satisfy him or herself that the child is eligible for support by asking the child's parents for evidence of their previously looked-after status.
- The guidance also states it is expected Headteachers of virtual schools ensure that there are appropriate arrangements in place to meet the training needs of those responsible for promoting the educational achievement of Children in Care AND Post Care children. This may include his or herself, carers, adoptive parents, designated teachers, other school staff, social workers and IROs.
- As part of keeping their knowledge and skills current, he or she should keep up-to-date and engage with research and emerging good practice.
- For Post Care children, Headteachers of virtual schools should signpost schools to appropriate tools to help them measure this group's emotional and behavioural difficulties.
- Where a school has concerns about the behaviour of a previously looked-after child which could result in the child being excluded from school, the child's parents or the school's designated teacher, following discussions with the child's parents, may seek the advice of the Headteacher of the virtual school on strategies to support the child to avoid exclusion.
- Where a child is leaving care through adoption, special guardianship or a child arrangement order, the Headteacher of the virtual school should discuss with their parents or carers what information they are content for VSH to share with the child's school or education setting. This will be of particular importance if the child is moving to a new school on leaving care.

All Children in Care and Post Care

- Supporting schools and Designated Teachers with the fact that Children in care and post care are more likely to experience the challenge of social, emotional and mental health issues than their peers, such as executive functioning skills, forming trusting relationships, social skills, managing strong feelings (e.g. shame, sadness, anxiety and anger), sensory processing difficulties, foetal alcohol syndrome and coping with transitions and change which can impact on their behaviour and education.
- ensuring that schools are able to identify signs of potential mental health issues and know how to access further assessment and support where necessary; making links with mental health services such as educational psychology to work effectively in partnership with health agencies to support wellbeing and, in turn, educational attainment.

Targets 2017-2018

- Ensuring all Children in Care have aspirational targets set within each academic year and are taught within high quality schools and provision in order to reach these goals, with as little disruption as possible in placement
This is very much in place but will continue in the future.
- Tracking individual performance information on progress, attainment and attendance and intervening quickly when these are not as expected
Monitoring has been strengthened and Progress Visits introduced including work scrutiny and discussions with the child and leadership
- Training all Designated Teachers, named Governors or equivalent, Social workers and other professionals on role responsibilities, educational changes and expectations, best practice and resources.
This year there has been a very packed training programme with all the above being trained based on focused need
- Empowering carers in how to support learning at home
This will continue with the new website being created

- Supporting with Personal Education Plans (PEP) for Children in Care within nursery provision to support early intervention within learning
This is now statutory as is Post 16 but preschool was a focus already
- Managing and ensuring the most effective impact of the Pupil Premium Plus funding which was allocated for all Children in Care, ages 4-15 years on the 31st August 2016. This involved detailed discussion and target setting within each Personal Education Plan to support educational progress and outcomes particularly focusing on literacy and numeracy.
This was included within the annual report
- Evaluating impact and reporting to the Corporate Parenting Panel
Corporate Parenting Panel, Policy and Scrutiny and Performance group
Meetings ensure there is a report 7 times a year

Targets 2018-2019

- Strategic planning for new duties from the Children and Social Care Act 2017
- Focus on reducing exclusions for children in care
- Focus on improving outcomes in each key stage
- Focus on improving provision and tracking at KS5

9.12.5 Child Protection Forums: the Council and LSCB facilitate child protection forums twice a year for all school and College Designated Safeguarding Leads, these forums support the leads to keep abreast of legislative changes, local practice and procedural changes. Issues covered at the 2017-18 meetings include: CAMHS presentation on their work in B&NES supporting children and young people's mental health; Mental Capacity Act (MCA) - what you need to be aware of in terms of parents and their capacity and for children over 16; Unaccompanied Asylum / Children Refugees – update on B&NES position and support available; work with the Complex (toxic) Trio; the Section 175 Self-Assessment Safeguarding in Education Audit Report; Private Fostering in B&NES – information and support to schools; LADO concerns; Child Sexual Exploitation update; Harmful Sexual Behaviour in B&NES; New Ofsted Framework for Inspections and LSCB updates.

9.12.6 Work of Youth Connect: In all its work, Youth Connect helps young people to stay safe by raising their awareness of the risks of certain behaviour or situations, empowering them to make positive, informed decisions and build their confidence and self-esteem. This can be seen in the twice-weekly open access youth work at Southside, Riverside and Peasedown St John Youth Hubs and in Radstock and also in the mobile youth provision in Foxhill, Bishop Sutton, Chew Stoke, Paulton and Timsbury and the detached work in central Bath and in Foxhill. It does this through building positive relationships and using a wide range of activities, some of which can be accredited. All Youth Connect Hubs are SAFE accredited which means they can deliver a range of sexual health services to young people and a range of partner agencies including Project 28 support this work. Youth Connect staff are aware of national services which young people can support them to access information they offer, such as CEOP and ChildLine through conversation, activities and by displaying the information within our provision.

Youth Connect also works with young people aged 13-19 (up to 25 with SEND) who would benefit from additional support, in accordance with the Early Help Strategy and during 2017-18, 296 young people received a targeted service. Some of these were at high risk of not being in education, training and employment, which can also affect mental health and well-being. They also worked as lead professional with young people with a range of issues such as

living with domestic abuse, homelessness, risk of suicide and self-harm and with others as part of a statutory Social Care Plans. They also provided targeted group work sessions to reduce isolation and help build support networks for young people. In partnership with Julian House, they also continued to deliver the 10-week Crush programme, to help develop thinking and skills in relation to safe, positive relationships.

The Service supports young people through key transitions, including work with young people who have been unable to access education and employment due to physical or mental ill health issues or have been excluded from provision. Young people who are actively engaged in education, employment and training are likely to have a more positive mental health and wellbeing.

9.12.7. Youth Offending Service: The service works to prevent offending by young people aged 8-17. The team have regular multi-agency case-based discussions that focus on safeguarding and risk and all supervision is reflective and includes consideration of vulnerability. The Custody Review Panel addresses safeguarding in Police custody and the youth secure estate.

Achievements in 2017-18 include:

- The appointment of a co-ordinator for harmful sexual behaviour work
- Identification of children at risk of CSE and referral in to Social Care and/or Willow
- Keeping young people out of court through the Out of Court Disposal Panel
- Staff training in readiness for roll out of AMBIT
- Information sharing and enquiries to safeguard young people from criminal exploitation (drugs)
- Bespoke education programmes for young people returning home from custody

9.12.8 Responsible Authorities Group (RAG): the work that the RAG contributes to safeguarding children and young people during the year includes the following:

1. Domestic Homicide Reviews

- a) During 2017-18 two domestic homicide referrals were made by the police; RAG was consulted on each case. One Domestic Homicide Review (DHR) is currently underway as a combined process with a Safeguarding Adults Review. The second referral is currently pending decision to proceed or not, awaiting further pathology and police information.
- b) The results of both DHRs from 2017 have been approved by the Home Office and are published on the Council website at [Domestic Homicide Reviews](#).

2. Domestic Abuse Partnership and Violence against Women and Girls (VAWG) grant.

The [Domestic Abuse Strategy](#) was consulted and worked on this year and a 'Statement of Intent' has been drafted underpinning the strategy.

- a) **Identification and Referral to Improve Safety (IRIS).** Primary Care training for GPs and Nurse Practitioners. This has been evaluated and 92% of GPs received training between June 2015 and August 2017 and there have been 270 referrals

- b) **Independent Domestic Violence Advisor (IDVA).** Based at the RUH, also co funded by Public Health, B&NES CCG and Wiltshire CCG. Members of staff who work in the Casualty Department at the RUH have received training to spot issues of domestic abuse and violence, this has proven successful. Southside has been the provider of this training. This has been evaluated and there have been 134 referrals between April 2016 and April 2017.
- c) **CRUSH** Continuing the programme for young people focussing on healthy relationships to prevent people from becoming a victim or a perpetrator. To date 4 training programmes have reached 120 young people and trained 30 professionals.
- d) **Appointments have been made to:**
 - The IDVA Plus role accepts complex cases in order to enable the IDVA to accept more relevant referrals.
 - Support worker – supports the IRIS worker and IDVA worker to free up more time for them.
 - Information and Advice Navigator (IAN) – a single point of access to Domestic Abuse services is able to provide information and advice to all who require support. In support of the IAN role the DAP has made s commitment to work with local communities to develop actions which challenge attitudes, behaviours and practices relating to domestic abuse and ensure that domestic abuse is ‘everybody’s business’.

3. **Work with Communities**

- a) RAG has oversight on the body of issues of concern to local people. Antisocial behaviour in public open spaces generates a significant amount of work for officers.
- b) RAG has investigated the nature of this issue locally, with particular focus on ‘youth’ anti-social behaviour in Keynsham town in recent months.

4. **Female Genital Mutilation (FGM):**

The Council’s FGM group works to encourage a multi-agency approach to this serious issue, along with ensuring the comprehensive integrated VAWG strategy is resourced and supported.

5. **Modern Slavery:**

- a) B&NES Council is an active member of the regional anti-slavery partnership and the Avon & Somerset Anti-slavery Board with an aim to raise awareness of modern slavery amongst all employees and partners, to ensure a multi-agency approach to this issue and to implement the transparency in supply chain provisions of the Modern Slavery Act to prevent modern slavery from occurring in its own supply chain, noting that the Council’s Contract Standing Orders already recognise the importance of preventing modern slavery.
- b) The local ‘Disrupt’ panel meets regularly, the Council is a lead member of this group and works proactively with strategic partners to disrupt serious organised crime.

6. **Prevent & Channel:**

- a) The Prevent Steering Group has continued to meet six monthly. During 2017-18 of concerns raised into the Prevent programme, on advice from the Avon & Somerset Police Prevent Team none of these were progressed to the Channel Panel.
- b) WRAP training is carried out by training Officers within the Council as part of the corporate training programme.

9.12.9 Work of Disabled Children's Team (DCT) and Special Educational Needs & Disabilities (SEND)

- ❖ SEND: The numbers of young people requiring EHCP's entering the system in each year has doubled in the last 3 years
 - Despite the increase in demand, all Education Statements were converted into EHC Plans by April 1st 2018.
 - The rate of increase within the SEND population in B&NES continues to be one of the highest in the SW region.
 - All local special schools continue to experience considerable pressures on SEND placements, one fifth of places in B&NES schools are occupied by non B&NES children
 - The numbers of children travelling outside B&NES to attend mainstream special school has reduced slightly this year, but is still over 25 young people.
 - In the last 3 years more children with EHCP's are educated in B&NES mainstream schools, which is regarded as positive by the DfE.
 - However there are a growing number of children who are being educated in mainstream schools, who should be in Special Schools
 - The biggest growth is with children with Autism Spectrum Disorder (ASD), communication difficulties & social, emotional mental health (SEMH)

Progress on EHCPs:

- In the past 18 months the performance of completing EHC plans within the 20 week time-scale has improved significantly. Over the past nine months this has consistently been above 85%, having been reported as just over 65% in the 2016-17 Annual Report
- As previously stated, all Statements of Education need were converted to EHC plans by the national deadline of 1st April 2018.

Work stream to Alleviate Demand & Pressures

- A review of SEND thresholds has been carried out, with new thresholds in draft format with consultation from all stakeholders. Implementation due September 2018
- A monitoring visit by the DfE in March 2018 confirmed that the key actions and activity of the Service is in line with their priorities and expectations.
- Core standards for what schools should deliver for SEND children and young people prior to needing an EHCP also being drafted to deliver better clarity for all stakeholders. Implementation due in September 2018
- Preparation for the anticipated CQC/Ofsted inspection of SEND services continues to be overseen by the SEND Strategic Board. We are now one of only three SW areas not to have had an inspection.

- ❖ **Disabled children's Team (DCT):** The thematic report, [Protecting disabled children](#), recommended what local authorities and LSCBs should do. The team have considerable experience and expertise around disability and children's services. Staff working with children with complex needs require a wider range of training and specialist knowledge.

Priorities include:

- That all children have clear, SMART plans which are delivered through partnership working with families and professionals
- Assessments are timely and thorough, with risks clearly identified and plans are clear

- That creative methods are used to achieve the participation and voice of the child in matters that affect them
- That plans are reviewed in a timely way to ensure relevance and prevent drift and waste

Workload

The team are currently working 211 active cases (191 in 2016-17). Of these there are 9 child protection plans (5 households) and 18 children are looked after (9 are in specialist residential provision).

The remaining cases are children in need. The team will typically work cases for a long duration as some children will be considered 'in need' for the duration of their childhood because of their disability (section 17 of The Children Act 1989).

Partnerships

The skills of partnership working in DCT is perhaps more critical than any other environment, mostly influenced by the complexity of need. The great majority of children live at home with parents who passionately advocate for them, and health and education partners will typically have a greater specialist role in the plans. Audits have revealed excellent partnership working with Adults services, Education colleagues, care providers, health services, transition panel, special schools, advocacy and specialist foster carers.

Future developments

- We have developed the role of family support practitioners in the team to work with families receiving children in need plans and ensuring the timely review of plans, especially the Direct Payment scheme.
- The team provides a consultation role for other staff across the division where a child may have a degree of disability/special need but not to a level that requires allocation to the Disabled Children's team.
- The team co-author EHC plans closely alongside SEN colleagues.
- Team members are encouraged to develop areas of specialist knowledge (such as CSE, harmful sexual behaviour, communication) so that the team (and division) is suitable equipped to address these safeguarding needs despite the additional complexities.

9.12.10 Emotional Health and Wellbeing – Emotional Health and Wellbeing of children and young people continued to be a key priority in the CYPP 2014-2018 and the refreshed Health and Wellbeing Strategy 2015. The CYP Sub-group (of the Health and Wellbeing Board) has lead on the 2017-2018 annual review of the CYPP and the development of the new 2018-2021 CYPP. Significant consultation with Children, Young People, Parents, Carers and Professionals, resulted in support for Emotional Health and Wellbeing to remain a key priority area in the new CYPP. The group also agreed some key shared outcome measures with partner agencies that will be monitored during 2018-2021. The group has ensured the effective delivery of the 2016/2017 CAMHS Transformation Plan which has resulted in an increase in interventions available to support Children and Young People. Interventions currently include:

- On-line emotional and mental health support and counselling services provided by KOOTH: This service has seen significant usage during 'out of office' hours and weekends and the service is well used by males and females with a locally recorded 17% uptake from BME groups.
- Face to face counselling services have been available across maintained secondary schools and college sites: These services, provided by Off the Record and Relate Mid-Wiltshire are well regarded with waiting lists in all areas

- Resilience Hubs, supported by named CAMHS practitioners from Oxford Health Foundation NHS Trust continue in secondary schools and colleges in B&NES. The CAMHS practitioner liaises with each school and can provide training, advice and consultation.
- The new children and young people's community Eating Disorder Service (TEDS), delivered by Oxford Health was launched across the B&NES, Swindon and Wiltshire STP footprint in April 2017.
- Increased support for the workforce, including training early years settings and school staff to identify and support pupils with common problems e.g. regulating emotions, increasing self-esteem, managing exam pressures etc.
- The Emotional Health and Wellbeing strategic group will lead on developing the 2018/2019 CAMHS Transformation Plan.

During 2017 there were also further developments in the provision of specialist mental health provision (CAMHS):

- A specialist mental health service for children and young people was recommissioned across the STP during 2017. A new delivery model, based on a national iThrive will commence in April 2018.
- Self-referral to CAMHS for young people and their families is now established in B&NES:
- On-line referrals to CAMHS are now also available in B&NES.
- Transitions to adult services for Young People using CAMHS was identified as a national and local priority. Oxford Health and AWP (adult mental health provider) have both been incentivised to improve transitions.
- The Mental Health Review initiated in B&NES IN 2017 will also consider whether current support services for 18-25 y/o's are sufficient and appropriate.
- Regional work continues around the use of Health based Places of Safety (Section 136 suites)
- Acute Mental Health Liaison practitioners for children and young people are now based at the RUH to offer mental health assessments and support for children and young people attending ED or staying on the children's ward.
- BlueICE (self harm App for CYP) and HarmLess <https://www.oxfordhealth.nhs.uk/harmless> (a self-harm website for practitioners), developed by Oxford Health, were launched in B&NES.

9.12.11 Work of Public Health: The public health team at the Council makes a range of contributions to the safeguarding work of the Council and also to some extent, of the NHS. This year we have had a major focus on the mental health of children and young people and so this update will mainly cover that aspect of public health work.

1. Mental health

In the spring and summer terms of 2017, B&NES Public Health surveyed school pupils about their health and wellbeing. The Health Related Behaviour Questionnaire was used to ask pupils questions about a range of health issues including mental health. 36 out of 54 primary and 14 out of 16 secondary schools (including 2 studio schools) took part. The survey provides a window into the lives of children and young people in B&NES and is used by individual schools and the local authority to inform planning to improve children and young people's health and well-being. Results showed that around three quarters of those children and young people surveyed were 'quite' or 'very' unhappy with their life

at the moment. However, of the pupils surveyed 20% of primary and 22 % of secondary had low to medium levels of self-esteem and 83% and 88% respectively reported worrying 'quite a lot' or a 'lot' about a range of issues with SATS and exams and family matters being the top issues.

Mindful of the stress that exams can cause both to those young people taking them and to those they live with, a short guidance sheet has been developed to help parents and carers support their children during exams including a list of helpful digital tools for pupils to use to aid revision, calm nerves and access emotional support.

Work to improve the emotional health and wellbeing of children and young people is a key focus of the B&NES Suicide Prevention Action Plan. In September 2017 the online resource HarmLESS was adopted and promoted across the authority. Developed by Oxford Health Foundation Trust HarmLESS replaces previous guidance for professional working with young people who self-harm and provides a set of assessment tools, safety plans and links to further help and support. Oxford Health has also developed the Blue Ice App as self-care aid to CAMHS users.

In early 2018 schools were provided with locally developed guidance to support educational settings in the event of a suicide. This resource was produced by the B&NES Suicide Prevent Strategy Group in conjunction with LSCB and is hosted on the LSCB website. This guidance brings together in one place existing resources and support available making these easier to navigate. It provides support in the event of a death by suicide, or a death where suicide is suspected, signposting to support from the local authority and other organisations and providing links to suicide prevention messages and resources.

Public Health have provided a number of training opportunities to help staff better understand the emotional health and wellbeing needs of the children and young people they are working with. Applied Suicide Intervention Skills Training (ASIST) has been attended by school and organisations working with children and young people throughout 2017/18. Three Youth Mental Health First Aid Training courses have also been planned with the first of these being delivered in January 2018. All three courses were fully booked within a few weeks.

Meeting the mental health needs of men has been an ongoing priority within the B&NES Suicide Prevention Strategy. Following a successful pilot period, work focussing on the emotional needs of boys and young men has developed into the 'Boys in Mind' strategy promoted across schools, Bath College and partner organisations and services working with children and young people. This work focusses on reducing stigma around mental ill health problems amongst young males, increasing awareness of sources of support and encouraging help seeking behaviours.

2. Trauma-informed Care

In February 2018, B&NES hosted a regional conference to explore how to develop services that are responsive to the adverse childhood experiences (ACE) their clients have experienced, recently or in the past. Experiencing four or more ACEs makes people much more likely to engage in a range of harmful behaviours as an adult and to experience a range of poor outcomes such as incarceration, violence or suicide. One of the key aspects of taking a trauma informed approach is to enquire about past ACEs, to recognise how they may be contributing to current problematic behaviours and to consider the current impact that the adult's behaviour may be having on their children. And from that forms a need to work proactively with both the adults and children to make changes, but with a slightly different perspective built on greater understanding and

rapport. Local services in B&NES are looking at how this work could be strengthened further, including substance misuse services and children and family services.

3. Children's public health services

The Council's public health team commissions three main services for children from 0-19. The Health Visiting and Family Nurse Partnership have continued to operate fully since the transfer of the contract to Virgin Care, with the FNP also continuing with its widened criteria so that mothers in the 19-24 age group who are considered to have added vulnerabilities are also eligible.

Health Visitors make important contributions to children's safeguarding both through the wide support that they give to new mothers giving them skills and confidence in parenting, and through being in an especially good position to spot possible dangers early on as a universal service which sees all mothers (and many fathers) in their own homes at different stages of early childhood.

The school nursing service is also operating well post transfer to Virgin Care and plays a role in the physical and mental wellbeing and safeguarding of children of school age. One of the important areas of focus of school nurses is young people's sexual health, and many run clinics which help both with advice on relationships and sex and also with the provision of contraception. Partly as a result of their efforts teenage pregnancy rates in B&NES are some of the lowest in the country.

Section 10: Local Arrangements

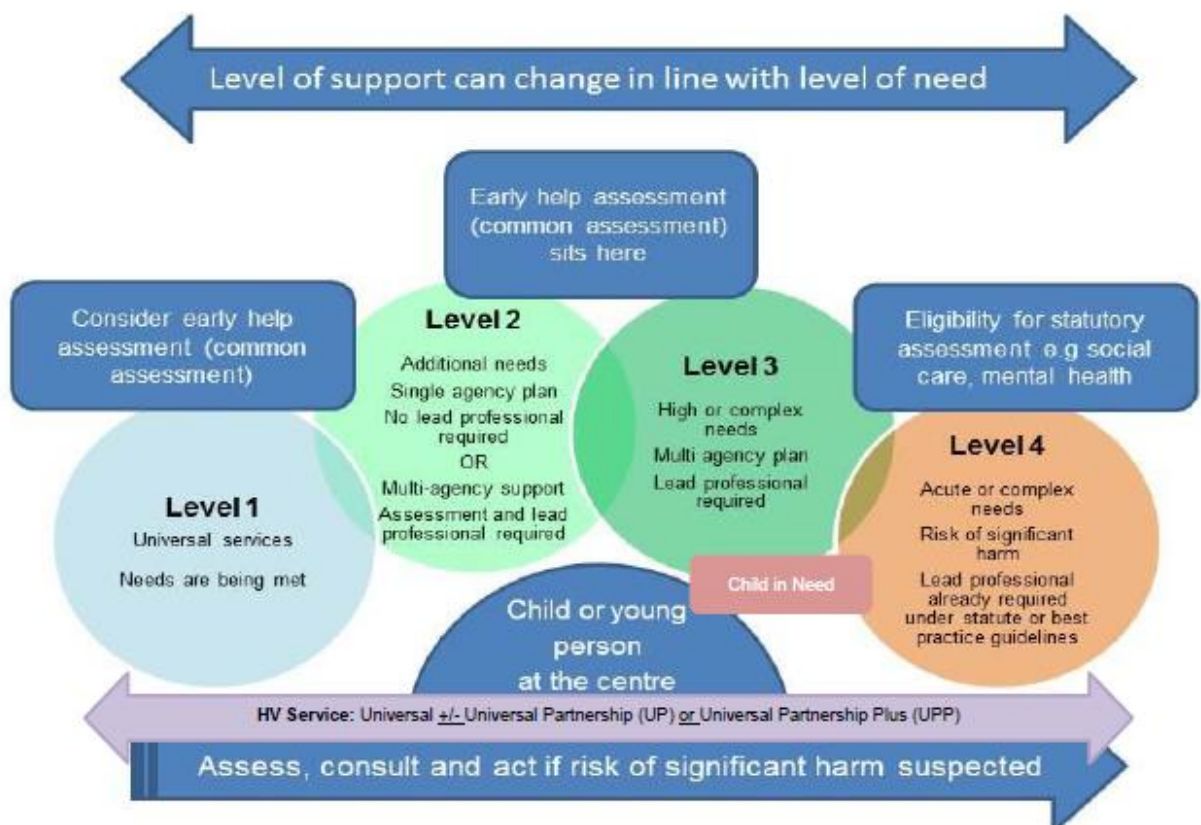
- 10.1 Local arrangements have been reviewed and fulfil the requirements set out in Working Together to Safeguard Children 2015.
- 10.2 B&NES LSCB is one of the 12 members of the South West Safeguarding Child Protection Procedures consortia (SWCPP) and uses these procedures to direct its safeguarding duties. B&NES LSCB host the license contract and the other LSCBs now pay into this, as reflected in the Budget, see Appendix 3. The SWCPP website license was extended for a further year until 2019, with a provider that works nationally with many Local Authorities providing their policies and procedures; and the new site went live in February 2016. The procedures comprise guidance based on current legislation and up to date national policy and guidance, as well as also incorporating locally developed materials which are relevant to each of the 12 LSCBs. Each Board has its own site, which provides a 'gateway' to the shared consortium procedures, with the facility to house information specific to individual boards avoiding confusion for users. Materials will be updated twice yearly to ensure all guidance remains a current and relevant for practitioners. Boards will also be able to some of their own local information. The 12 Boards undertook a survey of staff awareness of the SWCPP website and contents in January 2017 and were surprised at how some practitioners were unaware of the detail of content held within the site. as a result B&NES LSCB has undertaken some 'mystery shopping' amongst practitioners as a result of action identified in the Board Assurance Framework and have now included this as an indicator for partners to report on in Appendix 5.
www.swcpp.org.uk
- 10.3 All multi-agency policies and procedures the LSCB approves are placed on the public website. We are mindful that poor oversight and assurance of implementation was a failing in the Rotherham Inquiry. As a result in 2015-16, the LSCB has implemented a dissemination process whereby all members of the

Board, education establishments and commissioned providers are made aware of the new/revised policies and procedures; Commissioners and LSCB partners are then asked to confirm this dissemination with the LSCB / LSAB Business Support Manager.

- 10.4 The Council delivers its statutory duty through its Children, Young people and families Division and the Young People Strategy and Commissioning Service. The Child Protection Chairs and Independent Review Service sit within the commissioning side of the Directorate whilst operational teams such as the Children and Families Assessment and Intervention Team, who provide the first point of contact for anyone wishing to talk about a child or young person, sit within the Children's Specialist Service area. If a child is disabled the Disabled Children Team provides contact, referral and initial response services for the hospital and for disabled children. The majority of teams are based at the Civic Centre in Keynsham with the exception of the Safeguarding Children Administration Team and CP Chairs based with the CP Conference room at the Bath city office – Lewis House.

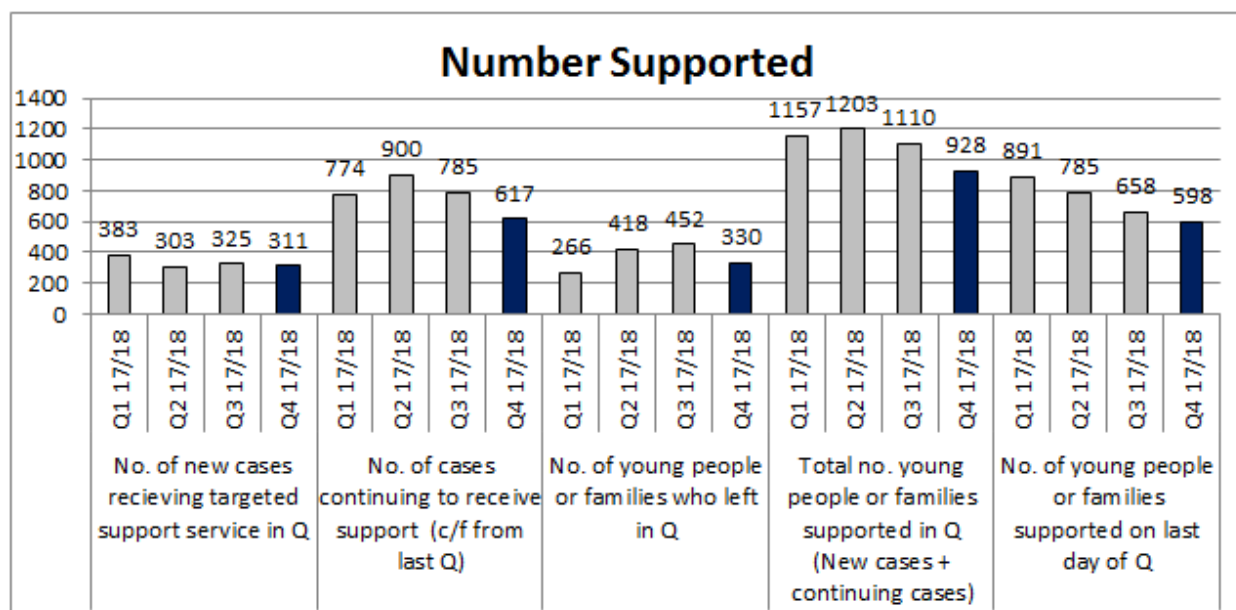
Section 11: Summary of Activity in Relation to the Support and Interventions Provided for Children and Young People

- 11.1 All partners have a responsibility to act when they identify that a child, young person and or their family needs support. The LSCB is committed to supporting agencies and continues to apply the threshold tool which was approved in December 2015.
https://www.safeguarding-bathnes.org.uk/sites/default/files/threshold_for_assessment_2016v4.pdf
 which was amended in 2017 to take account of the new Parenting Strategy and revised windscreen to include Early Help.



- 11.2 The information provided in this section of the Annual Report details the activity that has taken place during the reporting period to support children and young people identified in need of a service intervention as identified in the threshold document. It starts with the offer of 'early help' and the Common Assessment Framework (CAF) through to the number of children and young people we support through child protection arrangements and through being brought into the care of the Local Authority to protect and keep them safe.
- 11.3 **Early Help** – Throughout the year the Board has received enhanced early help reporting. Activity has been reported from a range of indicators for both Council run and externally commissioned services. These include Mentoring Plus, Youth Connect, Children's Centre Services, the Family Support and Play Service, Theraplay and Connecting Families. During 2017/18 1,653 referrals were received by early help services of which 78% of these were accepted and started to receive a service within the same quarter they were referred. A further 18% of the referrals were pending allocation. The graph below shows the number of families or children and young people supported through preventative early help services.

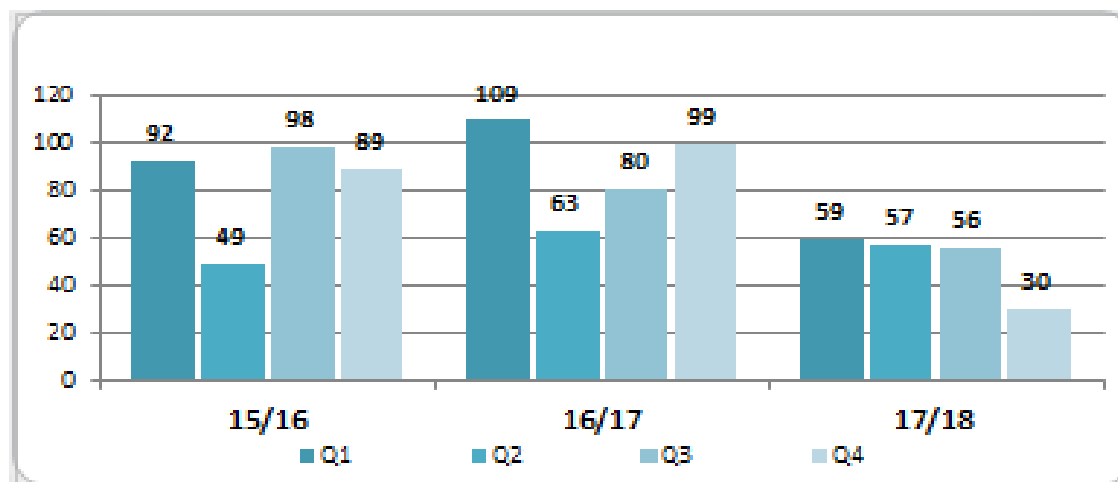
Diagram 1: Number of Families, Children or Young People Supported by Preventative Early Help Services



- 11.4 This year has seen an increase in referrals to early help services from the Council Children Services duty desk. This increase has been primarily influenced by the development and launch of the Early Help Hub which has assisted in directing requests for services to the most appropriate area of provision. The onward referrals are made when Requests for Services have been triaged and found not to meet the threshold for social care and therefore appropriate referrals to early help are made. Referrals from Health visitors and from Primary and Secondary Schools remain the highest across the year with a marked increase in quarter three and four in referrals from CAMHS. Referrals from adult services remain low and further concentrated awareness raising is required.

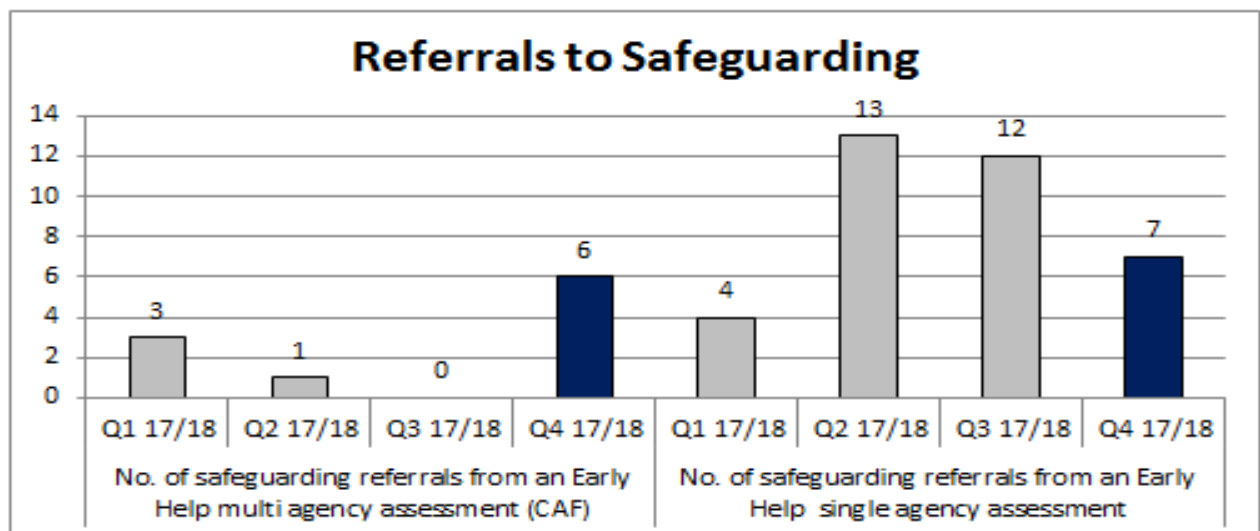
- 11.5 The age range and gender of children, young people and adults receiving early help services is broadly similar to 2016/17. 35% of cases remained open for three months or less and 24% of cases for over 12 months
- 11.6 198 common assessment forms were received, some of which included information for siblings as well. Hence the number of children assessed in the financial year 2017-2018 was 202. This is a significant decrease on the previous year when 351 were received.

Diagram 2: Number of Common Assessments (CAFs) by Year and Quarter



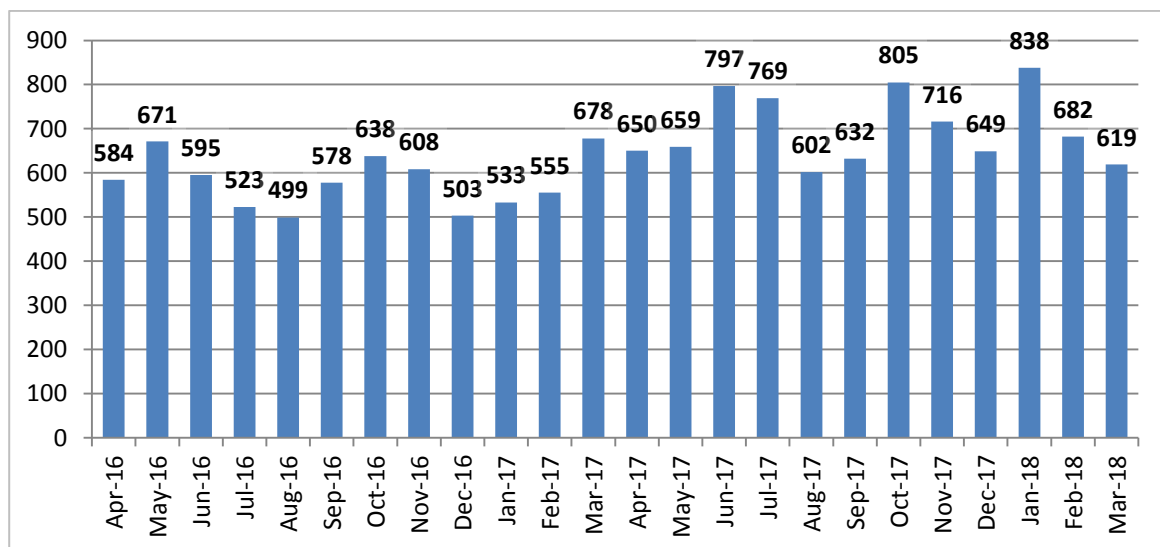
- 11.7 The number of CAFs was expected to diminish this year since the requirement for a completed CAF to enable transition funding was removed. There has been a drive to improve the quality of the CAF information and this has led to it taking longer to complete assessments; a further reason for the decrease in numbers
- 11.8 The conversation rate from CAF to social care assessment is taken as a proxy indicator to assess the effectiveness of early help in preventing escalation of need, the target of 10% was only achieved in quarter one during 2017/18 and fell to just under 9% in quarter four. Schools and health visitors continue to initiate the largest number of assessments and the wider workforce continues to be supported by the Council Integrated Working Team.
- 11.9 The LSCB continues to receive information on the progress of the work of the Connecting Families programme in B&NES. The programme has a target to work with 700 families by 2020 and by the end of 2017/18 identified 644 families – all of whom have an assessment and lead worker. The programme is complimented on benchmarking sixth in England out of all Local Authorities and being the best in the South West.
- 11.10 For the first time the Early Help Board has reported the number of safeguarding referrals made as set out in the diagram below. Whilst Council and CCG commissioners have routinely collected this and the Council record system can extrapolate this the diagram provides assurance that safeguarding concerns are routinely raised when needed:

Diagram 3: Number of Safeguarding Referrals Made



11.11 B&NES Council Children, Young People and Families Division have the statutory responsibility to receive, assess and intervene appropriately when there is a concern raised about a child or young person. These concerns are sent in from other agencies or the public as a **Request for Service and Referrals**. The aforementioned threshold tool is applied and decision made as to whether and what action is required. The diagram below sets out the activity per month.

Diagram 4: Number of Contacts per Month 2016 – 18



11.12 The average monthly number of **Request for Service** continues to increase and is 701 whereas during 2016-17 was 565, in 2015-16 this was 415. The increase continues to place a significant strain on Children Social Care. The Police requests make up a significant proportion of these followed by Schools and then health services which is as the LSCB would expect. During the last six months of the year the Police made changes to their triage arrangements during the year in response to requests from the Local Authorities they cover to reduce inappropriate information being shared with Children Social Care, whilst they still make the most requests out of all agencies this figure has reduced. The new triage arrangements are being monitored to ensure incidents of concern are not missed.

11.13 The table below shows the reason for the requests. The Council took the decision to remove the option to code the requests as advice at the beginning of quarter two and risk taking in quarter three as it wanted to be more specific in its categorisation to look for themes. Removing the option for advice and adding in more categories is the reason for some of these having a 0 figure in quarter one, this is true also for the removal of the risk taking category as the LSCB can now see the number of concerns which relate to negative peer involvement / gangs for example which rose in quarter four. Highlighted in yellow are of the ones which are of particular note to the LSCB. Domestic abuse and neglect are significant and this is in line with national trends and data. The LSCB also note the rise in homelessness as a request for service and will monitor this.

Table 1: Reason for Request for Service to Council Children Social Care Service by Quarter

Contact reason	Q1 2017/18		Q2 2017/18		Q3 2017/18		Q4 2017/18	
Acrimonious relationship between parents/carers	0	0.0%	169	8.4%	156	7.2%	179	8.4%
Advice	911	40.9%	59	2.9%	0	0.0%	0	0.0%
Alcohol misuse	0	0.0%	45	2.2%	37	1.7%	36	1.7%
Anti-social behaviour (perpetrator)	0	0.0%	41	2.0%	53	2.4%	42	2.0%
Anti-social behaviour (victim)	0	0.0%	36	1.8%	54	2.5%	52	2.4%
Blank/ In progress	0	0.0%	122	6.1%	208	9.6%	150	7.0%
CIN	0	0.0%	0	0.0%	0	0.0%	0	0.0%
CPP	3	0.1%	0	0.0%	0	0.0%	0	0.0%
Criminal behaviour/risk of offending	0	0.0%	53	2.6%	74	3.4%	54	2.5%
CSE	29	1.3%	61	3.0%	60	2.8%	123	5.8%
DA (perpetrator) and honour based and forced marriage	0	0.0%	19	0.9%	16	0.7%	17	0.8%
Disability	13	0.6%	2	0.1%	0	0.0%	0	0.0%
Domestic abuse (victim)	0	0.0%	234	11.7%	358	16.5%	282	13.2%
Domestic Violence	471	21.1%	52	2.6%	0	0.0%	0	0.0%
Emotional Abuse	46	2.1%	21	1.0%	20	0.9%	8	0.4%
Harmful sexual behaviour	25	1.1%	0	0.0%	22	1.0%	17	0.8%
Homelessness	0	0.0%	55	2.7%	53	2.4%	78	3.6%
Hospital admission	0	0.0%	67	3.3%	155	7.1%	124	5.8%
Learning needs including learning disabilities / difficulties (EHC/SEN)	0	0.0%	18	0.9%	23	1.1%	20	0.9%
Mental health issues/emotional well-being	0	0.0%	149	7.4%	189	8.7%	200	9.4%
Missing	10	0.4%	1	0.0%	0	0.0%	0	0.0%
Negative peer group/gang involvement	0	0.0%	0	0.0%	4	0.2%	9	0.4%
Neglect	302	13.6%	184	9.2%	196	9.0%	153	7.2%
Other LA Children In Care	17	0.8%	0	0.0%	0	0.0%	0	0.0%
Other LA Child Protection	0	0.0%	0	0.0%	0	0.0%	0	0.0%
Other	0	0.0%	216	10.8%	98	4.5%	0	0.0%
Parenting capacity	0	0.0%	126	6.3%	132	6.1%	237	11.1%
Physical Abuse	111	5.0%	79	3.9%	135	6.2%	177	8.3%
Physical health issues including limiting long term illness	0	0.0%	4	0.2%	5	0.2%	8	0.4%
Poor attachment / emotional well-being	0	0.0%	14	0.7%	4	0.2%	25	1.2%
Prison (family member has had a custodial sentence or recently released)	0	0.0%	3	0.1%	8	0.4%	4	0.2%
Private Fostering	0	0.0%	6	0.3%	2	0.1%	4	0.2%
Radical extremism	3	0.1%	0	0.0%	0	0.0%	0	0.0%
Risk to Self	55	2.5%	2	0.1%	0	0.0%	0	0.0%
Risk taking	181	8.1%	27	1.3%	0	0.0%	0	0.0%
Sexual Abuse	50	2.2%	83	4.1%	58	2.7%	61	2.9%
Substance / drug misuse	0	0.0%	41	2.0%	47	2.2%	76	3.6%
Toxic Trio (domestic abuse, mental ill health and substance misuse)	0	0.0%	14	0.7%	3	0.1%	3	0.1%
Total	2227	100.0%	2003	100.0%	2170	100.0%	2139	100.0%

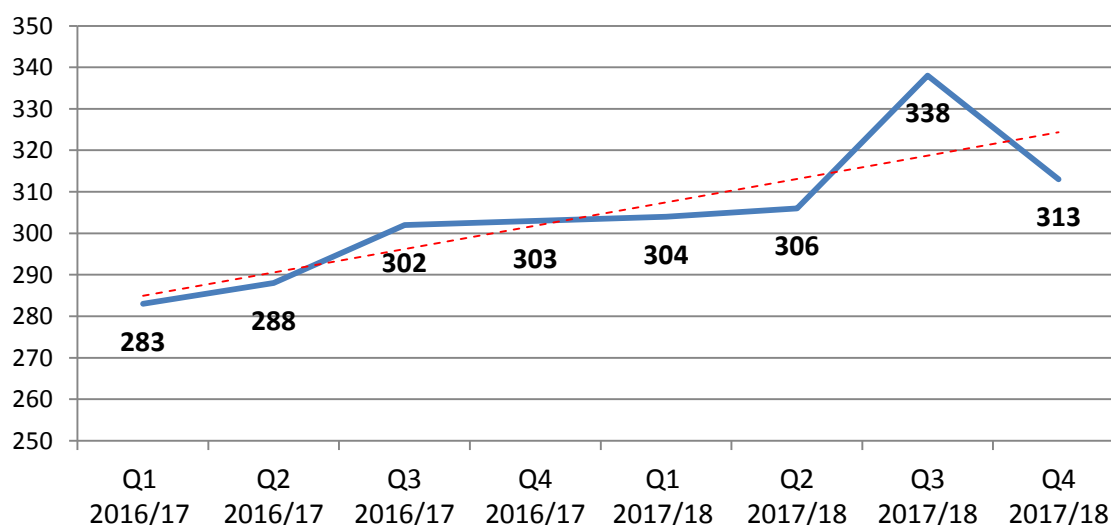
11.14 The outcome of the Request for Service to the Council service is reported below. The reduction in the no further action is related to the Police triaging their requests and the number of referrals to the Multi-agency Safeguarding Hub appears to have stabilised and remain consistent. Figures for application for adoption order and occupational therapy are available but have been removed because they are so small and families may be identifiable because of this.

Table 2: Outcome of Request for Service

	Q1 2017/18	Q2 2017/18	Q3 2017/18	Q4 2017/18
Request for Service outcomes	No.	No.	No.	No.
No Further Action	1089	953	993	968
Link to Existing Referral	622	530	462	514
Progress to Referral	272	276	285	300
Referral to MASH	96	153	262	267
No Outcome	53	109	170	96
Provision of Information/Advice	14	29	120	194
Details of Application for Adoption Order				
Occupational Therapy				
Referral to Other Agency	1	0	39	40
Total	2150	2053	2331	2380

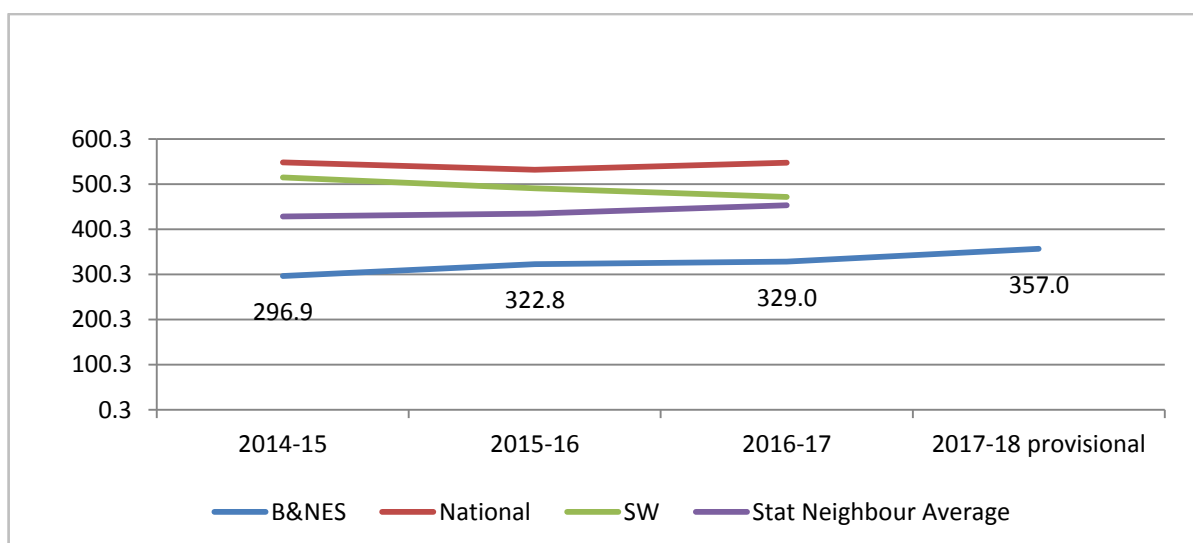
11.15 The number of **Referrals** received has increased slightly from the previous years to 1,261 for 2017/18 from 1,143 in 2016/17 and 1,125 in 2015/16. The diagram below shows this by quarter for 2016/17 and 17/18. In 2016/17 the Department for Education reported via the *Characteristics of Children In Need: 2016 to 2017* (referred to in this report as CIN data) report published in November 2017 a national increase of 4%. This confirms a continuing rise in demand which is in line with the general national trend.

Diagram 5: Number of Referrals per Quarter (contacts which progress to single assessment)



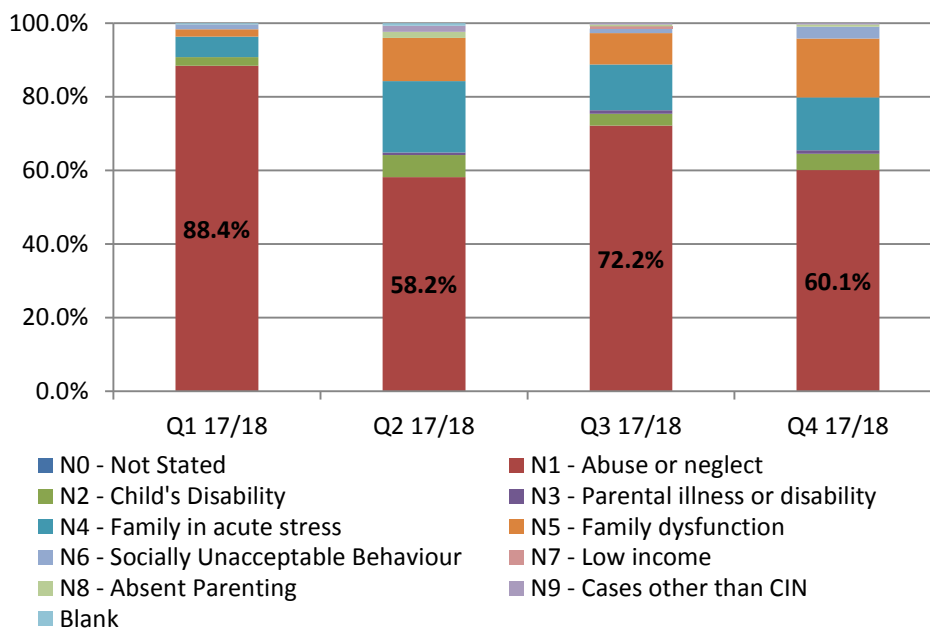
- 11.16 The diagram below sets out the comparison data from the CIN data - Census data for England per 10,000 referral rate. B&NES has been consistently lower than National, Regional and statistical neighbour (Like authority) data. This remains the case for 2016/17 at 329.0 and the LSCB and Council would expect the same for 2017/18 when the data is released.

Diagram 6: Trend in Referral Rates per 10,000: B&NES, National, South West Regional and Statistical Neighbour Average



- 11.17 The majority of referrals have come from the Police followed by schools. This is the same as the national picture and in line with previous reporting.
- 11.18 Council Children Social Care continue to monitor the timeliness of their response to referral and improvements are being shown with a significant reduction in the number of cases taking longer than five days to agree a decision to proceed to a fuller Assessment. In line with this improvement the number of children seen within five days is increasing.
- 11.19 The primary need identified for referral continues to be abuse or neglect; this is in line with national trends reported in the CIN data, however B&NES report a higher percentage (60.1%) than the national figure from 2016/17 (52.3%). B&NES figure at the for children identified with a disability or illness in quarter four (4.5%) is almost half of those reported in the national picture for 2016/17 (9.4%) and the LSCB through the Performance Management Group continue to monitor this as does the Professional Practice audit Group. Family dysfunction is the same as the national reporting and family in acute stress is higher.

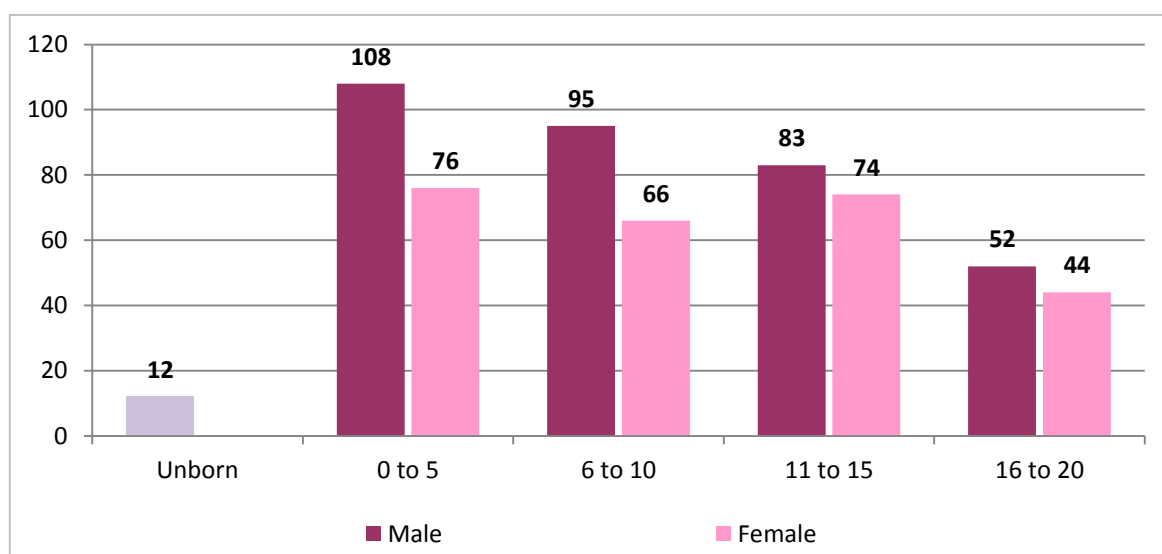
Diagram 7: Category of Need Breakdown for Referrals Received per Quarter



11.20 There has been continued decrease during the year with the number of children referred again to Children Social Care within a 12 month period with re-referrals at 15.7% for quarter four 2017/18. The reduction is in line with the national picture where there has also been a reduction from 22.3% for 2015/16 to 21.9% in 2016/17. *The low rate of re-referrals is indicative of agencies getting decision making and interventions right “first time”, enabling fewer families needing to return to Social Care for support.* (Divisional Director for Children Services April 2018)

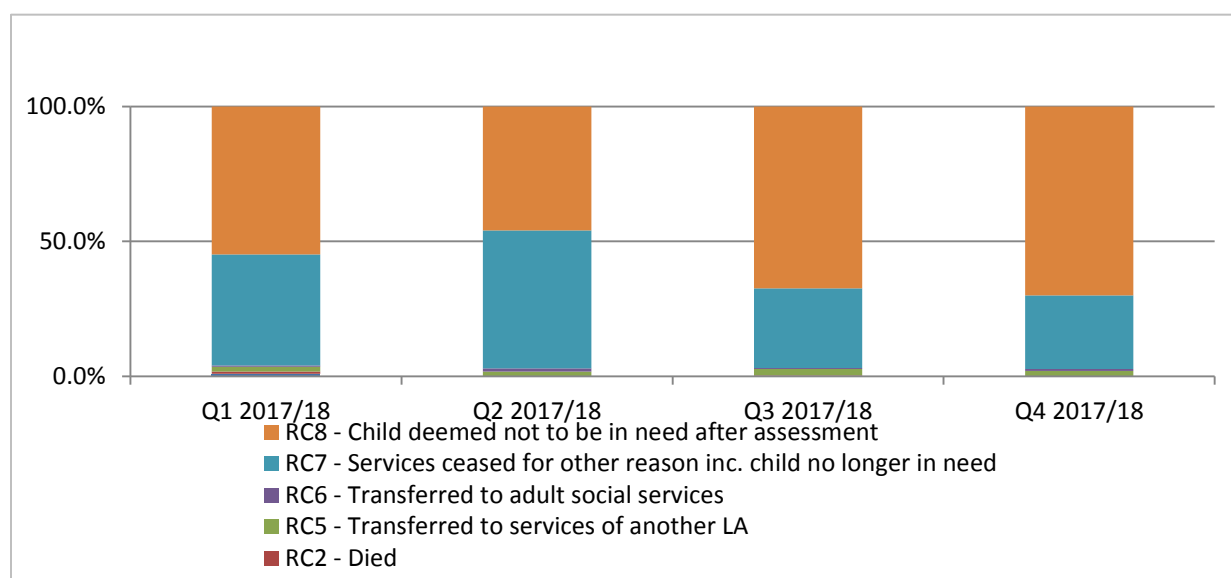
11.21 **Children in Need Interventions** - there were 610 Children in Need (CIN) open to Children’s Specialist Services at the end of March 2018. A fall of 74 (11%) from 31st March 2017. The CIN data (2016/17) also reported a decrease of 1.3%.

Diagram 8: Breakdown of Children in Need by Age and Gender at 31st March 2017



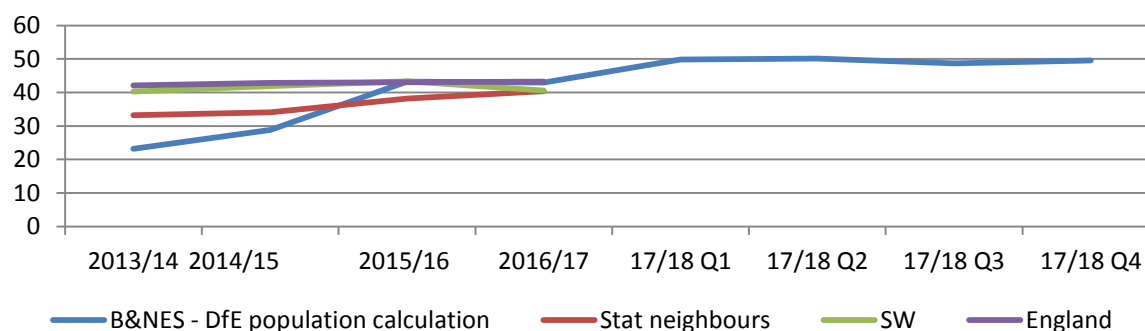
- 11.22 This year, like last has seen an increase in the number of younger children in need and unborn children identified. The gender split of children in need remains very similar to the national picture with 54% being male, 43% female and 3% unborn. The CIN data for 2016/17 is 53% for male, 45% female and 2% unborn the same as the previous year. The age range in B&NES is not in line with the national report which shows more children aged 10-15 years in need.
- 11.23 The timeliness of visits continues to be monitored in addition to children being seen and the duration of CIN plans. Over 70% of visits are on time and like the national data the majority of CIN cases closed within the first six months of intervention. The reasons for the closure of cases are set out below. The Council will break down RC7 further to enable a clearer understanding of what the other reasons are for cases closing.

Diagram 9: CIN Outcomes at Case Closure by Quarter



- 11.24 **Strategy Discussions and Child on Child Protection Plans** - there were 908 strategy discussions were held during the reporting period resulting in comparison to 481 from the previous year. 174 children being on child protection plans on the 31st March 2018 up from 152 on 31st March 2017 an increase of 14%. Nationally there has been an increase of 1.5%% in 2016/17. B&NES continues to place higher than CIN comparator data 2016/17. See section 11.27 for more information in relation to this.

Diagram 10: Child Protection Plans, Rates per 10,000 Comparator Data

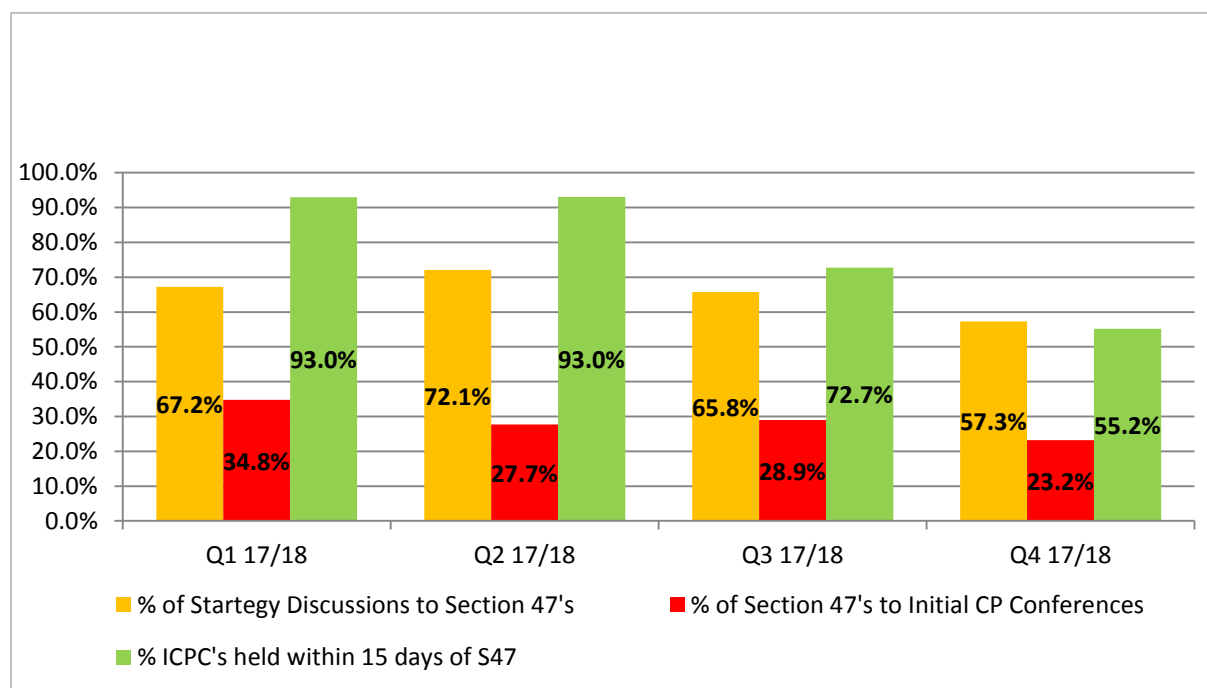


11.25 Quarter four shows the number of children subject to a section 47 and an Initial Child Protection Conference decreasing, this decrease has continued in the first quarter of 2018/19.

11.26 The table below shows three sets of information:

- the percentage of strategy discussions which have converted to section 47 investigations during the period
- the number of section 47 enquiries which progressed to an Initial Child Protection Conference
- The number of ICPCs which are held within 15 working days of the section 47 – this is a national timescale set out in Working Together to Safeguard Children. Whilst quarter one and two demonstrate good performance, quarter three and four deteriorate. The Child Protection Chairs have accommodated the ICPC requests they have had however there has been delays in notifying them in a timely way. This is being looked into as usually performance in this areas is good.

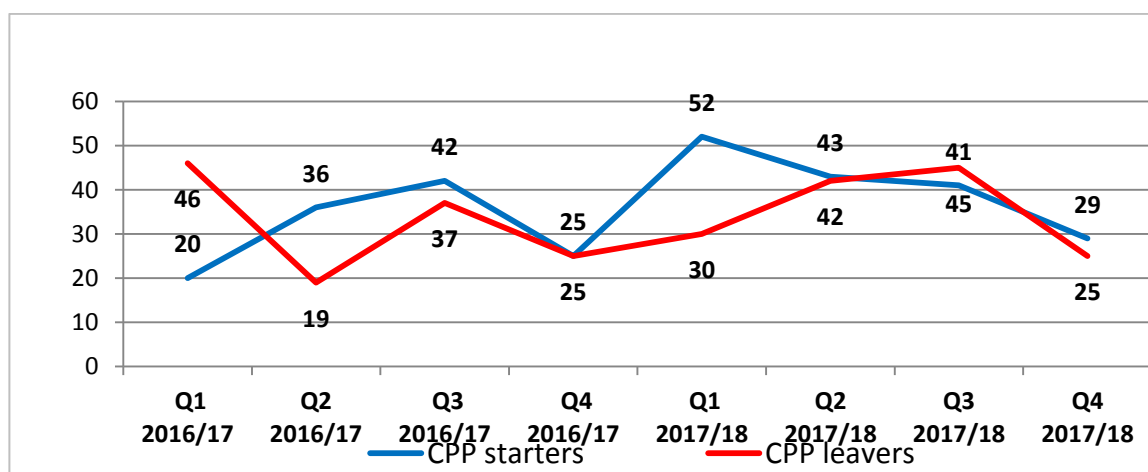
Diagram 11: % of Strategy Discussion's converted into ICPCs Held Within 15 Working days of Section 47 by Quarter



11.27 **Initial Child Protection Conferences** – the diagram below sets out the number of children by month who became subject to a Child Protection Plan. One reason for the number of children on a plan being above comparators is that there were a number of large families whose children came onto a plan, also that de-planning has slowed. There is also a concern from Children Social Care that there is

'a reluctance from agencies to agree "step-down" plans on the basis that on some occasions there is a perception that remaining on CP plan can mean a greater access to resources for the family. We are currently seeking to address this by including a new section within RCPC reports which will articulate more clearly steps taken to support families and progress made.' Council Divisional Director Children Services (April 2018).

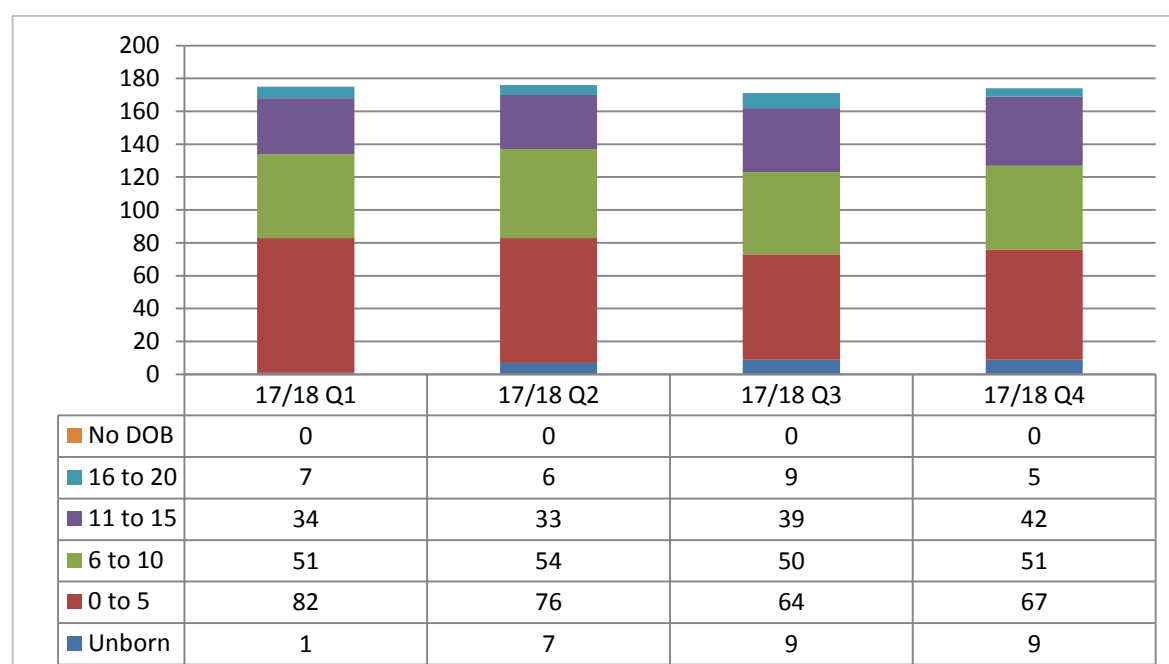
Diagram 12: Number of Child Protection Plans Started and Ended by Quarter



11.28 The diagram above shows the number of children subject to a plan by quarter. Quarter one 2017/18 had the highest number of children on a Plan and a reduced percentage of children removed from a plan, this is a recurring pattern whenever we have a spike in new Child Protection Plans they take priority (ensuring children are safe) over ending plans (for children who we are confident are safe). Council teams caseloads are at their maximum levels and they consequently need to prioritise in terms of risk to the children.

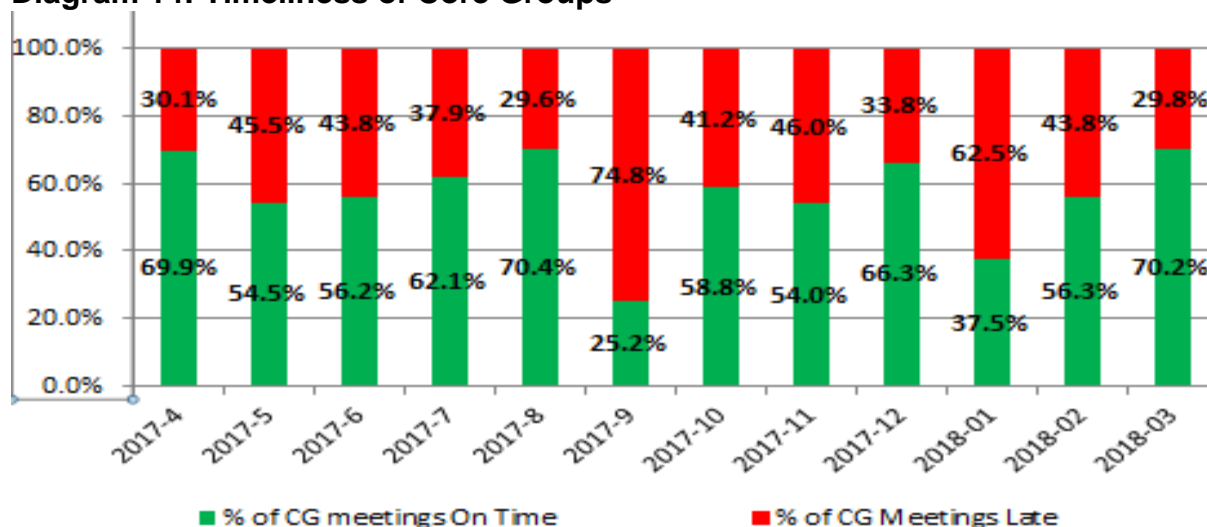
11.29 The diagram below shows the age of the children on Child Protection Plans – this remains similar to previous periods. The number of un-born babies that are being identified as requiring pre-birth plans are continuing to be identified which is indicative of good pro-active planning by agencies.

Diagram 13: Number of Children and Young People on a Child Protection Plan by Age



11.30 Regarding the timeliness of Core Groups the general picture for these is improving however there is more work to be done and this is being monitored routinely by Children Social Care managers.

Diagram 14: Timeliness of Core Groups



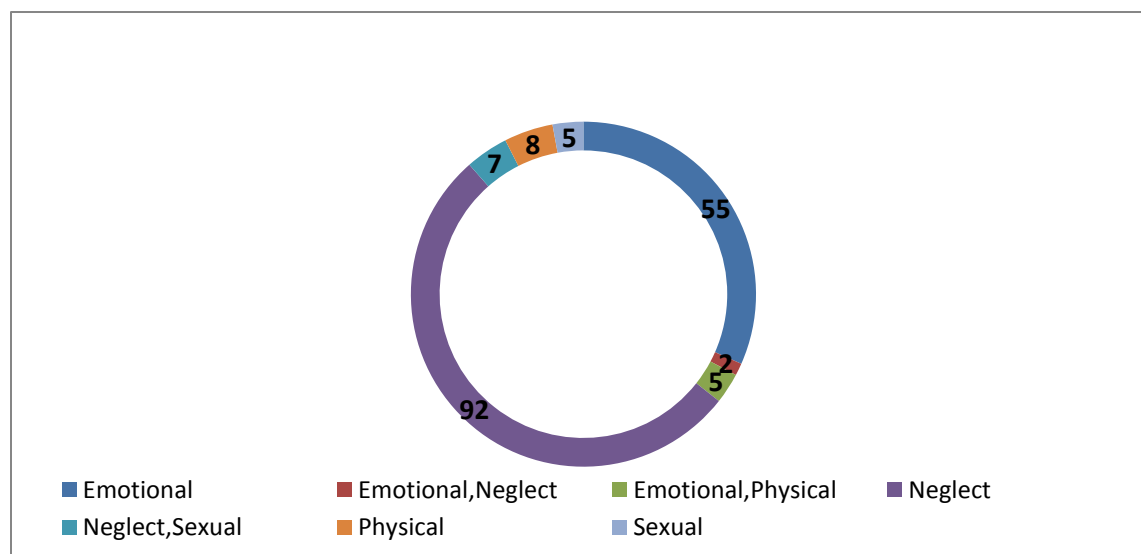
11.31 The table below sets out the length of time a child is on a Plan. It is important to note that one of the impacts of the increased activity in Child Protection activity over the past two years has inevitably meant an increase in the number of children have been on a Plan for more than two years especially given there were 0 on a Plan on the 31st March 2016. Agencies are aware of this and have reported that there has been increased pressure given the rise in children on a Plan during 2017/18 which has affected their capacity to work as intensely with families as they would like. There has however been an increase in the number of cases that have closed by 18 months which is encouraging meaning over 90% of children are on plans for less than 18 months. The LSCB PMG continue to monitor this and the new Strategic Plan 2018/2020 sets a target of less than 4% of children being on a Plan for more than two years for 2018/19. The aim being to reduce that figure further the following year. All children on a Plan for longer than 15 months are audited by an independent consultant from Barnardo's; Service Managers also audit all cases over 12 months.

Table 3: Lengths of Time Children are Subject to a Child Protection Plan at 31st March 2017

Length of Period	Children on a Plan 2014/15	Children on a Plan 2015/16	Children on a Plan 2016/17 (as at 31 st March 2017)	Children on a Plan 2017/18 (as at 31 st March 2018)
Lasted less than 3 months	11.7%	21.4%	16.4%	16.1%
Lasting 3-6 months	10.9%	2.7%	30.9%	21.3%
Lasting 6-12 months	35%	45.5%	18.4%	37.4%
Lasting 12-18 months	18.2%	16.1%	10.5%	16.1%
Lasting 18-24 months	19.7%	13.4%	23.7%	4.6%
Lasting more than 24 months	4.4%	0.9%	0%	4.6%

- 11.32 When looking at the categories of abuse recorded for children on Plans (see diagram below) the most common initial category is neglect. This is in line with the national picture with 47.8% of children in need at the 31st March 2017 followed by emotional abuse with 36.7% (CIN data). B&NES is above that figure with 53% of children with initial category of abuse as neglect followed by 32% with emotional abuse.

Diagram 15: Recorded Actual Number of Children on Child Protection Plan by Categories of Abuse at the 31st March 2018



- 11.33 The LSCB through the PPG undertook an audit of children with a disability on child protection plans and confirmed arrangements were robust. The number of children with a disability at the 31st March on a Plan was 9.
- 11.34 The table below identified the reason for the children being closed from a Plan. The reasons were modified in quarter 3 to better illustrate this enabling greater oversight of reasons. This explains the reason behind the 0% in quarter four for Change of Plan and for quarter one and two for three of the reasons.

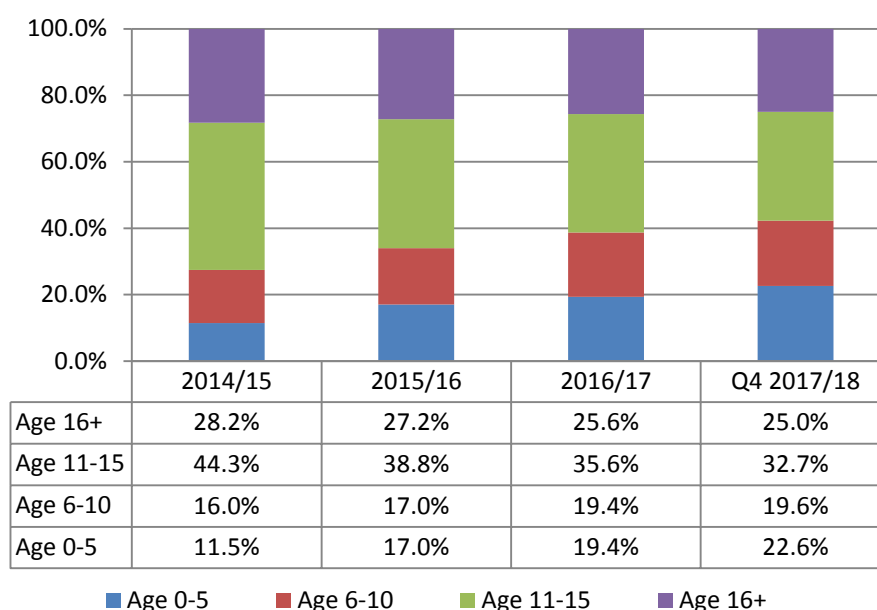
Table 4: Reason for Plan Closure by Percentage and Quarter 2017/18

End Reason	Q1 2017/18	Q2 2017/18	Q3 2017/18	Q4 2017/18
Change of Plan	86.2%	89.4%	68.2%	0.0%
Reached 18 Years	3.4%	0.0%	2.3%	0.0%
Moved Permanently to Another LA	0.0%	0.0%	2.3%	0.0%
No Longer at Risk of Significant Harm	10.3%	10.6%	22.7%	76.0%
Transfer to another LA	0.0%	0.0%	0.0%	12.0%
Child/YP no longer resides at home – LA Accommodated	0.0%	0.0%	6.9%	12.0%
Total	100.0%	100.0%	100.0%	100.0%

11.35 **Looked After Children** - On the 31st March 2018 there were 168 children in care in B&NES this is a 5% increase from 160 in the previous year, 154 in 2015/16 and 131 in 2014/15. Nationally there was a 3% increase from 2015/16 to 2016/17 as reported in the *DfE Children looked after in England (including adoption), year ending 31st March 2017* data (referred to as CLA data through this section of the report). The DfE are clear that the change in the characteristics of looked after children and care leavers nationally is because of the cohort of unaccompanied asylum-seeking children who tend to be 'non-white British, older children, with a main category of need of absent parenting.' (p5). The year end figure places B&NES South West average, statistical neighbours and significantly below the national average per 10,000 population figures.

11.36 The age breakdown of Children in Care remains broadly similar to the previous years picture with a slight increase in the 0-5 years. This is thought to be directly related to increased activity in Care Proceedings. Nationally there has also been a slight increase in the number of children under 1 year old,

Diagram 16: CIC Age Breakdown by Year



11.37 There proportion of females to males remains broadly in line with the national picture with B&NES being 54% male and 46% female in comparison to the national figure of 56% male and 44% female (for 2017 same as 2016).

11.38 The ethnicity of B&NES Children in Care is predominantly White British at 70% this is broadly similar to last year which was 71%. The CLA data year end 31st March 2017 – reports that looked after children are predominately white (75%) the same as last year. There has been a slight increase in non-white which reflects the increase in number of unaccompanied asylum seeking children. The DfE are clear that the change in the characteristics of looked after children and care leavers nationally is because of the cohort of unaccompanied asylum-seeking children who tend to be 'non-white British, older children, with a main category of need of absent parenting.' (p5)

11.39 The local reports do not currently capture the reason for children being looked after however this will be available for next year's Annual Report and will be reported on from quarter two 2018/19 to LSCB PMG. Nationally 61% of children are looked after due to an initial need of abuse of neglect, 15% family dysfunction, 8% family in acute stress and 7% absent parenting (CLA data 2017 page 196)

11.40 The legal status of children and young people is set out in the table below with comparators from other periods included.

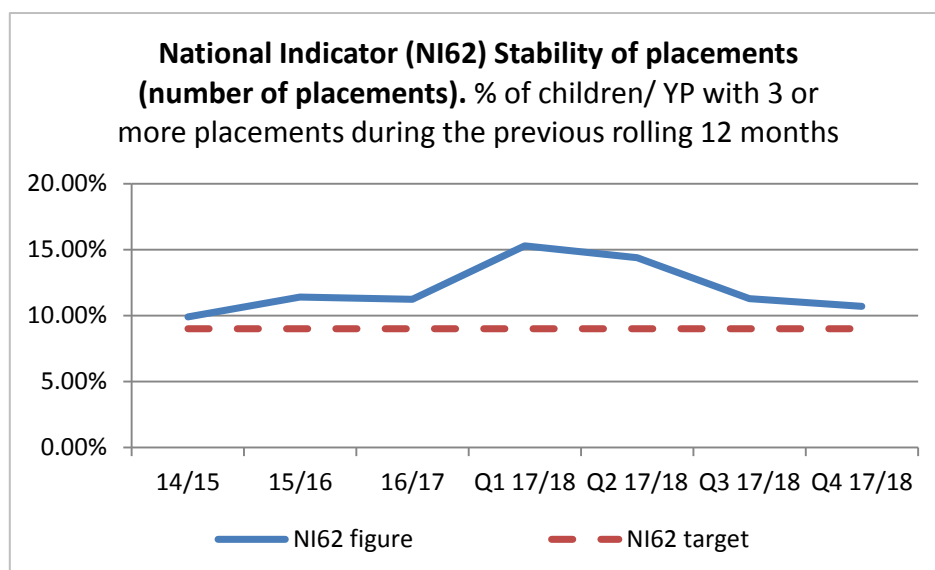
Table 5: Legal Status of Children in Care

Legal status	14/15	15/16	16/17	Q4, 17/18	Age 16+ Q4, 17/18
Full Care Order	65	67	65	68	13
Section 20 (voluntary)	54	54	60	55	29
Placement Order	6	13	12	24	0
Interim Care Order	6	13	23	21	0
Short Breaks	12	4	4	3	2
Total with Short Breaks Included	143	151	164	171	44
Total without Short Breaks Included	131	147	160	168	42

11.41 The table above shows a broadly similar range from previous years with the exception of the category Placement Order which confirms the increase in adoption activity however this increase is not in line with the national trend which is decreasing. Section 20 arrangements in B&NES have decreased however which is in line with the national trend. Interim Care Orders remains similar to last year which highlights the increase in Court activity experienced by both B&NES and other parts of the country in the same period.

11.42 Children Specialist Services and the Independent Reviewing Services work together to ensure placements remain as stable as possible. The national measure takes account of children who have moved placements three or more times in the last 12 months. The diagram below demonstrates that just over 10% of children do not move more than 3 times. The CLA data 2016/17 shows that 11% (18/168) of children move three or more times, we continue to be just above this at the 31st March 2017 however the diagram shows that there were periods through the year where we were significantly over and the Corporate Parenting Board will continue to keep a watch on this. It is however important to note that placement moves include both planned and positive moves as well as those that are unplanned and the Corporate Parenting Board have asked for this to be broken down to explain this to understand moves which are of concern.

Diagram 17: Placement Breakdown: 3 or more moves in 12 months



11.43 The Independent Reviewing Service has ensured reviews are carried out in a timely way. During this period we are reporting two figures, the national indicator 66 and the local one.

- NI66 reviews on time for children and young people in care for over a year for 2017/18 was in line with the target of just over 87% at 87.6% this is a decrease on last year (93%). Quarter one, two and three remained consistently high at 93% or over but 31st March 2018 performance had dropped. The performance report states that the figure is being checked by the IRO service and may increase but this is the current reported figure.
- Local NI66 review on time for children and young people in care (including those in care for less than a year) was also less than last year and on the 31st March 2018 reported as 81.5% against the more than 87% target. In quarter one and two performance was on average at 93% but this fell in quarter three and four. Again there is a health warning on the end of year figure at the moment but this is the current report.

11.44 461 reviews were carried out during the year 57 more than the previous year; children and young people are encouraged to participate in these and in 93% of cases some form of participation took place. Note good practice recommends not including children under the age of four in such reviews and their involvement has been removed from the calculation.

11.45 The Independent Review Service produces an Annual Report each year highlighting, as well as highlighting activity and the profile of B&NES Children In Care it also raised issues and concerns that the IROs have identified and whether they were responded to and resolved. The IRO report will be published on the LSCB website and these issues can be viewed in more detail. The escalations are routinely monitored as part of the quality assurance role of the service.

11.46 Outcomes for Looked After Children

11.47 During the year 58 children and young people left care, 12 of whom were adopted. There are an additional 2 children where a match for adoption was agreed.

11.48 On 31st March 2018 79% of young people (aged 19, 20 and 21) leaving care have suitable and stable accommodation; this compares to 83% in 2016/17 and 92% in

2015/16 and 98% in 2014/15. Performance until 2015/16 was significantly above benchmark data however the CLA data 2016/17 shows that national figure of 84% and South West at 86%; statistical neighbours average however was 82% therefore B&NES in 2016/17 was slightly higher. This remains an area of concern for the Council.

11.49 58% of young people leaving care are in employment, education or training, this figure has lower than previous years with the exception of 2014/15. This is an area of focus as part of the Ofsted inspection highlighted however it is important to note it is higher than the national benchmark figure which continues to shows 40% of young people who had left care were not in education, employment or training for 2017.

11.50 91% of care leavers on 31st March 2018 remain in touch which is higher than the national average of 89% in 2017.

11.51 Other Activity Information Relevant for the LSCB

11.52 During quarter one, two and three there were 195 missing episodes reported to Children Specialist Services. The data for quarter four is currently being checked for accuracy. 77% were offered return home interviews however not many were completed within 72 hours in line with statutory guidance however there are a number of reasons for this one is caused by the lack of capacity to respond but secondly because of the delay in reporting from the police which makes the 72 hour interview impossible to achieve.

11.53 The number of children identified at risk of Child Sexual Exploitation has increased during the year and this is shown in Table 1 with 80 more children being identified as at risk of CSE during 2017/18 than 2016/17. The Divisional Director monitors the situation and the Service is working closely with the Police and states:

'Much of this increase is founded on the growing understanding of the impact of so called "county lines" and a subsequent growth of criminal exploitation. The growth of the county lines appear to be linked to two key routes, one along the M5 corridor from Birmingham and the Midlands, and the other along the M4 corridor from London. We are currently working with Police colleagues to update our Problem Profile to highlight particular hot-spots associated with the County lines.' April 2018

11.55 The number of Unaccompanied Asylum Seeking Children is 15 and there are currently two young people identified as having been trafficked. One child was referred to the Counter Terrorism Intelligence Unit however no Channel Panels were held.

Section 12: External Assessments

12.1 As highlighted earlier in this report, the LSCB was expecting an inspection of its effectiveness as part of the Ofsted Single Inspection Framework (SIF).

12.2 Ofsted Review of B&NES LSCB (July 2017)

The final report from the team of inspectors, who visited in April and May, gives the Council an overall rating of 'Good'. The review of the multi-agency arrangements to protect children through the Local Safeguarding Children Board, carried out alongside the inspection of Council services, also received a 'Good' rating.

Ofsted's review of the effectiveness of the LSCB reflects some fantastic working between local partners, including the Board's three active lay members, and the strong work we do to

'actively seek the views of children through the Senior in Care Council (SICC) and Youth Forum'. There is an acknowledgment that we have created a 'culture of openness, purposeful challenge and a well-driven and sustained focus on safeguarding performance' ensuring that 'outcomes for children in the area continue to improve'. It was also positive to see that partners confirmed that thresholds are appropriately set to meet the needs of local children who need help and protection'.

The Board picked up three recommendations - to broaden the range of performance information we review; to add some additional areas of focus into our annual report; and to extend to a wider audience the ongoing work to raise awareness of child sexual exploitation. These recommendations were then built into the Business Plan 2015-18 and two have carried over to the new Strategic Plan 2018-21.

[Ofsted Report on B&NES LSCB](#) Inspection of B&NES Children's Services and review of B&NES LSCB (July 2017)

Section 13: Priorities for 2017 - 18 and Beyond

13.1 LSCB Business Plan outturn 2017 – 18

The LSCB adopted a three year Business Plan from September 2015 to March 2018. This was monitored by the Business Management Group (Sub Group Chairs) prior to the Board and reported on at each Board meeting.

The latest version was then made available on the public website:

<http://www.safeguarding-bathnes.org.uk/>

The three year plan has now been completed and is available on safeguarding website:

[Business Plan 2015-18 - Final Out Turn](#) Year End March 2018

Many actions have been completed or are continuing as business as usual within sub groups or operational work. Any outstanding actions have been transferred to the new Strategic Plan 2018-21. The LSCB has now finished its three year Joint Working Plan with the LSAB (see Appendix 7).

13.2 LSCB Strategic Plan 2018-21

During 2018, the LSCB partners and Business Management Group have been working on the development of a new Strategic Plan for 2018-21. This will be more outcomes or impact focused and will be finalised in June 2018 and then published on the safeguarding website. The Business Management Group will then agree the reporting process for the new Plan to the LSCB so that regular updates can be posted on the website as before after each Board meeting.

The LSCB agreed the one page version of the Strategic Plan in March 2018 which is available on the safeguarding website:

[LSCB Strategic Plan 2018-21 on a page](#)

The new Plan has 5 key outcomes and 13 priorities in order to meet them.

Five Outcomes

- All children and young people are safe
- Children, young people, carers and families contribute to the way services respond to child protection and children in care safety concerns
- LSCB is assured that safeguarding is embedded; is delivered to a high standard and is effective across all partner agencies
- A skilled, trained and competent workforce
- The LSCB is effective and responsive to the new legislative requirements

Section 14: Essential Information

- 14.1 The Annual Report is published by the LSCB and has been contributed to and approved by all partner agencies.
- 14.2 The Report is shared with the Health and Wellbeing Board, Children and Young People Policy Development and Scrutiny Panel, B&NES LSAB, Responsible Authorities Group (RAG) and Council Chief Executive.
- 14.3 The report can be made available in alternative formats as required and by contacting the LSCB Business Support Manager by emailing dami_howard@bathnes.gov.uk

Appendix 1: LSCB Terms of Reference

The LSCB Terms of Reference are available on the safeguarding website: [Terms Of Reference](#)

The Terms of Reference were fully reviewed in September 2016 LSCB and had minor amendments following agreement at the December LSCB and Joint development Session in February 2017.

Since the refresh of the Terms of Reference all Board members of the LSCB have received a revised induction Book and have signed the member's agreement.

In 2017 the LSCB developed a Board Memorandum of Understanding for all partner Agencies which has been fully signed up to by all partners.



Appendix 2: LSCB Members and Attendance 2017-18

Name	Agency	Role
1. Andrea Harris	Independent	Lay Member
2. Anthea Pritchard	Independent	Lay Member
3. Bruce Laurence	B&NES Council	Director of Public Health
4. Charlie Leason	Avon & Somerset Police	Safeguarding Co-ordination Unit Manager
5. Dami Howard	B&NES Council	LSCB/LSAB Business Support Manager
6. Dawn Clarke (until Sept 2017)	BaNES NHS CCG	Director of Nursing & Quality
7. Debbie Forward	B&NES Council	Senior Commissioning Manager-Preventative Services
8. Deborah Murphy- Smith	CAFCASS	Service Manager
9. Donna Redman	BaNES NHS CCG	Named GP
10. Duncan Stanway	Barnardo's	Assistant Director, Midlands and SW
11. Dr Fiona Finlay	Virgin Care & BaNES NHS CCG	Designated Doctor
12. Harriet Bosnell	Curo	Director of Health & Support
13. Helen Blanchard	RUH NHS Trust	Director of Nursing
14. Helen Crystal	NHS England South & Central	Safeguarding and Patient Experience Manager
15. James Knight	National Probation Service	Senior Probation Officer
16. Jayne Davis	Bath College	Deputy Principal Curriculum & Quality: FE Advocate
17. Jenny Daly (until June 2017)	BaNES NHS CCG	Designated Nurse Safeguarding Children & Integrated Quality
18. Jon Peyton	AWP (Avon and Wiltshire Mental Health Partnership Trust)	Head of Safeguarding Children and Domestic Abuse Lead
19. Kevin Day (until Sept 2017)	National Probation Service	Senior Probation Officer
20. Lesley Hutchinson	B&NES Council	Head of Safeguarding and Quality Assurance
21. Lesley Jones	Independent	Lay Member
22. Lisa Cheek	RUH NHS Trust	Deputy Director of Nursing & Midwifery
23. Lisa Ring (until Sept 2017)	Community Rehabilitation Company	Senior Probation Officer and Team Manager
24. Liz Plastow	BaNES NHS CCG	Designated Nurse Safeguarding Children & Integrated Quality
25. Liz Spencer	National Probation Service	Head of SW National Probation Service
26. Marilyn Harrison (from Oct 17)	Community Rehabilitation Company	LDU Head Of Operations
26. Matthew Woodville	Wellsway Academy	Head Teacher: Secondary Heads Advocate
27. (Cllr) Michael Evans (until June)	B&NES Council	Cabinet Member for Children's Services

28. Mel Argles (until June 2017))	B&NES Council	Principal Social Worker Children and Families (March – Sept) Deputy Safeguarding Lead: Children & QA Sept 2016
29. Michelle Maguire	Oxford Health	Head of Service
30. Mike Bowden	B&NES Council	Corporate Director
31. Neil Liddington	Avon Fire & Rescue	Associate LSCB Member
32. Nicki Smith	St Nicholas CofE Primary School	Head Teacher: Primary Heads Advocate
33. (Cllr) Paul May (from Dec 2017)	B&NES Council	Cabinet Member for Children's Services
34. Penny McKissock	Southside	CYPN Voluntary Network
35. Peter Brandt (until Sept 17)	Community Rehabilitation Company	Assistant Chief Officer
36. Reg Pengelly (Until Sept 2017)	Independent	Independent Chair
37. Richard Baldwin	B&NES Council	Divisional Director Safeguarding & Social Care
38. Robert Lake (from Sept 2017)	Independent	Independent Chair
39. Sally Churchyard	B&NES Council Youth Offending Service	Service Manager 11-19 Outcomes
40. Simon Hester	SWAST	Named Professional for Safeguarding
41. Sue Lane (from Oct 17)	Community Rehabilitation Company	Senior Probation Officer
42. Val Janson (from Sept 2017)	BaNES NHS CCG	Deputy Director of Nursing and Quality
43. Val Scrase (from June 2017)	Virgin Care	Head of Operations

LSCB Attendance by Agency - representation only, not always from the designated lead from each agency.				
Name	June 2017	Sept 2017	Dec 2017	March 2018
Avon Fire & Rescue (Associate member only)				
Avon and Wiltshire Mental Health Partnership Trust				
Avon and Somerset Constabulary				
B&NES Council Commissioning Children and Young People Strategy and Commissioning				
B&NES Council Public Health				
B&NES Council Social Care				
B&NES Council YOS				
BaNES NHS CCG/Designated Nurse				
Barnardo's				
CAFCASS				
Community Rehabilitation Company (CRC)				
Bad College				
Designated Doctor				
Executive Lead Member				
Curo - Housing Advocate				
Lay Members				
Named GP				
National Probation Service				
NHS England South				
Oxford Health				
Primary Head Representative				
Royal United Hospital				
Secondary Head Advocate				
SWASFT				
Virgin Care				
Voluntary Sector Advocate – CYP Network				

LSCB Sub group members

Serious Case Review sub group	
Member	Agency
Lesley Hutchinson	B&NES Council (Chair)
Dami Howard	B&NES Council
Dr Fiona Finlay	Virgin Care/CCG
Liz Plastow	BaNES NHS CCG
Margaret Simmonds-Bird	B&NES Council
Richard Baldwin	B&NES Council
Deryck Rees	Avon and Somerset Constabulary

Performance Management sub group	
Member	Agency
Lesley Hutchinson	B&NES Council (Chair)
Caroline Dowson	B&NES Council
Val Scrase	Virgin Care
Dami Howard	B&NES Council
Val Janson	BaNES NHS CCG
Judith Steele	Virgin Care
Lesley Hutchinson	B&NES Council
Mel Argles	B&NES Council
Elliott Davis	B&NES Council
Richard Baldwin	B&NES Council
Lisa Furby	Avon and Somerset Constabulary
Tori Mitchell	AWP
Jane Murray	Oxford Health - CAMHS
Caroline Dowson	B&NES Council

CSE and Missing sub group	
Member	Agency
Richard Baldwin	B&NES Council (Chair)
Cathryn Brown	B&NES Council
Carl McMurtry	Curo
Chris Wilford	B&NES Council
Dr Donna Redman	BaNES NHS CCG
Ian Read	AWP
Jamie Luck	Mentoring Plus
Leigh Zywek	B&NES Council
Liz Bryan	Project 28
Lorraine Beasley	Hayesfield Academy
Sarah Treweek	Avon and Somerset Constabulary
Lisa Miller	Oxford Health - CAMHS
Elliott Davis	B&NES Council
Rachel Allen-Ringham	B&NES Council
Sally Churchyard	B&NES Council
Mike Menzies	RUH
Cathryn Brown	B&NES Council

Communications sub group	
Member	Agency
Sonia Hutchison	Carers Centre (Chair)
Richard Baldwin	B&NES Council (Vice Chair)
Alison Gerrard (job-share with Stacey James)	B&NES Council
Bev Craney	Swallow
Dami Howard	B&NES Council
Debra Harrison	RUH
Li Rawlings	Avon & Wiltshire Partnership MH Trust
Marjorie Stephinson	Independent
Martha Cox	Virgin Care
Jasmin Miller	SICC
Jen Russell	B&NES Council
June Thompson	RUH, Bath.
Sarah McCluskey	B&NES Council
Sharon Prowse	Freeways
Stacey James (job-share with Alison Gerrard)	B&NES Council

Joint LSCB & LSAB Training and Development sub-group	
Member	Agency
Fran McGarrigle	AWP (Chair)
Stephanie Peppard (shares attendance with Clare Hurford)	Way Ahead
Clare Hurford (shares attendance with S. Peppard)	Way Ahead
Dawn Kingman	B&NES Council
Debra Harrison	RUH
Geoff Watson	Virgin Care
Helen Heal	B&NES Council
Simon Crisp	Avon and Somerset Constabulary
Jen Russell	B&NES Council
Judith Steele	Virgin Care
Karyn Yee-King	B&NES Council
Kitty Crowther	B&NES Council
Maggie Hall	Virgin Care
Marjorie Stephinson	Independent
Mike Menzies	RUH
Ralph Lillywhite	St Mungo's/Volunteer Network
Roanne Wootten	Julian House
Sue Lee	CAFCASS
Vicky Christophers	Diocese of Bath and Wells

Professional Practice sub group	
Member	Agency
Duncan Stanway	Barnardo's (Chair)
Donna Redman	BaNES NHS CCG
Hilary Marcer	Virgin Care
Helen Roberts	Virgin Care
Mel Argles	B&NES Council
Judith Steele	Virgin Care
Lisa Miller	Oxford Health - CAMHS
Mel Holt	B&NES Council
Mike Menzies	RUH
Sally Churchyard	B&NES Council
Sara Willis	B&NES Council
Donna Redman	BaNES NHS CCG

Children in Care & Quality Assurance sub group	
Member	Agency
Liz Plastow - Chair	BaNES NHS CCG (Chair)
Ian Tomlinson - Deputy	B&NES Council (Deputy Chair)
Bev Coles	B&NES Council
Carla Cooper	B&NES Council
Jackie Wrench	Virgin Care
Lisa Miller	Oxford Health - CAMHS
Louise Nichols	Oxford Health - CAMHS
Lynda Williams	Off The Record
Pete Campbell	B&NES Council
Ruth Loughridge	B&NES Council
Victoria Duke	Head of Virtual School

Appendix 3: Budget 2017 - 18

	2017 - 18	
	Budget	Actuals
Income		
B&NES Council	47,495	52,473
Avon & Somerset Constabulary Amount now received (includes £5,200 outstanding amount re 2014/15)	9,200	14,400
BaNES NHS CCG	20,102	20,102
National Probation Service	485	485
CAFCASS	550	550
Community Rehabilitation Company	500	500
SCR contributions (external)	0	9,682
SCR contribution (LSCB)	0	10,000
Training	10,196	13,506
Fees and Charges	9,450	8,982
SWCPP Manual contributions	11,402	11,458
Miscellaneous contributions	1,650	3,240
Carry Forward	42,422	32,322
Totals	153,452	177,700
Expenditure		
Staff Salaries (Business Manager 60% allocation)	25,250	25,168
Staff Salaries (Other)	44,650	47,662
Travel / Car Parking	1,000	934
Printing / Design	100	88
Independent Chair	15,000	14,269
CDOP	3,666	3,666
Training	10,000	13,789
SWCPP Manual	12,500	12,500
SCR expenditure. Detailed below - this is the maximum sum that will be paid	0	24,527
Contracts	10,000	9,900
Contracts	15,000	15,040
Website Development	1,000	975
Other expenses	15,286	9,182
Totals	153,452	177,700

SCR expenditure

(to be paid equally by Council,
CCG and Police)

Author 1	4,307
Author 2 (maximum to be paid)	10,000
Author 3 (maximum to be paid)	10,000
Other costs	220
	24,527



Bath and North East Somerset Local Safeguarding Children Board

Evaluation of LSCB Inter-agency training

(April 2017 – March 2018)

Executive Summary

Core Business Objectives 2017 – 2018

Our role is to ensure that people who work with children are appropriately trained to understand childhood development and to recognise and act on potential signs of abuse and neglect at the earliest opportunity. We review and evaluate the quality, scope and effectiveness of single and inter-agency training to ensure it is meeting local need.

| LSCB training is child centred, evidence based, promotes the need for working in partnership, and informed and governed by issues of equality and diversity.

| LSCB training is accessible to all B&NES individuals who work with children, young people and /or their carers and is subjected to regular rigorous review and evaluation.

Delivery in 2017 – 2018

- 70 LSCB training sessions taking place comprising of 26 different courses
- 1247 Inter-agency training places made available
- 1151 Inter-agency training places booked
- 1026 Inter-agency training places attended
- 768 professionals trained
- On average over 80% completed evaluations and these are demonstrating impact.
- 7.5 % increase in attendance from Voluntary & Independent sector
- 14 Single agency training sessions taking place
- 680 E-learning modules started and 472 completed through the Learning Pool

Outcomes as reported / evidenced by practitioners

Evaluations highlight an increase in practitioner's confidence in applying knowledge and skills following training, thus being more responsive to the needs of children and families in B&NES.

Practitioner evaluations identify an increased understanding of multi-agency roles and improved communication and information sharing between professionals.

Practitioners have advised that they are embracing adopting a 'think family' approach in the work they undertake.

The LSCB FGM 'awareness slides' have been utilised and there is a good response from a wide range of partners.

The success of the training and development programme and the impact of learning on practice was further confirmed through the findings made by Ofsted during the inspection process.

Challenges

Limited expansion has taken place to the modules available in the e-learning library, due to reduced availability of technical support.

The Standard Child Protection training longer term evaluation project remained on hold throughout 2017 – 2018, due to capacity issues within the Children's Workforce Training Team.

An increase of 5% of 'non-attendance' on Standard Child Protection training and 4.5% on Advanced Children Protection training from the previous year's programme.

The review of the charging policy has been extended due to complications concerning contractual arrangements, it is planned that a charging proposal will be presented to the Boards in September 2018.

The next steps –

- Deliver the joint LSAB and LSCB Training strategy 2018 – 2021.
- Continue to deliver a high quality multi-agency training and development programme, which provides meaningful safeguarding training across all service areas.
- Maintain the robust evaluation processes and Quality Assurance mechanisms in place for LSCB training, refreshing methods of course and trainer evaluation as appropriate.
- Build upon the work undertaken with the Adult Workforce to further embed a culture and practice of 'Think Family'.
- Revise and approve training levels for the workforce and review and agree standards and required learning outcomes for 'core' safeguarding courses.
- Focus on prevention and Early Help to reduce significant harm and promote improved outcomes for children and young people.
- Provide learning from Serious Case Reviews, Safeguarding Adult Reviews and Domestic Homicide Reviews.
- Supply additional training and learning opportunities to support the workforce in protecting children and young people against the impact of neglect.
- Develop and disseminate mandatory 'awareness raising' slides to cover all topics relating to Board performance indicators.
- Review the e-learning library modules for children and add additional units if practicably possible.
- Adapt working practices to support and respond to changes arising from the publication of Working Together to Safeguard Children 2018 and the Children and social Work Act 2017.
- Confirm Charging Policy

Training delivery: 1st April 2017 – 31st March 2018

	Course Title	Number of Sessions run	Duration of course	Places Available	Places Booked	Delegates attended	% of places allocated	% Actual course take up *
LSCB	Standard Child Protection	18	7hrs	324	340	311	91%	96%
LSCB	Advanced Child Protection	12	14hrs	221	232	211	91%	95%
LSCB	Toxic Trio & Child Protection	3	7hrs	54	54	48	89%	89%
LSCB	CSE – Awareness Raising	2	3hrs	43	40	35	88%	81%
LSCB	CSE Working with Parents	2	7hrs	36	25	23	92%	64%
LSCB	Working with CSE: Skills and Practice	3	7hrs	58	57	46	81%	79%
LSCB	CSE Early Help	1	7hrs	18	11	10	91%	56%
LSCB	Child Sexual Abuse & Child Protection	1	7hrs	18	16	16	100%	89%
LSCB	Disabled Children & Child Protection	2	7hrs	20	8	7	88%	35%
LSCB	Domestic Abuse & Child Protection	3	7hrs	54	49	38	76%	70%
LSCB	Neglect & Child Protection	1	3.5hrs	18	10	8	80%	44%
LSCB	Common Assessment Framework Training	3	4hrs	60	36	33	92%	55%
LSCB	Lead Professional / TAC	2	6hrs	36	16	16	100%	44%
LSCB	Substance Misuse & Child Protection	1	7hrs	18	16	15	94%	83%
LSCB	Online Safety	2	3.5hrs	36	26	21	81%	58%
LSCB	Safer Recruitment	2	7hrs	36	18	17	94%	47%
LSCB	Train the Trainer	2	7hrs	Page 213 38	33	29	88%	76%

LSCB	Human Trafficking & Modern Slavery	2	3hrs	32	18	17	94%	53%
LSCB	Rapid Response	1	7hrs	25	34	30	88%	120%
LSCB	Critically Curious Conversations	1	7hrs	18	15	15	100%	83%
LSCB	Toxic Trio Awareness	1	3.5hrs	18	16	14	88%	78%
LSCB	Private Fostering	1	1hr	10	9	3	33%	90%
LSCB	Mental Health Awareness	1	3.5hrs	18	25	22	88%	122%
LSCB	Holding Difficult Conversations	1	3.5hrs	20	27	23	85%	114%
LSCB	Fabricated Induced Illness	1	3.5hrs	18	20	18	90%	100%

*Attendance based on potential course capacity

Single Agency Training provided by LSCB training co-ordinator

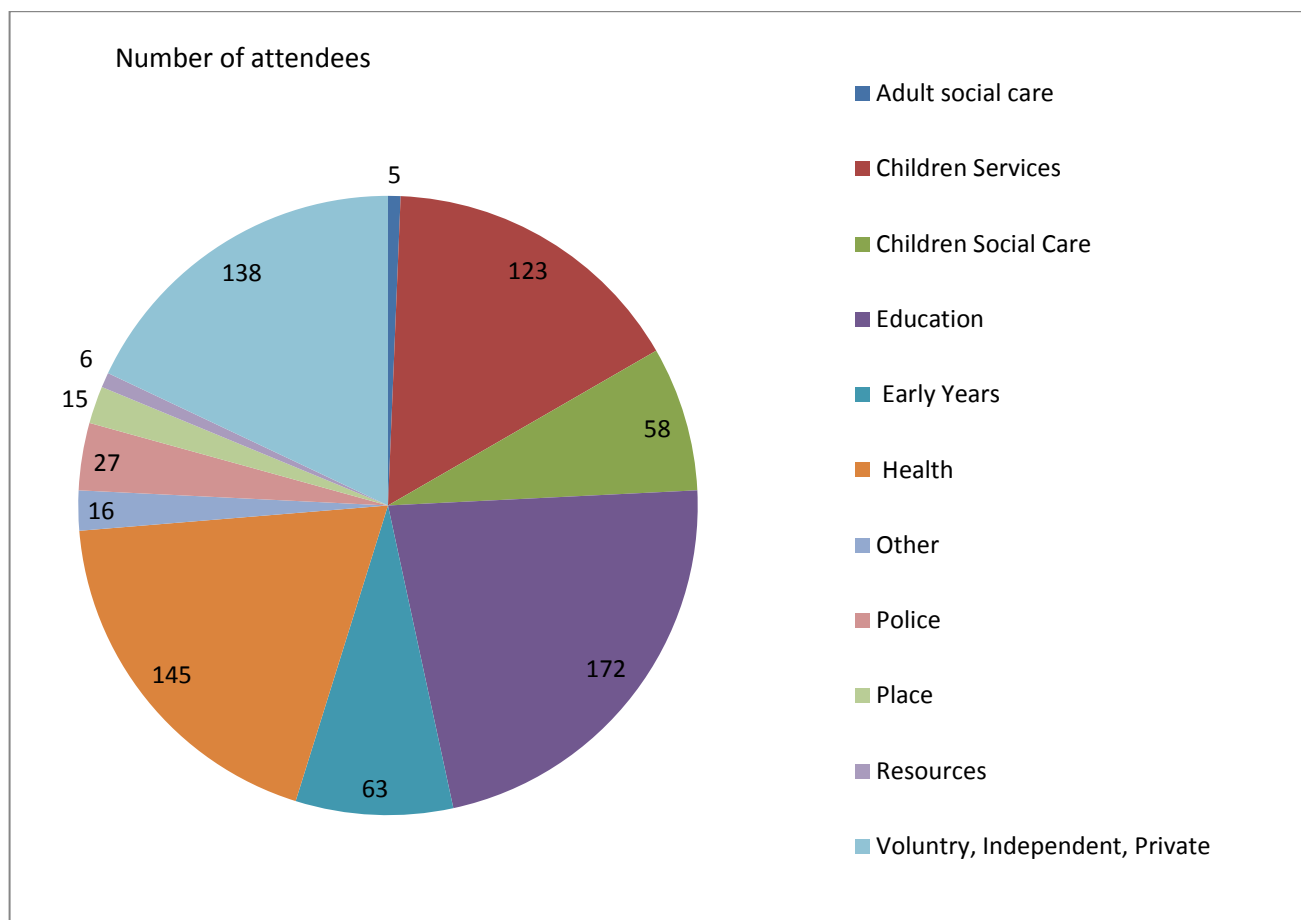
Organisation / Sector	Course title	Number of sessions run	Delegates attended
Southside Volunteers	Child Protection	3	20
Bath Welcomes Refugees	Child Protection	1	22
Bath Spa Uni	Child Protection	3	187
Crossing Patrol B&NES	Child Protection	2	21
St Nicholas Primary	Child Protection	1	26
Music Staff – B&NES	Child Protection	1	30
Paragon School	Child Protection	1	51
Foster Carers	Child Protection	1	5

E-Learning Courses completed through LSCB

Course Title	Complete	Incomplete	Total
Prevent	123	61	184
Child Sexual Exploitation	111	70	181
Domestic Abuse	118	32	150
Introduction to Safeguarding and Child Protection	107	41	148
Common Assessment Framework	13	4	17

It should be noted that E-Learning / online learning material is also available for Awareness of Forced Marriage, Modern Slavery and Human Trafficking, Children of Prisoners, and Female Genital Mutilation. However, it is not possible to gain figures of completion for the B&NES workforce as the materials are hosted on separate booking sites.

Agency Representation: 1st April 2017 – 31st March 2018



Agency Code	Number of Attendees
Adult social care	5
Children Services	123
Children Social Care	58
Education	172
Early Years	63
Health	145
Other	16
Police	27
Place	15
Resources	6
Voluntary, Independent, Private	138
TOTAL	768

Appendix 5: Safeguarding Assurance Indicators for 2018-19

The following indicators were approved by the Board in March 2018 for the following year 2018 -19. Partner Reports in Appendix 6 report on those indicators that were agreed by the Board in June 2017 for this 2017-18 Annual Report.

Board Performance Indicators 2018-19

Indicator Set 1: Training

- 1.1 90% Relevant staff to have undertaken child protection standard training
- 1.2 90% Relevant staff to have undertaken child protection advanced training
- 1.3 80% Relevant staff to have undertaken CSE awareness training
- 1.4 80% Relevant staff to have undertaken FGM awareness training
- 1.5 85% Relevant staff to have undertaken WRAP training
- 1.6 85% Relevant staff to have undertaken PREVENT awareness training
- 1.7 80% Relevant staff to have undertaken Domestic Abuse awareness Training
- 1.8 100% Safeguarding Leads awareness of Modern Slavery / Human trafficking

Note: the LSCB has agreed that it is each agencies responsibility to determine which of their staff members fall into the category of 'relevant'. For example a social worker, GPs, a school nurse, beat officers staff supporting children in face to face activities would be considered 'relevant' however an administrator in a nursery setting who has no contact with children would not be. The staff to be considered 'relevant' for child protection advanced or WRAP training need to be determined by each agency but the expectation is they would have completed the awareness and standard training indicators above and have progressed to the more advanced eg, GP Cluster Leads

Awareness training can be either face to face, e-learning or equivalent agencies need to decide. Agencies are asked to note the incremental rise in the PREVENT awareness.

Indicator Set 2: Safer recruitment

- 1.1 100% Relevant staff to have a DBS check before work commences with children or young people and families
- 1.2 100% of written references to be provided before work commences with children or young people and families

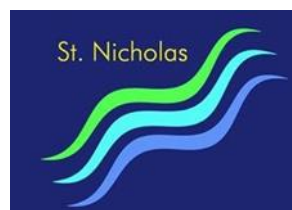
Indicator Set 3: Attendance at Board

- 3.1 75% Attendance at the LSCB

For 2019/20 the Board agreed:

- 80% relevant staff trained in Complex (Toxic) Trio

Appendix 6: Partner Reports



A new process is being trialled with the 2017-18 Partner Reports which have all been read and by an audit group reporting back into the Performance Management sub group (PMG) and quality assuring all partner reports and commenting in terms of:

1. Do the Partners meet the LSCB indicators?
2. Overview of the quality of the reports
3. Highlights of achievements in 2017/18
4. Summary of the Partners objectives for 2018/19

Partner Reports were not received from the following agencies:

National Probation Service (Apologies given and unable to complete due to preparation for Her Majesty's Inspectorate of Probation Inspection)

South West Ambulance Trust (Apologies given as SWAST Annual Report being prepared so not able to provide the information)

The secondary and primary school advocates did not complete as they had completed the S175 Safeguarding in Education Audit for 2017-18.

1. Do the Partners meet the LSCB Indicators?

All agencies that provided data largely met or exceeded the LSCB training indicators. CRC were not able to provide the training data. B&NES Council, AWP and RUH had not fully met all training indicators, the RUH and AWP were very close to doing so, but all gave detailed commentary and given the size of the organisations, the audit group were not concerned and could see evidence of efforts made to address this. Virgin Care could not provide all training data as they need to separate training from safeguarding adults training records. The Police were unable to give training data but gave very detailed commentary which fully explained the training and even named specific staff trained and responsible for certain areas. Areas that showed a need to increase training were particularly the awareness of FGM, PREVENT, WRAP, Domestic abuse and for some more staff to attend advanced CP training.

Attendance at the LSCB was not fully met by all agencies although many exceeded the 75%. Attendance is an issue in smaller agencies to ensure senior staff at appropriate levels can attend or when staff are called away to safeguarding issues.

CAFCASS submitted their national report and so did not cover the LSCB indicators.

2. Overview of the quality of reports

Generally, the reports were detailed and impressive. Those that were brief were succinct and answered all the necessary questions. Especially notable were Curo, RUH, Avon & Somerset Constabulary, Bath College, B&NES Council, Southside, Youth Offending Service and Youth Connect.

The challenges to each agency and how safeguarding is promoted with staff were well described.

Agencies will be given individual feedback in June or July 2018 and individual questions and concerns will be addressed where identified. The full report will then be shared with the Performance Monitoring Group (PMG) as part of the quality assurance process for the LSCB.

3. Highlights of achievements in 2017/18

This section of the reports was very thorough. There was evidence of the voice of the child and children being listened to. There was clear evidence of evaluation and auditing of training and Child Protection work.

The QA group were particularly impressed by:

CAMHS for their after-training telephone interviews;

Curo for their mandatory FGM training for all front facing staff, amended safeguarding training for all tradespeople, reflective practice meetings, and having a Modern Slavery Board.

AWP and RUH both referencing their Think Family role very clearly;

NHS England for their Modern Slavery event and neglect being a key theme;

Barnardo's for supporting an average of 10 young people at a time throughout the year from diverse backgrounds;

BaNES CCG for their effective management of vacancies and cover to ensure that gaps were not evident and also for their participation in the LSCB at all levels;

B&NES Council for their Ofsted rating, work with MASH, CSE and Early Help and raising the profile of and hearing the voice of children and young people through the work of the In Care Councils and Youth Forum;

Bath College for their liaison with Public Health England and the Charlie Waller memorial Trust, their increasing work to support young men in accessing support and their work to promote wellbeing and mental health;

Virgin Care for their work to capture the voice of the child and for parents, for carers' voices being heard through Think Family approaches, with referrals to services as required; and for both their proactive and responsive services;

Avon & Somerset Police for their Visualisation Apps, innovative programmes, delivering 6 Specialist Child Abuse Investigators Development Programme (SCAIDP) and another 6 due in 2018/19, and the amount of training delivered including further CSE training to in excess of 600 Neighbourhood and Response Officers in the Force area;

Southside for their fortnightly supervision and for developing and training 16 new Family Champions who are all previous service users;

RUH for the views of children, young peoples and carers being sought and tested – 'See it My Way' events - and for the safeguarding team's monthly walkabout;

Youth Connect for their work with approximately 1,000 young people including 296 who received a targeted service, supporting young people through key transitions and with sexual health, safe relationships and mental health, reducing unemployment and increasing participation in education;

And the Youth Offending Service for the appointment of a co-ordinator for harmful sexual behaviour work, and their work to support those at risk of CSE and criminal exploitation, helping to keep young people out of custody.

4. Summary of the Partners' Objectives for 2018/19

The objectives identified were strong, appropriate and should lead to positive outcomes. They include: developing the Think Family agenda; mental health training and support; quality assurance secondment to Primary care for 1 year, creative ways to capture the voice of the child and working with their team of Young advocates, developing and embedding supervision (clinical and safeguarding); seeking evidence of the impact of interactions; evaluation of the impact of training and workshops; developing a new model for harmful sexual behaviour; considering more evidence based ways of working to improve outcomes for children; and increasing Domestic Abuse and Modern Slavery training.

Appendix 7: B&NES LSAB / LSCB JOINT WORKING 2017 - 2018

Theme	Opportunity	Relevance	Progress in 2017/18	Ongoing work needed to progress
Communications <div>Page 221</div>	<ul style="list-style-type: none"> Joint safeguarding advice to public / professionals e.g. via media / newsletters Joint conferences / workshops Develop opportunities for joint participation activity Smarter use of budget 	<ul style="list-style-type: none"> Relevant to “Think Family”, Young carers, DVA, disabled children and adults, carers. 	<ul style="list-style-type: none"> Launched the joint website Wider promotion and development of website Ensured website is relevant and used. Ensured Children’s pages on website use appropriate language. Developed joint Newsletter: develop further as an active tool to achieve aims of the Boards. Joint Communication Sub Groups. Share Key Messages from the Chair across adult and children’s Boards Monthly update emails to be shared between Children’s and Adults areas. Updated the easy read leaflet C&YP rep joined communications group to provide input from a YP perspective. Reviewed the joint communications protocol 	<ul style="list-style-type: none"> Share Newsletter via registering on new website. Requesting this functionality can be added. Investigate sharing sub group minutes via ‘members only’ section on website. Requesting this functionality can be added. <p>Operational work in 2018</p>

Theme	Opportunity	Relevance	Progress in 2017/18	Ongoing work needed to progress
Quality Assurance	<ul style="list-style-type: none"> Shared audits where VA and Children are relevant 	<ul style="list-style-type: none"> Relevant to DVA, Substance / alcohol abuse, mental health (adult and child) Voice of adult/child Evidencing quality 	<ul style="list-style-type: none"> PPG now regularly holds joint discussions with adult services in our QA work. We have recently had drug & alcohol, DVA, Mental Health adult care staff in attendance at PPG. The LSAB's MCA group have begun to share relevant anonymised cases to share learning (this includes adults and children cases) Developed a template for the JTAs which is multi-agency Completed Assurance with all Board partners on understanding of information sharing protocols 	<ul style="list-style-type: none"> Consider developing a joint multi-agency chronology, template and audit tool to complete deep dive audits. <p>Action closed</p> <ul style="list-style-type: none"> Establish process to share learning from adult/children's reviews – key partner agencies. <p>In new Strategic Plan for 2018 - 21 re SCR/SAR</p>

Theme	Opportunity	Relevance	Progress in 2017/18	Ongoing work needed to progress
Policy and Procedures	<ul style="list-style-type: none"> Assure guidance for adults does not bring conflict with guidance for children (&vice versa) Assure guidance is consistent across both Boards and service type 	<ul style="list-style-type: none"> Assurance and QA exercise to be undertaken 	<ul style="list-style-type: none"> Developed joint Human Trafficking and Modern Slavery statement. Renewed LSCB CSE Strategy and Protocol. It was not appropriate to make joint with LSAB LSAB and LSCB Policy and Procedures reference South West CP Procedures and Care Act as required. 	<ul style="list-style-type: none"> Development of LSAB Sexual Exploitation Policy Develop LSAB Adult Exploitation Policy (not appropriate to make these joint with LSCB) Consider LSCB Consent Policy (not appropriate to make these joint with LSAB) Review MCA & DOLS joint policy statement in line with government response to law commission work. (No update re implementation of changes so not required yet) <p>All actions are operational within P&P sub groups</p>

Theme	Opportunity	Relevance	Progress in 2017/18	Ongoing work needed to progress
Training	Actively look for opportunities for bring appropriate aspects of training together (i.e. convergence)	<ul style="list-style-type: none"> • 'Think Family' approach • Challenge generic perceptions of safeguarding 	<ul style="list-style-type: none"> • MCA/DOLS training – taking place for adult and children's services. • LSCB interagency child protection training now available to adult colleagues. • FGM awareness training slides are available to all agencies on the safeguarding website. 	<ul style="list-style-type: none"> • Develop awareness training slides on specialised themes (e.g. Adult Mental Health and Child Protection, CSE, DA, Modern Slavery to be made available on the joint website. • Develop joint training in Early Intervention/Complex (Toxic) Trio/Mental Health and Child Protection. • Develop e-learning training packages and other modes of delivery to be made available on the joint website • Develop core train the trainer sessions. • Organise joint thresholds awareness sessions for stakeholders. • Slides and training around MCA/DoLS available and MCA group members reviewed training materials. • NEW: Review the MCA/DoLS e-learning package and amend where necessary in line with legal updates <p>All actions are in Strategic Plan for 2018-21</p>

NEW 2017-18 following LSCB and LSAB Joint Business Development Session February 2017

Theme	Opportunity	Relevance	Progress in 2017/18	Ongoing work needed to progress
Think Family	Enhance prevention and early intervention	Better outcomes for families	<ul style="list-style-type: none"> • Embedded Think Family in the revised Protocol for Joint Working across Adult Mental Health, Primary Health and Children's Services • Developed joint training opportunities for adult and children workforce • 	<ul style="list-style-type: none"> • Develop a programme of joint audits • Consider joint assessment templates; joint risk management meeting and develop a campaign Coordinated campaign to promote 'Think Family' training; promotion and materials. <p>Actions in new Strategic Plan 2018 - 21</p>
	Prevent silo working	Improved interagency/partnership working		
	Upskill the workforce	Smarter Working		

Across all themes:

- Less confusing for the public and professionals if there is more shared work
- Better use of resources, less duplication
- Improve knowledge and skills across sub groups of both Board



Bath & North East Somerset
Local Safeguarding Children Board

Red: Off Target; Amber: On Target; Green: Complete

Business Plan 2015-18

Updated March 2018

As the Local Safeguarding Children Board for Bath and North East Somerset we will coordinate and monitor the work of agencies, especially but not exclusively those providing services to children and families, to safeguard and promote the welfare of children.

In doing so the Board will:

Promote and support activities that protect children and young people from significant harm and the continuing risk of harm;

Work to raise awareness within the wider community, including statutory, voluntary and independent agencies, about how everybody can contribute to safeguarding children and promoting their welfare.

Safeguarding is everyone's business.

Key Priority 1

The LSCB will co-ordinate a multi-agency approach to reducing harm to vulnerable Children and Young People. This will particularly focus on children and young people associated with the issues of:

- Physical Abuse
- Neglect
- Sexual Abuse
- Child Sexual Exploitation
- Children missing or absent
- E-Safety
- Self harm / suicide
- Emotional well being
- Disabilities
- FGM
- Domestic Abuse
- Substance misuse
- Mental health and link to domestic abuse and substance misuse
- Radicalisation (Prevent and Channel)
- Slavery
- Harm associated with service provision (eg, mental health bed availability or provider failure)
- Children affected by parental offending

Outcomes

1. Robust arrangements which identify and support children and young people at risk of Child Sexual Exploitation
2. Qualitative and quantitative information and intelligence is evident in service improvements
3. Children's workforce have a common understanding of issues, evidence based decision making, actions, sharing concerns and evaluations
4. Development of multi-agency information sharing arrangements to ensure services are provided at the earliest opportunity
5. Implementation of Early Help Strategy to identify and support children and young people at risk of harm

Issue	Sub group or Lead	Actions for 2015-16	Completion Date	Progress (RAG)
1. Gather assurance on e-safety arrangements	PPPG	Review and update existing Strategy	End of Nov 15	Update Dec 15: Revised E-Safety Strategy presented to LSCB for approval in Dec 15
	PPPG	NEW Ensure 2015-16 schools self - assessment picks up any e-safety issues (ensure feedback from pupil parliaments is included)	Dec 16	<p>Update June 16: Report on agenda for LSCB. Audit visits will include talking to pupils around awareness of Esafety.</p> <p>Update Sept 16: Good assurance from 9 sample visits to Education establishments as shown in Executive Summary to LSCB. Work agreed to look at an Exemplar Esafety policy working with those schools that agree and already review theirs annually.</p> <p>Update Dec16: Confirmation request made to Pupil Parliament to confirm E Safety Strategy includes what they would hope to see. Once feedback is received action can be closed.</p> <p>Update March 17: The LSCB has produced an exemplar On Line Safety policy for schools which was sent out in Dec 2016 with the 2016/17 sec 175 audit. Item considered complete</p>
2. Put in place new Prevent and Channel responsibilities	RB/LH	Implement and assure that new statutory responsibilities are in place	Mar-16	<p>New arrangement have been established and approved by LSCB / LSAB and RAG</p> <p>A task and finish group has been established to look at the training needs of the stakeholders in line with the Prevent action plan; funding has been secured for a trainer to work across B&NES and South Glos</p>

3. Monitor progress of Multi-Agency Safeguarding Hub project	MASH Project Board	Implement a MASH	Sep-16	<p>Update June 16: MASH will go live in September 2016. Workflows and recording formats now developed. Desks identified at Keynsham Police station. Still work to do on agreeing a Information Sharing Protocol between agencies in relation to cases that do not progress to Safeguarding.</p> <p>Update Sept 16: Due to go live on 16th September. Training event for all providers on 7th Sept.</p> <p>Update Dec16: MASH in place - there have been teething problems largely down to IT which are now corrected. The Project Board revised its Terms of Reference which are included in Board papers for discussion in Dec. The MASH has therefore been implemented, however further monitoring is required by the LSCB.</p>
--	--------------------	------------------	--------	--

<p>NEW</p> <p>3a. Monitor the effectiveness of the MASH</p>	MASH Project Board	MASH review report	Mar-18	<p>Update Mar 17: MASH Project Board have agreed that there will be a review of the childrens arm of the MASH in March / April - feedback will be provided at the next Board meeting. There is a risk regarding the capacity for health to input into the MASH in April with the transition from Sirona to Virgin Care however this is being considered. There have been over 100 children MASH cases to date.</p> <p>Update June 17: The MASH has now been operational for 8 months. A multi-agency workshop to review its effectiveness has been set-up for June 15th. Agencies have been sent feed-back forms which will be collated at the event to capture learning and priorities areas that require review/change.</p> <p>Update Sept 17: The MASH Board cancelled in August however actions continue to be progressed by the Operational Group and progress on actions has been updated. The review is on-going and a final report will go to the MASH Board in November.</p> <p>Update Dec 17: Draft MASH protocol shared with the Project Board. Second review workshop planned for January 2017 therefore MASH review report will be delayed until March 2018 Board things are progressing well in the main but some issues remain.</p> <p>Update March 18: In January 2018, Leigh Zywek led a multi-agency workshop which reviewed the effectiveness of the MASH for its initial 18 months. The meeting identified a number of helpful actions that will strengthen practice.</p>
<p>4. Gather assurance on the effectiveness of missing from home, care and school arrangements</p>	PPPG CSE Group	Continue to look at the data, pursue timeliness and review Protocol arrangements in 2015-16	Mar-16	<p>CSE / Missing Data now incorporated into quarterly performance report for specialist services.</p> <p>November 2016 Update: November CSE Sub-group meeting included discussion on separate data sets for both CSE activity and Missing/Return Home interviews.</p>

	CSE Group	Receive a report from the CSE and Missing Sub Group on the effectiveness of these arrangements	Dec-16	<p>Timeliness of receiving the missing information from the Police is an issue and Police are taking action.</p> <p>Update Dec 15: Compass Team now undertaking Return Home Interviews (RHI) - review Dec 2016</p> <p>Update June 16: Return Home Interviews are still periodically problematic. Staffing problems within the Compass team have meant that availability of staff has been difficult at times.</p> <p>Update Sept 16: We have now recruited to the vacancies in the Compass team and the two staff have now started. A review of the Compass RHI's was undertaken in July 2016. This showed an improvement in the number of RHI's that were being undertaken by Compass, although still some challenges in reaching the 72 hour timescale.</p> <p>Update Dec 16: The November 30th meeting of the LSCB CSE Sub-group received data reports on both Missing/RHI's and CSE activity. The Compass team resumed responsibility for RHI's in October 2016.</p>
	CSE Group	Ensure arrangements outlined in the plan are effective and understood by all staff	Reviewed annually – March 2016	<p>Action plan in place and monitored routinely at the sub group – new actions added as required</p> <p>Stakeholder event in Jan 2016 focus on CSE.</p> <p>Update Dec 15: Review of Willow Project undertaken in October. Team working effectively - and actions identified to ensure further improvements.</p>

5. Deliver CSE action plan (ensure Willow Project is effectively functioning, strengthen links with schools and sexual health and review and refine strategy and protocol)	CSE Group	Ensure arrangements outlined in the plan are effective and understood by all staff	Next annual review March 2018	<p>Update September 2016: Willow Project continues to support young people assessed as potentially being “at risk” of CSE. Over the past four months, referrals into the project have increased, meaning that currently we have some cases waiting for intervention/support. Current commitments will be reviewed and a further request for volunteers for staff to join the project has been sent out.</p> <p>Update Dec16: The CSE action plan was updated and revised in September 2016. The new plan was approved by the September meeting of the CSE Sub-group. Revised Action plan will continue to be reviewed by the group and progress monitored. All members of the sub-group agreed to share action plan within their own agencies. Willow Project continue to work with upwards of 45 young people. Discussion has commenced on how to meet this continued demand with more resilient “risk” team structure.</p> <p>Update Mar 17: The CSE sub group has been very active and plans to do an audit of CSE cases for next meeting. The last meeting of the CSE sub-group nominated a short-life working group to undertake an audit of cases to evaluate the effectiveness of services and interventions from the Willow Project.</p> <p>Update June 17: A new action-plan that links to the revised CSE Protocol and the revised Missing protocol has been signed off. This work has now been agreed to be monitored through the Board Assurance Framework but the CSE sub group will lead the work.</p>
6. Implement and monitor effectiveness of mental health protocol (CSC and AWP specific)	PPPG	Finalise and approve the Protocol and disseminate	Dec 15	<p>Update Dec 15: draft shared and approved by PPPG; agreed to include more agencies in the document and review in 12 months</p>

6a. NEW incorporate additional multi-agency partners into the protocol	PPPG	NEW Review protocol and include additional partners	Sep-17	<p>Update Dec16: A number of partners have already reviewed the existing protocol however more partners need to be consulted than originally thought. The Complex (toxic) Trio group have convened a small group to look at it. The group have agreed to have this completed for the Feb 17 PPPG group.</p> <p>Update Mar 17: Group have discussed the existing protocol and given a view that it needs overhauling. Agreed for a revised draft to be completed for May 17 PPPG and have confirmed in the meantime that the existing protocol is adhered to.</p> <p>Update June 17: Revised document is in progress however it has been delayed by Ofsted inspection. AWP have requested they take it through their governance process as well before they can agree to sign it off.</p> <p>Update Sept 17: The revised protocol is almost complete and will be finalised by the September LSCB</p> <p>Update Oct 17: Completed and disseminated.</p>
	PPG	Undertake an audit to ensure it is effectively audited – add to PPG audit plan	Moved to new Strategic Plan for June 18	<p>Update Sept 16: awaiting revised Protocol</p> <p>Update Dec16: This is the theme of Jan 17 PPG audit</p> <p>Update Feb 17: Learning from January's PPG will be shared at the LSCB/LSAB day on 21 February 2017</p> <p>Update June 17: Awaiting new protocol</p>
7. NEW Assurance from Children's commissioner and the Emotional Health and Wellbeing Strategy group (Children and Young People) that local arrangements are robust and meeting local needs	PPPG	Update report from the lead commissioner on the effectiveness (including reference on access to mental health beds are available)	Dec-15	<p>Update Dec 15; Action plan in place and monitored routinely by the Emotional Health and Wellbeing Strategy group</p> <p>Report to LSCB in Dec 15. Update Dec 16: The LSCB have provided this as a challenge to the Health and Wellbeing C&YP sub group of the H&WBB to report on</p>

8. Progress targeted work with drug and alcohol agencies, mental health and domestic abuse services – seek assurance that effective co-ordinated work is in place	PPPG	Work with services and commissioners to improve data – in line with contract renewal times	Mar-18	<p>Update June 16:PPPG to consider further actions in light of June LSCB themed discussion on Domestic Violence</p> <p>Update Sept 16:Complex trio group set up and data being collated.</p> <p>Update Dec16: Terms of Reference agreed for the group; first phase of data request gone to all providers; actions being progressed. On target.</p> <p>Update Mar 17: Phase 1 has been completed with an excellent response from agencies; phase 2 is underway to gather further feedback and triangulate information recieved. The timescale may slip to May 17 but will give detailed snapshot assurance on children affected by the complex (toxic) trio.</p> <p>Update June 17: Phase 2 is almost ready to be launched - the Privacy Impact Assessment needed to be reviewed and await approval from the Council Information Governance team. Expect to send out the request on the 1st June.</p> <p>Update Sept 17: The Complex (toxic) Trio met earlier in Sept and agreed that the closing dates for some agency returns had been extended, there had been a positive return but were awaiting information from one agency. The analysis of the data will be presented to the Board in March 18.</p> <p>Update Dec 17: Initial analysis has taken place and cases with toxic trio identified. Report for March 18 Boad on schedule.</p> <p>Update March 18: Report on LSCB agenda</p>
	PPG	Monitor data and undertake audit of cases where families are affected by Toxic Trio/complex needs	Mar 17	<p>Update Sept 16: Mini audit to be completed by December on current cases. Full audit of triangulated cases in 2017.</p> <p>Update Dec16: Audited in November and learning session on the lessons from the audit will take place at the join LSCB / LSAB Business development session in February 2017.</p>

9. Progress work with the Self Harm and Suicide Prevention groups consider the best mechanism to raise awareness of risks with low level ligatures	TWFD	Set up process to ensure learning and recommendations from the self harm and suicide prevention groups inform and are included in LSCB multi-agency training	Jun-16	<p>Update March 16: the former chair of the LSCB Training and Workforce Development sub group is a member of the SH and SP groups and feedback requirements however this needs formalising.</p> <p>Update June 16: Information on low level ligatures is now included in standard CP training, and suicide awareness is included in both levels of training.</p> <p>Update Sept 16: ASIST training on suicide prevention ran in July and October is fully subscribed.</p> <p>Update June 17: ASIST training on suicide prevention was fully subscribed on the December, February and May courses. Currently places are available on the September 17 course.</p>
10. Continue to monitor the transition of children to adult services	PPPG	Receive update report from commissioning and Transitions leads	Jun-17	<p>Update Mar 16: Report presented to the Board for update</p> <p>Update Sept 16: CICQA group due to audit transitions in January 2017. Agreed as part of theme for Business Development session in February 2017</p> <p>Update Dec16: This has been presented as a Challenge to the Health and Wellbeing Children and Young People sub group of the Health and Wellbeing Board. Progress will be reported bi annually.</p> <p>Update Mar 17: Update report has been requested for May PPPG meeting; transitional arrangements are fully embedded in Your Care Your Way service specs.</p> <p>Update June 17: Assurance received at the PPPG that processes for supporting children transitioning into adult services are effective. New action required as assurance is needed that children who are sexually exploited but don't have care and support needs. This is being raised at a national level.</p>

10a NEW June 2017 Seek assurance that children who are sexually exploited but do not have care and support needs. This is being raised at a national level.	PPPG	Follow National discussion	Moved to New Strategic Plan	NEW Jun 17 Update Sept 17: This was raised at the National Safeguarding Adults Network for discussion about what support is being offered to children as they become adults who have been sexually exploited but don't meet the Care Act 2014 threshold for support. The new DH lead is attending the next National meeting in December 2017 where the position will be clarified and guidance given. Update Dec 17: To be discussed at January Business Management Group meeting and new action identified if necessary. Consider task & finish. Update March 18: The creation of the Adolescent Risk Team in June 2017 has begun to strengthen support to those young people at risk. Numbers of YP identified as being at risk of CSE currently remain stable. This work has not progressed however it was raised at the Consortium meeting to look at potential new arrangements. It has been moved into the Strategic Plan as a milestone.
11. On-going liaison with South West Child Protection Procedures and arrangements going forwards	RB		Contract signed July 15	Contract with Signis signed; agreement with other LAs in regard to the management of the procedures and editing of content has been sent for comment; first contract review date to be agreed.
			First review Dec 15 Refresh in June 16	Update December 15: Editorial Board has now met and agreed priorities for the SWCPP. Update March 16: new website went 'live' on 5th Feb 16. Update July 16: Website updated in June

12. Finalise Early Help Strategy	PPPG Comms Group	Draft of the EH Strategy to come to the LSCB for September 2015 Early Help Board will continue to meet in conjunction with all Early Help partners.	Nov-15	<p>Update Dec 15: Early Help Strategy completed in November and will be launched in January 2016.</p> <p>Update March 16: Strategy launched in January.</p>
NEW 12a. Develop and implement a quality assurance framework (including audit arrangements) for commissioned and non commissioned early help services and monitor.	Early Help Board	Establish a multi-agency task and finish group of the Early Help Board to develop QAF: To include assessments, plans, reviews and management oversight through effective audit arrangements - develop in co-ordination with the work of CAF audit group.	Mar-18	<p>NEW</p> <p>Update June 17: Task and Finish group established and meetings scheduled. First meeting in July.</p> <p>Update Sept 17: The T&F group has met twice, quality criteria has been drafted for single agency assessments and plans undertaken by commissioned and Council delivered services. This is consistent with the more detailed quality criteria used by the CAF audit group.</p> <p>Update Dec 17: The T&F group has had a further meeting and agreed to focus in the first instance on Commissioned Services and CAFs. A set of minimum quality requirements for CAFs were developed and agreed at the Early Help Board and by LSCB in December.</p> <p>Update March 18: Complete - QAF developed and audit tools in place.</p>

NEW. 12b.Monitor and critically evaluate the effectiveness of Early Help provision	Early Help Board & PPPG	NEW Broaden Early Help data and extend beyond CAF/Integrated Team reports.Develop regular reporting on identification of need, take up of Early Help, Early Help outcomes, and conversation rates.	Jun-17	<p>Update March 16: Early help is monitored routinely at PPPG. Strategy Action plan to be monitored once in place.</p> <p>Update June 16:Emerging Early Help effectiveness framework received and discussed at PPPG - will form part of ongoing performance reporting</p> <p>Update Sept 16: Thematic discussion for September LSCB</p> <p>Update Dec 16: Thematic discussion prompted a further proposal being discussed at Dec Board. Request made to the Early Help Board to report to the PPPG in Feb 17.</p> <p>Update Mar 17: Item on the Feb 17 PPPG agenda.</p> <p>Update June 17: Early Help report scrutinised by PPPG at May meeting. This performance report has been extended to include all Early Help services. Critical evaluation of Early Help will remain with the Early Help Board to report on.</p>
NEW 12c.August 2017 Increase Awareness of Early Help	<p>Early Help Board</p> <p>Business Support Manager</p>	<p>Share information on thresholds, 'windscreen' etc after Early Help Launch.</p> <p>Disseminate info by LSCB Monthly email, website and HUB</p>	Dec-17	<p>NEW August 2017 from PPPG</p> <p>Update Oct 17: New documentation developed and disseminated by email and Early Help Conference. Early help App in use. Completed</p>

13. Implement task and finish group to address needs of children and young people affected by parental imprisonment (in line with iHop presentation Dec 14)	CAP		Sep-16	<p>Update Dec 15: Initial meeting of agencies has now taken place. TOR has been agreed and an initial mapping exercise has been undertaken. £1000 funding agreed.</p> <p>Update March 16: The i-HOP training is scheduled for 7 March. A leaflet and poster has been produced, providing information for parents, carers and grandparents and links are being established with the Prison Service.</p> <p>Update June 16: Report to come to September LSCB</p> <p>Update Sept 16: Group now finished and information now available on LSCB website. ongoing monitoring of this vulnerable group required through LSCB</p>
14. Gather assurance on safeguarding issues for children and young people with disabilities	PPG	Facilitate the audit and feedback findings to improve practice where needed	Mar-18	<p>Update Dec 15: Re-audit planned for spring 2016. Undertook an audit back in Jan 2015 – measure of reassurance but process hindered the effectiveness of this.</p> <p>Update Sept 16: Audit took place July 16 re children with ASD. Re-assurance received, other than when those children displaying Harmful Sexual Behaviour. PPG to review the effectiveness of new approach to this area of risk in Jan 2017</p> <p>Update Dec16: This is theme of May 17 PPG audit</p> <p>Update June 17: This has been deferred to July 17 PPG</p> <p>Update Sept 17: Audits agreed for disabled children for Nov 17 meeting.</p> <p>Update Dec 17: Audit will now take place in Jan 18.</p> <p>Update March 18: Audit highlighted some concerns re Disabled Children's Team familiarity re Safeguarding processes. This is being addressed, with Richard Baldwin overseeing.</p>

15. Assurance that the above areas are included in LSCB multi-agency training	TWFD	Review training programmes to ensure all areas are covered	Dec-15	<p>Update Dec 15: All areas covered across the different courses at awareness and specialist levels - with the exception of Slavery, which is currently under development</p> <p>Update July 16: Training running with Unseen and SARI</p> <p>Update June 17: All areas covered across the different courses at awareness and specialist levels within the 17 – 18 programme</p>
16. NEW Monitor the categorisation of sexual abuse cases and review CSE cases	CSE Group		Dec 16	<p>Update June 16: Some initial work on the categorisation of CSE cases at CP Conference has been undertaken. This is showing considerable difference in the use of categories for young people at risk of CSE.</p> <p>Update Sept 16: Performance data from Q4 15/16 had identified that the numbers of cases had declined sharply (having previously been in line with national trends for the past year.) This does appear to have been an anomaly as Q1 16/17 saw three new CP plans commence under the category of at risk of Sexual abuse. All other categories remain broadly in line with previous quarters and in line with national trends.</p> <p>Update Dec16:RB and LH met to review categorisation and discussed at PPPG. Although not all CSE cases proceed to CP conference all have an agreed plan, and response is determined on a case by case basis.</p>

17. NEW Develop and embed mechanism for sharing the learning from other LSCB's SCR reports.	SCR	Develop and implement mechanism	Moved to New Strategic Plan	<p>Update Dec16: No further progress on a systematic way to do this. Contacted Bournemouth / Poole however it's not as straight forward as first anticipated. Shared learning from Wiltshire LSCB SCR Baby J. Have discussed learning from NSPCC and from Triennial Reports and shared with other sub groups and staff.</p> <p>Update Mar 17: Item being further considered at sub group in Feb 17. NSPCC and Triennial Reports to be shared widely via the monthly email.</p> <p>Update June 17: Learning from SCRs is routinely shared - a more robust system will be developed by Sept 17.</p> <p>Update Sept 17: The group discussed what the system might involve and will consider a draft proposal at its meeting in Nov 17. It did consider 2 SCRs from other areas and has on the agenda 2 further SCRs it will discuss in Nov as well. Therefore while the system has yet to be finalised learning from other SCRs is taking place.</p> <p>Update Dec 17: Draft proposal being considered at the Nov 17 meeting. Expect proposal to be finalised at Dec 17 meeting and can share with Board in March 18.</p> <p>Update March 18: Final proposal being considered at June 18 SCR sub group</p>
18. NEW Consider providing an exemplar Esafety Policy for all education establishments and request annual review	Business Support Manager	Check S175 returns and liase with the 3 schools that review annually to seek an exemplar to share with all education establishments	Dec 16	<p>Update Sept 16: contacted 10 establishments identified in full audit who undertake annual review to look at developing an exemplar.</p> <p>Update Dec16: Exemplar drafted and shared with school reps and IT specialist. Plan to be finalised in order to send out with next S175 audit on 22 December 2016.</p>

19. NEW Take opportunities to promote “think family” as widely as possible	Comms Group T&D	Agree actions at Sub group chairs meeting	Jun-17	Update Dec16: Agreed to link with Training sub group to look for opportunities Update June 17: The amalgamation of the Adults, and Children’s comms groups will enable the “Think Family” agenda to be disseminated to agencies involved across both boards in a consistent way. Think Family was on the agenda for the initial combined meeting of both the Communication sub-groups.
20. NEW Monitor the needs of children and young people affected by parental imprisonment (in line with iHop presentation Dec 14)	Service Manager, 11-19, YOT	Ongoing monitoring of work to support this vulnerable group of young people. Report back to LSCB annually	Sep-17	Update Dec16: Champions group established. Update June 17: This task and finish group has now concluded and the learning from the group is incorporated into the basic induction training for all agencies to ensure that awareness amongst practitioners remains at an appropriate level. Update to LSCB due in September. Update Sept 17: Report on the agenda. Mini conference for Champions to take place in November.
21. NEW Ensure LSCB is assured of the effectiveness of Early Help through clear lines of accountability from April 2017 when CYPPlan ends.	Senior Commissioning Manager, Preventative Services	Develop Early Help Governance and report back to LSCB	Dec 16	Update Dec16: Governance Report on agenda for LSCB to make decision
22. NEW Raise awareness of Domestic abuse through Early Help and effective information sharing	Bruce Laurence	Toxic Trio/complex needs assessment to cover domestic abuse from an Early help perspective (links to point 8)	Dec-16	Update Dec16: Mini audit to be completed by December on current cases. Full audit of triangulated cases in 2017.

23. NEW Support the RAG in the development of a multi agency domestic abuse statement and strategy to include items identified in LSCB themed review	Bruce Laurence	Establish a multi-agency Domestic Abuse Partnership and agree a domestic abuse policy statement/charter. Undertake audit against NICE domestic abuse baseline tool to inform the development of a strategy and action plan.	Dec 16	Update Dec 16: Domestic Abuse Partnership (DAP) formed. Policy statement / charter drafted. NICE audit to be completed by end Dec16.
24. NEW from CYP sub group challenge The effective co-ordination and delivery of services for children who are stepped down from children's social care.	Early Help Board	Develop arrangements to monitor effectiveness.	Jun-17	NEW - Early Help Board in April to confirm that arrangements are in place. Update June 17: All commissioned early help providers have attended the step down workshop and know what a good step down looks like. Step down is standard item on all contract management meeting agendas for commissioned Early Help services. Step downs into commissioned services are monitored and reviewed on a quarterly basis. These arrangements are now incorporated into the work of the Early Help Hub that launches in June. Children's Social care have re-designated a post to provide a second inter-face worker within the duty team to ensure that movement of "step-down" cases can be effectively facilitated.
25. NEW March 17 Ensure the 2017 Neglect Strategy is effective	PPG	Monitor the effectiveness of the Neglect Strategy (March 2017)	Moved to new Strategic Plan	NEW Update Dec 17: Not due Update March 18: Due in July 18 now.

26. NEW March 17 LSCB to be assured of compliance with the Concordat on Children in Custody and Working Together 2017 in relation to young people in Police custody	Head of Young People's Prevention Service (inc. YOS)	Monitor the effectiveness of the Concordat on Children in Custody and keep the LSCB updated.	Mar 18 - timetabled for June 18 agenda.	<p>NEW 1st Report to LSCB in Sept 17</p> <p>Update Sept 17: Data is now beginning to come in. Report due to LSCB in March 18.</p> <p>Update March 18: There have been difficulties getting Local Authority-level data from the Police and a report is going to the Police-Chief Execs meeting in April so the report will come to LSCB in June and contain outcomes of the Police meeting.</p>
27. NEW April 17 Assurance that all Council contracts and all commissions are including and monitoring safeguarding compliance	Senior Commissioning Manager - Preventative Services	Monitor contracts	Sep-17	<p>NEW</p> <p>Update June 17: All commissioned preventative early help services complete a quarterly safeguarding monitoring return, and each service completes a safeguarding audit self-assessment which is validated through an onsite visit by commissioners. LSCB updates are part of the standard quarterly contract management agenda.</p> <p>Update Sept 17: PPPG received a report summarising the current requirements to ensure that commissioned services comply with LSCB safeguarding requirements. As well as completing a suitability check list as part of the procurement process, providers are required to complete an annual self-assessment using the LSCB endorsed NSPCC safeguarding tool. Analysis of the returns indicates that vast most of the requirements are met and in the few areas where local standards are not being met in full, they are being worked towards. Progress is monitored through contract management meetings.</p>

28. NEW June 17. Assurance that action is taken to explore links to BME, community, religious and CYP groups in raising awareness of FGM	RAG	Seek assurance from RAG	Mar-18	NEW Update Sept 17: Letter sent by LSCB/LSAB Chair to RAG requesting assurance. Raised at September RAG and they maintain a watching brief due to low incidence in B&NES. Made aware of the FGM leaflets in 5 key languages. Update Oct 17: Completed
--	-----	-------------------------	--------	--

Key Priority 2

To increase the participation and involvement of children, young people and parents/carers in service improvements and developments both:

- Experience of current services
- Aspirations for new ones

Outcomes

1. Agencies learn and demonstrate change in practice from experience of young people
2. Children and parents report that they feel more engaged in the Child Protection Process
3. Children and parents contribute to the development and improvement of services
4. Children experience good seamless arrangements between services regardless of their different level of need or the risk
5. Childrens views are clearly articulated in assessments, plans and reviews
6. LSCB partners demonstrate reflective feedback from and to Children and Young People and their parents and care

Issue	Sub group or Lead	Action	Completion Date	Progress (RAG)
-------	-------------------	--------	-----------------	----------------

1. Seek assurance that new child friendly Working Together guidance is disseminated	PPPG	Request confirmation from Vol Sector Network that providers have disseminated WT2015	Mar-16	WT2015 disseminating with a formal request for confirmation being sought. Update March 16: Distributed to VSC groups via Children and Young People's Network
	Comms Group TWFD		Sep-15	All training packages has been updated to include reference to WT2015 and the child friendly version LSCB members have discussed in detail changes
	PPPG	Request confirmation from the In Care Council (group of young people in care) that the most vulnerable young people have received WT2015	Mar-16	Scheduled Children's Commissioning report to PPPG in Feb 16 Update March 16: taken to PPPG <ul style="list-style-type: none"> • On B&NES LSCB webpage • On Participation webpage • Distributed to members of In Care Council • Distributed to Designated Safeguarding Leads
	PPPG	Request confirmation from Board members this has been actioned.	Dec-16	• Sent to DSHE lead to consider as possible Update Sept 16: LSCB Board members to confirm dissemination of WT2015 to Business Support Manager Update Dec16: Young Persons and Younger Person's Guides were sent out in October 2016 and 3/21 have not yet responded. These will be named at the LSCB as agreed.

2. Continue to seek assurance from IRO, CP chairs, Children Specialist Services, Off the Record Advocacy Service and other agencies that children, young people and parents are invited and supported to participate in meetings – seek their views on their experience	PPG	Audit cases	Feb-16	Update Dec 15: Carried out two audits on the 'Voice of the Child' over the last 15 months and have noted significant improvements; next one diarised for Feb16 Update March 16: PPG audited Voice of the Child in its February 2016 meeting, looking at four Child Protection Conferences. PPG was re-assured that there was evidence of the children being listened, non verbal communication being understood and plans being informed by the Voice of the Child
	CICQA	Audit cases	Jun-16	Update June 2016: All CICQA audits include the Voice of the Child

	PPPG	Identified a group who will meet to give assurance to LSCB on numbers, effectiveness of advocacy and if the right people are being offered the service	Mar-17	<p>Update June 16: IRO Annual Report confirms that Off The Record contacted 221 Children in Care in 2015-16 and 46 were supported at their review by an advocate.</p> <p>Update Sept 16: Update report to PPPG due in November. CP Chairs Annual Report evidences 59% take up of advocacy services with 17% of young people refusing any contact and 24% declining further involvement after an initial discussion.</p> <p>Update Dec16: Included on PPPG Feb agenda</p> <p>Update Mar 17: Assurance given of 100% offer for advocacy with a take up of 55-57%. Improvement in numbers for LAC as Off the Record is very proactive. Generally not taken up due to parental choice/barrier or foster carers being unsure. DVD now developed and in foster carers pack to explain statutory requirement for children to be offered advocacy. Close working relationship with reps from safeguarding, children in care and CPchairs/IRO representatives to monitor quarterly.</p>
	PPPG	IRO report to ensure reference participation	Jun-16	Update June 16: IRO Annual Report on Agenda and references participation
	PPPG	CP Chair report to ensure reference participation	Sep-16	Update Sept 16: CP Chairs Annual Report to September LSCB and references participation.
3. Continue to engage support of young people in stakeholder events and in recruitment of staff	Comms Group	Continued liaison with the Participation Officer in relation to how the views of young people are represented	Jun-16	<p>Update March 16: Representation of young person on Communications sub group</p> <p>Participation Officer on the group</p> <p>Update June 16: Young People now represented on the Comms Group</p>

	Comms Group	Discussion with all LSCB members on the potential for involvement of young people in their recruitment to safeguarding posts	Sep-16	<p>Update March 16: Council Policy outlining methods of engagement with young people in the recruitment of posts in place. Detailed report on Council engagement reported at the Board</p> <p>Update Sept 16: This remains appropriate and in line with stated practice guidance.</p>
	NEW Divisional Director Specialised Services	Mapping Exercise on partners engagement work with young people in recruitment	Dec 16	<p>Update Sept 16: Letter to be sent out requesting information from partners.</p> <p>Update Dec 16: Sirona, CCG, CAMHS confirmed that Young people's views are considered/reflected within recruitment.</p>
	PPPG	Report from Childrens Commissioning on activities around engagement and recruitment	Mar-16	<p>Update March 2016: Report went to PPPG in Feb 16 and assurance given. For info at March LSCB. Business plan updated above.</p>
4. Commence work with the e-teams to develop new materials	Comms Group	New materials for working with young people to be disseminated	Dec-16	<p>Update March 16: Materials are currently being developed by members of the CSE group</p> <p>Update June 16: Leaflets for Young People, designed with young people due to be launched by the Willow Project in July 2016.</p> <p>Update Sept 16: New leaflets from the Willow Project for young people and parents now completed. MOMO App to assist young people participate in their CLA and CP review meetings launched in June 2016. This is proving positive with a section of young people in care.</p> <p>Update Dec 16: Leaflets available and disseminated</p>

<p>5. Development of further children and young people friendly communication strands eg, potential for Facebook, Twitter, You Tube etc to communicate messages</p>	<p>Comms Group</p>	<p>Website being relaunched and will include facilities to have community space engagement</p>	<p>Mar-17</p>	<p>Update Dec 15: LSCB have agreed shared website with LSAB. Initial meetings scheduled to build and agree content.</p> <p>Update June 16: LSCB Website should go live in summer 2016. This will enable links to discussion groups/forms as well as the facility for Twitter/Facebook links in phase two programme of up-dates/up-grades.</p> <p>Update Sept 16: Look and design agreed. Work is ongoing transferring the information over to the new website. Hoping to go live in October 2016.</p> <p>Update Dec16: Website due to go live in January 2017 with pages for CYP. Consideration to then be given to potential of communication pages.</p> <p>Update Mar 17: Website going live. Group to then consider community engagement pages. Agreed not to progress social media as will have difficulty keeping this up to date and relevant.</p>
---	--------------------	--	---------------	---

<p>5a. NEW Mar 17 Raise awareness of work of the LSCB and seek involvement / views on its priorities for 17-18</p>	<p>LSCB LSAB Business Support Manager and Strategic Commissioning Officer - Participation</p>	<p>Promote the Young Persons Guide to the LSCB and the link to the young persons page on the new Joint LSCB/LSAB website</p> <p>Meet with Youth Forum / SICC to discuss LSCB Annual Report 2016-17 and business plan priorities for their views going forward.</p>	<p>Dec 17</p> <p>Mar 18</p>	<p>Update June 17: Raised Guide at May CP forums with education establishments.</p> <p>Update Sept 17: This can be progressed in the Autumn once the full annual report and Executive summary are signed off by the LSCB.</p> <p>Update Dec 17: New link to be added to LSCB site and request that schools also add to desktops once revised guide is completed</p> <p>Update Mar 18: Guide finalised and request sent to schools to promote.</p> <p>Update June 17: Meeting with Youth Forum/SICC to be scheduled in July.</p> <p>Update Sept 17: This can be progressed in the Autumn once the full annual report and Executive summary are signed off by the LSCB, in preparation for next Business Plan from 2018.</p> <p>Update Dec 17: Met Youth Forum in Nov 17 and received comments on Young Persons guide; discussed Strategic Plan and waiting for their feedback.</p> <p>Update March 18: Views incorporated into new Strategic Plan where relevant.</p>
<p>6. NEW Incorporate learning from SHEU</p>	<p>Director of Public Health</p>	<p>Incorporate in 16-17 LSCB Annual Report</p>	<p>Dec 16</p>	<p>Update Sept 16: Considering what it adds to LSCB Business Plan and inform Business Support Manager</p> <p>Update Dec 16: report given to sub group chairs in October. Part of ongoing business.</p>

7. NEW Effectively demonstrate the link with Pupil Parliament and other avenues for Voice of the Child and challenge to LSCB.	Communications	System in place for the C&YP representation to Comms subgroup. Develop systematic reporting.	Dec-16	<p>Update June 16: The Member of Youth Parliament (MYP) is one of the young people on the Comms Group. This will provide a direct link back into the Youth Forum.</p> <p>Update Sept 16: Voice of the Child due to be the next LSCB Themed Review and Comms reps on Youth Forum to present at a future LSCB meeting.</p> <p>Update Dec16: Comms group continues to include representation from young people. Due to report to March LSCB.</p>
8. NEW Mar 17 Hearing the voice and experience of	Member of Youth Parliament	Receive annual report from the Member of Youth Parliament and incorporate requests into the work of the LSCB	Mar-18	<p>Update March 18: Annual presentation on the march LSCB agenda.</p>
	LSCB LSAB Business Support Manager and Strategic Commissioning Officer - Participation	Share and receive views from the Youth Forum on the Schools Self Assessment report 2016-17 (Sec 175); include views and issues raised in 2017-18 self assessment document	Dec-17	<p>Update June 17: planned for the autumn prior to finalising new audit</p> <p>Update Sept 17: Work planned to achieve this in the autumn.</p> <p>Update Dec 17: Questions requested from Youth Forum and will be added once available.</p> <p>Update March 18: Mental health questions added to the self assessment at the request of Youth Forum.</p>

views and experiences of young people	LSCB LSAB Business Support Manager and Strategic Commissioning Officer - Participation	Receive feedback from Youth Forum on views and priorities for the LSCB Strategic Plan and incorporate into future work. MYP to help create child friendly Guide to LSCB and Annual Report	Mar-18	<p>Update June 17: Meeting scheduled for July with Youth forum/SICC to discuss these issues.</p> <p>Update Sept 17: Ongoing work with Youth Forum expected to complete by Dec 17 for Guide and March 18 for 2018 Business Plan</p> <p>Update Dec 17: Attended meeting in November and received detailed feedback on the Young Person's Guide to LSCB for 2016-17. Awaiting update on key priorities to include in 2018-21 Strategic Plan</p> <p>Update March 18: Revised YP Guide in place and schools encouraged to promote. Views incorporated into 2018-21 Strategic Plan where appropriate or referred on.</p>
9. New Sept 2017 Monitor the challenges the LSCB puts to the Health and Wellbeing Board and Sub Committee for 2017-18	B&NES Council Service Manager – Safeguarding Outcomes	Report to the LSCB on progress made on the challenges to CYP sub group.	Jun-18 on the June 18 agenda	<p>Update Sept 17: Unfortunate delay in agreeing the challenges which are on the September agenda for approval. Work is taking place and there will be a report back to December LSCB.</p> <p>Update Dec 17: On agenda and next due in June 2018</p> <p>Update March 18: Ongoing. Report to come to June LSCB</p>

Key Priority 3

Strengthening the LSCB's evaluation and challenge of the effectiveness of individual agency safeguarding arrangements

Outcome

1. Safeguarding standards of section 11 are embedded across the workforce effectively and ensure that all Commissioning is using the same standards
2. Audit tool is generic to services operating across region

3. Improved number and quality of section 11 returns
4. Continuity of attendance and participation from members attending
5. Effective challenge between LSCB Board members

Issue	Sub group or Lead	Action	Completion Date	Progress (RAG)
1. Continue to undertake multi-agency audits and provide feedback (specifically review school and GP engagement; re audit categorisations of abuse; CSE cases; joint audit with LSAB sub-group – specific focus on procedure throughout)	PPG CICQA	Develop a programme of themes to review across the life of the business plan in line with LSCB priorities	Jun-15	2015-16 Audit schedule completed. Update Sept 16: New chair of CICQA to develop a programme for this group going forward. Update Nov 17: Themed reviews in line with LSCB business plan in process.

<p>2. New Gather the learning from joint audits in accordance with the OFSTED framework</p>	<p>Divisional Director CYP Services</p>	<p>Assess the potential to undertake joint audits</p>	<p>Sep-17</p>	<p>Update Sept 16: Agreed list of nominees from partners who will be part of the JTAI audit group. Audit template also completed. "Trial run " audit process scheduled for November.</p> <p>Update Dec 16: Second Multi-agency workshop on JTAI held in November. Structure and time-table for MA audits agreed.</p> <p>Update Mar 17: Trial run took place in January with practitioner event to review and assess the case audits. This exercise focused on three "neglect" cases, and demonstrated a good level of inter-agency co-operation and confirmed a desire from agencies to learn from a joint audit process. We have agreed to undertake this exercise again in the summer.</p> <p>Update June 17: The next round of JTAI multi-agency audits to take place in late June/July. We have a meeting scheduled for early June to plan the arrangements for these round of auditing.</p> <p>Update Sept 17: Delayed until September due to SCR. Multi-agency meeting took place on 7th September to review the audits of a neglect case. There was broad agreement from agencies in regard to the quality of practice, thresholds and learning that we could take from this latest audit activity. We have also agreed a further meeting prior to the end of the year which will focus on refining information gathering and audit processes. Having</p>
--	---	---	---------------	---

<p>3. Ensure Section 11 sub-regional mini audits for 2014-15 are completed, analysed and responded to</p>	<p>PPPG</p>	<p>Receive reports from mini audits</p>	<p>Dec-16</p>	<p>Update Dec 15: CSE audit is being circulated for completion having been considered by CSE and Missing Sub Group. Training mini audit has been to the LSCB. Met with West of England LSCBs to discuss a proposal for future audit arrangements.</p> <p>Update March 16: CSE audit on the agenda for discussion. A group to work together to provide individual feedback to each partner.</p> <p>Update June 16: Update in action plans to be requested in September. Individual feedback no longer required due to detail provided in report.</p> <p>Update Sept 16: Update on progress with CSE audit action plans to be requested in September.</p> <p>Update Dec16: Updated report on CSE Mini themed audit went to CSE sub group on 30/11 and this and full S11 report 2016 are on LSCB agenda. all but 1 partner submitted a response to date. Progress clearly shown on mini report, 5 are still amber and 1 has progressed to amber. no reds and mainly green now.</p>
---	-------------	---	---------------	--

4. New seek assurance on private fostering numbers	PPPG and LSCB Chair	Receive update report on private fostering numbers	Mar 17	<p>Report received at LSCB and PPPG – issue with private fostering numbers being higher than expected to be followed up</p> <p>Update March 16: New date requested (original date was Dec 15)</p> <p>Update Sept 16: Report coming to November PPPG</p> <p>Update Dec16: Detailed report now coming to Feb PPPG meeting</p> <p>Update Mar 17: Reports to PPPG in Feb and LSCB in Mar; initial meeting with language schools and independent schools taken place in Feb 17; documentation being reviewed.</p>
	NEW PPPG / Communications	Raise awareness that CSC staff and agencies are aware of responsibilities regarding private fostering / PPPG to receive update report on progress of Private Fostering action plan	Sep-17	<p>NEW</p> <p>Update June 17: PPPG received a report however this was not discussed in detail due to Ofsted inspection; it will be reviewed before the Sept Board meeting. Agenda item on the June LSCB as well.</p> <p>Update Sept 17: Private Fostering action plan update provided for information to the LSCB and being shared widely with CSC staff and at the schools CP forum in October 2017.</p>
5. Ensure that findings from lessons learned from reviews are reported and actions to improve effectiveness are addressed	PPG	Provide bi-annual reports to the LSCB; feedback to individual staff and agencies; share findings with Training and Development Sub group	On going	<p>These actions are routinely carried out – notes of meetings are recorded; LSCB receives reports</p>

6. Assurance from SCR sub-group that single agency action plans from SCR have all been completed	SCR Group	Confirmation required that all have been completed	Dec-15	Update Dec 15: All single agency action plans completed.
7. Assurance that Section 11 action plans for 2014-15 have been signed off and completed	PPPG	Ensure via the full section 11 audit in 2015-16 that all previous actions have been completed	Dec-16	<p>Update March 16: Full section 11 audit planned for May in line with other LAs.</p> <p>Update June 16: Section 11 Audit underway June 2016</p> <p>Update Sept 16: Meeting planned on 9th Sept with other local Board Mangers to discuss the current S11 audit and report. LSCB members to be reminded that updates on their actions will be required by November.</p> <p>Update Dec16: Full report contains analysis of all returns and shows agencies self assessment progress against the 2014-15 audit. Actions from mini themed audits also covered. There are no reds in the new report and far fewer amber actions. Improvement in Info Sharing and knowledge of LADO. Greater challenge and assurance will be expected as a result of a more robust S11 process in 2016. The different report formats and changes in legislative requirements make it difficult to assure all actions completed.</p>

8. Review effectiveness and appropriateness of partners challenge at CP Conferences	PPG	Identify cases where challenge has been made at CP Conference and audit impact and effectiveness of the challenge	Next Strategic Plan	<p>Update Sept 16: Scheduled for PPG agenda November 2016.</p> <p>Update June 17: This is the theme of September 17 PPG audit.</p> <p>Update Sept 17: Now planned for November PPG meeting</p> <p>Update Dec 17: PPG audited this theme 14/11/17. PPG concluded there is not sufficient use of LSCB Escalation Policy and there was evidence of professional disagreement not being followed through appropriately. The Escalation Policy is being re-drafted and will be framed as not being an adversarial process but one to improve children's outcomes. PPG is proposing more use of professional meetings and discussions when cases are stuck or drifting and when there is not a unanimous professional view of what should happen.</p> <p>Update March 18: This has now been passed to practitioners and managers to use professional meetings, as necessary. PPG can monitor their effectiveness but this should not be for at least a year.</p>
9. Audit adult care commissioned services responses where there are CP concerns	PPG	Conduct audits	Jun-16	<p>Update Sept 16: PPG routinely audits records of adult services when they are involved in supporting family members. It does this through inviting adult service commissioned agencies to attend themed PPG meetings.</p>

10. Multi-agency audit – children absent from school	PPPG	Conduct Audit	Jun-16	<p>Audit proposal approved at Dec LSCB. To feedback at March LSCB.</p> <p>Update March 16: Moved to June agenda</p> <p>Update June 16: Data indicated concern in term 1 was not sustained and attendance levels are positive overall.</p>
11. Understand the assurance mechanisms commissioners have in place for safeguarding children and young people in contracts	PPPG	Receive a report from CCG, NHS England and Council on assurance mechanisms	Mar-16	<p>Update March 16: It has been agreed that this is the subject of the LSCB Business Development session in April; safeguarding toolkit for commissioning and contracts developed by B&NES Council</p> <p>Update June 16: Incorporated in new Board Assurance Framework coming to Board for approval in June 2016</p>
12. Banes NHS CCG and B&NES Council to ensure standardised contractual requirements are included in all contracts	PPPG	Evidence of contract content on safeguarding and safer recruitment requirements	Mar-16	<p>Update March 16: Contractual content has been standardised as far as possible taking fully into account CCG content as well - ready for roll out in Council contracts in April 16.</p>
13. NEW What assurance does LSCB receive re safeguarding now NHS England is separate from Council in commissioning optometrists, dentists, pharmacists and independent contractors?	NHS England		Dec-16	<p>Update June 16: verbal update due to LSCB as unable to attend Business Development Session but unable to attend.</p> <p>Update Sept 16: new NHS England Rep is developing these procedures and will update on progress in December</p> <p>Update Dec16: Assurance received that there are robust commissioning standards that clearly set out the required safeguarding standards. These are monitored through the quality assurance process - NHSE has set out an Accountability and Assurance Framework.</p>

14. NEW Commissioners to provide reports to the LSCB to assure that the sectors are safeguarding	Commissioners	From 2016/17 will be able to provide a report on all social care commissioned services safeguarding annual self-assessment audits	Jun-17	<p>Update Dec16: Request has been made of the Commissioning Support team in the Council to provide an update report on self assessments and monitoring undertaken by contract and commissioning officers. Also asked health commissioners to consider.</p> <p>Update Mar 17: Report expected to PPPG in May 17 to report back to LSCB - in progress.</p> <p>Update June 17: First report has been provided by the contract and commissioning team in the Council and was briefly discussed at the PPPG - referenced in the PPPG update report for the LSCB in June.</p>
---	---------------	---	--------	--

<p>15. NEW LSCB to consider assurance on safeguarding practices in Language Schools, Nurseries and childminders</p>	<p>Business Support Manager/Private Fostering Lead</p>	<p>Use existing intelligence and report back to LSCB (rather than add to S175 audit)</p>	<p>Dec-17</p>	<p>Update Sept 16: Assurance received from B&NES Council on the auditing of childminders and nurseries. Still awaiting assurance regarding independent language schools. This will need chasing.</p> <p>Update Dec16: Still awaiting assurance from Council re Language Schools.</p> <p>Update Mar 17: This action is to be added to work around private fostering with language schools and feedback to LSCB in June.</p> <p>Update June 17: update on work with Language schools to come in December.</p> <p>Update Sept 17: Links now established by Council's Private Fostering lead and report for information on the September agenda. Ongoing work planned with language schools.</p> <p>Update Dec 17: Letters/information sent to all identified language schools in the BANES area re private fostering. Information received from one language school which meets the private fostering criteria. Meeting taken place with the manager of this organisation agreed the necessary actions re these arrangements.</p>
--	--	--	---------------	--

16. NEW follow up on actions on 2015-16 S175 report	Business Support Manager	Disseminate report and learning via CP forum and with Strategic Heads and Governors. Governors to review action plans in Sept and report back to LSCB in October 2016. Ensure Education Establishments update re DSL changes and agree communication wanted from LSCB.	Dec-16	<p>New: booked for October CP forum meetings</p> <p>Update Dec16: Report disseminated and discussed at all relevant forums. 14 of 24 schools with red actions updated the LSCB and the report is on December LSCB. 9 other schools also reported showing improved engagement with review of action plans. 2016-17 audit due out at end of December for completion by 10th February 2017. Some DSL changes have been updated since the forums.</p>
17. NEW Seek assurance of safeguarding arrangements in education establishments in B&NES	Business Support Manager	Undertake 2016-17 S175 audit of education establishments in B&NES	Dec-17	<p>Update Mar 17: 2016-17 safeguarding self assessment sent out to all establishments for 2nd January 2017. To date over 50 from 85 received. Report due to June Board prior to sample 10% visits.</p> <p>Update June 17: 100% return received again from education establishments and full report to be discussed at June LSCB. 10% of random audit visits planned for June.</p> <p>Update Sept 17: Executive Summary of visits on September LSCB agenda and once approved the report will be shared with all education establishments and will be discussed at CP Forums in October. Report gives continued and improved assurance on safeguarding.</p>

18. NEW Mar 17 Monitor safeguarding performance data	PPPG	Review LSCB Dashboard for safeguarding data in line LSCB request for 'so what' qualitative data and with Ofsted recommendations	Moved to new Strategic Plan	<p>NEW</p> <p>Update June 17: Date has been agreed for a task and finish group to meet to develop a revised dashboard. Proposed format will be discussed at the next PPPG meeting to be shared with LSCB in Sept 17.</p> <p>Update Sept 17: Verbal update provided at the PPPG in August and a second meeting has been convened for mid Sept to develop the MA dashboard.</p> <p>Update Dec 17: Discussions about MA dashboard progressing, aim to have draft in March 18.</p> <p>Update March 18: This has not been progressed. It has been moved into the Strategic Plan for 2018-2021 and this is a discussion taking place about the potential for a shared West of England high level dashboard for benchmarking purposes. The feasibility of this is being discussed.</p>
---	------	---	------------------------------------	--

Key Priority 4

Sufficient and competent workforce to ensure Children and Young People are safe

Outcome

1. Evidence of learning across the partnership collectively and individual agencies from the Learning and Improvement Strategy
2. Staff are trained and developed at appropriate level and knowledge to enable them to be effective in their work to keep children safe
3. Training sub-group ensure LSCB training meets the current and emerging need of the workforce
4. LSCB is assured that single agency training is appropriate to needs

Issue	Sub group or Lead	Action	Completion Date	Progress (RAG)
1. Disseminate Working Together to Safeguard Children 2015 and other recent reports / guidance documents	Comms Group	To ensure all member agencies have an appropriate understanding of the changes incorporated within WT2015	Jun-15	Discussed at June LSCB
		Review dissemination of LSCB Key Messages to organisations outside of LSCB including CP forums		
	PPPG	New contracts to include reference to WT2015	Sep-15	Confirmation from Council Business Support team that all new contracts have amended wording; all existing contracts contain a clause requiring the provider to be aware of all new guidance and work in accordance with this

2. Assurance that nationally identified areas of abuse are included in all staff training eg, modern slavery, trafficking, FGM and CSE	T&D	Review current training and ensure these areas are included in LSCB multi-agency training; where not covered develop programme accordingly	Sep-15	<p>Update Dec 15: Link to FGM Home Office E-Learning package on LSCB website. Comprehensive package of CSE training in place. Looking to develop training with LSAB regarding modern slavery and trafficking</p> <p>Update March 16: Discussion scheduled for 1st March to look at modern slavery and honour based violence</p> <p>Update June 16: Joint LSCB/LSAB training by Unseen booked for 23rd June - exploring possible e-learning resource. Topics now embedded across standard and Advanced courses.</p> <p>Update June 17: All areas are covered through on-line or class room training.</p>
3. Develop electronic training booking record management system to improve quality of information to provide assurance of multi-agency training	T&D	Review booking system and develop plan to address issues	Dec-15	<p>Update Dec 15: Electronic booking system in place and storage of delegate information</p>

4. Assure that schools are complying with minimum safeguarding training requirements issued in Mar 2015	PPPG	Review school self-assessment to ensure this areas is addressed to enable assurance to be provided	Sep-16	<p>Update March 16: training incorporated in audit which is now returned and sample visits taking place prior to completing full report</p> <p>Update June 16: Audit report approved by LSCB Training assurance received although PREVENT and FGM are now needed by many schools and clarity over how many staff should attend beyond awareness level.</p> <p>Update Sept 16: Executive summary and Full report give assurance, both and the new guidance on training to be shared with CP forum in October to clarify expectation from LSCB audit.</p>
5. Ensure single agency training is an appropriate standard	T&D	Develop a quality framework for single agency training	Mar-16	<p>The learning outcomes for single agency training are included in the LSCB Training Strategy</p> <p>Update May 17: Work currently being undertaken by members of the TWD sg to review and refresh the standards for both the children's and adults training standards.</p>
		Develop 'train the trainer' training	Mar-16	<p>Update March 16: train the trainer course planned in Sept 16</p> <p>Update June 16: Training developed. sessions booked for delivery in September and October 2016</p> <p>Update May 17: Further Sessions to be delivered June and September 2017</p>

		Support Peer Audit for single agency training	December 2016	<p>Update June 16: Further work required to explore expectations of peer auditing, identify TOR and agencies willing to pilot - to be reviewed in July 2016</p> <p>Update Sept 16: Framework is designed but need LSCB advice on how to resource the QA and who should take ownership.</p> <p>Update Dec16: agreed at October sub group chairs that the framework will be shared with all agencies and responsibility to check the quality of their training lies with them.</p>
6. Assurance that Prevent training is available to all agencies	Prevent Board	Establish a Prevent training task and finish group and implement training plan	Mar-16	<p>Update Dec 15: Prevent training sub group convened, matrix and prioritisation of agencies to be trained. Training resource identified. Series of training events held; WRAP awareness training to schools DSLs taking place in Nov and Dec; Train the Trainer WRAP session set for Dec 7th being shared with South Glos.</p> <p>Update March 16: WRAP sessions are well established and 2 more due for all staff in March.</p>
7. NEW Assurance that new LSCB E-Safety Strategy is incorporated in Multi agency training and all training in schools	TWFD	Review training to ensure that reference is made to new policy to support objective 1.1 above	Jun-16	<p>Update Dec 15: added to business plan due to challenge from CTB to LSCB. T&WFD and training team are aware of addition</p> <p>Update June 16: From May 2016 - e-safety strategy incorporated into standard and advanced courses.</p>

8. Confirm collaborative arrangements with LSAB Training and Development sub group to enable an effective and efficient response to learning by agreeing joint training where appropriate	T&D	Set up meeting with LSAB Training and Development representatives to review existing training programmes	Oct-15	<p>Update Dec 15: Meeting booked for 15th December</p> <p>Update Jan 16 : Follow up meeting planned for March 2016. LSCB/LSAB to pilot joint training sub group from May, proposal going to both Boards in March (1st for (LSCB).</p> <p>Update June 17: Pilot of the joint sub group has been extended until May 2018</p>
	T&D	Develop opportunities to join courses	Mar-16	<p>Update Dec 15: - looking at Slavery, Trafficking and FGM.</p> <p>Update March 16: Meeting booked for 1st March to develop further.</p> <p>Update June 16: LSCB/LSAB training sub group pilot now running. First meeting held on 29th April 2016.</p> <p>Update June 17: Pilot of the joint sub group has been extended until May 2018. To date courses on Slavery & Trafficking, Prevent, Prevent assessment skills and DA have been jointly offered to the adults and children's workforce.</p>

9. Develop and use Competence Framework to assess training and impact on practice	T&D	Develop Framework and implement for safeguarding leads after advanced training	Mar-18	<p>Update June 16: Framework designed and project will complete in July with a view to launching in September as a soft launch for 1 year where scoring will feed back into training plans and not as pass/fail. Evaluation after 1 year.</p> <p>Update Sept 16: Consultation taken place with multi agency partners on the questions within framework.</p> <p>Update Dec16: No progress. To be considered in January meeting.</p> <p>Update March 17: The CP process is currently going through a consultation about changing the way conferences are run. This will alter the assessment and the team are therefore awaiting the outcome of the revised CP Process.</p> <p>Update June 17: Work continuing to take place with regard to the CP process and therefore the competency project remains on hold at this time.</p> <p>Update Sept 17: No progress. Meeting to be arranged to gain update on the revision of the CP process.</p> <p>Update Dec 17: Agreed at Business Management Group in October to be a part of the new Training Strategy rather than a seperate action.</p>
10. Update the training guidance for education establishments and consider Governor Training	Principal Social Worker and Training Manager	Update list Consider additional Governor training Share list at CP forums in October Send out revised list with 2016-17 S175 audit	Dec-16	<p>Update Sept 16: Training guidance updated in line with KCSIE 2016. Meeting being planned to discuss Governor training in September and presented to CP forums and Governors in October.</p> <p>Update Dec16: Completed and will be shared with education establishments as part of the S175 audit for 2016-17</p>

11. NEW Assurance that there is an increase in availability and awareness of training around Domestic Abuse	T&D	Specialist training Develop assessment training IRIS	Mar-18	<p>Update Sept 16: Joint LSAB/LSCB stakeholder day to be held on 2nd November.</p> <p>Update Dec16: Training offered but limited take up. Need clarity of what training is wanted to be discussed at the next meeting and with the RAG.</p> <p>Update Mar 17:IRIS training is delivered by Southside to GP services. TWFD to seek assurance that this has been completed.</p> <p>Update June 17: The DAP have funding which is being used to develop training packages and developing a train the trainer course.</p> <p>Update Sept 17: CWF Training manager has joined DAP training group. Work being undertaken with an external company to create training packages.</p> <p>Update Dec 17: Training standards and training packages have been created and currently being reviewed by DAP. All relevant staff will improve their understanding of dynamics of domestic abuse and how to respond to identified cases at the appropriate level.</p> <p>Update March 18:The Training standards have been agreed, work continues to take place regarding the training packages for levels 1 & 2. It is anticipated that these packages will be available at the end of April 18.</p>
	T&D	Review how domestic abuse training is accessed by providers - do providers need to have done CP standard first?	Mar-17	<p>Update Dec 16: Standard training is required unless the agency is sufficiently assured that the individual having undergone previous training, has sufficient knowledge and grounding in children's safeguarding and MA working.</p>

	T&D	Review content of domestic abuse training to ensure it includes intergenerational issues - provide assurance this has been completed	Mar-17	<p>Update Dec 16: all courses inc DA are continually reviewed and will ensure this is in place for next training session.</p> <p>Update Mar 17: Complete</p>
12. NEW Ensure LSCB training includes developing skills to have difficult conversations	TWFD	Assurance from LSCB Training Coordinator required	Mar-17	<p>Update Dec 16: Standard CP includes issues around this. Specific Complex Trio and DA training have skills practice sessions looking at this issue. Dedicated day's training looking at conversation skills called 'Critically Curious Conversations'. Additionally Early help training contains aspects of this.</p>
13. NEW Assurance received that Domestic Abuse training is made available in schools and embedded in PHSE	T&D	Add to training guidance and PHSE training	Mar-17	<p>Update Dec 16: DA training is available to all teachers and DSLs and ELearning package also available.</p> <p>Update Mar 17: All PSHE training covers issues relating to healthy relationships / consent and therefore will cover aspects of DVA but we do not run anything specifically on DVA alone (as there are so many aspects of healthy / respectful relationships). Lessons on CONSENT (which have been shared with all PSHE Leads and with Southside) provide really good activities to trigger discussion about respectful and abusive situations .</p>

14. NEW Look at opportunities to increase availability of interagency and specialist training by ensuring the provision of training is cost effective for LSCB	T&D	Develop a joint paper to LSCB and LSAB regarding potential charging for safeguarding training as with other areas.	Moved to new Strategic Plan to be complete in Sept 18	<p>Update June 17: Draft charging paper under development.</p> <p>Update Sept 17: Draft paper to be discussed in September T&D meeting to come to December Board with a view to instating from April 2018</p> <p>Update Dec 17: Wider consultation taking place and paper to come to March LSCB. If then agreed start will be delayed.</p> <p>Update March 18: Delayed until June 18 as insufficient attendance at the Children's Workforce Steering group meeting.</p>
	T&D	Look at opportunities to generate funding for additional training	Moved to new Strategic Plan to be complete in Sept 18	<p>Update Mar 17: To be discussed at March meeting</p> <p>Update June 17: This topic to be considered within charging proposals.</p> <p>Update Sept 17: Draft paper to be discussed in september T&D meeting to come to December Board with a view to instating from April 2018</p> <p>Update Dec 17: Wider consultation taking place and paper to come to March LSCB. If then agreed start will be delayed.</p> <p>Update March 18: Delayed until June 18 as insufficient attendance at Children's Workforce Steering group meeting.</p>

Key Priority 5

Continuous improvement of LSCB

Outcome

1. LSCB is graded as at least 'good' against Ofsted/CQC expectations
2. LSCB has a high profile and is seen as effective in both quality assurance and driving improvement in safeguarding
3. Clear, complementary role and relationship with other strategic boards that increases effectiveness and efficacy
4. Formalised joint working arrangements with the LSAB

Issue	Sub group or Lead	Action	Completion Date	Progress (RAG)
-------	-------------------	--------	-----------------	----------------

<p>1. Review LSCB and sub-group Terms of Reference – seize opportunity for joint working with LSAB sub-groups</p>	<p>All sub groups and LSCB</p>	<p>All revised Terms of Reference to be shared with LSCB – ensure LSAB arrangements have been considered</p>	<p>Mar 18 - CICQA ToR to be completed by June 18</p>	<p>Update June 16: PPG TOR will be agreed by end May 16. LSCB TOR will then be due for review. Update Sept 16: PPG TOR now updated. LSCB TOR, CICQA and T&WFD are currently under review, to come to December LSCB. Update Dec 16: LSCB TOR and Draft FGM TOR completed and on the agenda. CICQA and TWFD well underway but slower due to changes in chairs. Update Mar 17: Both TOR still under review and now looking to join the two communications sub groups so this will require a review of TOR when they meet. Update June 17: Revised Comms TOR and Training & Development on the LSCB/LSAB agendas. CICQA and Early Help reviews not yet completed. Update Sept 17: Early Help Board TOR on the agenda for information. CICQA TOR awaiting new Chair in November to progress this. Update Dec 17: CICQA TOR still to be resolved Update March 18: New Chair in place to work with group on this.</p>
---	--------------------------------	--	--	---

NEW LSCB induction to be reviewed in line with LSCB TOR	Business Support Manager	Revised Induction pack to be resent to all members to sign up to the member agreement	Mar-17	Update June 16: Induction pack to be reviewed once PPG TOR approved. Update Sept 16: Induction pack for members and lay members currently being reviewed. To come to December LSCB for information. Update Dec 16: Revised packs on LSCB agenda. Once approved all members will be asked to sign up to the agreement. Update Mar 17: Many signed agreements received to date and there will be another opportunity at the March LSCB to complete this. 2 signatures awaited. Update June 17: All current members have signed LSCB agreement.
2. Assess effectiveness of Thematic Reviews	LSCB	Questionnaire to be completed and analysis shared with LSCB	Sep-15	Update Dec 15: Agreed to continue with themed reviews and set the next three themes; questionnaires returned from a number of agencies.

<p>3. Analyse feedback from other LSCB Ofsted inspection reports to identify areas for improvement for the LSCB</p>	<p>PPPG</p>	<p>Overview report on good LSCB inspection reports</p>	<p>Sep 17</p>	<p>Update March 16: Ofsted inspection outcomes are routinely reported across the Council, however a more systematic approach to sharing and learning from these is required.</p> <p>Update Sept 16: Report to come to November PPPG.</p> <p>Update Dec 16: Unfortunately software failure didn't enable this to happen. It is moved to Feb PPPG instead.</p> <p>Update Mar 17: purchase of new software agreed so this should be actioned for June.</p> <p>Update June 17: Report was available for the PPPG meeting in May however it was superseded by Ofsted inspection. Learning from the feedback will be shared with the LSCB in Sept at the same time as the learning and recommendations from the Ofsted review.</p> <p>Update Sept 17: As per the action log the PPPG agreed to look at Ofsted reports as appropriate and concentrate on ensuring the recommendations from the recent Ofsted review are implemented. The PPPG like the LSCB will continue to look for ways to make improvements. The new business plan will identify the priorities going forward.</p>
---	-------------	--	---------------	---

	Ofsted Inspection Preparation Officer LSCB Business Support Manager	RAG rate LSCB against Ofsted grade descriptors	Dec-15	Update Dec 15: Stocktake report to be discussed with the Board - have moved the timescale for this and the item above as needed to assess ourselves and then look at others.
4. Develop new LSCB website and consider opportunity to link with LSAB	Comms Group	In conjunction with the LSAB we will develop a shared website and also allow for separate content relating to Children and Adults	Mar 17	Update Mar 17: Joint LSCB and LSAB website going live and promotion arranged with Council communications. Link to be sent out widely in March LSCB email with request to add to partner websites as well as to disseminate.

<p>5. Develop systematic method for reviewing, disseminating and monitoring implementation of multi-agency policy and procedures (initial priority to review against FGM, Working Together 2015)</p>	<p>PPPG</p>	<p>Develop and pilot method</p>	<p>Dec-16</p>	<p>Developing method with FGM at LSCB Business Development session in Oct 15. New FGM policy disseminated in December 2015.</p> <p>Update March 16: tri-annual review of all LSCB policies agreed and work plan is maintained by the Business Support Manager for PPPG. All policies are now sent out to all LSCB members and dissemination confirmation lists are maintained but responses are often poor. Agreed at LSCB that new policies will be sent on a monthly basis.</p> <p>Update June 16: Updates sent monthly but limited response. To be raised at LSCB - agreed that LSCB members to take responsibility for confirming dissemination within one month of email. Business Support Manager to monitor.</p> <p>Update Sept 16: FGM task & finish group to report to LSCB Sept. Board members to continue to disseminate and feed back. Nominated individual to be agreed for each agency or default position will be the Board member. LSCB to name and shame those that do not confirm dissemination from December onwards.</p> <p>Update Dec 16: System now established and 4/21 agencies have not responded at will be named at LSCB as agreed.</p>
--	-------------	---------------------------------	---------------	--

5a. NEW April 17 Improve access to LSCB papers for the Board and enable secure communication for each sub group	Business Support Manager	Consider the availability and possible use of secure platforms on the new joint website to enable communication and storage of papers.	Mar 18 - action to be completed in June 18	NEW Update June 17: No progress. Awaiting new website. Update Sept 17: New website now up and running and glitches resolved. Waiting for news from IT on use of secure platform for Board papers and possible communication for sub groups. Update March 18: Still awaiting news from IT.
6. Review Information Sharing Guidance	PPPG	Work with SW LSCBs to review guidance document	Mar 17	Update March 16: New policy approved by PPPG and on the March LSCB agenda for information. Minor amendments to be made and sent to LSCB members by email for consultation. Update June 16: Policy on LSCB website and SWCPP. Additional guidance for practitioners being drafted. Update Sept 16: Report to come to November PPPG. Update Dec 16: Report presented to November meeting however members wanted some further clarifications made. Request move to Mar 17 Board Update Mar 17: Reports approved by PPPG in Feb 17 and for information to the LSCB in Mar 17.
6a. NEW April 17. Assurance from LSCB partners of their compliance with information governance when sharing information securely	PPPG	Seek assurance from agencies on the mechanisms in place to ensure information governance is complied with especially regarding secure sharing of sensitive data	Mar-18	NEW Update June 17: not due Update Sept 17: not due however it is timetabled on the PPPG agenda planning Update March 18: Assurance received from all LSCB partners on current Information Sharing Protocols. This was shared at February PMG meeting. The Chair is now requesting assurance re GDPR arrangements from each agency.

7. Clarify arrangements for identifying and writing new policy, protocols, materials etc	LSCB Business Support Manager	Set out arrangements for LSCB	Dec-15	<p>Update Dec 15: Prepared a list of all policies and procedures and is being discussed at next PPPG meeting. Front sheet for policies now in place.</p> <p>Update March 16: New process agreed at PPPG in February for the writing and reviewing of all policies and protocols.</p>
--	-------------------------------	-------------------------------	--------	--

8. Secure and induct lay members, schools and housing representatives to LSCB and sub-groups	LSCB Chair			Lay members joining LSCB in Sept 15 induction meeting scheduled Induction for Curo member scheduled.
9. Gather assurance on Private Fostering arrangements	Comms Group	Produce information	Dec-16	Reviewed and developed a suite of information leaflets which have been distributed Article in the Connect magazine which goes to every household in the LA Update June 16: Recently updated information in relation to private fostering arrangements and independent schools. Update Sept 16: Guidance is complete and placed on Council website, will also be included on new LSCB website.
	PPPG	Review information from schools audit and correlate with Council data	Jun 17	Update Dec 15: this is in hand but not complete - revise date to Mar 16 - LSCB confirmed agreement Update March 16: revised again to June 16 Update Sept 16: Report coming to November PPPG Update Dec 16: Schools self assessment has been checked and new section on private fostering included for Dec 16 audit release. Update June 17: Full list of responses from education establishments has been reviewed by Private Fostering Lead. Actions can then be identified.

	PPPG	Continue to monitor the number of private fostering arrangements	Mar-17	Update Sept 16: Report coming to November PPPG Update Dec 16: replica of point 4 under key priority 3 above. Update Mar 17: request approved to close this action as now included in Key Priority 3 no 4 above
10. Review Chair's performance	Strategic Director Council Chief Executive	Implement Chair Review Panel with 360 feedback	Dec-15	Update Dec 15: questionnaires completed by LSCB members, Chairs appraisal scheduled in Dec 15 Update Mar 16: This took place in Feb 16
11. Review activity data in order to provide assurance that children are safeguarded	PPPG	Take a closer look at the age of Looked After children in comparison to other areas to understand if B&NES is an outlier and if so why	01/03/2017	Update June 16: To be completed Update Sept 16: Partially covered in LSCB Annual report, RB to produce snapshot for PPPG Nov Update Dec 16: 2015 statistics show B&NES as broadly in line with other areas. 0-5s show B&NES in Q2 as 16.4% and England and Wales as 24% which will need further investigation. Update Mar 17: Complete - discussed at PPPG in Feb 17 and assurance provided that B&NES are not an outlier - see PPPG notes if required.
	PPPG	Generate data on children's ethnicity, disability and gender for those on CP plans and Looked After for next years report	Sept 16	Update June 16: Partially achieved. Some of this data is included in the Annual Report but not all. As Liquid Logic reporting is refined, this should be possible for future reports. Update Sept 16: Covered in LSCB Annual report.

	PPPG	Triangulate serious sexual offences data with Avon and Somerset Constabulary	Mar-17	<p>Update Dec 15: Initial update provided at PPPG in Aug 15. Follow up verbal report provided in Nov 15; 18 months cases were considered, new system to be implement for monthly check on the data between the Police and CSC.</p> <p>Update March 16: work required to progress triangulation of information on child perpetrators of SSOs</p> <p>Update Sept 16: Head of Safeguarding & QA to liaise with Avon & Somerset Constabulary.</p> <p>Update Dec 16: This remains an outstanding action. Head of Safeguarding requested support with this at the PPPG in Nov. Planned for update at Mar meeting.</p> <p>Update Mar 17: Confirmation at PPPG in Feb 17</p>
12. Develop stronger links with other Boards	LSCB Chair	Attend other Boards as appropriate (RAG, H&WBB, CTB etc)	Mar-16	Update Sept 16: Report coming to November PPPG

13. Review safeguarding performance report ensuring new data is added as required	PPPG	Review the design of the report to pull out 'so what' qualitative information where possible	Mar-18	<p>Update March 16: At the last meeting data was provided by different Council teams to help enhance what is being considered, this included data on other providers</p> <p>Update June 16: Reporting continues to evolve as Liquid Logic is embedded and will evolve further in response to the development of the Board Assurance Framework and the work to evaluate the effectiveness of Early Help.</p> <p>Update Sept 16: Review planned for PPPG in early 2017.</p> <p>Update Dec 16: on going</p> <p>Update Mar 17: Discussed at Joint Development Session by small group; updated at PPPG in Feb 17 and further work required.</p> <p>Update June 17: This is linked to KP3 18 and was agreed at June LSCB to close ensuring that</p>
14. Monitor completion of actions identified on risk register	Business Support Manager	NEW Each Risk Owner to monitor progress and inform Business support manager. Sub Group chairs to review April 17 prior to June LSCB	Jun-17	<p>Update June 16: New risk register on agenda for information and will be discussed at each sub group chairs meeting.</p> <p>Update Sept 16: Monitoring and reviewing takes place quarterly.</p> <p>Update Dec 16: Ongoing. Latest update shared with LSCB for information and full review due in June 2017.</p> <p>Update June 17: 1 year review taken place and on the LSCB agenda for information</p>

15. NEW Ensure a mechanism for greater ownership by the Board of the Business Plan in LSCB meetings	LSCB	All Board members to respond to Business plan in meetings. Sub group chairs review a key priority at each meeting in between Boards.	Dec-16	Update Dec 16: One page summary being trialled at LSCB to see if this improves wider engagement and ownership of Business Plan.
16. NEW Map range of Annual Reports and reporting to be clear on the interfaces and where all reports should be shared.	Sub Group Chairs meeting	Map reports to prevent double reporting and ensure LSCB aware where appropriate	Jun-17	Update Dec 16: MAPPA Annual Report to be considered by sub group chairs meeting Update June 17: recommendation from Ofsted to clarify annual reports taken to LSCB within the Annual Report. Those discussed all have a paragraph in 2016-17 Report.
17. NEW Develop better communication with other Council Departments	Bruce Laurence	Request a more formal arrangement is put in place where LSCB and LSAB work is added to the agenda.E.g. RAG and IVASP re Domestic Abuse and FGM.	Dec-16	Update Dec 16: System in place with clear links in membership of RAG, LSCB and new Domestic Abuse Partnership.

18. NEW Mar 17 To continue to be engaged with and play an influential role within the national and Regional discussions which are linked to the proposals and actions emanating from the Wood Review	LSCB	Engage in National and Regional discussions	Dec-17	NEW Update June 17: Paper on new Children and Social Work Act 2017 on the June LSCB agenda to start the discussion on implications for the LSCB and children's safeguarding. Update Sept 17: LGA paper on agenda for information. New LSCB Chair attended meeting with PCC and other Chairs re potential for joint working in future, dependent on revised Working Together 2018. Update Dec 17: Working Together Consultation to be discussed at December LSCB in detail before Board response is submitted. Update March 18: LSCB views submitted
19. NEW April 17 Ensure continued effective joint working with LSAB	Business Management Group	Monitor 2017-17 Joint Working Action Plan as an appendix of LSCB Business Plan	Mar-18	NEW Update June 17: Added to June LSCB for information. Update Sept 17: On Business Management Group agenda for October. Update Dec 17: Updated version in the papers for December LSCB. Joint working is embedded where practicable. Further joint actions will be incorporated into the new Strategic Plans for each Board from April 2018 rather than as a separate plan. Update March 18: reviewed regularly and will be incorporated in 2017-18 Annual Report

This page is intentionally left blank

Bath and North East Somerset LSCB Strategic Plan 2018-21

What we'll do

1

One Vision

Safeguarding is Everybody's Business

5

Five Outcomes

- All children and young people are safe
- Children, young people, carers and families contribute to the way services respond to child protection and children in care safety concerns
- LSCB is assured that safeguarding is embedded; is delivered to a high standard and is effective across all partner agencies

A skilled, trained and competent workforce
The LSCB is effective and responds to the new legislative requirements

13

Thirteen Priorities

- Children and young people are protected against the impact of crime and anti-social behaviour
- Children and young people are protected against the impact of neglect
- Promote the role of the community in keeping children safe
- Improve the quality and effectiveness of the Early Help arrangements
Ensure children, young people and parents participate in all aspects of early help and child protection processes and practices
- Strengthen strategic arrangements for involving children, young people and families' voice at the LSCB and across all partner organisations
- Ensure a comprehensive Board Assurance Framework is delivered
- Make more effective use of the intelligence and information available from agencies to improve safeguarding arrangements
- Ensure we learn from Serious Case Reviews (SCRs)
- Deliver and monitor a robust training and development plan that provides high quality and meaningful safeguarding training across all service areas
- Build upon the work undertaken with the Adult Workforce to further embed a culture and practice of 'Think Family'.
- Ensure the Ofsted recommendations are effectively implemented
- Ensure new arrangements brought about by legislative changes do not have an adverse impact on

How we'll do it – our commitments



Our work will be linked to the work of the:

Linked to the Health & Wellbeing Strategy, Children & Young Plan, LSAB Strategic Plan, Children's Workforce Strategy and Plan and work of the RAG, Self-Harm and Suicide Group and Sexual Health Board

How we'll know if we've made a difference

- Families report they feel supported
- The number of young people identified with substantive risks in relation to exploitation are identified early and receive the appropriate support
- Staff completing CSE/Exploitation courses are able to report an increase in confidence in responding appropriately to these issues
- Increased confidence in recognising children at risk
- Staff feel confident in tackling Neglect
- Reduction in the length of time children are on Child Protection (CP) plan with the category of neglect
- Audits show 100% of cases identify the issues and comply with the parenting standards
- Public Health's SHEU Survey is able to report that young people feel more informed and understand the dangers of grooming when on-line.
- Improvement in the number and quality of Early Help assessments and plans
- Improvement in outcomes for children & young people
- Overall reduction in children on of CP Plans
- Children's and parents / carers report that they feel their voice was heard
- Audits demonstrate evidence of child's voice and parental involvement
- Senior In Care Council (SICC) and Youth Forum to influence strategic arrangements for the LSCB
- Evidence of good quality request for service and triage / decision making through auditing of cases
- Improved confidence in information / intelligence sharing from the Police and health providers
- Case file audits demonstrate improvements in practice
- Increase staff awareness and confidence across the sector of safeguarding issues
- The voice and experiences of children, young people & families / carers impacts on workforce training
- A holistic / joined up approach will enable better outcomes for children, young people and families / carers
- Exit surveys post Child Protection Conference indicates families experience a more seamless service
- LSCB maintains a good standard and works towards being outstanding
- Case file audits demonstrate that a Think Family approach is undertaken
- B&NES LSCB will ensure that children and young people are safeguarded effectively with the new changes in place

This page is intentionally left blank

Bath & North East Somerset Council		
MEETING/ DECISION MAKER:	Children & Young People Policy Development & Scrutiny Panel	
MEETING/ DECISION DATE:	10 July 2018	EXECUTIVE FORWARD PLAN REFERENCE:
TITLE:	Annual Report on Children’s Services Complaints and Representations Procedure 2017 – 18	
WARD:	All	
AN OPEN PUBLIC ITEM		
List of attachments to this report:		
Children’s Services Complaints and Representations Procedure Annual Report 2017 – 18		

1 THE ISSUE

- 1.1 This report informs the Panel about the number of complaints and representations including compliments received during 2017 – 18 and demonstrates how they have been managed and how they have been used to contribute to service improvement.

2 RECOMMENDATION

- 2.1 The content of this report is noted.

3 RESOURCE IMPLICATIONS (FINANCE, PROPERTY, PEOPLE)

- 3.1 Budget pressure on the team are being managed from within Children's Services resources.

4 STATUTORY CONSIDERATIONS AND BASIS FOR PROPOSAL

- 4.1 Quality assurance that the Council is meeting the regulatory standards and time frame for Children's Service Complaints.
- 4.2 Provides assurance that we are meeting equality expectations and anti-discriminatory practice and are proactive where it is judged we could have done better.

5 THE REPORT

- 5.1 The attached report covers compliments, complaints and representations received between April 2017 and March 2018.
- 5.2 During the year a total of 110 complaints were registered at Stages 1, 2 or 3 of the statutory complaints procedure or under the Council's Corporate Complaints Procedure. Five complaints were referred to the Local Government and Social Care Ombudsman.
- 5.3 The report details the outcomes of the complaints and actions the Service are taking ensuring it learns from these.

6 RATIONALE

- 6.1 N/A

7 OTHER OPTIONS CONSIDERED

- 7.1 NONE

8 CONSULTATION

- 8.1 N/A

9 RISK MANAGEMENT

- 9.1 A risk assessment related to the issue and recommendations has been undertaken, in compliance with the Council's decision making risk management guidance.

Contact person	<i>Sarah Watts – Complaints and Data Protection Team Manager</i> Sarah_watts@bathnes.gov.uk 01225 477931 <i>Lesley Hutchinson –Director of Safeguarding and Quality Assurance</i> Lesley_Hutchinson@bathnes.gov.uk 01225 396339
Background papers	<i>None</i>
Please contact the report author if you need to access this report in an alternative format	

**Children's Service
Complaints and Representations Procedure**

Annual Report 2017 – 2018

**Author: Sarah Watts
Complaints and Data Protection Team Manager**

1. Summary

- 1.1 This Report is produced in accordance with the statutory guidance for the Children Act 1989 Representations Procedure (England) Regulations 2006 as amended by the Children (Leaving Care) Act 2000, Adoption and Children Act 2002, the Health and Social Care (Community Health and Standards) Act 2003.
- 1.2 The report considers compliments, complaints and representations received between 1st April 2017 and 31st March 2018. It also provides an analysis of outcomes, trends and learning from complaints which can be used by the service for planning and improved service delivery.
- 1.3 Complaints against schools are governed by different legislation. Each school is required to have its own complaints procedure and complaints about schools are not therefore included in this report.
- 1.4 During the year a total of **115** complaints against the Children's Service were received and recorded under the Children's Social Care statutory complaints procedure and the Council's Corporate Complaints Procedure. The report explains how these were resolved under the procedures. **Five** complaints were referred to the Local Government Ombudsman. In addition, **52** compliments were recorded.

2. The Procedure

- 2.1 The report considers complaints and representations received about Children's Social Care Services. These complaints are handled under the Children Act 1989 Representations Procedure (England) Regulations 2006 and accompanying statutory guidance 'Getting the Best from Complaints'.
- 2.2 A summary of the procedure can be found at Appendix 1.
- 2.3 Complaints about the Education Inclusion Service fall outside the scope of the statutory complaints procedure and are dealt with under the Council's Corporate Complaints Procedure. Information about this procedure can be found at www.bathnes.gov.uk
- 2.4 The feedback received is recorded under one of the following headings:
 - **A complaint** can generally be defined as an expression of dissatisfaction or disquiet, which requires a response.

- **A representation** is feedback which is either dealt with straight away and does not need a formal response or where the person concerned does not want it to be recorded as a complaint. Children and young people often chose to raise a concern in this way as they do not want to enter into the formal complaints procedure.
- **A compliment** is positive feedback about the service or an individual member of staff. Compliments from service users and other agencies are recorded.

2.5 The key principles of the Complaints Procedure are:

- People who use services are able to tell the Council about their good and bad experiences of the service.
- People who complain have their concerns resolved swiftly and, wherever possible, by the people who provide the service locally.
- The procedure is a positive aid to inform and influence service improvements, not a negative process to apportion blame.
- The Service has a 'listening and learning culture' where learning is fed back to people who use services – and fed into internal systems for driving improvement.

2.6 Children's Social Care has set out its commitment to responding to the concerns of children and young people who are in care in the Care Pledge. The Pledge has been endorsed by the Council's Corporate Parenting Group.

We will work hard to sort out any problems or worries you have.

If we can't do what you ask, we will explain the reasons why.

We will make sure you know how to get an independent advocate - that's someone who will listen to you and work with you to get things changed.

We will make sure you have all the information you need to make a complaint.

3. Complaints and Compliments – analysis of the data

3.1 Through induction and training all staff are advised of their responsibilities under the Complaints Procedure and they are expected to be ready to receive complaints and compliments when working with young people, families and carers. Staff are also made aware of the importance of sharing all complaints and potential complaints with the Complaints and Data Protection Team to ensure the complaint is correctly recorded and monitored in accordance with the statutory guidance or corporate procedure.

- 3.2 The volume of complaints should be viewed in the context of the work of Children's Social Care in 2017/8.

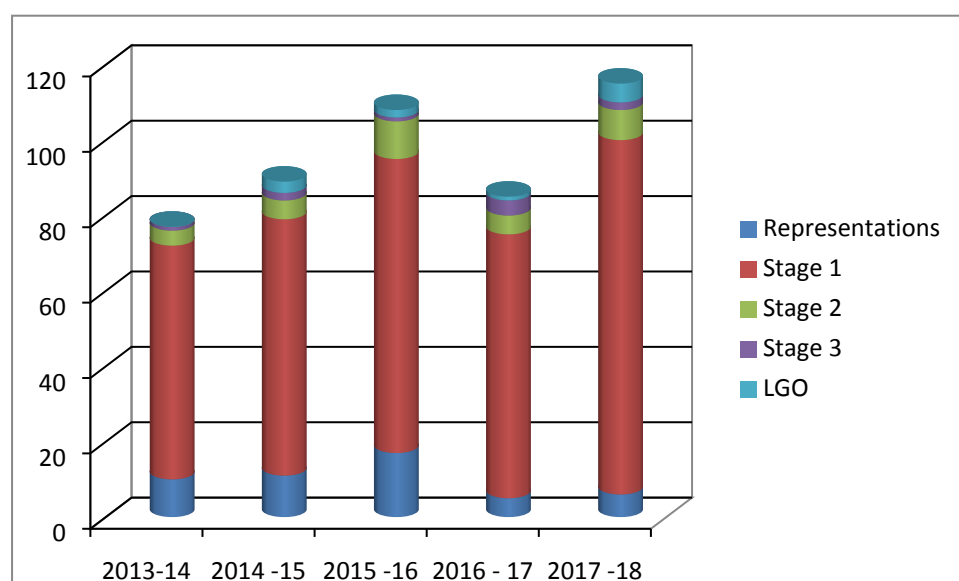
Table 1: Population and service data

	2016-17	2017-18
Number of young people in B&NES 0 – 17	34,700	35,100
Young people in Care	160	168
Young people subject to a Child Protection Plan	152	173
Young people assessed as in need	683	610
Contacts (requests for service) received	6784	8428
Referrals received	1143	1280

3.3 **Table 2: Numbers of complaints received and resolved**

	Carried over 2016 – 17	Received 2017 - 18	Resolved	Not pursued	Carried forward 2018 – 19
Representation	0	6	5	0	1
Stage 1 (Statutory Procedure)	5	80	62	16	7
Stage 1 (Corporate Procedure)	1	14	13	0	2
Stage 2 (Statutory Procedure)	2	7	5	0	4
Stage 2 (Corporate Procedure)	0	1	1	0	0
Stage 3 (Statutory Procedure only)	1	2	2	0	1
Referral to Ombudsman	0	5	5	0	0
Total	9	115	93	16	15

3.4 Table 3: Comparison with previous years



3.5 The total number of complaints received across the service has increased during the year having decreased the previous year. The increase in the number of complaints reflects the increase in the number of contacts received (see table 1).

3.6 Table 3 illustrates the increase in the number of complaints received at Stage 1 and although the number of Stage 2 complaint investigations is high (8) this is in proportion to the number of Stage 1 complaints when compared with previous years.

3.7 The service has also seen an increase in the number of cases referred to the Local Government and Social Care Ombudsman. There were 5 referrals during the year compared with 1 – 2 referrals in previous years.

3.8 Table 4 below provides a breakdown of the complaints received by each team.

3.9 The Duty Team has seen an increase in the number of complaints from a total of 17 complaints in 2016 – 17 to 27 complaints in 2017 – 18. Although this represents a significant increase this would be expected given the increase in the number of contacts that the service has received. The number of complaints to the Child Protection and Court Team have dropped from 30 to 19.

3.10 Table 4: Complaints by stage and service area

	Rep	Stage 1	Stage 2	Stage 3	LGO
Children's Social care					
Adolescent at Risk Team	1	2	-	-	-
Child in Need Team	-	6	-	-	-
Child Protection and Court Team	-	19	2	2	2
Children in Care & Moving on Team	-	11	-	-	-
Disabled Children's Team	-	9	1	-	-
Duty and Assessment	4	27	3	-	-
Family Placement Team	1	3	1	-	1
Virtual School	-	-	-	-	-
Safeguarding and Quality Assurance					
Child Protection Chair and Safeguarding Administration Team	-	1	-	-	-
Local Authority Designated Officer	-	-	-	-	-
Independent Reviewing Service	-	1	-	-	-
Complaints and Data Protection	-	-	-	-	-
Education Inclusion Services					
Children Missing Education Service	-	4	-	-	-
Educational Psychology	-	-	-	-	-
Hospital Education & Rehabilitation	-	1	-	-	-
Music Service	-	1	-	-	-
SEN Team	-	5	1	-	1
Children and Families Prevention Service					
Connecting Families Service	-	-	-	-	-
Children's Centres	-	1	-	-	-
11 – 19 Outcomes					
Youth Offending Team	-	1	-	-	-
Youth Service	-	1	-	-	-
Parent Support Services					
Schools Admissions and Transport	-	1	-	-	-
Other					
Children's Social Care (historic case)	-	-	-	-	1
Total	6	94	8	2	5

3.11 **Table 5** illustrates the broader themes drawn from the complaints and gives the number of complaints that were upheld or partially upheld in each category.

Category	Number of complaints	% Stage 1 complaints	Upheld or Partially Upheld
Attitude or behaviour of staff <i>includes issues with poor communication</i>	41	44%	11
Assessment, care management or review <i>includes delays in completing an assessment and perceived bias in assessments</i>	16	16%	2
Quality of the service <i>Where the service did not meet service user expectations</i>	14	15%	5
Delay in making a decision or providing a service	7	7%	1
Unwelcome or disputed decision	2	2%	1
Appropriateness of service <i>Includes disagreement with the service being involved or failing to be involved with a family.</i>	9	10%	4
Quantity, frequency, charge or cost of service	1	1%	0
Application of eligibility / assessment criteria	4	5%	2

- 3.12 In line with previous years the highest proportion of complaints were recorded as being about the 'Attitude or behaviour of staff' (44 % of complaints). Examples of responses in this category where the complaint was upheld include:

Complaint – In the first core meeting the social worker didn't introduce herself and instead just said that she has taken over from the previous social worker but doesn't know the family and doesn't know what is going to happen.
Response – the manager arranged a meeting between the social worker and the parent and they agreed how they would work together in future and strategies for the

parent to help the social worker get to know the children.

Complaint – A young person complained ‘At the next meeting I had to repeat myself to the social worker. I was not happy I had to see her on my own. It didn’t sound like the other social worker had passed on the notes. I didn’t have any awareness the social worker was coming that morning, I asked for my support worker to be with me but she wasn’t told. I was asked the same questions again it made me feel not happy.

Response – The Manager apologised and accepted this was not appropriate and the young person’s wishes should have been respected.

3.13 Although the majority of complaints under the heading of ‘Attitude or behaviour of staff’ were not upheld there is clearly learning that managers can take from these complaints. It is acknowledged that staff must have difficult and challenging conversations with parents and young people but analysis of themes within these complaints indicates that not having all the facts or background information to hand can cause tensions and difficulties. Also some of the complaints concerned not being able to contact staff, leaving messages but not hearing anything and having to chase the social worker. These are issues which cause frustration and impact on the relationship between the worker and the family.

3.14 A number of complaints also concerned the quality of assessments and more generally the quality of the service. Examples of these complaints and the response include:

Complaint about an assessment - The social worker’s assessment of me as a parent gives contradictory messages about what he perceives to be the issues.

Response – The manager responded ‘I have read the report and I agree that it is confusing that you should on one hand be over protective but on the other not be able to supervise and the report does not explain this fully enough to clarify the difference between the two in relation to this matter. Having spoken to the social worker about this he has reflected and accepts that he could have been clearer and I am sorry that this was not the case.

Complaint about the quality of the service – The mother of a young person who has a disability complained that a visit to deliver equipment was cancelled at very short notice. She was then told the delivery of the equipment which was required following a hospital discharge would be delayed by a month. When the equipment arrived it was unpackaged and damaged.

Response – The manager apologised and explained that the company that was providing the equipment had cancelled the delivery at short notice which resulted in the visit being cancelled. The process for ordering equipment has been reviewed and a new system was implemented from the beginning of August.

4. Learning from complaints

- 4.1 The primary purpose of the complaints procedure is to allow the service the opportunity to put things right for the individual complainant when they have gone wrong. The statutory guidance also states that:

All local authorities should provide a system for:

- The dissemination of learning from complaints to line managers;
- The use of complaints procedure as a measure of performance and means of quality control; and
- Information derived from complaints to contribute to practice development, commissioning and service planning.

To achieve this there are systems in place to collate and then disseminate information gathered at the conclusion of each stage of the procedure.

Stage 1 complaints

- 4.2 In 2017 -18, 28% of Stage 1 complaints were either upheld or partially upheld. Each of these complaints will provide some information about where improvements can be made to the service.
- 4.3 A quarterly report is prepared for senior managers which draws together the themes from complaints and the actions that have been taken in response to the complaints.
- 4.4 This is available to all managers who are writing the service and team plans. As mentioned above one of the themes that has emerged during the year is that people contacting the service are frustrated by not being able to contact a worker and not receiving a call back when they leave messages.

Stage 2 complaint investigations

- 4.5 Between April 2017 and March 2018, 8 requests for Stage 2 complaint investigations were received. Two investigations were on-going from the previous year.
- 4.6 5 investigations were concluded during the year, 1 person withdrew their complaint and 4 were on-going at the end of the year.
- 4.7 There has been some investigation of the reasons why there has been an increase in the number of complaints that have progressed to Stage 2. As the number of Stage 1 complaints has increased it is likely that the number of Stage 2 complaints would also increase. However, in 2016 – 17, 3.5% of Stage 1 complaints progressed to Stage 2 compared to 8.5% of in 2017 -18. Many complainants say they escalate their complaint because they feel the Stage 1 response has not fully addressed their concerns or it has 'missed the

point'. Timescales are also a factor. This is considered further in Section 5, however, the evidence shows that those complaints which took in excess of 30 working days to respond to are more likely to progress to Stage 2. Timeliness of responses is therefore very important.

- 4.8 Each complaint investigation report makes a number of recommendations or the service to consider. These recommendations are recorded on an action plan for the service manager to ensure the complete with team managers. Some actions are relatively straight forward to complete, others require longer to address and embed within the service.
- 4.9 The completion of the action plan is monitored by the Complaints and Data Protection Team and feedback is given through the quarterly report.

Examples of action that has been taken:

- Guidance was issued to staff within the Duty Team to explain the need to differentiate between a 'contact' and a 'referral'. The importance of this was evident when a parent challenged the retention of information about a 'contact' as opposed to a 'referral'.
- A Task and Finish Group was formed to address inconsistencies in practice when the Court orders a Viability Assessment. A Stage 2 investigation about this process identified a number of detailed learning points.
- Team Managers will ensure that significant meetings such as disruption meetings are properly minuted and recorded on the individual's record.

Examples of action that has been identified as being needed:

- For all staff to receive training on diversity and difference from SARI (Stand Against Racism and Inequality).
- For Children's Social Care to consider whether it needs separate guidance notes for communicating with individuals in prison, or other difficult to reach environments.
- For the Council to encourage its managers to undertake formal risk assessments when staff are feeling threatened.
- For the Council to ensure that as part of the SEND Strategy that holistic, team around the child working is promoted as part of SEN support through schools and other services at the individual child level.

This is not an exhaustive list of the recommended action but examples of the variety of actions recommended as a result of a complaint investigation.

Stage 3 Complaints

- 4.10 Two Stage 3 Review Panels were held during the year. Complainants can ask the Panel to consider complaints which have not been upheld at Stage 2. The majority of the recommendations by the Panel relate to the specific circumstances of the complainant. One Panel also concluded that the

recommendations of the Stage 2 investigation had not been addressed and that this should happen as soon as possible.

- 4.11. One recommendation was made for the Service Manager to explore the possibility of adding a flag to the service user's case record to alert all workers to the fact there could be sensitivities in relation to significant events in the person's life.

Complaints to the Local Government Ombudsman (LGO)

- 4.12 Five complaints were referred to the Local Government Ombudsman. The Ombudsman found the Council was at fault in three cases and agreed remedial action with the Council. The actions agreed have been completed. In the main the actions related directly to the complaint, for example, an apology for sharing information at a meeting which should not have been shared. Two procedural issues with the Stage 3 process were identified and the procedures for future Stage 3 Review Panels have been amended accordingly.
- 4.13 The Ombudsman was unable to investigate 2 complaints because they were either outside his jurisdiction or because the events complained about happened more than 12 months before the complaint was made.

Compliments

- 4.14 Once again members of staff throughout the service have received compliments from the young people and their families and also from colleagues working in a variety of different agencies. A total of 52 compliments were recorded.
- 4.15 Compliments reflect good practice and provide valuable information which can be considered alongside complaints to help establish where the strengths and weaknesses of the service are.
- 4.16 The table below captures examples of the compliments received. These compliments have been selected to show the range of issues and services covered but there are many more that could have been included.

Table 6 – Examples of compliments received

From a colleague in an agency working with the Connecting Families Team	Welfare has been fantastic. Polite, understanding and supportive, the positive difference that it has made to our clients is unmeasurable but nonetheless obvious and much appreciated.
From grandparents who reported concerns about	They told me that you were exceptionally supportive, listened well and offered them

their grandson to a Referral and Information Assistant in the Duty Team	reassurance. They also said that you were polite each time they spoke to you and that you appeared interested and asked lots of good questions.
From a parent about a social worker in the Child Protection and Court Team	<i>They were full of praise for M (Social Worker), how well she has built a relationship with the children and the support she has been to them to make changes to their parenting.</i>
From foster carers about a social worker in the Child Protection and Court Team	K (social worker) is a true advocate for the child, tenacious and determined in getting the right outcome for the child, and not distracted or knocked off course by the parent's behaviours.
From a District Judge about the work of the Child Protection and Court Team	<i>DJ M was extremely complementary of the work undertaken by the social work team, stating that LA's often face a great deal of criticism but in this instance B&NES have done a very good piece of social work and this he felt needed to be noted. He acknowledged that without such good social work intervention the outcome for these children could have been very different.</i>

5. Complaint handling and monitoring

Response to Stage 1 complaints

- 5.1 Compliance with timescales is monitored very carefully in recognition of the need to deal with complaints as swiftly as possible. The importance of this is noted above.
- 5.2 An acknowledgement of a Stage 1 complaint should be sent in 2 working days and a full response within 10 working days. This can be extended to 20 working days when an advocate is requested or the complaint is particularly complex. This extension should be in agreement with the complainant.
- 5.3 In 2017-18, the target of 95% of acknowledgments to be sent within 2 working days was met.
- 5.4 The average time taken to respond to a Stage 1 complaint was 20 working days for complaints dealt with under the statutory complaints procedure. The

average time taken for complaints dealt with under the Corporate Complaints procedure was 12 working days.

- 5.5. Although the time taken by Children's Social Care to respond to complaints is higher than the target of 10 working days it is permissible to respond within 20 working days. The timescale for the response had shown a significant improvement in the fourth quarter of 2017 – 18. It is hoped this can be sustained as the comments in Section 4 indicate those complaints which are delayed are more likely to escalate to Stage 2.
- 5.6 The Complaints and Data Protection Team assist managers to keep to the timescale by sending reminders and assisting with drafting the response. Where there is likely to be a delay the team will inform the complainant on behalf of the manager responding to the complaint.

Response to Stage 2 complaints

- 5.7 The response to a complaint which has escalated to Stage 2 should be sent within 25 working days from the date the complaint is agreed with the complainant. The timescale of 25 working days is very challenging for the investigating officer and independent person as most investigations require a significant amount of reading and time spent interviewing staff and other agencies. The time allowed can be extended up to a maximum of 65 working days with the agreement of the complainant and this is required on most investigations.
- 5.8 Six investigations were concluded during the year. The average time taken to complete this investigation was 52 working days.

Response to Stage 3 complaint

- 5.9 A Stage 3 Review Panel should be held within 30 working days of the request being received. There were two Panels during the year which were held within 99 and 104 working days. Both exceeded the timescale by a considerable amount. This was influenced by a number of factors including the availability of key staff in the Local Authority and the availability of the complainant.

6. Accessing the procedure

- 6.1 The statutory Complaints Procedure was first introduced to give children and young people a way of telling the Local Authority when they are unhappy about something that is affecting their life. The Service offers many different ways for young people and their families to make a complaint or representation.

- 6.2 Information is available on the Council's website and there is an information sheet for staff to share with young people and families when they begin working with them and when an issue arises.
- 6.3 A complaints leaflet has been designed specifically for children and young people. It is available on the website and is included in the Child in Care Pack which is given to each young person when they become 'looked after'. The MOMO 'app' which was available to young people to log their concerns directly with the service has been discontinued because of a lack of up-take.
- 6.4 A young person who is looked after will have the chance to raise any concerns they have with the Independent Reviewing Officer (IRO) at their regular review and the IRO will explain to them how to access the complaints procedure if this is appropriate.

6.5 **Table 8 – Methods used to make a complaint**

Email	27%
Letter	9%
Telephone	49%
Complaint form	6%
Website	8%
In Person	1%

- 6.6 Of the 94 Stage 1 complaints, four were made by young people. One of these complaints has been escalated to Stage 2. Based on learning from previous complaints managers are required to meet with the young person if they are agreeable rather than rely on a written response. The meeting should help understanding on both sides.
- 6.7 The remainder of the complaints were made by adults complaining about their own contact with the service or on behalf of children. The majority of complainants were parents (84 complaints), but complaints were also received from foster carers, grandparents, an aunt, step-parents, siblings and a neighbour.
- 6.8 Section 26A of the Children Act, 1989 requires the local authority to 'make arrangements for the provision of advocacy services to children or young people making or intending to make complaints under the Act'. The advocacy service commissioned by Bath and North East Somerset is 'Shout Out!' which is part of 'Off the Record' however support can be provided by any agency that the young person is working with if this is their preference.
- 6.9 Information about the advocacy service is available to children and young people through the information mentioned above. In addition Children and Young People who become looked after are automatically referred to Shout Out and an advocate will contact the young person before their first review to ask if they want any support. Advocacy support is also offered to children/

young people to support them to attend a Child Protection Case Conference. Shout Out! will support any of these young people to make a complaint if they want to. The Complaints and Data Protection Team will always make young people aware that they can have help from and advocate with their complaint.

- 6.10 Shout Out has produced a wallet sized card on 'the Pledge' and this includes information about the Complaints and Data Protection Team Manager with contact details.
- 6.11 Parents and carers wanting to make a complaint do not have the same automatic right to an advocate as young people but Bath and North East Somerset has commissioned a specialist advocacy service at the Care Forum in Bristol to provide a service to those parents who meet their criteria.
- 6.12 Feedback collected by the advocacy service is always very positive and indicates that complainants who use the service feel well supported with their complaint and achieve a better outcome than they would if they had pursued the complaint on their own.
- 6.13 When making a complaint, complainants are invited to provide information about their ethnicity, gender and disability on the complaint form. If the complaint is made by letter, email or telephone the complainant is not currently asked for this information and so this information is incomplete.
- 6.14 The data that is available is a helpful indicator however of the make-up of the population which is accessing the complaints procedure. An analysis of the data provided by complainants indicates:
 - 67% of complainants are women
 - 33% of complainants are men
 - 6% of children were identified as having a disability
 - 1% of adults making a complaint identified themselves as having a disability
 - 76% of complainants identified as White British
 - 6% of complainants identified as Black/ British – other black
 - 12% of complainants identified as Mixed White/ Black Caribbean
 - 6% of complainants identified as Chinese

7. An overview of the Complaints Procedure during 2017/18

- 7.1 The Complaints and Data Protection Team has three members of staff. All are part-time and work in the following roles:
 - The Complaints and Data Protection Team Manager manages the complaints and data protection service for People and Communities.

- The Complaints Officer is the first point of contact for complainants and works with them to ensure their complaint is accurately recorded before it is passed to a manager for a response. She also works with managers to assist them to respond to complaints in accordance with the procedures. The Complaints Officer provides administrative support to Stage 2 investigations and Stage 3 Review Panels.
- The Data Protection Officer deals with Subject Access Requests under the Data Protection Act 1998 and with requests from the Police under the 2013 Protocol for Disclosure of Information and from other Local Authorities (see 7.7 below) as well as general information sharing requests.

- 7.2 The Complaints and Data Protection Team Manager produces quarterly monitoring reports on complaints against social care services and corporate complaints. Data is also available to other service areas on request to help with service monitoring and planning.
- 7.3 The Complaints and Data Protection Team Manager delivers a session on Complaints and Data Protection as part of the induction programme for social care. During 2017 -18 she ran a 'bitesize' training session for managers on providing an effective response to complaints. She also attended a meeting of Deputy Team Managers many of whom were new in post.
- 7.4 The Complaints and Data Protection Team Manager has been the Chair of the South West Regional Complaints Managers Group and a member of the National Complaints Managers Group representing the South West Region at meetings and events for the past 3 years. She also links with complaints managers in 7 neighbouring authorities to operate a Register of Independent Investigators and Stage 3 Panel Members.
- 7.5 In addition to the complaints work, the team also deals with Subject Access Requests (SARS) under the Data Protection Act 1998.

7.6 **Table 9 – Requests for information**

Completed				
	2014 - 15	2015 - 16	2016 - 17	2017 – 18
Subject Access Requests	44	30	36	51
Advice and signposting	5	37	73	77
Information sharing (requests from police & other agencies)	64	43	81	76
Court Order	5	4	3	6
Response to internal review	1	0	2	1

- 7.7 The number of requests for information continues to rise. Unfortunately the average response time has exceeded the time allowed under the Data Protection Act 1998 which was 40 calendar days. It was 54 days for the year. The GDPR has introduced a 30 day timescale which can be extended to 90 days for complex cases. The Complaints and Data Protection Team will be reviewing the process to ensure these new timescales are achieved.

8. Areas for development in 2017 – 18

- 8.1 Many of the areas for development are a continuation of the work already being undertaken.

8.2 Complaints:

- Continue to work with managers with the support of the Divisional Director to improve the response times for complaints at Stage 1.
- Continue to support managers with the Complaints Procedure through individual support sessions and meetings and develop a programme to provide bespoke training as required.
- Develop the internal web page to provide a resource for managers on all aspects of the Complaints Procedure.
- Ensure that the outcome of individual complaints is captured and shared with the service in a format that can be incorporated into service planning and delivery.
- Review the information on the website to ensure it is accurate and accessible for children, young people and their parents and carers.
- Contribute to the work of the South West Region Complaints Managers Group to develop a toolkit for ensuring that the service is able to learn from complaints and that this can be evidenced.

8.3 Data Protection

- Prepare for the implementation of GDPR on 25th May 2018. This will include a review of Data Protection procedures and will be carried out in conjunction with the Council's Information Governance Team.
- Support the implementation of the Caldicott Function Plan through the Data Protection Service. In particular record and assist with the monitoring of Data Breaches within People and Communities.

Sarah Watts
Complaints and Data Protection Team Manager

Appendix 1

Summary of the Complaints Procedure

Stage One – Local Resolution

The majority of complaints should be considered and resolved at Stage 1. Staff at the point of service delivery and the complainant should discuss and attempt to resolve the complaint as quickly as possible.

Complaints at Stage 1 should be concluded within 10 working days. This can be extended by a further 10 days where the complaint is complex or the complainant has requested an advocate.

If the complaint is resolved at Stage 1 the manager must write to the complainant confirming what has been agreed. Where the complaint cannot be resolved locally or the complainant is not satisfied with the response, the complainant has 20 working days in which to request a Stage 2 investigation.

There are some complaints that are not appropriate to be considered at Stage 1 and these can progress directly to Stage 2.

Stage Two - Investigation

Once the complainant has decided to progress to a Stage 2, the Complaints Manager arranges for a full investigation of the complaint to take place. The investigation is carried out by someone who is not in direct line management of the service or person about whom the complaint is made.

The complainant should receive a response to their complaint in the form of a report and adjudication letter within 25 days of making the complaint. This can be extended up to a maximum of 65 working days where the complaint is particularly complex or where a key witness is unavailable for part of the time.

The Adjudicating Officer should ensure that any recommendations contained in the response are implemented. This should be monitored by the Complaints Manager.

Stage Three - Review Panel

Where Stage 2 of the procedure has been completed and the complainant remains dissatisfied, he can ask for a Review Panel. The purpose of the Panel is to consider whether the Local Authority adequately dealt with the complaint in the Stage 2 investigation. The Panel will be made up of three people who are independent of the local authority.

The Panel should focus on achieving resolution for the complainant and making recommendations to provide practical remedies and solutions.

The complainant has 20 working days in which to request a Review Panel from receipt of the Stage 2 report and adjudication letter and the Panel must be held within 30 days of receiving the request.

If the complainant remains dissatisfied he can refer his complaint to the Local Government Ombudsman.

This page is intentionally left blank

Bath & North East Somerset Council		
MEETING/ DECISION MAKER:	Children & Young People Policy Development & Scrutiny Panel	
MEETING DATE:	10th July 2018	EXECUTIVE FORWARD PLAN REFERENCE:
TITLE:	Independent Reviewing Officer (IRO) Annual Report 2017-2018	
WARD:	All	
AN OPEN PUBLIC ITEM		
List of attachments to this report: Independent Reviewing Officer (IRO) Annual Report 2017-2018		

1 THE ISSUE

- 1.1 The IRO Manager has a statutory responsibility to produce a report on the work of the IRO service for the scrutiny of the Corporate Parenting Board, this requirement was established by the IRO Handbook (2010). The report is required to set out the work undertaken by the IRO service in relation to the scrutiny and challenge of Care Planning and Service Performance.
- 1.2 Children and Young People Policy Development and Scrutiny Panel also review the report on the IRO Service to ensure Members are sighted on the care provided to children in the care of the Local Authority. The report is also discussed with the Local Safeguarding Children Board.

2 RECOMMENDATION

The Panel are asked to:

- 2.1 Note the areas of positive performance referred to within the Annual Report, particularly the evidence that the Service are directly contributing to improving outcomes for Children and Young People in Care.
- 2.2 Note and support the IRO service's commitment to ensure that the LA delivers its statutory responsibilities to children and young people in care and their parents and carers, in particular ensuring the robustness of the issues resolution process to quickly resolve issues for children and young people.
- 2.3 Use the annual reporting requirement of the Service to inform the ongoing work of the Local Authority in raising the outcomes for the children and young people in B&NES.

3 RESOURCE IMPLICATIONS (FINANCE, PROPERTY, PEOPLE)

3.1 No additional resource requests to be made.

4 STATUTORY CONSIDERATIONS AND BASIS FOR PROPOSAL

4.1 The appointment of an Independent Reviewing Officer (IRO) for a child or young person in the care of the Local Authority is a legal requirement under s.118 of the Adoption and Children Act 2002.

4.2 In March 2010 the IRO Handbook was issued, providing Local Authorities with statutory guidance on how the IRO's should discharge their duties. Significantly, the Handbook stated:

4.3 The IRO has a new role conferred upon them to monitor the child's case as opposed to monitoring the review, effectively monitoring the implementation of the Care Plan between reviews (at para. 3.74)

4.4 The Handbook goes on to state that the primary role of an IRO is:

- To ensure that the care plan for the child fully reflects the child's current needs and that the actions set out in the plan are consistent with the local authority's legal responsibilities towards the child (at para. 2.10)

4.5 In discharging this role, the Handbook notes (at para. 2.14) that the IRO has a number of specific responsibilities, including:

- promoting the voice of the child;
- ensuring that plans for looked after children are based on a detailed and informed assessment, are up to date, effective and provide a real and genuine response to each child's needs;
- making sure that the child understands how an advocate could help and his/her entitlement to one;
- offering a safeguard to prevent any 'drift' in care planning for looked after children and the delivery of services to them; and
- monitoring the activity of the local authority as a corporate parent in ensuring that care plans have given proper consideration and weight to the child's wishes and feelings and that, where appropriate, the child fully understands

5 THE REPORT

5.1 Please see the attached this details how the IRO Service ensures B&NES services are meeting the needs of the children and young people in 'our' care.

6 RATIONALE

6.1 The requirement to share the report is set out above.

7 OTHER OPTIONS CONSIDERED

7.1 Not Applicable.

8 CONSULTATION

8.1 Children and Young People in Care; Foster Carers; Parents; Children's Social Care and the Independent Reviewing Service.

9 RISK MANAGEMENT

9.1 A risk assessment related to the issue and recommendations has been undertaken, in compliance with the Council's decision making risk management guidance.

Contact person	Mel Argles – Deputy Head of Safeguarding and Quality Assurance: Children and Young People. Tel: 01225 396810
Background papers	N/A
Please contact the report author if you need to access this report in an alternative format	

This page is intentionally left blank

Bath & North East Somerset Council

Independent Reviewing Officer (IRO) ANNUAL REPORT 2017-2018

Author:

Mel Argles,

**Deputy Safeguarding Lead: Children and
Young people, Quality Assurance**

June 2018

Contents

1. Introduction and Purpose of the Annual Report	3
2. Reporting Period	3
3. The Legal, Statutory and National Context of the IRO Role.....	3
4. Local Context – Bath and North East Somerset Council as Corporate Parent	4
5. The B&NES Council IRO Service.....	4
6. IRO Caseloads and Services Performance	5
7. Profile of Children and Young People in Care in B&NES	9
8. The Work of the IROs - Child Focused Reviews, Participation and Feedback	13
9. The Work of the IRO: Scrutiny and challenge of individual care plans, service delivery and practice evaluation.....	18
10 The Work of the IRO: Involvement in strategic review	33
11 Next Steps for the IRO Service: 2018-2019	34
12 Summary	34
13 Request to the Corporate Parenting Board.....	35

1. Introduction and Purpose of the Annual Report

- 1.1 The purpose of this report is to meet the statutory requirement for the IRO Manager to produce a report for the scrutiny of the Corporate Parenting Board, established by the IRO Handbook (2010).
- 1.2 Following presentation to the Bath and North East Somerset Corporate Parenting Board and the Bath and North East Somerset Local Safeguarding Children's Board, this report will be placed on the Council website as a publically accessible document.

2. Reporting Period

- 2.1 This report covers the period from 01 April 2017 to 31 March 2018. Some of the data sets vary slightly from those published by children's social care due to minor variations in the timeframe for data capture, and the uploading of data onto various systems.

3. The Legal, Statutory and National Context of the IRO Role

- 3.1 The appointment of an Independent Reviewing Officer (IRO) for a child or young person in the care of the Local Authority is a legal requirement under s.118 of the Adoption and Children Act 2002.
- 3.2 In March 2010 the IRO Handbook was issued, providing Local Authorities with statutory guidance on how the IRO's should discharge their duties. Significantly, the Handbook stated:

The IRO has a new role conferred upon them to monitor the child's case as opposed to monitoring the review, effectively monitoring the implementation of the Care Plan between reviews (at para. 3.74)

The Handbook goes on to state that the primary role of an IRO is:

To ensure that the care plan for the child fully reflects the child's current needs and that the actions set out in the plan are consistent with the local authority's legal responsibilities towards the child (at para. 2.10)

- 3.3 In discharging this role, the Handbook notes (at para. 2.14) that the IRO has a number of specific responsibilities, including:

- *promoting the voice of the child;*
- *ensuring that plans for looked after children are based on a detailed and informed assessment, are up to date, effective and provide a real and genuine response to each child's needs;*
- *making sure that the child understands how an advocate could help and his/her entitlement to one;*
- *offering a safeguard to prevent any 'drift' in care planning for looked after children and the delivery of services to them; and*

- *monitoring the activity of the local authority as a corporate parent in ensuring that care plans have given proper consideration and weight to the child's wishes and feelings and that, where appropriate, the child fully understands*

3.4 In February 2018, Narey and Owers published 'Foster Care in England' A review for the Department for Education. The reach of this stocktake included consideration of the role of the future of the IRO role in England. Narey argued that careful consideration needed to be given to evaluating the cost of the service against the perceived benefit to improving outcomes for Children in Care within the context of the financial challenges that Local Authorities face. The response locally to this challenge has been overwhelmingly in support of the IRO service, whilst the IRO service have rallied to the challenge of finding new ways of evidencing the impact of their work.

4. Local Context – Bath and North East Somerset Council as Corporate Parent

4.1 B&NES IRO Service operates within the context B&NES Council as 'Corporate Parent' for all of the children and young people in its care. As Corporate Parent, the Council's ambition is not merely limited to ensure that children and young people in care are safe and their welfare promoted but that, as parent, the Council strives to achieve the best possible outcomes for its children and young people.

5. The B&NES Council IRO Service

5.1 During the reporting period, the IRO service has been subject to some slight changes in personnel. The Service now comprise of six, permanent Independent Reviewing Officers, all of whom work part time, providing a full time equivalent of 3.1. The IRO's are experienced and authoritative Social Work practitioners with management experience. During the last 12 months there has been no reliance on agency staff.

5.2 All IRO's working for the Service are qualified Social Workers registered with the Health and Care Professionals Council and subjected to regular Disclosure and Barring enhanced checks. All have relevant and appropriate skills, bringing to the role specialist knowledge and experience including Children's Social Care safeguarding management, fostering and adoption work, work in therapeutic and third sector services, residential services management, performance management and quality assurance work. All have substantial experience of effective direct work with children and young people.

5.3 All IRO's are independent of B&NES Social Care and sit within the Safeguarding and Quality Assurance team. They are not involved in preparation of children in care plans or the management of children in care cases or have any control over resources allocated to a case.

- 5.4 All IRO's have access to independent legal advice upon request through a reciprocal arrangement with Bristol City Council, we have used this service once during the reporting period.
- 5.5 All IRO's are members of the National Association of Independent Review Officers (NAIRO), and are encouraged to participate in the South West Regional IRO Practitioners Group (SWIRO) for peer-support and sector-led improvement opportunities .
- 5.6 All IRO's access training opportunities, relevant to their role and interests.
- 5.7 During the reporting period, the Service has had consistent leadership. The post holder is registered with the Health and Care Professionals Council and subject to regular Disclosure and Barring Service enhanced checks. The manager ensures casework oversight, professional advice and management support to each IRO, including monthly Supervision and Team Meetings and work to ensure the IRO's access training appropriate to need. The post holder has additional responsibility for oversight of the LADO function (managing allegations against staff), and the Safeguarding and Quality assurance team who deliver child protection conferences. This coverage of service ensures that for children entering care via the child protection process there is strong independent oversight and scrutiny of their journey to ensure their needs are fully met.
- 5.8 The Team Manager sits outside of the Children's Social Care Management Group, and their roles and is not involved in operational management, the preparation of children's care plans, the management of individual cases or resource allocation. Accordingly, there is no conflict of interest.
- 5.9 During the reporting period, the administrative support for the IRO's has continued to be provided through a full time dedicated post holder.

6. IRO Caseloads and Services Performance

- 6.1 The IRO service, in common with some of its regional peers, is developing the capacity for the service to have dual roles. There are currently three members of staff who are employed in a dual role; as well as the independent review of children and young people in care they provide independent Chairing of Child Protection Conferences, which is a separate statutory function under Working Together 2015 for which they are accountable to the Director of Children's Services. The most significant benefit of integrating Child in Care Reviews with the Chairing of Child Protection Conferences is the opportunity to provide a greater level of consistency and oversight for children and young people. The benefit of continued and sustained relationships, and the potential for relationships to improve outcomes for children, irrespective of a child's status, is considered to be a key and important strength. The argument in favour of separating the functions as is the case with three of the IRO's is the ability to prioritise children and young people in care cases all of the time. It is acknowledged that the integrated model places additional tasks upon individual workers, which is why the variations in post exist.

Table 1: Total Number of Children in Care and IRO caseload

	March 2018	March 2017	March 2016	March 2015	March 2014
Children In Care allocated to IRO	168	160	158	141	146
Average IRO Caseload for FTE	62	60	N/A	N/A	N/A

6.2 Table 1 shows case load by quarter for the reporting period and historical comparisons. The data suggests a notable increase in the 2016/17 numbers of Children in Care. Collating the data on case load averages will help to build a more robust understanding of work of the IRO in B&NES. The large variation in caseloads at the end of Q.4 reflects a change-over of staff with the recruitment of two additional IRO's into post (0.7 FTE).

6.3 To contextualise the caseloads, the IRO handbook suggests that an average caseload should be between 50-70 children and young people for a full time post (FTE). However, the Average IRO caseload is a crude indicator of the work undertaken by the IRO's, as children and young people's circumstance and situations vary in complexity, and in distance which needs to be travelled. Children who are recently accommodated, placed at distance, involved in care proceedings or are in placement disruption require a higher level of scrutiny and oversight than children who are in long term settled foster placements. There additionally needs to be enough flexibility in the service to respond to peaks in demand and associated workload, whilst maintaining a focus on quality and oversight. Therefore a key change to this year has been the introduction of caseload monitoring system.

6.4 The caseload monitoring system utilises a scoring system based on the complexity of the child's situation and distance from Bath, the scoring is then regularly reviewed in supervision with Staff. The caseload monitoring has shown that there is less variance in case load than the above figures suggest, with those IRO's who have a large case load having a higher allocation of local, settled placements that are on 6 monthly review cycles.

Table 2: Number of Children in Care Reviews

	March 2014	March 2015	March 2016	March 2017	March 2018
Children In Care allocated to IRO	146	141	158	160	168
Total Reviews held	393	403	398	404	461

6.5 Within the reporting period the IRO service have chaired a total of 461 Children and Young People in Care reviews, a 14% increase on the previous financial year. This increase reflects a rise in the numbers of children coming into care, and also an increase in legal proceedings which require a high level of scrutiny. This has placed additional pressure on the team, who have worked incredibly hard to ensure that the quality of the service remains at a high standard.

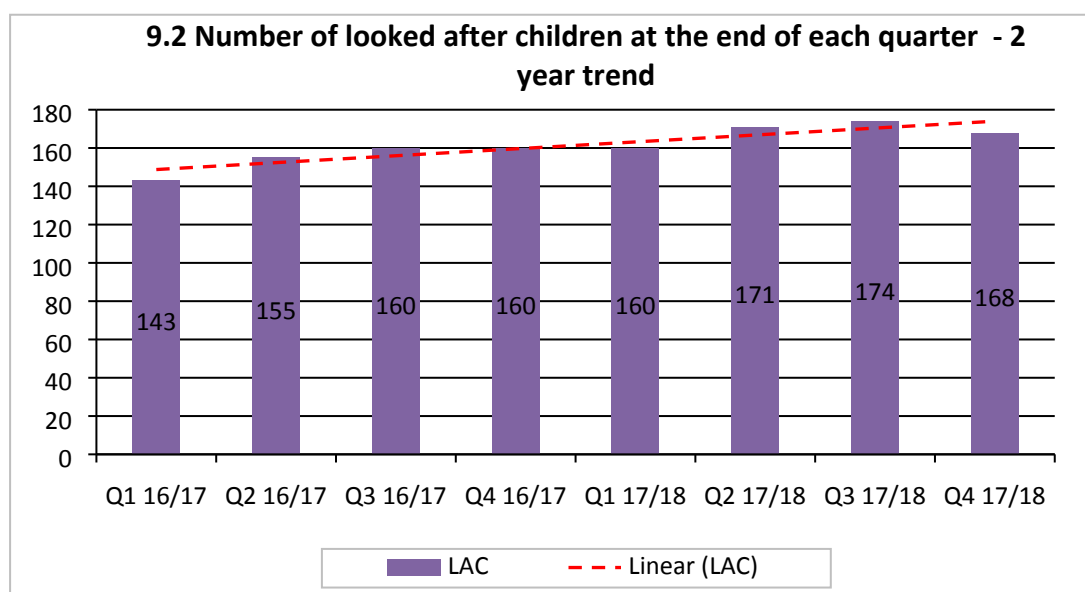
6.6 **Timeliness of reviews:** Table 3 reports the percentage of Looked after children who had **all** of their reviews on time within the reporting period. Overall performance of this indicator continues to be positive, although timeliness has decreased. However it remains above the target figure of 87%. This is in part due to a high increase in children accommodated during the end of Q.3 and beginning of Q.4, which coincided with a change in staffing arrangements. Due to the high pressure of increased numbers of children in care and the complexity of our children's circumstances, this has been a real achievement for the team to ensure so many reviews are held within timescales.

Table 3: Timeliness of reviews

Reviews in timescales:	2017-2018				March 2017	March 2016	March 2015	March 2014
	End of Q.1	End of Q.2	End of Q.3	End of Q.4				
NI66 - % of LAC in care for a year or more where all of their reviews in the financial year are on time	95%	94%	93%	88%	94%	95%	93%	100%
	93%							
Local NI66 - % of LAC with all reviews on time (includes CIC who have been in care for less than one year)	94%	93%	85%	82%	90%	93%	96%	100%
	89%							

7. Profile of Children and Young People in Care in B&NES

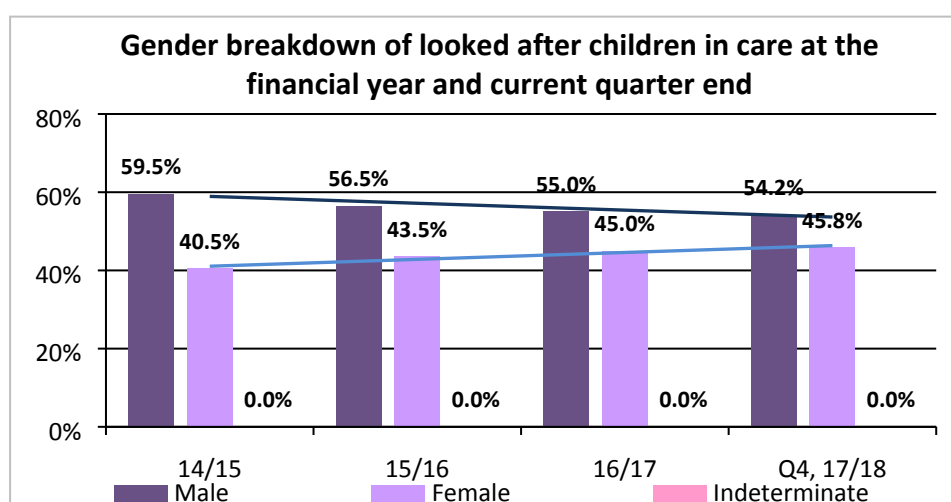
Graph 1: Number of children and Young People in Care



7.1 Within the reporting period, the number of children and young people in the care of the B&NES Council has steadily increased. The national picture also confirms upward pressures on CLA numbers with current figure being the highest since the mid 1980's. It is also important to highlight that the rise in CLA figures will also include the Unaccompanied Asylum seeking/ Trafficked Children that have been accommodated since June 2016 as part of the national dispersal scheme.

7.2 The increase in numbers of looked after children has put additional pressure on the IRO service leading to a slight increase in case load across the team.

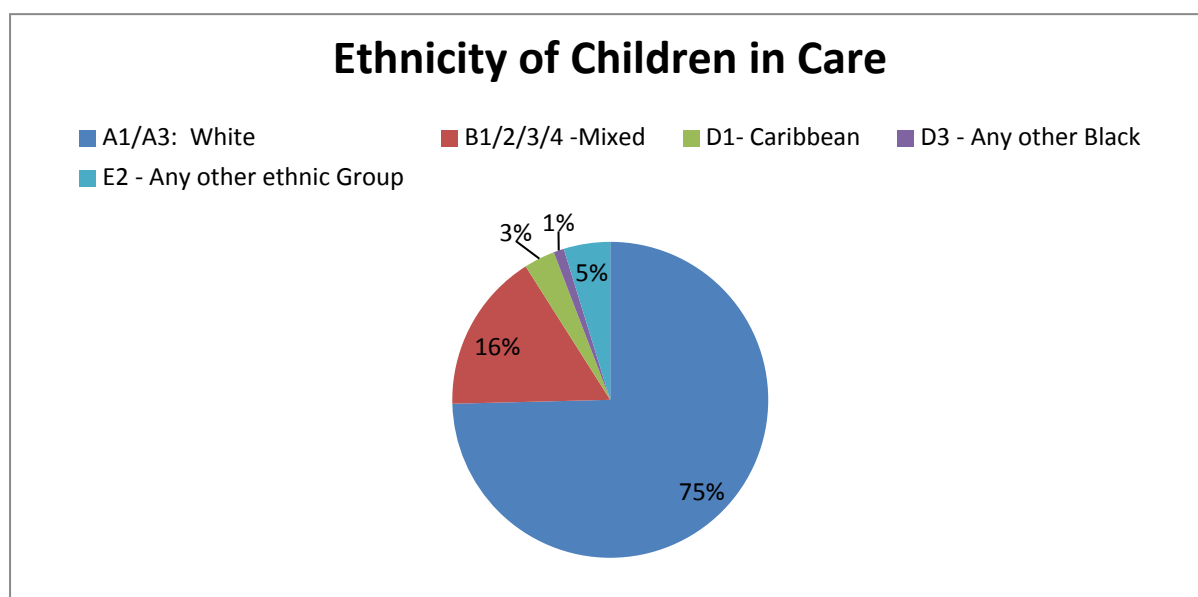
Table 4: Gender breakdown of looked after Children in Care



7.3 The gender breakdown as demonstrated above remains relatively stable in relation to previous years, although when viewed over the four year period it is

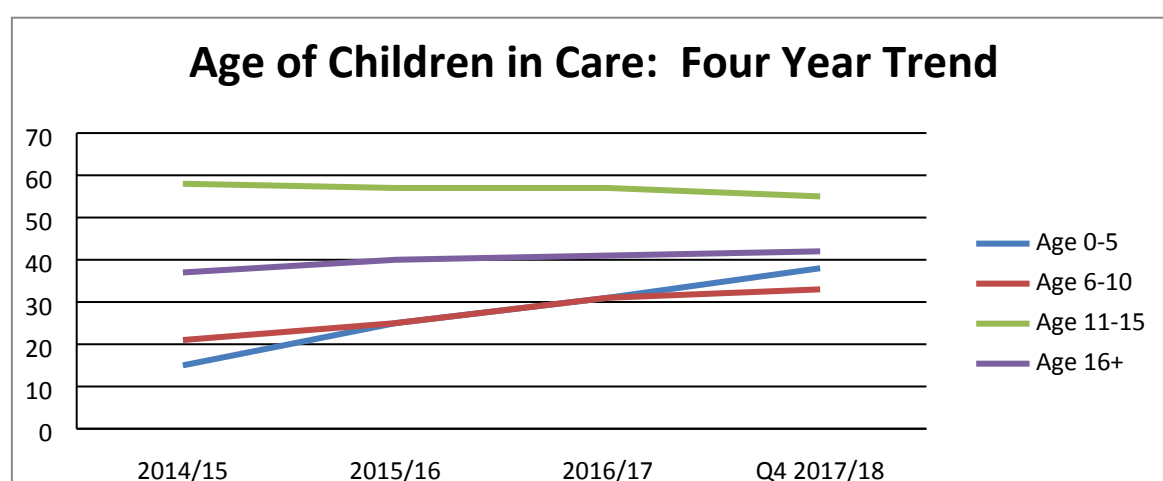
interesting to see a gradual trend in the narrowing of the gap between boys and girls coming into foster care, which more accurately reflects the national picture.

Graph 2: Percentage of Children in Care by Ethnicity at financial year end



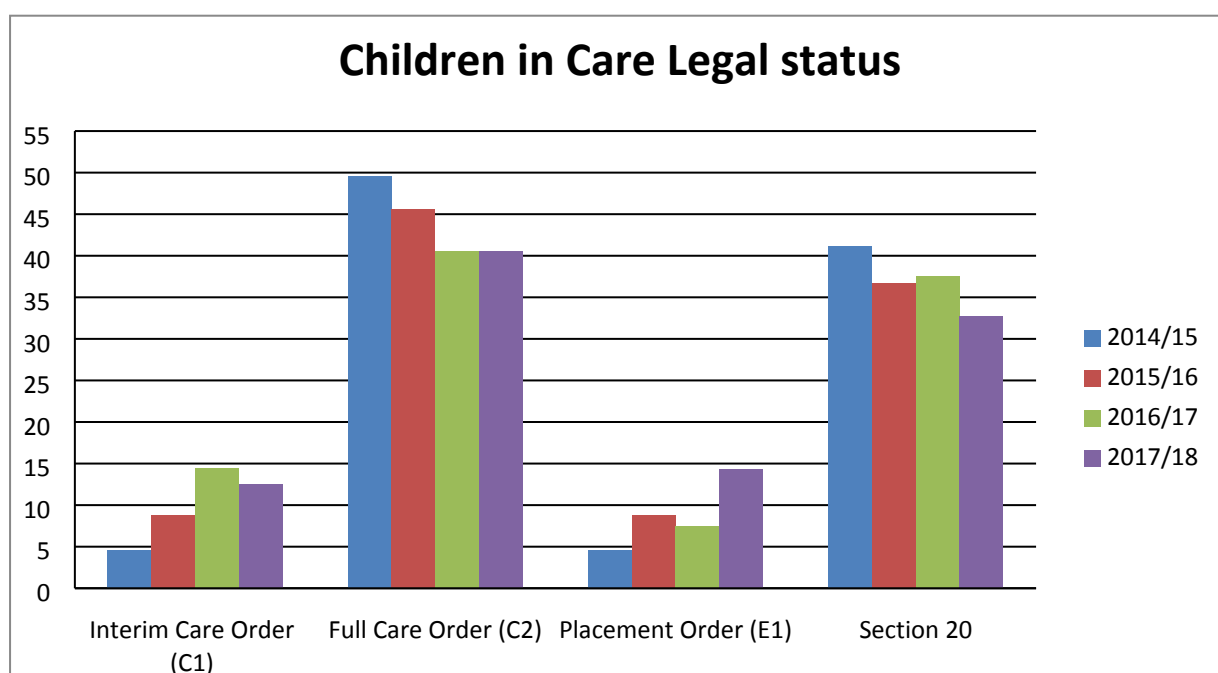
7.4 There has been a shift in ethnicity of Children in Care with White British children falling from 81% to 75% in the previous financial year has stabilised this year at 70%, they still remain the highest proportion of Children in Care. It is thought that this changing demographic relates closely to an increase in the accommodation of asylum seeking children.

Graph 3: Number of children by age on 31st March 2018



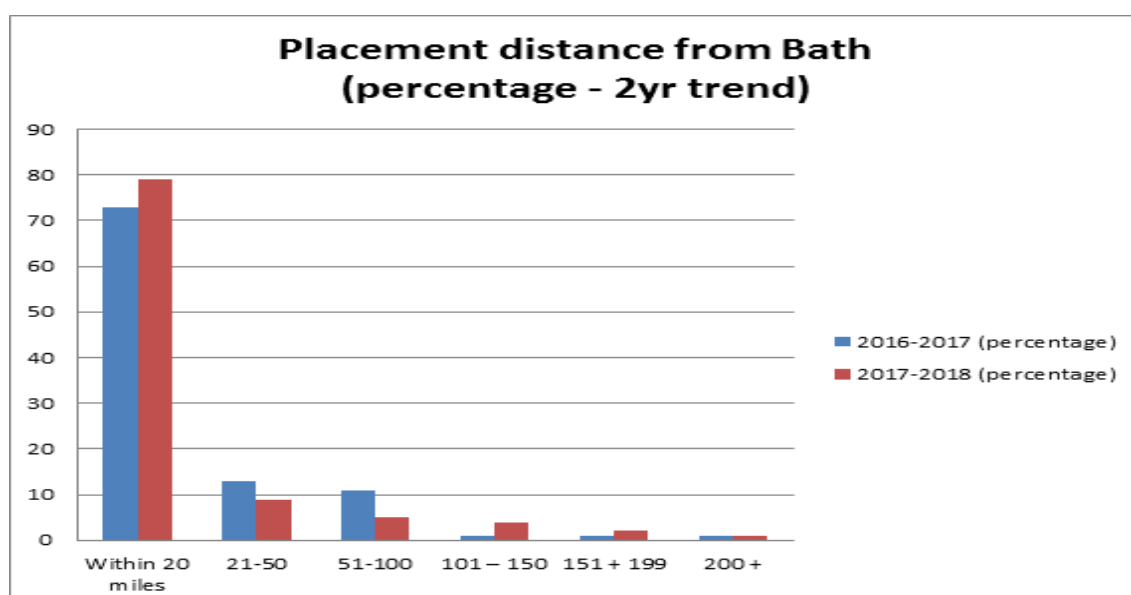
7.5 The four year trend shows an overall reduction of Children aged 11- 14yrs looked after. This may be linked to an increase in the use of alternative permanence options which have been increasingly used over recent years with the younger cohort, examples of this would be the use of Special Guardianship Orders and Child Arrangement orders.

Graph 4: Legal status of Children and Young People in Care



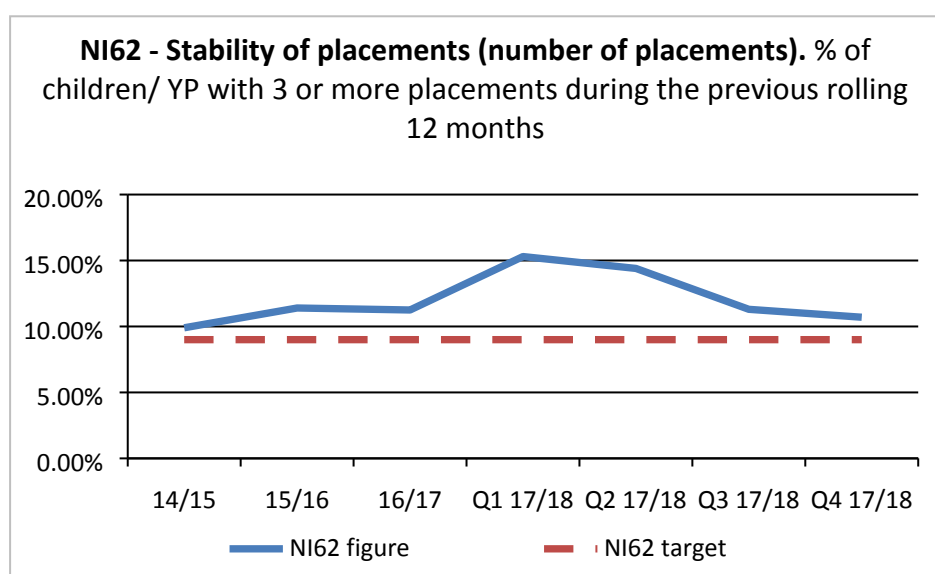
7.6 This data provides a breakdown of the legal status for young people under the age of 16 in care. The data shows a decline in the number of children on a full care order, which reflects the increase in alternative permanence options such as special guardianship Orders or Child arrangement orders being granted by the courts alongside a steady rise in children placed for adoption. This trend is also reflected in both regional and national trends. However, there has also been a steady decrease in the numbers of children under the age of 16 accommodated under S.20 (Children Act 1989).

Graph 5: Children placed at distance from Bath



- 7.7 The above summary chart showing the distance of CLA placements from Bath, all children placed within the local authority and within neighbouring LA's less than 20 miles away constitute 79% of all placements for CLA. The service recognises the need for every effort to be made to place the children as close to their home and community as possible so far as is consistent with their need to be safeguarded, or to have access to specialist therapeutic services.
- 7.8 The IRO service raised concern in the previous financial year that for a small minority of children in care who have complex needs and extreme behavioural support needs there are very limited local options, for care available, and are often the those which end up placed at distance. For some of these young people with the highest need, they would benefit most from being kept close to Bath as this would encourage increased social work visiting, local schooling and health and to be supported to maintain local links with friends and family. The IRO service are encouraged to see a positive shift towards Children increasingly being placed closer to Bath.

Graph 6: Placement Stability of Children and Young People in Care.
Percentage of Children and Young people having 3 or more placement moves within 12 month period.



- 7.9 Placement stability is strongly correlated to the progress that children and young people make in care, as compound moves can negatively impact on a young persons sense of worth, emotional resilience and is disruptive to developing friendship and support networks and educational achievement, which we want for all our young people. Therefore a key role of the IRO is to support placement stability through scrutiny of placement plans. The service raised the concern in the last financial year that there had been an increase in placement breakdowns and multiple moves. This report is pleased to report that the actions undertaken appears to be showing signs that this issue is being addressed through a fall in placement moves.

7.10 Unaccompanied and Asylum Seeking Children and Trafficked Children:

B&NES currently has small number of unaccompanied asylum-seeking young people and Trafficked Young People. These young people bring unique issues with them. Some of them have been trafficked into the country and may still be at risk from their traffickers. All of them have language issues and it is likely that they are all experiencing emotional health issues, from being separated from their family members, experiences from their home country, as well as their journeys to the UK and the delays in processing asylum claims.

7.11 Bath and Northeast Somerset LA has not been able to identify any placements within the local authority for these young people and does not currently have resources within the authority (such as language classes) to support them. This has meant that all of the young people have been dispersed to other local authority areas and this has reduced the opportunity to build networks between the young people or with other services.

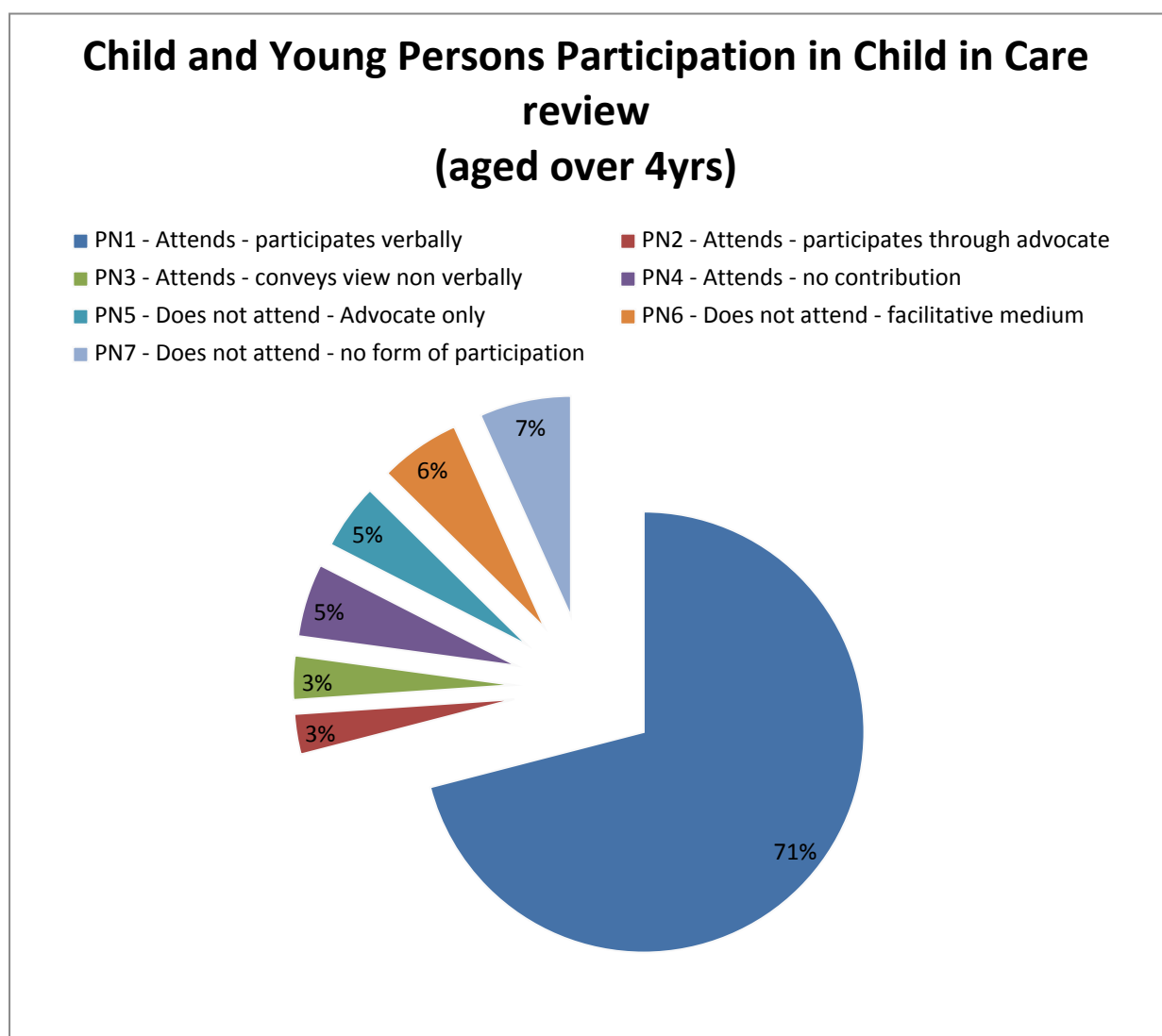
7.12 The IRO service is meeting with children's social care managers to consider the needs of these young people and how these can be met over time. The IRO services believes this is a crucial area for development.

8. The Work of the IROs - Child Focused Reviews, Participation and Feedback

8.1 **Participation:** During the financial year the IRO service facilitated 461 Child in Care reviews. Within this process, Involving Children and Young People in there reviews is central to child centred planning.

8.2 Within the reporting period 93% of children above the age of 4 were involved in some way with their child in care review, which is reflection of the commitment of the IRO team to put children and young people at the heart of their review. The IRO service is dedicated to the promotion of the child's voice within their review and for those children and young people who have not directly been involved in their review the reasons are always closely scrutinised. During this financial year the two primary reasons for non-participation are either because this is the clear informed choice of the young person, or the child has been too unwell and it was carefully assessed that the consultation would be detrimental to them. In these circumstances the IRO's work closely with the connected network of the young person to gain as full a picture of the child's life as possible.

Graph 6: Method and Percentage of Young People participating in their review



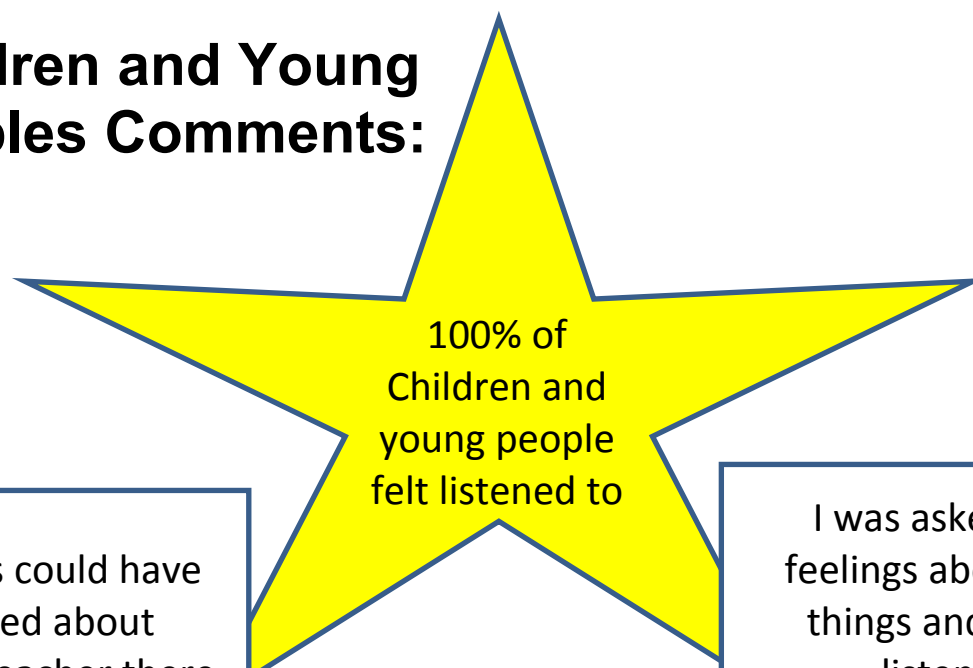
8.3 Children and Young Peoples Feedback: Following Child in Care reviews, the IRO service encourage young people to complete feedback forms to help us improve our service. All feedback is sent through to the IRO responsible, and the monthly feedback is shared at team meetings to make sure that any issues are quickly picked up and responded to, and that the young person's feedback is meaningful and influences practice. Table 4 shows overview of the comments we have received.

8.4 The children and young peoples feedback is important in thinking about how we run the service. The feedback this year whilst overwhelmingly positive has sent a clear message that more work is needed before the meeting with the Young Person to better understand who they would like to be at the meeting, and to challenge the service to think more about how to facilitate more parents attending their child's review.

Table 5: Children and Young Peoples feedback about reviews

Question Asked	Response		
Where you sent a consultation form?	71% - Yes		
Did you fill it in?	73% - Yes (of those that received it)		
Did you foster carer or social worker ask your views	95% - Yes		
Did you think the review talked about the right things?	100% - Yes		
Did you say what you wanted to?	95% - Yes		
Did you feel your views were listened to?	100% - Yes		
Was anyone missing you would have like to be there?	81% Yes	15% would have liked a family member to also attend. 4% would have liked another professional invited.	
What do you think about the time it took?	Too short	About right	Too long
	5%	90%	5%
Was any one there you didn't think should be there?	0%		
How good is the IRO at listening? (where 1 is terrible, and 10 is really good)	1-3 (not every good)	4-6 (OK)	7-10 (Really good)
	0%	10%	90%
Do you plan to take part in your next review?	81%		

Children and Young Peoples Comments:



Some things could have been talked about without my teacher there.

I was asked for my feelings about a lot of things and felt very listened to

My advocate helped me to decide

I would like my nan to be at my review

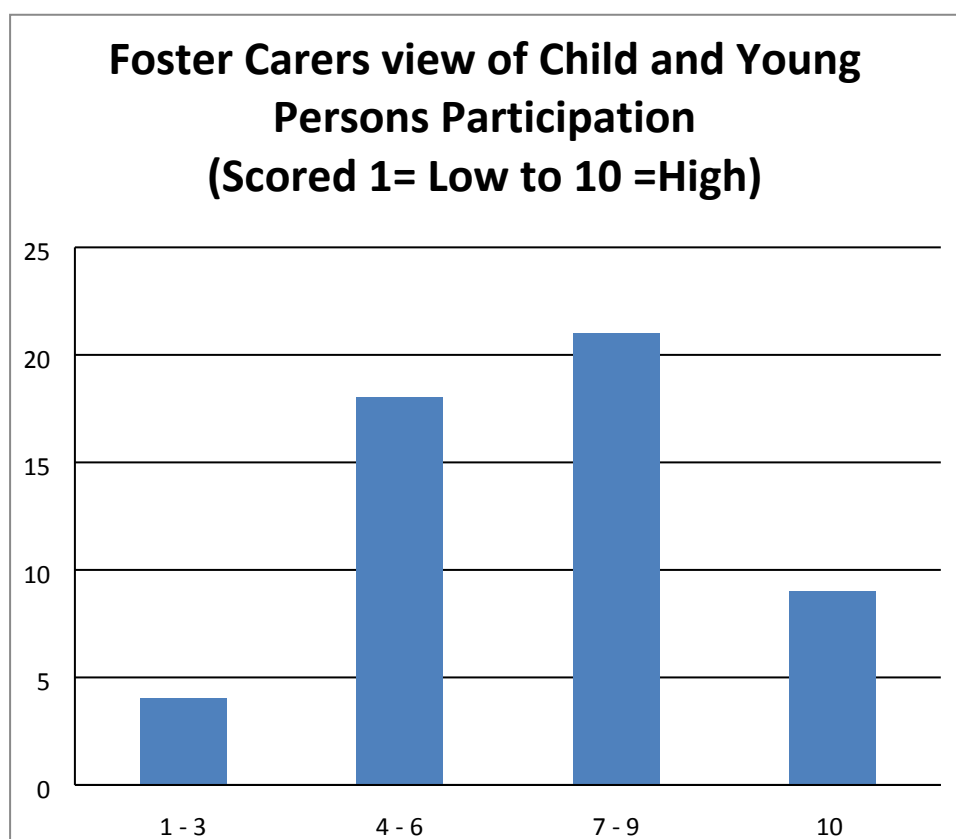
I would have liked my Therapist to be at the review

IRO could do better at keeping track of what is going on



8.5 Foster Carers Feedback: The IRO service additionally seeks feedback from foster carers, asking them their views of the review, and their perspective of the child or young persons involvement:

Graph 7: How well do you feel the young person engaged in the meeting?



8.6 Feedback from foster carers themselves (72):

Receive a consultation form		78% Yes	
Did you complete the consultation form? (if received)		96% Yes	
Was the place and time of the meeting convenient?		89% Yes	
Were you able to share your views in the meeting?		93% Yes	
Did you feel the meeting focused on Child's needs and plans		97% Yes	
	Too Short	Just about right	Too Long
What do you think about the length of the meeting?	1%	98%	1%

8.7 Parents Feedback (8):

Did you receive a consultation form		88% Yes	
Did you complete the consultation form? (if received)		75% Yes	
Was the place and time of the meeting convenient?		100% Yes	
Were you able to share your views in the meeting?		100% Yes	
Did you feel the meeting focused on Child's needs and plans		100% Yes	
	Too Short	Just about right	Too Long
Length of meeting		100%	

8.8 Most Children and Young People in Care maintain relationships and regular contact with their Birth parents. For many children this is an important process as they maintain close bonds with their birth family, and it forms a significant part of their identity. Positive relationships between parents and carers can support and maintain placements and help children to gain the stability they need. This is not always possible, and there are circumstances where it is not in the child's best interest to promote such regular contact.

8.9 Regardless of the particular circumstances for the family, it is important for parents to be consulted on the care for their child, and for them to be kept informed of their progress. Therefore where it is not possible for parents to physically attend the review meeting the IRO will undertake to make phone contact with the family or visit the family. In addition to this consultation forms are routinely posted to families prior to review.

9. The Work of the IRO: Scrutiny and challenge of individual care plans, service delivery and practice evaluation

9.1 Dispute resolutions and escalation: One of the key functions of an IRO is to ensure and promote the needs and rights of every young person in the care of the Local Authority. This responsibility is outlined in the Care Planning, Placement and Case Review (England) Regulations 2015 and IRO Handbook 2010. Every child in care has an Independent Reviewing Officer appointed to ensure that their Care Plan fully reflects their needs and that the actions set out in the plan are consistent with the Local Authority's legal responsibilities towards them as a child or young person in care.

9.2 An IRO will ensure that the wishes and feelings of the child are given due consideration by the Local Authority throughout the whole time the child is in care and will monitor the performance of the Local Authority in relation to the child's case. On occasions this means that it will come to the attention of the IRO that there is a problem in relation to the care of a child or young person, for example in relation to planning for the care of the child, or the implementation of

the plan or decisions relating to it, resource issues or poor practice by the Social Worker. When this happens the IRO is required to seek a resolution.

- 9.3 It is acknowledged that the resolution of disputes can be time consuming and can create tensions between the IRO and the Local Authority. Nevertheless, the child's allocated IRO is personally responsible for activating and seeking a resolution, even if it may not be in accordance with the child's wishes and feelings if, in the IRO's view, it is in accordance with the best interest and welfare of the child, as well as his or her human rights. In compliance with the IRO Handbook 2010 there is in place a formal Dispute Resolution Process whilst acknowledging and giving primacy to informal resolution where possible.
- 9.4 B&NES IRO's manage most disagreement and challenge very effectively on an informal basis. More often than not, discussion with social workers and their managers are effective in achieving the progress required. That said, achieving a culture of effective challenge is difficult and success is ultimately rooted in confident and respectful professional relationships. At its best, challenge is perceived as helpful and supports professional learning and development which social workers and managers take forward in other cases and elements of their practice. A Dispute Resolution Process is only effective if IROs, social workers and managers all perceive it to be effective and this remains an area which requires further and continued monitoring.
- 9.5 In March 2017 the first, and benchmarking audit was undertaken looking at a snapshot of recommendations and escalations made by the IRO service. A further follow up audit was completed in March 2018 to consider the profile of issues raised by the reviewing service in the last 12 month, and consider the effectiveness of the revised Issues Resolution Policy. To identify possible trends, and to understand the way in which the Independent Reviewing Service manage and escalate challenge.
- 9.6 Since the last financial year the Divisional Director as prioritised oversight of high risk escalations and review of systematic themes. This is achieved through monthly escalation meetings between the IRO manager, Director for Children's Services and Children's Social Care Service Leads. These meetings offer an opportunity to have open and honest conversations, and provide an additional resolution forum to ensure commitments are followed through. The view of the IRO manager is that these are valuable meetings, and have helped to create a positive culture, and ensure issues are fully and transparently addressed.
- 9.7 Reviewing the recommendations from last years audit, children's social care and the IRO team have made some notable progress:
- Consult on the use of 'forms' in Liquid Logic (Children record system) to raise and conclude issues resolution, which will allow for greater monitoring of outcomes, and greater understanding of 'impact' and get report written by Liquid Logic team as below

Achieved. This was consulted on, but not suitable in practice.

- Ensure that Liquid Logic is able to run reports on case notes classified 'IRO informal Challenge' and 'IRO formal Challenge' to support management scrutiny.

Achieved.

- To work with the Child Protection and Court Team to consider how to improve IRO and Social worker communication in relation to assessments which are subject to court proceedings.

Achieved. The issues have been highlighted, and the working protocol updated in conjunction with children's social care and legal. Children In Care review minutes are now filed with the court as standard practice.

- To work with the Children in Care Team to address issues of needs assessments for Pathway plans and updating Pathway plans.

Ongoing: Audit completed, and working group at final stages of the process.

- Accurate Issues resolution information needs to be reported in the quarterly SLA to provide greater organisation oversight to issues arising.

Ongoing – some delay due to reporting, now resolved.

- Monitoring of progress of issues resolution from informal to formal needs to be undertaken in the next 12 months.

Achieved.

9.8 Audit of IRO Challenge - The Deputy Head of Safeguarding and Quality Assurance looked at a random sample of 20% (40) of Child in Care files. The auditor scrutinised IRO case recordings from April 2016- March 2017 to consider:

1. How many cases had IRO actions recorded
2. Recommendations/ actions agreed as part of the Child in Care review
3. Evidence of Informal Challenge, and the issues this related to
4. Evidence of Formal Challenge and the issues this related to.

9.8.1 The information for each case was classified into sub categories to support with analysis, and interpretation of the findings. Definitions for these are set out below:

Children in Care Recommendations: The IRO is responsible for completing a review record on behalf of the responsible authority. This includes the identification of any changes that are necessary in the light of information presented at the review, and the intended outcomes of any changes, a list of the decisions made and the relevant timescales. These recommendations are issued following a review, and become actions within five working days if they are not challenged.

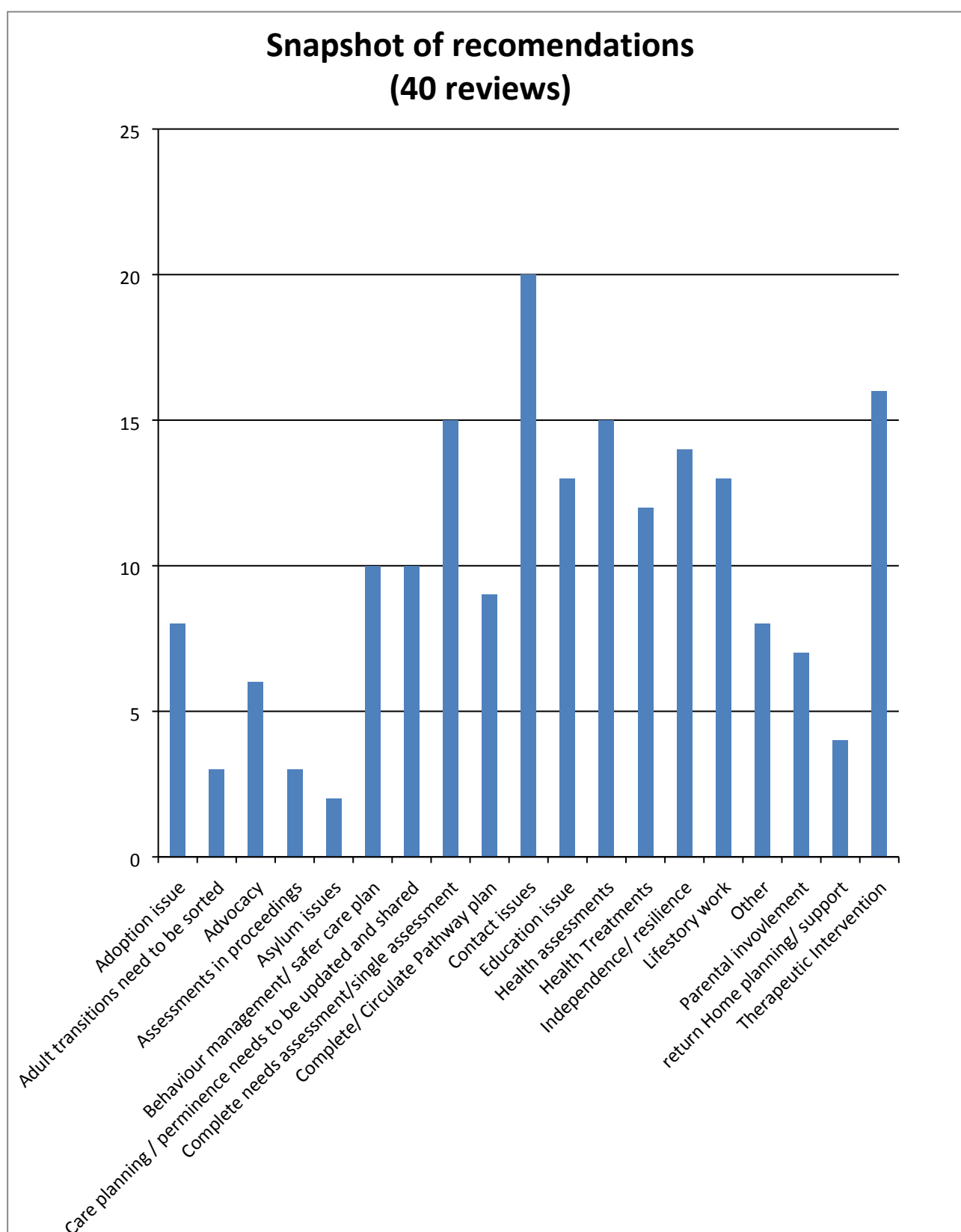
Informal Issues Resolution: The IRO's routinely feedback to social workers and team managers about individual cases and areas for concern, both during and between review periods.

Formal Issues Resolutions: The majority of issues will be addressed in the above process, however on occasion a concern either has not been sufficiently addressed, or a significant concern has been highlighted, and the issue is then brought to the attention of the team manager and service manager.

9.8.2 Overview of Findings: The auditor found that all of these cases had recommendations made following a child in care review, 11 had evidence of informal challenge raised primarily through email and 8 children had evidence of formal challenges being raised. The auditor identified that the IRO's have raised 188 individual issues across 40 cases, however the recommendations are not distributed evenly, with some cases attracting more recommendations than others. It is worth noting that this is a significant increase on the previous year. The auditor noted that overall, there appears to be a general pattern of decreasing levels of recommendations the longer a child remains in care and becomes settled. This is normal as the child settles and issues are addressed.

9.8.3 The sub categories of issues have been presented below, it is of note that the most common recommendation as in the previous year relates to variations in contact. The local authority's duty, as set out in the Children Act 1989, states that 'unless it is not reasonably practicable or consistent with his/her welfare, to endeavour to promote contact between a looked after child and his/her parents or others.' The Care Planning Guidance (2015), recognises the importance of the role of contact as a key vehicle for developing and for maintaining important relationships in the child's life, and is therefore an important area to consider and reflect on at each review, to ensure that it is updated to meet the needs of the child and their circumstance.

Graph 8: Snapshot of IRO recommendations following Review



9.8.4 The next highest category which is much more prevalent than the previous year is therapeutic intervention/ support needs being identified.

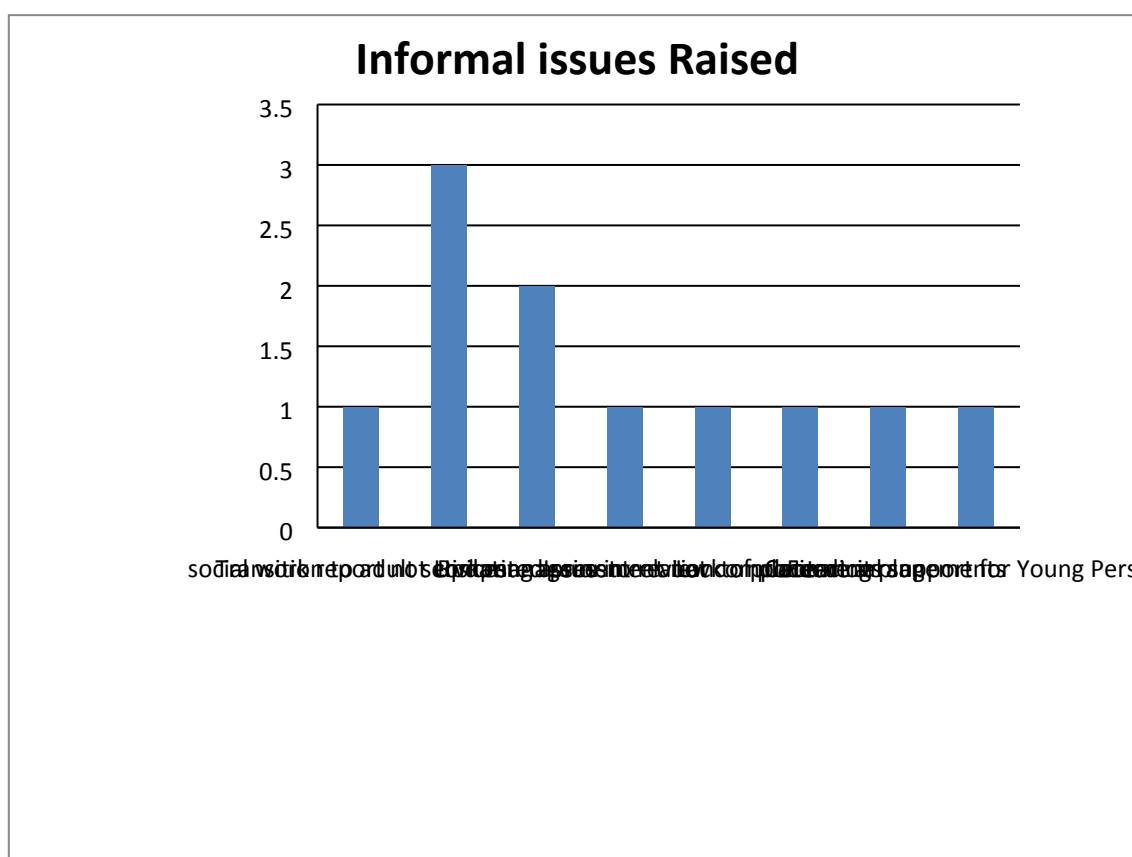
9.8.5 The need for assessments to be updated to improve understanding of the child's circumstance. The use of the term 'assessment' in this audit is used in its broadest terms, and reflects a range of different assessments, including:

- Risk assessments
- Viability Assessments
- Parenting Assessments
- Needs assessments
- Child Permanence Report
- Court papers

9.8.6 The IRO's have been working together with all teams to address the need for up to date assessments to build careful, proportionate and appropriate care plans which are responsive to children and young people's needs. This year the IRO team have focused on looking at needs assessment which underpin pathway planning for our older children in care, building on the work stream identified by OfSTED, this will be discussed later in the report.

9.8.7 Informal issues raised: As stated above there were 11 informal issues raised by the IRO's in the last 12 months, within this sample of 40. These are broken down as follows:

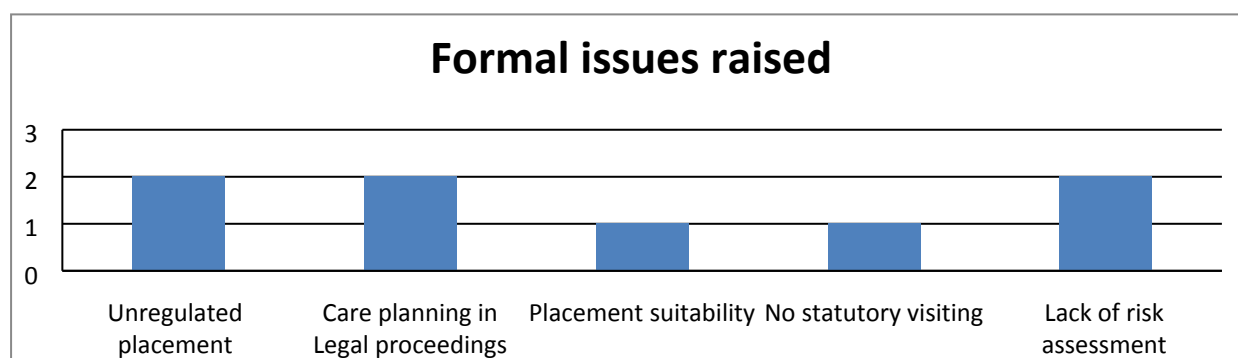
Graph 9: Informal issues raised by IRO's



9.8.9 The spread of a range of issues suggests there isn't a particular area of systematic concern, but rather issues arising on a case by case basis.

9.8.10 Formal issues raised: Of the 8 (20%) children audited where IRO's have recorded a formal escalation within the IRO notes on the child's file, accounting for 5 separate issues as set out below:

Graph 10: Formal Escalations raised by the IRO



9.8.11 Of the formal issues raised all have been resolved at time of writing.

9.8.12 It is the view of the service that the formal issues raised in relation to placement suitability have been very concerning. The service recognises that this has not been necessarily a practice issue, but rather a reflection of a shortfall in the sufficiency of the market sector to provide suitable placements for our most vulnerable children. Appropriate, quality accommodation for looked after children who have specialist additional needs, such as behaviour are challenging to find. This means for a very small number of our most complex children they experience uncertainty about the permanence of their care.

9.8.13 Conclusion: The IRO Handbook sets out that one of the key functions of the IRO is to resolve problems arising out of the care planning process. It is expected that IROs establish positive working relationships with the social workers of the children for whom they are responsible. Where problems are identified in relation to a child's case, for example in relation to care planning, the implementation of the care plan or decisions relating to it, resources or poor practice, the IRO will, in the first instance, seek to resolve the issue informally with the social worker or the social worker's managers. The IRO should place a record of this initial informal resolution process on the child's file. If the matter is not resolved in a timescale that is appropriate to the child's needs, the IRO should consider taking formal action.

9.8.14 This audit shows strong evidence across a range of cases of genuine and robust challenge from an IRO service that is confident in their practice, and competent at raising issues. That the IRO's are confidently recording on the child file the level of challenge and timescales for it to be addressed. However, further work is needed in terms of establishing robust systems of systematic analysis to capture the outcomes of challenges, as this continues to remain difficult to

discern easily from the records. We have asked our Liquid Logic colleagues to provide data from the records of challenge which we now record under Liquid Logic and that we are waiting for these reports to be built – this will enable better oversight of Challenge.

9.8.15 The audit has identified a continued theme in relation to the timing of assessments, including risk assessments to inform care plans and decisions for children. These assessments predominantly sit with cases who are going through court proceedings, and may be reflective of quickly changing circumstances for children; what is needed is improved mechanisms for providing IRO's with updated assessment information.

9.8.16 The audit additionally identified an issue in relation to suitable placements for the most complex young people.

9.8.17 Recommendations of the Audit

- Further work needs to be undertaken in relation to improving consistency of risk assessments, for example a small task and finish group to look at the learning from specific cases and good practice examples to develop a standardised framework.
- Further work needs to be undertaken in relation to preventing accommodation for the under 16's in unregulated placements, and improved care planning responses where this occurs.
- Increased communication during proceedings between social workers and IRO's, to ensure that care planning is well structured.
- Further work needs to be undertaken to understand the apparent increase in unmet need in relation to therapeutic intervention for children in care, with a view to reviewing the provision of services.

9.9 Needs assessment underpinning pathway planning audit: In the previous financial year the escalation audit highlighted that there was a consistent concern in relation to Pathway plans (16+) being produced without adequate needs assessments underpinning them. This was further highlighted in the OfSTED report. One of the IROs therefore undertook an audit in September 2017 to establish the extent of the practice:

9.9.1 This audit was completed by the Independent Reviewing Service in September 2017. It covers the area of planning for our children leaving care.

9.9.2 The OfSTED inspection of 2017 has highlighted this area as one needing attention seeing that quality of plans is variable. This is an area that has also been highlighted in a number of Independent Reviewing Service Annual Reports over the years.

9.9.3 Policy & Procedure:

- All young people will have a Pathway Plan in place within 3 months of becoming eligible and, wherever possible, a Pathway Plan will be in place by the young person's 16th birthday.
- All Young People - Eligible, Relevant or Former Relevant - must receive a multi-agency assessment of their needs as to the advice, assistance and support they will need when leaving care. This should be completed using the agreed template (see Leaving Care Assessment of Need Template).
- This assessment should be completed no more than 3 months after the young person's 16th birthday or after the young person becomes Eligible or Relevant if this is later. The timetable must take account of any forthcoming exams and avoid disrupting the young person's preparation for them.
- The young person's Care Plan together with information from the most recent assessment which will form the basis of the Needs Assessment. B&NES also has a stand alone Young Person Needs Assessment and Guidance for the worker to use as a guide to check all necessary areas are covered. The Needs Assessment word document can be completed where there is no recently completed single assessment. (See Young Person's Needs Assessment: Guidance for Workers).

Guidance is available at:

http://bathnes.proceduresonline.com/chapters/p_leaving_care.html

9.9.4 Methodology: The audit below was a snapshot taken in September 2017 and records the date evidence on Liquid Logic of the most recent Single Assessment, the Needs Assessment and the Pathway Plan for each child in the B&NES care population in need of such planning.

9.9.5 Findings: 48 young people were audited. These young people are those Looked After Children in B&NES in need of planning for their future up to and leaving Care. 3 young people had their files restricted so the auditor discounted these from the data. 8 young people had an EHCP and were discounted from the data.

9.9.6 Of the 37 children remaining:

- 30 young people had a Single Assessment in place within the last 2 years (within timescales)
- 7 had either no Single Assessments or the Single Assessment was outside timescales.
- 7 young people just turned 16 were awaiting their Pathway Plans (within timescales)
- 10 young people were overdue a Pathway Plan having none on record in Liquid Logic.
- 20 young people had a Pathway Plan in place

- None had a Needs Assessment in place

9.9.7 Recommendations: That the Local Authority put in place a system of monitoring each Looked After young person 16+ to ensure that they have a Pathway Plan & Assessment underpinning this that addresses their needs as to the advice, assistance and support they will need when leaving care.

1. Managers and the Independent Reviewing Officers should monitor the assessment and planning process to ensure that each young person moving into adulthood has an up to date and rigorous Pathway Plan in place that reflects their needs & how these will be met.
2. Reviews of these Pathway Plans should ensure that quality of the plan is addressed to ensure they remain up to date of good quality and relevant.
3. IRO's should address shortfalls in the Pathway Planning process through Reviews and monitoring. Where necessary IROs should use the dispute resolution process & escalate cases where there is shortfall.
4. Another audit is completed to look specifically at those young people with EHC Plans to consider the robustness of their planning. Anecdotally and with experience of this sector of the Care population, the IRO service are aware of gaps in the assessments that underpin EHC planning.

9.9.8 Recommendations from this audit were taken to Senior Managers who commissioned a working party. An IRO, a manager in the CIC& MOT as well as the Principal Social Worker have drawn up improvement options for the service. These options have been taken to the Service Improvement Board who have agreed an approved way forward.

9.9.9 This working group has now enlisted the help of Liquid Logic team to take forward the improvements needed. Once the systems are in place then this will be rolled out across the service with training. The new systems in line with Regulations will be in place by September 2018.

9.9.10 The IRO's have been in discussion with management of children's social care for some time about how to ensure that Care Plans are consistently of a high quality and that copies are available to children, their parents and carers. Versions for children need to be appropriate to their age and understanding.

9.9.11 A small working group has looked at this issue over the past 3 months and proposals made about how the Care Plan will look, both for the adults and

children's versions. The children's version was discussed at the last steering group of the Children in Care Council and the Children in Care Council have been requested to consider if they wish to design versions for children and young people.

9.9.12 Once versions of the Care Plan have been agreed, training for staff to ensure consistency will be rolled out in the autumn.

9.10 Placement stability audit: An Audit of Placement moves was conducted in January 2018 as part of this years IRO plan.

9.10.1 The Audit looked at whether there are any patterns emerging in relation to placement moves, and any recommendations around practice for IRO's or issues to be raised to social work teams.

9.10.2 Policy & Procedure: The impact upon children of multiple placement moves is well documented. Placement instability reduces a child's ability to develop secure attachments and exacerbate any existing behavioural and emotional difficulties (Schofield and Beek 2005). Research indicates the following factors increase the risk of placement breakdown for a child:

- Teenagers 11-16 have 50 % chance of placement breakdown
- A frequent change of social worker
- Over optimistic expectations
- Child's level of disturbance and motivation to remain in the placement

The role of the IRO in this process is clear in the handbook around the process of managing placement moves under the review process. The monitoring role of the IRO is set out in the 1989 Act [Section 25B, 1989 Act] and the social worker must inform the IRO of significant changes this includes:

- proposed change of care plan for example arising at short notice in the course of proceedings following on directions from the court;;
- changes of allocated social worker;
- unexpected changes in the child's placement provision which may significantly impact on placement stability or safeguarding arrangements
- where the child is running away or missing from the approved placement;

9.10.3 A review will not be required for every change and the IRO will determine whether the change requires a review to be convened. The IRO should consult with the child, where appropriate, and the child's wishes and feelings about the impact of the proposed change on his/her life should be taken into consideration in reaching a decision as to whether a review is necessary.

9.10.4 If, following communication with the social worker, the IRO is satisfied that the arrangements in the care plan continue to meet the child's needs or that the change does not have significant implications for the care plan and that a review is not necessary, a record of this agreement and the reasons for it should be placed on the child's file. The child and other relevant adults, both within the family and the professional network should be advised of this decision where appropriate.

9.10.5 However, a review must be convened in the following circumstances, prior to any of the following changes being implemented:

- wherever any unplanned change is proposed to a child's accommodation that would have the effect of disrupting his/her education or training;
- where a change of placement is proposed that would interrupt the arrangements for the education of a child in Key Stage 4
- where a change of placement is proposed for a child who has remained settled and established with the same carer for a significant period of time.

9.10.6 The IRO should ensure that the plan for the move has been subjected to detailed scrutiny in order to establish that it meets the child's needs and is in his/her interests. The plan should be viable and sustainable. If the IRO concludes that the plan is not likely to safeguard and promote the child's welfare, the IRO should request that the local authority freeze the placement move.

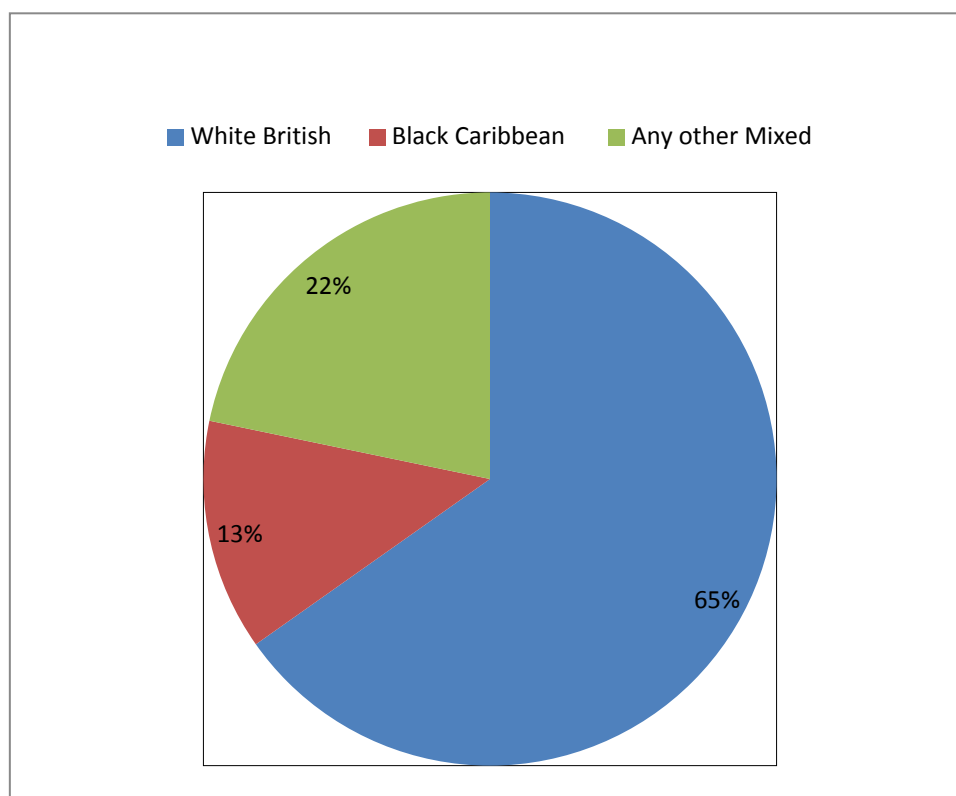
9.10.7 For children who have experienced multiple placement breakdowns, or have persistently run away or gone missing, the IRO should be satisfied that the new care plan addresses the risks to the child and that the search for and selection of the new placement and the provision of appropriate support to the child and the new carers identifies how the placement will offer stability to the child and/or minimise the likelihood of him/her running away or going missing.

9.10.8 Methodology: The Audit looked at the time span between January 2017-January 2018 and looked at any children with 3 or more placements. The Auditor used liquid logic systems to look at each individual child, management decisions and CIC review notes. Following on from the guidance above the data was looked at to consider the ethnicity, age and gender of the children as well as their legal status and the type of placement. The file was checked to see if there was planning a round the move and if a CIC review was held in timescales of each move with the ethos that such a meeting would be beneficial to bring everyone together and consider and scrutinise the ongoing care plan for the child. There is no comparable data for the numbers of children Looked after during this time period so the comparisons of the general CIC population are based on current figures so are limited in this respect.

9.10.9 Findings: There were 23 children who experienced three or more placements in this period, In January 2017 there were 170 children with CIC status, this would represent 13% of the current population. These were from a spread of teams including disability team, Child Protection and Court and CIC teams.

9.10.10 8 out of the 23 children recorded were recorded as ethnicity other than White British; this represents 35% of these children. However, the current in care demographic suggests that non-white British children account for 25% the total cohort, this means that within this small group they are greatly over represented in terms of placement disruption. In real terms this means that a non-white British Child is 40% more likely to face disrupted placements than a white British Child. However, the numbers looked at are small, and care needs to be taken in interpreting these results.

Graph 11: Ethnicity of Children and Young people experiencing three or more placement moves in a year

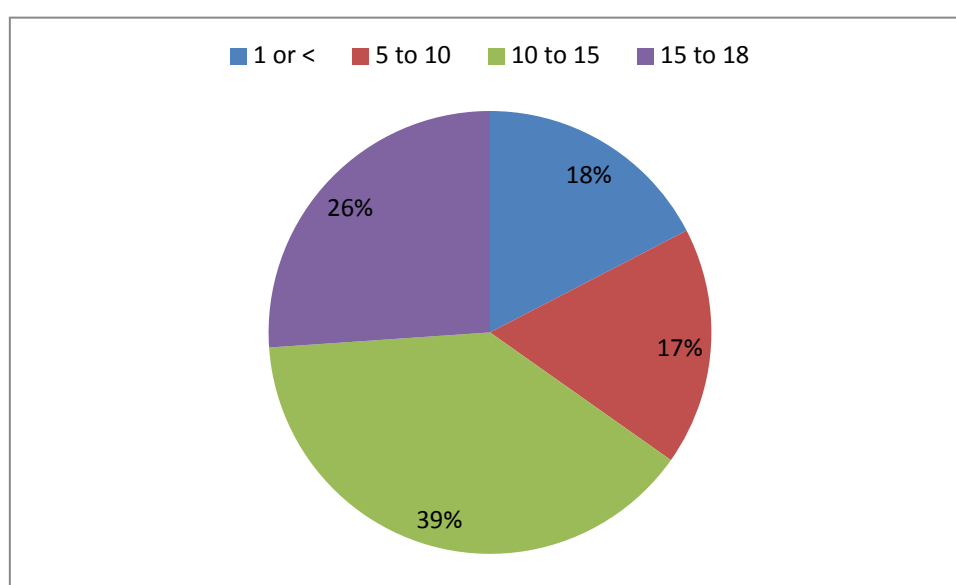


9.10.11 12 out of 23 children recorded were female; this represents 52 % of these children. When comparing this to the BANES care population (46% are females) it indicates that a slightly higher proportion of females are in this 3 plus moves group.

9.10.12 7 out of the 23 children recorded had a section 20 status (30%), this is fairly comparable to the wider cohort, where S.20 represent approx. 33% of children under 16. It was evident that some moves involved the use of families either through regulation 24 placements or with the use of placement with parents. When looking at placement with family members this appeared to do little to avoid further placement moves and appeared to be more of a bridging placement as there were no placements available.

9.10.13 In terms of age categories 4 children were 1 or under (17%), 4 were 5-10 (17%), 9 were 10-15 (40%) and 6 were 15-18 (26%). The number of children under 1 who have had 3 or more moves is unusual with research indicating that this is less likely. Upon further scrutiny of these cases three of the 4 cases involved plans of assessing the children to live with their parents either with mother and baby placements or residential, the last case involved two moves of hospital and a search of early permanence carers had been considered but one could not be found. This does not therefore indicate a matter of huge concern in this area of care planning.

Graph 12: Age at the time of the 3+ placement move



9.10.14 In 3 out of 23 placements the rationale for one of the movements related to issues between siblings placed together, it is not evident whether siblings assessments were undertaken in respect to these children prior to placement.

9.10.15 Unsurprisingly all of the children in the sample had a period of placement outside their local area and a number of them involved residential provision. It was noticeable in one case that the placement had broken down due to distance from home and the child's clear wish to return to the local area which was voiced prior to placement move.

9.10.16 10 out of the 23 children (57 %) had an instance of their CIC review being held within 20 working days of placement moves on one or more occasion.

- 9.10.17 The timing of reviews is set out in The Children Act 1989 guidance and regulations, Volume:2: Care planning, placement and Case review (2015)

Timing of reviews

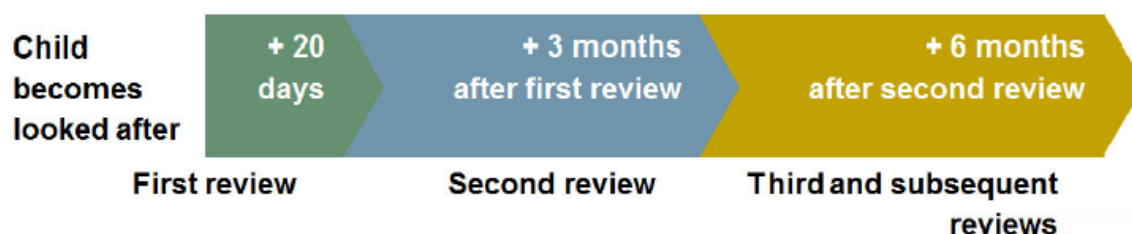


Figure 2: Maximum intervals between reviews

- 9.10.18 The specified frequency of reviews is a minimum standard. A review should take place as often as the circumstances of the individual case require. Where there is a need for significant changes to the care plan, then the date of the review should be brought forward. Therefore if the child is making a planned move as part of a wider care plan an early review would not be as much of a priority as a placement breakdown and change of care plan.
- 9.10.19 Further exploration is needed in regards to the individual cases to examine if social care are informing IRO's and they are deciding not to hold a review or if this is an issue around social care understanding the guidance around placement moves. If these discussions are taking place it could be helpful if this could be recorded in the CIC minutes in some way to make clear when summing up the child's placement moves since the last review.
- 9.10.20 57% of reviews were held within 20 working days of placement move.
- 9.10.21 The rationale for the placement moves were not easily obtainable on the child's individual case file for example note on each child's file on the case notes as significant event with detailed reason for breakdown. This would be helpful when considering how a child may view their records in the future.
- 9.10.22 A number of the placement moves appeared to relate to children behaviours, this was most noticeable in the placement moves over 3. In these cases the young person often moved to residential placements as carers did not feel they could meet their needs. As is evident in the research, children with multiple moves often have significant loss, trauma and abuse in their lives prior to placement and therefore support high end preventative and targeted support for carers when they are identified as a high risk group would seem most sensible.

9.10.23 There was not a consistent clear plan evidenced in supervision notes or management decisions when placements broke down around how to ensure that the next placement would be stabilised.

9.10.24 The IRO, as set out in the IRO handbook (para 3.79) has the right to request a placement freeze and to initiate the dispute resolution process. It does not appear to have used in any of these cases.

9.10.25 The audit did not find any evidence of placements moved for financial reasons.

9.10.26 Recommendations:

- Children who are in the high risk groups are identified at the start of the CIC journey by IRO's when considering advocating for support to carers as preventative rather than a crisis response.
- Remind teams of need to contact the IRO when placement move occurs to ensure reviews are held on a more consistent basis. If decision not to hold Review is made by IRO and social worker this to be clearly recorded on file and to be commented upon in the CIC minutes.
- Consideration of how placement moves are recorded on children's files to make these easily identifiable and the details for the move are outlined; this will help children understand their journey in more detail.
- CIC who are at risk of move or who have moved should be subject of supervision recorded on file within 28 days of this occurring to ensure planning is in progress and reflection on care plan and next steps can be seen.
- IRO's to consider the appropriateness of requesting a freeze on placement if it is felt to be in the child or young persons best interest.

10 The Work of the IRO: Involvement in strategic review

10.1 IRO involvement with the Local Safeguarding Children Board (LSCB):

The IRO service have a permanent representative on the LSCB Children in Care Quality Assurance group. This group started directly reporting to the LSCB as a subgroup in September 2015 to ensure the best Corporate Parenting for children and young people in Bath and North East Somerset. The group aims to

contribute to this purpose through quality assurance of work carried out in multi-agency care planning.

10.2 In this reporting period the IRO service undertook a number of audits and contributed to an overview of multi-agency working to support young people in Care who had been affected by:

- Domestic Abuse
- Child Sexual Exploitation
- Trafficking & Unaccompanied Asylum Seeking

10.3 The work from this group feeds into the LSCB's oversight and monitoring of multi-agency service collaboration and assessment of risk. The Group have identified a number of areas of good practice, in particular the partnership between health and social care to ensure young peoples physical health assessments and health needs are met. The group has also identified areas for future development.

11 Next Steps for the IRO Service: 2018-2019

11.1 The IRO team plan for 2018/2019 identifies a number of key development areas:

- Continue to use the feedback from children, parents and foster carers to change and influence practice.
- Further develop risk assessment framework to inform care planning.
- Continue to focus on improving the quality of needs assessments informing pathway planning for post 16's.
- Key audit to understand the rise in request for therapeutic intervention/ support.
- Implement the recommendation from the placement stability audit.
- Seek Assurance that improvements in Care Plans are embedded consistently across the service.
- Development of service for Unaccompanied Asylum seeking Children and Trafficked Children.
- Support and facilitate Children's requests for who attends their review.

12 Summary

12.1 This year has ended with a full complement of permanent staff. The service has seen a rise in demand, and a challenge in matching appropriate local placements for a minority of complex needs with challenging behaviours. The IRO service remains dedicated to ensuring that children in the Care of the Local Authority have the best possible outcomes, and ensuring robust challenge when services fall short.

13 Request to the Corporate Parenting Board.

13.1 It is requested that Bath and North East Somerset Corporate Parenting Board consider the following:

- Note the areas of positive performance referred to within the Annual Report, particularly the evidence that the Service are directly contributing to improving outcomes for Children and Young People in Care.
- Note and support the IRO service's commitment to ensure that the LA delivers its statutory responsibilities to children and young people in care and their parents and carers, in particular ensuring the robustness of the issues resolution process to quickly resolve issues for children and young people.
- Use the annual reporting requirement of the service to inform the ongoing work of the Corporate parenting Board in raising the outcomes for the children and young people in B&NES.

This page is intentionally left blank

Bath & North East Somerset Council		
MEETING/ DECISION MAKER:	Children & Young People Policy Development & Scrutiny Panel	
MEETING/ DECISION DATE:	10 July 2018	EXECUTIVE FORWARD PLAN REFERENCE:
TITLE:	Review of Council Policy on Academies and Free Schools	
WARD:	All	
AN OPEN PUBLIC ITEM		
List of attachments to this report: Appendix 1: Draft Council Academies Policy Appendix 2: Terms of Reference for The B&NES School Standards Board Appendix 3: Planned projections for academy conversions September 2018 – January 2019.		

1 THE ISSUE

- 1.1 The school landscape in Bath and North East Somerset is changing rapidly. From the 1 September 2018, 70% of schools will be academies and 79% of children and young people will be taught in academy schools. The current Council policy on Academies and Free Schools, established in 2014, no longer reflects the current school landscape. With a further 10 primary schools expressing a desire to join a Multi Academy Trust (MAT) as soon as it is possible, it is vital that the current policy is reviewed to reflect a new relationship with local schools in the future while making sure the Council meets its statutory duties as set out in education legislation.

2 RECOMMENDATION

- 2.1 Proposal 1: A new Academy Policy is established that encourages the remaining maintained schools to join a local Multi Academy Trust of their choice. The policy sets out how the local authority will support schools through the transition period: how it will meet its statutory responsibilities of promoting education excellence

for children and young people and championing the interest of parents and children who most need support.

- 2.2 Proposal 2: There are no changes to the current Policy for Academy and Free Schools. The local authority maintains a neutral position as the strategic commissioner of education services and champion of all children and young people including the most vulnerable.

3 RESOURCE IMPLICATIONS (FINANCE, PROPERTY, PEOPLE)

- 3.1 None

4 STATUTORY CONSIDERATIONS AND BASIS FOR PROPOSAL

- 4.1 The Local Authority meets its statutory responsibilities for education as outlined in the 2011 Education Act that significantly changed the role of the local authority for schools with a focus on championing the interest of parents and children who most need support.

5 THE REPORT

- 5.1 In 2011 the Council adopted a Policy Statement on Academy and Free Schools in response to The Academies Act 2010. The Act made it possible for a wider range of schools to become academies, while previous education legislation promoted the academy 'route' as a strategy to address long standing underperforming secondary schools and those in an Ofsted category. The Act also promoted the creation of Free Schools where there was demand to improve parental choice and quality, and deemed Free Schools to operate in the same way as academies.
- 5.2 Since this Policy statement was adopted in 2011, further legislation by the DfE has eroded the local authority's statutory duties and responsibilities for local schools and reduced resources to local government for school support; encouraged the growth in MATs; strengthened the powers of the Secretary of State for Education and the powers of the Regional Schools Commissioner.
- 5.3 The Education Act 2011 also amended and repealed several pieces of earlier education legislation and policy, significantly changing the role of local authorities for schools with a focus on "championing the interest of parents and children who most need support". It defined the local authority's statutory duties for place planning, admissions, alternative provision, excluded pupils and pupils not in school, the supply of teachers with QTS and school governance. This wider ranging and complex piece of education legislation established Regional Schools Commissioners (RSC); encouraged greater school autonomy and freedoms from local control; promoted school self-improvement and extended the academy and free school programme with a clear intention to create greater diversity in education provision.

- 5.4 Further education legislation in 2016 (Education and Adoption Act) gave the Secretary of State new intervention powers over underperforming and coasting maintained schools that previously rested with the local authority. While the local authority's powers of intervention were not removed entirely, the Secretary of State, through the RSC, was given overriding powers on local decisions regarding underperforming schools. Grant funding to support interventions in underperforming schools, introduced in 2013, was subsequently reduced significantly and in 2016 was removed entirely with considerable impact on local government.
- 5.5 The Council policy of 2011 took a neutral position with regard to academies and free schools stating *"the local authority will work in collaboration with all schools to enable them to move into their new roles so that our children and young people are well served"*. The policy outlined a new strategic role for the local authority as a strategic commissioner of education services to schools rather than a service provider; it encouraged collaborative working and a commitment to work in partnerships with all schools to secure the highest standards possible for children and young people including the most vulnerable and those at risk of underachieving. This new local authority role was consistent with the spirit and legal requirements of the legislation for increasing diversification and autonomy within the school system and enabled the local authority to deliver its statutory responsibilities effectively. The policy has served its purpose despite considerable legislative changes in the local authority's responsibilities for schools. It has enabled the local authority to maintain positive and effective relationships with all local schools and ensured high standards and a good range of education provision for local children and young people.
- 5.6 The vast majority of local schools have joined a MAT and several governing bodies have informed the LA and the Regional Schools Commissioner (RSC) of their intention to join a MAT as soon as it is practicably possible. There are currently 24 primary and 2 secondary maintained schools. 3 primary schools will join the Midsomer Norton Partnership and one primary will join The Partnership Trust on the 1 September 2018. On the 1 December 4 primary schools will join The Lighthouse Trust. The governing body of 6 primary schools have informed the LA and the RSC of their decision to join a MAT as soon as it is possible. This leaves 8 primary schools and 1 secondary school that have not yet made a decision to join a MAT. The 3 Catholic schools are not allowed to join a mix MAT. This is set out in Appendix 3.
- 5.7 The vast majority 70% of schools are already academies, 79% of children and young people are taught in Academies and a significant proportion of the remaining maintained schools intend to join a MAT in the future. It will become increasingly difficult for the local authority to provide or commission the level, quality and range of school support that could be provided within a MAT. It is no longer financially viable to sustain an affordable service to the remaining schools with the loss of Government Grants and staff reductions. It is therefore necessary that the current Academy and Free Schools policy is updated to reflect the rapidly changing school landscape. The policy should set out clearly how the local authority will work with local MATs, SATs and the RSC to ensure a timely and smooth transition of the remaining schools to a local MAT of their choice, promote education excellence for all children and young people, particularly the most vulnerable.

6 RATIONALE

- 6.1 The local authority's strategic role established in 2011 as a commissioner of education services to schools has diminished over time with over 80% of local schools converting to academies and the growth of MATs and SATs. Services previously commissioned or provided directly to schools are increasingly provided by MATs or local Teaching Schools. Significant changes in education legislation deemed the current policy statement on academies and free schools no longer fit for purpose. It is therefore necessary to develop a new Council policy statement that reflects these changes, establishing a new working relationship with local schools and ensuring the local authority continues to meet its statutory duties.
- 6.2 In recent months the local authority has reduced education-related services to schools as a direct result of the increasing academisation. This includes Pay Roll and HR, IT, Cleaning and Catering, school financial support and parent support advisers. As part of the Council wide Organisational Restructure the School Improvement team has been reduced considerably and further reductions are anticipated as more schools convert in September and December 2018. The local authority is no longer able to provide a viable, high quality and affordable range of services to schools. The MATs and Teaching Schools are increasingly better placed to commission and provide wrap around support for schools as they grow and develop their school improvement capacity and infrastructure.
- 6.3 Officers have worked with CEOs of local MATs and Executive headteachers of SATs, the Diocese of Bath and Wells, the Diocese of Clifton and the RSC to set up a local School Standards Board (SSB). The SSB aims to provide an effective vehicle for determining the overall school improvement strategy; promote partnership working across MATs; promote education excellence for all children and young people; prevent school isolation and fragmentation; ensure accountability and dissemination of best practice; agree local priorities and work in close collaboration to address concerns. The local authority is a key partner as reflected in the agreement by all partners that the SSG is chaired by Mike Bowden, Corporate Director.
- 6.4 It is essential that the Council adopts a new policy statement with regard to Academies and Free schools that reflects the changing school landscape. The Policy statement should address the following: define the local authority's future responsibilities in line with its Operational Plan; provide a timeline to scale back its education functions progressively; clarify its new strategic role as champion and advocate for the children and families of B&NES, particularly the most vulnerable and hold the system to account for education excellence. Through working in partnership with the Schools Standards Board it is possible retain the family of schools with a shared moral purpose and responsibility for all the children and young people of B&NES. In a climate of budget reductions and greater efficiencies it is neither financially viable, affordable or in the best interest of the remaining maintained schools to provide an ad hoc service that is unsustainable.
- 6.5 Given the above analysis of the impact education legislation and the direction of travel for local schools, the policy statement requires a robust response. This should be to work with the South West Regional Schools Commissioner to produce a clear strategy and plan to support a timely transition of the remaining maintained schools to join a MAT. In doing this, careful consideration should be

given to listening to the wishes of the governing bodies; making sure the MATs can demonstrate a commitment to inclusion; having a robust Improvement Strategy and track record of raising standards; strong and effective leadership capacity to provide high quality wrap around support and demonstrate how schools will benefit from working collaboratively to provide high quality education standards for all children and young people.

- 6.6 The pattern of schools joining MATs in B&NES continues at a pace despite clear messages from the RSC that the Department for Education (DfE) supports a 'dual system' (mix of LA controlled and academy school) and diversity in education provision going forward and reassurance that good and outstanding school will not be forced to join a MAT. It has become increasingly difficult for officers and advisers to plan provision with schools changing their status throughout the year making it more challenging to sustain our strategic role as a commissioner of high quality education services to schools with decreasing capacity to intervene in schools at risk of failure. Once a school is placed in an Ofsted category, there is an automatic decision by the DfE to issue an Academy Order requiring the school to join a MAT. It is also a concern that a small number of schools resisting joining a MAT are vulnerable and at risk when next inspected by Ofsted.
- 6.7 The local authority maintains a strong and highly effective working relationship with all its schools. Termly meetings with headteachers and chairs of governors together and separately, regular meetings with Secondary headteachers and until recently the primary Education Excellence Strategic Forum ensured there were sufficient opportunities to share concerns and find joint solutions. Two examples of this partnership are reflected in the support of the Bath secondary headteachers to ensure all Y6 children were allocated a local Bath secondary schools on national offers day and the agreement from all academy schools to share their unvalidated data with the local authority so that priorities are identified early and support commissioned as quickly as possible.

7 OTHER OPTIONS CONSIDERED

- 7.1 The Council does not change its current Academies and Free Schools Policy and maintains its neutral position with regard to schools converting to academies in the ad hoc way in which this has occurred over the last two years.

8 CONSULTATION

- 8.1 SMT 23 April 2018; Informal Cabinet on the 30 April; Strategic Director's meeting with headteachers and chairs of governors 28 June 2018.

9 RISK MANAGEMENT

- 9.1 A risk assessment related to the issue and recommendations has been undertaken, in compliance with the Council's decision making risk management guidance.

Contact person	<i>Margaret Simmons-Bird Director of Education Transformation</i>
Background papers	<i>Appendix 1: Draft Policy on Academies</i> <i>Appendix 2: Terms of Reference for the B&NES Schools Standards Board</i> <i>Appendix: Planned projections for academy conversions September 2018 – January 2019</i>
Please contact the report author if you need to access this report in an alternative format	

Bath and North East Somerset Draft Academies Policy 2018

1. Introduction

- 1.1 National Government Education policies since the Education Reform Act 1988 have promoted greater school autonomy and self-improvement as a means to raise educational standards, improve pupils outcomes with the ability to deploy resources more flexibly. The Academies Act of 2010 widened the range of schools able to become academies and the 2011 Education Act amended and repealed several pieces of earlier education legislation resulting in significant change in the responsibilities of the Local Authority for local schools. The Act states the local authority's role should focus on "championing the interest of parents and children who most need support" and defined its statutory duties for place planning, admissions, alternative provision, excluded pupils and pupils not in school and school governance.
- 1.2 In Bath and North East Somerset, the vast majority of local maintained schools have converted to academies in the last 2 years and over 80% of children are now being educated in academy schools. There has been a growth in local Multi Academy Trusts (MAT) and they are increasingly providing and/or commissioning services previously provided by the local authority. MATs now provide their own HR, Pay roll, finance and school improvement services for their schools. In addition, from September 2018 there will be three local Teaching Schools whose remit is to provide high quality professional development for school staff including governance; strengthening school to school support and building capacity within the school system.
- 1.3 Government Grant to support school Improvement and intervention in schools causing concerns has diminished and this has had a direct impact on these services and associated officer posts. Staff reductions and budget efficiencies means that the local authority is no longer able to sustain a viable education service to schools and it is no longer best placed to commission affordable services resulting from economies of scale.
- 1.4 The local authority fully accepts that its role will need to change to reflect the new school landscape and will assume its new strategic role as an enabler and champion for all children and young people, especially for the most vulnerable, in a positive and constructive manner. The effectiveness of strong local relationships established over many years will support this change through the newly established School Standards Board with representation from all the key partners. (The Terms of Reference and membership of the School Standards

Board in attached as Appendix 2). It is envisioned that the School Standards Board will provide a positive vehicle for delivering our duty to promote education excellence for all our children and young people. The local authority will work in partnership and collaboratively with all the maintained schools to support and enable them to move in a timely manner to a local Multi Academy Trust (MAT) and ensure that all our children and young people have equal access to schools that are good or outstanding.

- 1.5 The local authority will monitor all school performance and where there are concerns about the performance of individual schools, MATs or SATs, will write to the Regional School Commissioner and the Regional Director of Ofsted to inform them of their concerns and an explanation of action to address this. In addition the Local Authority will reserve the right and duty to call the Regional Schools Commissioner or her representative to the CYP Policy and Scrutiny Panel to answer its concerns.
- 1.6 The local authority directly and in partnership with the Local Safeguarding Children's Board (LSCB) will act robustly and decisively to ensure that all children and young people are appropriately cared for, safeguarded and to secure their wellbeing. The will include challenging schools and settings to ensure their systems are child-centred, recognise those who are vulnerable and in need of care and protection as well as those whose wellbeing is potentially compromised.
- 1.7 The local authority will ensure a fair and equitable admissions system is in place and will act with to secure co-ordination across the school system. The authority will also provide timely and accessible information to parents and carers that will enable them to exercise their preferences effectively and will act to address admissions practices that are inconsistent with the Admissions Code of Conduct.
- 1.8 The local authority retains a key strategic responsibility for the 'whole system' within which children and young people are cared for and educated. It will champion all children and young people and will act and challenge to secure the highest standards possible for them. This includes those who are most vulnerable and those potentially at risk of underachieving. The local authority has strong relationships with schools and wishes to retain these as this new relationship develops. There is a genuine commitment to the School Standards Board as a key driver for promoting high standards; schools challenging and holding each other to account for improvement; supporting each other and sharing moral purpose and responsibility for all the children in Bath and North East Somerset.

2. Policy statement

The local authority will work as a strategic partner and ensure it exercises its statutory duties in line with education legislation. In doing this the local authority will:-

- Ensure a fair and equitable admissions system is in place and that parents and carers are able to exercise their preferences effectively and act to address admissions practices that are inconsistent with the Admissions Code of Practice.
- Ensure best safeguarding practice is adopted and that all children and young people are safe.
- Ensure there are sufficient school places for all children and young people, including those with SEND resident in B&NES.
- Take a lead role in championing and holding schools to account for the achievement of the most vulnerable children, young people and their families
- Encourage the remaining state maintained schools to join a MAT of their choice at the earliest possible opportunity.
- Work in partnership with the governing body of each maintained school, CEO of MATs, the Regional Schools Commissioner, the Dioceses of Bath and Wells and the Diocese Clifton to ensure a smooth transition to a MAT and minimise the impact on school staff and children.
- Continue to monitor standards in maintained schools termly; commission and provide appropriate support during the transition period.
- Monitor the performance of all schools and take immediate action to alert the Regional Schools Commissioner and the Regional Director of Ofsted of concerns.
- Actively engage in the School Standards Board as a key vehicle for driving improvement across all schools and Trusts.

This page is intentionally left blank

BATH & NORTH EAST SOMERSET SCHOOL STANDARDS BOARD

TERMS OF REFERENCE

Board	SCHOOL STANDARDS BOARD
Purpose	<p>The purpose of the B&NES School Standards Board is to coordinate a collective responsibility for improving education outcomes for all children and young people within a diverse education system. It is committed to education excellence and ensuring all children and young people has an equal chance to achieve their full potential.</p> <ul style="list-style-type: none"> • Open and professional engagement between local schools, academies and academy sponsors, and with the local authority other external agencies; • Promote cultures for partnerships and alliances as the building blocks of a self-improving school system; • Early support, challenge and intervention for all schools and academies to address causes of underperformance and minimize the risk of failure; • Adopt a coordinated approach to ensuring high quality outcomes for our most vulnerable children and young people; • Secure long term stability within the education sector – supporting strong, sustainable schools for the future. <p>The Board will:</p> <ul style="list-style-type: none"> • determine the overall strategy for school improvement and promote this to schools; • review the performance data and other outcomes based evidence relating to the progress of schools individually and collectively; • set and agree school improvement priorities for the whole authority; • commission, broker and signpost school improvement support; • encourage and sustain robust professional challenge and support between schools/MATs; • use local intelligence to advise and guide on the future system planning • ensure that no schools are isolated • regularly evaluate the impact of support; • provide up to date school performance information to the Sub-Regional School Improvement Board.

Success criteria:	No schools below floor. 100% schools and 100% children and young people are in good or outstanding schools
Accountability:	<ul style="list-style-type: none"> • B&NES Children & Young People – Policy & Scrutiny Panel • Ofsted Regional Director • RSC Office • Schools, through their representative forums
Membership	<p>B&NES LA Corporate Director People - Chair Director of Education Transformation Cabinet Member for Children and Young People CEOs of all local MATs <i>BET representative</i> <i>Stand Alone Academies representatives (no. to be confirmed)</i> EYFS settings representative Teaching School representative RSC Office representative(s) Diocese of Bath & Wells Diocese of Clifton National Leader of Governance representative Bath Spa University University of Bath Bath College of FE</p>
Responsibility of members:	<p>Members will be nominated by their group and will contribute on behalf of their group as system leaders.</p> <p>Members are expected to attend each meeting or to send a substitute. Notification of a substitute member must be made in writing or by email to the Administrator. Substitute members will have full voting rights when taking the place of the ordinary member for whom they are designated substitute.</p> <p>If a member fails to attend two consecutive meetings, the Chair will write to the relevant group to bring it to their attention. If the situation continues, the Chair will make every effort to resolve the situation.</p> <p>All members of the B&NES School Standards Board are responsible for ensuring effective two-way communication between the Board and the groups of schools they represent.</p>
Working arrangements:	<ul style="list-style-type: none"> • The Board will meet three times a year. Additional meetings may be held by mutual agreement in order to discuss specific school related issues. • A schedule of meetings will be agreed in advance on a

	<p>twelve-month cycle with standing agenda items.</p> <ul style="list-style-type: none"> • The Board will agree the location of meetings and should be no more than two hours duration. • The draft agenda for a meeting will be circulated electronically two weeks in advance of the meeting, any major agenda items agenda should be sent to the chair at least three weeks in advance of the meeting. • Draft minutes will be circulated within two weeks of the meeting taking place, as well as agreed actions and timescales. • The Chair is responsible for ensuring that all participants have the opportunity to contribute to the meeting. • The Board may set up time limited sub-groups and/or focus working groups as required. • The Board is responsible for preparing an annual report to be shared with all schools.
Chairing arrangements:	<p>The Chair will be the Corporate Director of People and Communities The vice-chair will be a school representative</p> <p>The Chair will:</p> <ul style="list-style-type: none"> • act as the spokesperson for the Board • preside over Board meetings • manage Board meetings effectively, adhering to agenda and time • develop partnership work through consensus management • secure agreement and clarity over actions • maintain regular contact with the Regional Schools Commissioner, the Sub-Regional Improvement Board and the Regional Director for Ofsted.
Decision making:	<p>Decisions will be reached by a consensus; however, voting may take place, in which case each representative will hold one vote. Any matter requiring a vote will be determined by a simple majority of those present and voting.</p> <p>Quoracy rules should not be needed as members are expected to attend, but in the event of decisions needing to be taken, a meeting will be considered quorate if there are 60% of the members present.</p>
Business Support:	<p>Support will be provided by the Director of Education Transformation PA (in the first instance)</p>

Agreed: 23 May 2018

This page is intentionally left blank

Planned projections for Academy conversions September 2018 – January 2019

Maintained schools July 2018

1. Ubley CEVC Primary**
2. East Harptree CEVC Primary**
3. Bishop Sutton Primary**
4. Stanton Drew Primary**
5. St Julian's CEVC Primary ***
6. Shoscombe CEVA Primary ***
7. Westfield Primary***
8. Roundhill Primary****
9. Castle Primary+
10. Pensford Primary+
11. Chew Magna Primary+
12. Cameley CEVC Primary+
13. Swainswick CEVC Primary+
14. Twerton Infant +
15. St Mary's CEVC (Tims.)
16. St Mary's CEVC (Writh)
17. Paulton Infant
18. Paulton Junior
19. St Nicholas CEVC Primary
20. Newbridge Primary
21. St Keyna Primary
22. Whitchurch
23. St Mary's RC Primary++
24. St John's RC Primary++
25. St Mark's CEVA Secondary
26. St Gregory's RC Secondary++

Key

** joining The Lighthouse Trust December 2018

*** joining The Midsomer Norton Partnership Trust

**** joining The Partnership Trust September 2018

+ Governing Body have made a decision to join a MAT

++ Catholic Schools are not allowed to join a mix MAT

9 schools have not made a decision about joining a MAT

CHILDREN AND YOUNG PEOPLE POLICY DEVELOPMENT AND SCRUTINY PANEL

This Forward Plan lists all the items coming to the Panel over the next few months.

Inevitably, some of the published information may change; Government guidance recognises that the plan is a best assessment, at the time of publication, of anticipated decision making. The online Forward Plan is updated regularly and can be seen on the Council's website at:

<http://democracy.bathnes.gov.uk/mgPlansHome.aspx?bcr=1>

The Forward Plan demonstrates the Council's commitment to openness and participation in decision making. It assists the Panel in planning their input to policy formulation and development, and in reviewing the work of the Cabinet.

Should you wish to make representations, please contact the report author or, Democratic Services (01225 394458). A formal agenda will be issued 5 clear working days before the meeting.

Agenda papers can be inspected on the Council's website and at the Guildhall (Bath), Hollies (Midsomer Norton), Civic Centre (Keynsham) and at Bath Central, and Midsomer Norton public libraries.

Ref Date	Decision Maker/s	Title	Report Author Contact	Director Lead
10TH JULY 2018				
10 Jul 2018	CYP PDS	Primary Parliament Feedback	Sarah McCluskey Tel: 01225 394464	Corporate Director (People)
10 Jul 2018	CYP PDS	Young People Parliament Feedback	Sarah McCluskey Tel: 01225 394464	Corporate Director (People)
10 Jul 2018	CYP PDS	Quality Assurance Framework for Children & Social Care	Lesley Hutchinson Tel: 01225 396339	Corporate Director (People)
10 Jul 2018	CYP PDS	Local Safeguarding Children's Board Annual Report	Dami Howard, Lesley Hutchinson Tel: 01225 396339	Corporate Director (People)
10 Jul 2018	CYP PDS	Children's Service Complaints and Representations Procedure Annual Report	Sarah Watts Tel: 01225 477931	Corporate Director (People)
10 Jul 2018	CYP PDS	Independent Reviewing Officer's Annual Report	Melanie Argles	Corporate Director (People)
10 Jul 2018	CYP PDS	Policy Statement on Academies	Margaret Simmons- Bird Tel: 01225 394240	Corporate Director (People)
18TH SEPTEMBER 2018				

Ref Date	Decision Maker/s	Title	Report Author Contact	Director Lead
18 Sep 2018	CYP PDS	Children and Social Work Act 2017 Update	Mike Bowden Tel: 01225 395610	Corporate Director (People)
18 Sep 2018	CYP PDS	Supporting Children of Alcoholics	Richard Baldwin Tel: 01225 396289	Corporate Director (People)
13TH NOVEMBER 2018				
ITEMS YET TO BE SCHEDULED				
Page 373	CYP PDS	Bath Community Academy	Mike Bowden Tel: 01225 395610	Corporate Director (People)
	CYP PDS	Elective Home Education		Corporate Director (People)
The Forward Plan is administered by DEMOCRATIC SERVICES : Mark Durnford 01225 394458 Democratic_Services@bathnes.gov.uk				

This page is intentionally left blank