

Report to: **Children's Services Scrutiny Committee**  
 Date: **9 November 2010**  
 By: **Director of Children's Services**  
 Title of report: **Annual Report Local Safeguarding Children Board**  
 Purpose of report: **To advise Scrutiny Committee Members of the inter-agency arrangements in place to safeguard children in East Sussex**

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**RECOMMENDATION: The Committee is recommended to endorse the annual report on the Local Safeguarding Children Board business plan.**

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## **1. Financial Appraisal**

1.1 There are no financial implications. The report describes services that are already provided from within Children's Services' budgets.

## **2. Supporting Information**

2.1 The Children Act 2004 placed a duty on Local Authorities to establish Local Safeguarding Children Boards (LSCBs) and in March 2010 the Government updated the 2006 'Working Together to Safeguard Children' defining the role of Elected Members with regard to the LSCBs, this is attached as **Appendix 1**.

2.2 This report advises the Committee on the work undertaken by the East Sussex LSCB in 2009-10 and outlines the business plan for 2010-11. Attached as **Appendix 2** is the draft annual report of the East Sussex LSCB for 2009/10.

2.3 Since the Children's Services Scrutiny Committee's last discussions of the LSCB report, relevant Lead Members and other members of the East Sussex Children's Services Scrutiny Committee have been notified of the content of the agenda prior to the meetings and immediately after the Board they have received a briefing about the issues discussed at the meeting.

2.4 During 2009/10 attendance at the LSCB remained at a similar positive level to the previous year, demonstrating member's ongoing commitment to Safeguarding.

2.5 Key issues addressed by the Board in 2009-10 included;

- Ensuring that there is effective learning (working on the Action Plans of 2 Serious Case Reviews (SCRs); Section 11 Audit (see bullet point in 2.7) completed in March 2010; Child Death Overview Panel (CDOP) efficacy; Missing Children and Young People in East Sussex Project and review of Advocacy Service for children.
- Ensuring a uniform approach to Safeguarding and consistency of practice across East Sussex (audits of Child Protection case files, Domestic Violence Project Officer post, Child Safety Sub Group action plan)
- Maintaining and improving the quality of inter-agency child protection interventions (Planning procedures from Independent Safeguarding Authority (ISA) and Implementation of Laming Report 2009).
- The Terms of Reference of the LSCB were also revised

2.6 The work of the LSCB during this year has very much been influenced by significantly increased numbers of children being referred to all agencies due to Safeguarding and Child Protection concerns. This increase has been replicated in other parts of the country, and appears to have resulted from a combination of high profile SCRs in other local authorities and increased responsibility and awareness of safeguarding. This has had budget implications for all agencies, as well as placing extra pressure on staff, which in turn impacts on the recruitment and retention of staff. Staff in all agencies, particularly in social care, health and education teams, have spent more time on working with children who have a Child Protection Plan or who are Looked After, and consequently have had less time for preventative work.

2.7 There have been some key changes of personnel for the LSCB, which has been a challenge to the continuity of the work program:

- An Independent Chair of the Board was appointed replacing the Director of Children's Services in April 2010
- The LSCB Business Manager (who had been on long term sick leave since June 2009) left the post in July 2010. A permanent appointment has now been made to this post

- The Deputy Director for Children and Families left in 2009 and a new Assistant Director was appointed in March 2010
- A change in the Head of Safeguarding post was made in April 2010

2.8 The LSCB Steering Group is responsible for overseeing the LSCB Work Plan, the work of the sub groups and the work of the Business Manager. The steering group receives and scrutinises the notes of the sub group meetings and through this mechanism, the progress of the sub group work plans. The Steering Group also receives a formal update of the Business Manager's work programme and the progress being made against the priorities identified within the LSCB Business Plan. Key issues addressed this year via the Steering Group includes:

- Serious Case Reviews (including taking forward Action Plans)
- Review of Domestic Abuse/Violence work; Review of Missing Children work
- Taking forward proposals from the Independent Safeguarding Authority for a Vetting and Barring scheme
- Implementation of the updated Laming Report following the death of Peter Connelly
- Considering updated "Working Together" Chapter 8 concerning Serious Case Reviews
- Preventing harm to children with mental health needs
- Section 11 Audit (statutory duty on key organisations to make arrangements to ensure that in discharging their functions they have regard to the need to safeguard and promote the welfare of children)
- Appointing an Independent LSCB Chair
- Planning and focus for eSafety work

2.9 There have been no new Serious Case Reviews during the period from April 2009 to March 2010, however work has continued on the 2 SCRs from the previous year. Both SCR reports had to be resubmitted to Ofsted, and both reports were confirmed by Ofsted to be satisfactory by March 2010. The detailed Action Plans from both SCRs are being addressed by all agencies of the LSCB, with a large scale review of progress with both of these Plans starting from March 2010. East Sussex is also contributing to a Surrey SCR regarding the death of two children in January 2010 who lived in Surrey but were known to services in East Sussex.

2.10 The CDOP is an inter-agency forum that meets regularly to review the deaths of all children normally resident in East Sussex. No recommendations to the LSCB have been deemed necessary this year that were not already being addressed. Two children were discussed this year by the CDOP where a serious case review had been held and full information from that review was available to panel members. A further child death where an individual management review had been undertaken was discussed and the information was also available to the panel.

2.11 The Pan Sussex Procedures Sub-Group is rewriting and planning for electronic publication of the Sussex Child Protection and Safeguarding Procedures.

2.12 The annual report also includes statistical information about the safeguarding services as well as details about the training provided in 2009-10 and the outline training plan for 2010-11. The business plan for 2010-11 includes:

- A work programme that will include continued development of domestic abuse services for children and families
- Responding, as appropriate, to the outcomes of the 'Munro Review' of child protection arrangements commissioned by the Government
- Developing and introducing an induction pack for new LSCB members
- Monitoring use of e-learning and exploring other levels of training that could be delivered via e-learning.

MATT DUNKLEY  
Director of Children's Services

Contact Officer: Douglas Sinclair, Head of Children's Safeguards & Quality Assurance, Tel: 01273 481289

Local Members: All

BACKGROUND DOCUMENTS: Working Together to Safeguard Children 2010, The Roles and responsibilities of the Lead Member for Children's Services and the Director of Children's Services 2009

## Appendix 1

The Children Act 2004 placed a duty on Local Authorities to establish Local Safeguarding Children Boards (LSCBs) and in March 2010 the Government updated the 2006 'Working Together to Safeguard Children' defining the role of Elected Members with regard to the LSCBs as:

- 'Local Authority Elected Members and non-executive directors of other board partners should through their membership of governance bodies such as the cabinet of the local authority or a scrutiny committee or governance board, hold their organisation and it's officers to account for their contribution to the effective functioning of the LSCB.
- Lead Members for Children's Services have delegated responsibility from the Council for children, local young people and families and are politically accountable for ensuring that the local authority fulfils its legal responsibilities for safeguarding and promoting the welfare of children and young people. The Lead Member should provide the political leadership needed for the effective co-ordination of work with other relevant agencies with safeguarding responsibilities (such as the police and the health service). Lead Members should also take steps to assure themselves that effective quality assurance systems for safeguarding are in place and functioning effectively.
- The Lead Member should be a 'participating observer' of the LSCB. In practice this means routinely attending meetings as an observer and receiving all it's written reports. Lead Members should engage in discussions, ask questions and seek clarity, but not be part of the decision making process. This will enable the Lead Member to challenge, when necessary, from a well informed position. The Directors of Children's Services will be held to account for the effective working of the LSCB by their Chief Executive and challenged where appropriate by their Lead Member.' It was therefore agreed that the annual report and business plan of the LSCB should be presented to the Children's Services Scrutiny committee in order to fulfil that accountability.

***DRAFT***  
***East Sussex***  
***Local Safeguarding***  
***Children Board***

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***Annual Report 2009-2010 &***  
***Business Plan 2010-2011***



# East Sussex LSCB Annual Report & Business Plan

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# 1. Introduction from the Chair

It gives me great pleasure to introduce East Sussex Local Safeguarding Children (LSCB) Annual Report 2009-2010. This sets out the work and achievements of the Board over the past year and highlights our priorities for the next year. Although I only joined East Sussex LSCB in July this year as their first Independent Chair, I am aware that it has been a very busy and challenging year. Safeguarding children has continued to be very high profile as a result of a few highly publicised child deaths. While this level of public interest in keeping children safe is welcome, the inflammatory nature of some press reporting only makes the job ever more difficult.

The year started with the publication of Lord Laming's review of Child Protection in March 2009 in the wake of the death of baby Peter Connelly in Haringey. As a result of this review East Sussex LSCB looked carefully at all the recommendations and carefully implemented local improvements to ensure that we learned all of the lessons coming out of this tragedy.

At the same time we were dealing with the aftermath of two Sussex tragedies where children had died or were seriously injured, and child protection was an issue. The Board commissioned Serious Case Reviews (SCR) into these circumstances during the previous year and worked hard throughout this year to complete thorough reviews, devise robust action plans and then monitor the learning from these local cases being fully embedded in local practice. These very sad deaths and injuries remind us that ensuring excellent child protection is still the main function of the Board.

However we also have a responsibility for improving safeguarding in its widest sense for all East Sussex children and young people. In East Sussex our safeguarding agenda is as broad as ever. This is illustrated by the diverse range of issues the Board has considered over the past year.

One developing area is that of promoting the safety and well being of foreign students in East Sussex.

Another area for development is that of e-safety, making sure that young people and their parents, carers and teachers are aware of the dangers of the internet.

Another productive area of the Board's work is the multi-agency training programme. Details of our extensive training programme are annexed to this report.

There is also an expectation that the LSCB exercises a scrutiny role in holding the various agencies to account for their contribution to local safeguarding. To help with this task, the Board has an Audit sub-group. This continues to be an area for further development and East Sussex are working with various tools which have been developed nationally to help audit agencies' work and also to self-assess the effectiveness of the Board.

We now move into 2010-11 with a new "Working Together" which is the

statutory guidance for the Board. This presents new challenges such as introducing lay-members to the Board and working more closely with schools. We are also challenged by financial constraints within all partner agencies and the promise from central government of further cuts to come. However I remain optimistic, and confident that we will continue to work hard together to continue improving safeguarding in East Sussex. To this end I would like to thank all my colleagues across the agencies for working so hard both on the Board and within the sub-groups. I would also like to remind us all that "Safeguarding Children is Everyone's Business"

A handwritten signature in black ink that reads "Cathie Pattison". The signature is written in a cursive style with a large initial 'C'.

Cathie Pattison  
Independent Chair East Sussex Local Safeguarding Children's Board (LSCB)

## **2. Introduction and context of the LSCB in East Sussex**

The Children Act 2004 places a duty on all relevant authorities to make arrangements to safeguard and promote the welfare of children; this primarily deals with how organisations in working with or coming into contact with children ensure that they have a regard to the safety and welfare of children in carrying out their normal functions.

Section 11 of the Children Act 2004 requires that there is: -

- Senior management commitment to the importance of safeguarding and promoting children's welfare;
- A clear statement of the agency's responsibilities towards children available for all staff;
- A clear line of accountability within the organisation for work on safeguarding and promoting the welfare of children;
- Service development that takes account of the need to safeguard and promote welfare and is informed, where appropriate, by the views of children and families;
- Staff training on safeguarding and promoting the welfare of children for all staff working with or (depending on the agency's primary functions) in contact with children and families;
- Safe recruitment procedures in place;
- Effective inter-agency working to safeguard and promote the welfare of children; and
- Effective Information sharing.

Working Together to Safeguard Children, 2006 and 2010 (HM Government) provides statutory guidance regarding the governance of LSCBs.

The East Sussex Local Safeguarding Children Board (LSCB) is made up of representatives from the senior levels of all organisations in the area involved in protecting or promoting the welfare of children. Its purpose is to work co-operatively together to safeguard children within East Sussex. This requires proactive intervention where children are abused, targeted work with children at risk of harm and preventive work within the community to develop a safe environment for children. This report reflects back on the period April 2009-March 2010 and forward from April 2010 – March 2011.

### **Statement of Values**

The member agencies of the East Sussex Local Safeguarding Children Board believe that all children living in or visiting the County have the right to: -

- Safety and security in a culture of high expectation, which provides protection from harm and exploitation and enables them to develop healthily to meet their full physical, intellectual and emotional potential.



In order for this to be realistic all member agencies are working to the standards within the Children Act 2004 to ensure that:-

- All those who work with children and young people know what to do if they are worried about possible harm.
- When concerns are reported, action is taken quickly and sensitively to help children and their families.
- Agencies that provide children and young people with services take steps to ensure they are safe and are comply with legal requirements.

### **The role and scope of the LSCB in East Sussex**

The three principal areas of activity that LSCB's are responsible for is outlined within 'Working Together' as:

- Activity that affects all children and aims to prevent maltreatment, or impairment of health or development, and ensures children are growing up in circumstances consistent with safe and effective care.
- Proactive work that aims to target particular groups. For example: developing/evaluating thresholds and procedures for work with families whose child has been identified as 'in need' under the Children Act 1989, but where the child is not suffering or at risk of suffering significant harm and work to safeguard and promote the welfare of groups of children who are potentially more vulnerable than the general population.
- Responsive work to protect children who are suffering or at risk of suffering maltreatment.

### **The key priorities of the East Sussex LSCB are:**

- To ensure that children within East Sussex are protected from harm.
- To co-ordinate agencies' activity to safeguard and promote the welfare of children.
- To ensure the effectiveness of agencies' activity to safeguard and promote the welfare of children through monitoring and review.

### **The major functions of the East Sussex LSCB are:**

- To ensure the co-ordination of child protection activity in East Sussex.
- To evaluate safeguarding activity within East Sussex.
- To provide a scrutiny function for the Children's Trust in the area of safeguarding.
- To produce and review procedures in relation to safeguarding.
- To ensure multi-agency training on safeguarding and promoting welfare is provided which meets local needs.
- To conduct audit and performance monitoring of safeguarding activity.
- To raise public and professional awareness of safeguarding issues.
- To contribute, through its role in monitoring and promoting safeguarding, to the planning of services for children in East Sussex.
- To carry out serious case reviews where abuse or neglect is known or suspected.
- To collect and analyse data on all child deaths within East Sussex.

- To develop procedures to respond to unexpected child deaths in East Sussex.
- To ensure that the wishes and feelings of children and young people and their families are considered in the delivery of safeguarding services.

### **Accountability**

The LSCB Annual Report is received by the Children's Trust, the East Sussex County Council Children's Services Scrutiny Committee and is also presented at the Primary Care Trusts' Professional Executive Committee and other LSCB member organisation's senior management boards.

### **3. Work of the Local Safeguarding Children Board 2009-10**

This section provides a brief summary of the main aspects of the LSCB's work during the previous year.

#### **3.1 Levels of Attendance at Board Meetings:**

DCSF and Ofsted have suggested the possibility of taking account of member attendance as part of the judgement of LSCB efficacy in future inspection processes. The terms of reference for the East Sussex LSCB requires the Board to meet three times a year, spanning the April to March period. Attendance across 2009-10 maintained a similar positive level to the previous year, demonstrating member's commitment to Safeguarding.

LSCB Meeting May 20<sup>th</sup> 2009 - 71% Board members attended  
LSCB Meeting September 29<sup>th</sup> 2009 - 69% Board members attended  
LSCB Meeting January 11<sup>th</sup> 2010 – 67% Board members attended  
(adverse weather conditions – heavy snow)

Key issues addressed by the Board in 2009-10 include:

- **Ensuring that there is effective learning**
  - Working on the Action Plans of 2 Serious Case Reviews
- **Ensuring fewer children are suffering from neglect or abuse**
  - Section 11 Audit completed and signed off in March 2010
  - Child Death Overview Panel effective
  - Missing Children and Young People in East Sussex Project
  - Review of Advocacy Service for children
- **Ensuring a uniform approach to Safeguarding and consistency of practice across East Sussex**
  - Audits of Child Protection case files
  - DV Project Officer post
  - Child Safety Sub Group action plan
- **Maintaining and improving the quality of inter-agency child protection interventions**
  - Planning procedures from Independent Safeguarding Authority
  - Implementation of Laming Report 2009

The revised Terms of Reference of the LSCB are attached at Appendix 1

#### **3.2 Steering and Sub Group Activity:**

The LSCB Steering Group is responsible for overseeing the LSCB Work Plan, the work of the sub groups and the work of the Business Manager. The

steering group receives and scrutinises the notes of the sub group meetings and through this mechanism, the progress of the sub group work plans. The Steering Group also receives a formal update of the Business Manager's work programme and the progress being made against the priorities identified within the LSCB Business Plan.

Key issues addressed this year via the Steering Group include:

- Serious Case Reviews - including taking forward Action Plans
- Review of Domestic Abuse/Violence work
- Review of Missing Children work
- Taking forward proposals from the ISA for a Vetting and Barring scheme
- Implementation of the Laming Report
- Considering updated "Working Together" Chapter 8 concerning Serious Case Reviews
- Preventing harm to children with mental health needs
- Section 11 Audit
- Appointing an Independent LSCB Chair
- Planning focus for eSafety work

The work of the LSCB sub groups has contributed throughout the year to the delivery of the LSCB Business plan and has helped to achieve continuous improvement by maintaining and developing:

- effective safeguarding procedures;
- multi disciplinary training programmes;
- data for and audits of safeguarding activity;
- a child safety action plan;
- effective communication and collaboration between agencies and professional groups; and
- improved mechanisms for inter-agency work with children who go missing from home or care.

### **3.3 Audit sub group:**

The Audit group is responsible for monitoring data relating to inter-agency safeguarding activity, following up any exceptions, trends or anomalies and reporting them to the Steering group.

The work required of the Audit subgroup has continued to increase and this has highlighted the capacity issues of the group due to the competing demands on the professional time of the group members. The possibility of appointing a Project Officer with audit skills to support the subgroup has been explored and the Steering Group and Board have approved plans to proceed with this post. Funding has been identified in the 2010/11 LSCB budget with a view to making an appointment during this financial year. This should result in a significant increase in the capacity of the Audit subgroup to fulfil its audit and scrutiny functions and to take on a more strategic role. It is also

anticipated that the Project Officer will be able to provide support to other LSCB subgroups with specific pieces of work that involve audit/data collection and analysis.

The work undertaken by the subgroup this year includes:

- The production of an annual report of Core Safeguarding Data and agreement of an expanded set of Safeguarding data (see Appendix 2), to be collated for future annual reports
- Monitoring the action plan arising from Inter-agency Private Fostering arrangements;
- an audit of the structure and function of child protection strategy discussions
- an audit of compliance with 'Placement with Parents Regulations' (commenced March 2010)
- a re-audit of agencies compliance with Section 11 of the Children Act using a refined section 11 audit tool.
- Implementation of the newly developed process for quarterly audits of randomly selected case files using agreed benchmarks from Sussex Child Protection & Safeguarding Procedures. Common themes are used across nominated agencies/services to gauge effective joint working. The audit focuses on two aspects of procedures these are:
  - Recognition, Referral and Assessment
  - Implementation of the protection plan

The purpose of the Random case file audit is to:

- provide a picture of practice against Sussex CP&S Procedures (2006)
- Create opportunities for continuous practice improvement and development of expertise.
- ensure children are protected effectively from maltreatment (WTG 2006, paragraph 3.8)
- Support LSCB to meet its terms of reference under WTG 2006

Child Protection Core data for 2009-10 can be found in Appendix 2.

### **3.4 Serious Case Review Panel – SCR Panel:**

There have been no new Serious Case Reviews during the period from April 2009 to March 2010, however work has continued on the 2 SCRs from the previous year.

Both SCR reports had to be resubmitted to Ofsted, and both reports were confirmed by Ofsted to be satisfactory by March 2010.

The detailed Action Plans from SCR "A" and SCR "J" are being addressed by all Agencies of the LSCB, with a large scale review of progress with both of these Plans starting from March 2010.

### 3.5 Child Death Overview Panel – CDOP:

The Child Death Overview Panel (CDOP) is an inter-agency forum that meets regularly to review the deaths of all children normally resident in East Sussex and Brighton & Hove. It acts as a sub-group of the two Local Safeguarding Children Boards (LSCBs) for Brighton & Hove and East Sussex and is therefore accountable to the two LSCB Chairs Cathie Pattison, Chair of East Sussex LSCB and Alan Bedford Chair of Brighton & Hove LSCB. If during the review process, the CDOP identifies:

- any cases requiring a Serious Case Review (SCR);
- any matters of concern affecting the safety and welfare of children in the area; or
- any wider public health or safety concerns arising from a particular death or from a pattern of deaths in the area;

a specific recommendation would be made to the relevant LSCB(s) for them to consider. No recommendations have been deemed necessary this year that were not already being addressed. Two children were discussed this year by the CDOP where a serious case review had been held and full information from that review was available to panel members. A further child death where an individual management review had been undertaken was discussed and the information was also available to the panel.

Fiona Johnson is the independent Chair of East Sussex and Brighton & Hove CDOP. The panel members comprise representatives from key partner agencies who together have expertise in a wide range of issues pertinent to children's well-being and are listed below: -

#### **Core Membership:**

Fiona Johnson – Chair  
Carolyn Minto – CDOP Coordinator  
Jane Mitchell- South East Coast Ambulance Trust  
Edmund Hick – Sussex Police  
Ron Fellows – NSPCC

#### **East Sussex:**

Douglas Sinclair – Head of Safeguarding  
Dr Tracey Ward - Community Paediatrician  
Penny Lavan - Education Welfare  
Dawn Sampson - Designated Nurse  
Dr Joanne Bernhaut - Public Health  
Dr Graham Whincup – Neonatologist  
Maggie Zwirek – CDOP Nurse

The administrative work of East Sussex Brighton & Hove CDOP is organised by the CDOP Coordinator, with support from the CDOP Chair and other panel members.

**National Developments, Challenges and Achievements.** The recent review of *Working Together to Safeguard Children* (DCSF, 2010) has prompted CDOP to review its procedures, including its Terms of Reference. The most significant change arising from the revised *Working Together to Safeguard*

*Children* (DCSF, 2010) is the change in definition of “preventable”. CDOP will now assess each child death in terms of the new definition which defines ‘preventable child deaths as those in which modifiable factors may have contributed to the death. These factors are defined as those which, by means of nationally or locally achievable interventions, could be modified to reduce the risk of future child deaths.’ (Working Together 2010 para 7.23). There is also a notable emphasis on the involvement of parents and family members in the revised version of *Working Together*. The CDOP’s responsibilities to inform and involve parents/family members in the child death review processes have been reinforced.

**Local Developments, Challenges and Achievements.** There have been significant changes in the membership of both parts of the CDOP panel because of staff turnover in member organisations. The chair of panel also left the employment of East Sussex County Council but in the interests of continuity at a time of change she continued as independent chair.

During 2009/10 the Joint CDOP panel developed specialist panel processes to consider neonatal deaths and has achieved specialist representation from both East Sussex and Brighton & Hove to enable the panel to review neonatal deaths comprehensively.

The specialist nurse for child death in East Sussex further developed the role and improved the input by parents to the CDOP process. From autumn 2009 she contacted the families of all children over 28 days who died whether expected or unexpectedly and explained to them the CDOP process and offered them the opportunity to contribute to the panel process. This offer has been accepted by a number of families who provided valuable additional information for panel discussion. It is intended that during 2010/11 this arrangement will be extended to families with neonatal deaths in East Sussex and all families in Brighton & Hove.

GOSE (the Government Office of the South East) continues to hold six-monthly meetings for CDOP Chairs. It became apparent at these meetings that there is variation in how the local CDOPs operate and this has prompted a review of South East CDOPs, completed by GOSE. The visit took place in March 2010 and East Sussex and Brighton & Hove CDOP was able to present positively and GOSE identified aspects of East Sussex and Brighton & Hove CDOP’s work as examples of good practice.

A conference was held in November 2009 with West Sussex CDOP for members of the three LSCBs East Sussex, Brighton & Hove and West Sussex that enabled some of the key themes and learning from the panels activity to be disseminated giving agencies the opportunity to consider their responses to emerging trends.

The Sussex-wide protocol for responding to unexpected deaths of children has been brought up to date to reflect this guidance. Legislative changes enabling greater interface with Coroners and Registrars have facilitated better information flow and this has contributed to more rigorous review. The CDOP

has worked closely with the coronial service both providing them with information and receiving information from them.

**The CDOP has held 10 meetings in the past year (including 3 neonatal panels).** The main work of the panel continues to be the reviewing of all child deaths across East Sussex and Brighton & Hove on behalf of the two Local Safeguarding Children Boards (LSCBs). Between April 2009 and March 2010 the council was notified of 59 deaths of children who were resident in East Sussex and Brighton & Hove. The CDOP has reviewed a total of 45 deaths during 2009/10. There is always a delay between the date of a child's death and the CDOP review being held however the above data indicates that most deaths are now reviewed within a six month period. Achievements through the year include establishing arrangements for reviewing neo-natal deaths and establishing systems for parents to contribute to CDOP reviews within East Sussex.

**Plans for the future include:**

- rolling out parental involvement to all areas covered by the CDOP;
- developing systems for lay person input to the CDOP panel meetings;
- improving data collection systems so extracting data for reports is simpler.

**3.6 Training sub group:**

The LSCB Training sub group meets 4 times a year. Its primary function is to organise and deliver a multi agency training programme that underpins the responsibilities and business plan of the LSCB and supports staff working across East Sussex. The group also ensures there is a regular review of the quality and relevance of the LSCB training programme provided. In order to support the delivery of the training programme the group is responsible for coordinating the training pool and for responding to newly identified or emerging training needs; for example in response to lessons learned from serious case review, changes to legislation or procedure, and responses to the resolution of practice difficulties.

Training provided by the LSCB is multi-agency in content, delivery and audience, and is provided on the premise that those attending have had a minimum of basic awareness training through their own agency.

Summary of work programme 2009-2010.

- Extended 2009/10 LSCB training programme in response to outcomes of SCR and other imperatives, to include;
  - Briefings on the outcomes of Baby Peter Enquiry
  - Briefings on Child Death Review processes
  - Increased training on Domestic Violence
  - Working with disguised compliance and Intimidation
  - Working with children and young people displaying sexually harmful behaviours



- Introduction of e-learning; A level 1 induction programme has been introduced for all staff and volunteers working in East Sussex.
- Training Pool development; The pool now has 40 'members' and meet to receive ongoing support, updates and training. This year their support programme has included;
  - Briefing on the introduction of the Vetting and Barring scheme and ISA
  - Implementation of the Common Assessment Framework and how to include in LSCB training
  - How to use 'Powerpoint' in training.
- Development of an audit instrument to review the quantity and quality of 'single agency' child protection training
- Research existing 'child protection competency frameworks' for staff.
- Monitor and review 2009/10 training plan- Appendix 3.  
As well as the attached LSCB Training Plan Review 2009/10 the following are just some of the feedback comments from participants who attended LSCB courses:

#### **Domestic Violence and The Impact on Children**

"Enjoyable two day course – feel more empowered to deliver advice regarding DV. Many Thanks" (**Monitoring and Tracking Officer – RBSS Children's Services**)

#### **CP in a Multi-Agency Context**

"Very useful to see the whole picture and to hear from people who actually do the work" (**Family Outreach Service Worker**)

#### **Impact of Parental Mental Health on Children**

"Group work and subsequent discussion ensures thorough coverage of subject. Excellent." (**Community Mental Health Nurse, SWIFT**)

#### **Emerging Sexuality in Physically and Learning Disabled Young People**

"Excellent training day and really useful learning from other agencies. Good Balance. I learnt a huge amount about the Law. Great networking!" (**Teacher/PHSE Co-ordinator**)

#### **Working with C+YP who Display Sexually Harmful Behaviours**

"Excellent course, delivered very well, informative and very relevant. The course is something I will recommend to colleagues" (**Connexions Intensive Personal Advisor**)

#### **Making and Receiving Effective CP Referrals**

"This was a useful course to gain an understanding of the barriers and difficulties for other professionals making Safeguarding referrals. This in turn will help me support colleagues from other agencies with whom I often consider should be discussing safeguarding" (**Social Worker DAT, Disability**)

### Looking Forward; provisional work programme 2010-2011

- Organise and deliver the LSCB training plan for 2010/11 year. Extend range and volume of Domestic Violence training to include new courses on;
  - Recognition and Referral
  - The role and function of MARAC
  - Working with the perpetrators of domestic violence
  
- The wider LSCB plan also includes new courses on;
  - Understanding Child Development
  - Confidentiality, Consent and Information sharing
  
- Implement 'single agency' child protection training audit, and report outcomes to LSCB.
- Respond, as appropriate, to the outcomes of the 'Munro Review' of Child Protection arrangements.
- Develop and introduce an 'Induction pack' for new LSCB members.
- Monitor use of e-learning and explore other 'levels' of training that could be delivered in via e-learning
- Sustain appropriate levels of support to the training pool.
- Review methods of training delivery to ensure available resources achieve best value and maximise staff learning and development
- Develop a Pan-Sussex LSCB training forum to explore areas of overlap, duplication, and possible 'joint working arrangements'
- To consider the development of a Pan-Sussex LSCB 'Competency Framework' for all staff.

### **3.7 Child Safety sub group:**

The group has a wide ranging representation with members drawn from:

- East Sussex County Council
- Police
- Primary Care Trust
- Voluntary & Community Sector
- East Sussex Fire and Rescue Service

Clearly issues of Child Safety affords a very broad agenda, and while LSCBs are under an obligation first and foremost to ensure that work to protect children is properly coordinated and effective, the broader preventative work being identified by the Child Safety sub group is a positive addition to the contribution to safeguarding of each member agency represented on the board.

During 2009/10 the Child Safety sub group followed an agreed work plan of activity which was developed based on identified priorities by partner agencies. The group also reviewed relevant national indicators, identifying the

indicators that help monitor child safety issues locally and areas where the group could add value through its activity and membership links. The group were not monitoring performance against these indicators and it was acknowledged where work was taking place within other partners agencies or partnership structures to address some of the issues.

A good example of the group reviewing progress against national indicators is its work around NI70 (Reduce emergency hospital admissions caused by unintentional and deliberate injuries to children and young people).

The group asked health colleagues to report on the data behind NI70. A short life task group was set up to look at the different prevention work across different agencies and what we could do to improve our performance, which in some areas of the county was particularly poor. This group has met 3 times during 2010 and will produce a final report with recommendations to partners in September 2010.

### **Activity of the group during 2009/10:**

#### **Foreign Student Safety Work:**

One of the largest pieces of work that the group has completed to date has been a review which identified ways to further promote the safety and wellbeing of foreign students in East Sussex. Following the review a number of actions were agreed, the first being to host a half-day conference for language schools to highlight the importance of vetting host families and employing good practice in their selection and ongoing monitoring. The LSCB agreed to fund this conference and it took place in May 2010. The event was well attended by language schools from Hastings, Bexhill and Eastbourne. The event focused on the new legislative changes under the Vetting and Barring Scheme but also provided the opportunity to explain the role of other partners and services with regard to foreign student safety i.e. work of Sussex Police, role of Children's Services and the East Sussex Hate Crime Service. The evaluation of the event showed that it was well received by language schools and met the aims of the day.

The second piece of work which came from the review was the need to update the current Operation Columbus material which is 10 years old and in need of refreshing. In the summer 2010 a questionnaire, developed by Sussex Police and Safer Communities Team went out to language schools, students and host families in Hastings and Eastbourne. Sussex Police will collate the results in the autumn. It is hoped that this will tell us what information students would like, in what format and at what time. The findings will be discussed along with any potential resource implications and it is hoped updated material will be ready for the student season in 2011.

#### **Other work of the group in 2009/10 has included:**

- Review of current partnership communications about dangers and risk to young people, parents and carers. The group felt this was a useful exercise and the report can be used by the group in future to identify ways to link in to existing communications work.

- The group looked in detail at the data around young people as victims of crime and made recommendations for future action.
- The group discussed how we can identify families who may need home fire safety checks and what processes could best be used to achieve this. This has also been picked up through wider LSCB board membership.

**The Child Safety Sub group has identified some of the following work areas within the 2010/11 action plan:**

- Increase training amongst partners to respond appropriately to situations where children and young people are at risk of domestic violence.
- Assist voluntary organisations in developing its knowledge and practice of child protection and safeguarding.
- Receive reports on the new mentoring scheme for young runaways
- Receive reports on the Domestic Violence training provided to partners
- Continue with ongoing work around foreign student safety, young people as victims of crime and accident prevention work.

**3.8 Pan Sussex Procedures Sub group:**

The Pan Sussex Procedures Sub Group meets 6 times a year, and has a membership drawn from the LSCBs in East and West Sussex as well as representation from the Police. The Group reviews, amends and develops safeguarding procedures in response to lessons learned from Serious Case Reviews. The Group addresses both local and national issues, changes in legislation and any gaps emerging from practice.

The 2009-10 work plan identified the following procedures for review:

- Missing children
- Fabricated or Induced Illness
- Hostile parents
- Known offenders
- Serious Case Reviews
- Updating Sussex Child Protection and Safeguarding Procedures following *Working Together 2010* changes

**3.9 LSCB Review**

The work of the LSCB during this year has very much been influenced by significantly increased numbers of children being referred to all agencies due to Safeguarding and Child Protection concerns.. This increase has been replicated in other parts of the country, and appears to be the results of publically high-profile Serious Case Reviews combined with all LSCB agencies having increased responsibilities for Safeguarding. This has had budget implications for all agencies, as well as bringing extra pressure to staff, which in turn impacts on the retention and recruitment of staff. Staff in all agencies and particularly in Social Care, Health and Education have had to spend more time on working with children who have a Child Protection Plan or

who are Looked After, and consequently have had less time for preventative work.

There have been some key changes of personnel for the LSCB, which has been a challenge to the continuity of the work program. Unfortunately the LSCB Business Manager has been on sick leave since June 2009, and she has been greatly missed in keeping the various work plans on track. It is hoped that there will be a permanent solution for this post following support from seconded post-holders. The departure of the Deputy Director in Social Care, as well as a change in the Head of Safeguarding post, has also resulted in a change for the LSCB.

#### 4. Plans – looking back and planning ahead:

In April 2009 the LSCB agreed a series of objectives which were contained in the 2009-10 Business Plan. Set out below is a summary of progress made against the headings identified within the plan: -

##### LSCB Business Plan 2009/10: End of year Status Report

LSCB Objectives	Proposed Output	Lead Responsibility	Intended Timescales	Intended Outcomes	End of Year Status Report
1. Maintain an effective functioning Local Safeguarding Children Board	Undertake a review of the terms of reference of the LSCB including a review of the functioning of all the sub-groups.	LSCB Steering Group	<b>Ongoing through 2009/10</b>	Review to be completed by April 10. The Board and relevant sub-groups continue to functioning effectively	Review completed.
2. Ensure that there is effective learning from the Serious Case Reviews completed in 2008/9	LSCB to review the action plans arising from the SCRs	LSCB Steering Group	<b>June 2010</b>	Improved child protection processes in place	Reviews started in April '10. SCR "A" completed. SCR "J" near completion.
3. To ensure that the wishes and feelings of children and young people continue to be considered in the delivery of safeguarding services.	LSCB reviews the work of the advocacy service working with looked after children	LSCB Steering Group	<b>By September 2009</b>	The ascertainable wishes and feelings of children and young people are heard	Half year feedback provides evidence of opportunity for young people to comment and of responses made
4. Fewer children suffering from neglect or abuse	Implement the Child Safety action plan	Child Safety Sub Group	<b>Ongoing through 2009-10</b>	Wider safeguarding function is developed and feeds into preventative agenda and includes greater outreach to community and voluntary sector	Half year data/feedback from Child Safety Sub group indicates progress with action plan and enables overview of contribution to preventative work and the greater involvement of community and voluntary sector in safeguarding and preventative work
5. Fewer children suffering from neglect	All partners to implement changes required from the	LSCB group	Audit	<b>By March 2010</b>	Action plans are reviewed and an audit completed March '10. Composite

or abuse	Section 11 audit.				undertaken. All statutory agencies meeting the minimum standards defined in the Children Act 2004	position statement provided to July '10 Board meeting
6. Fewer children suffering from neglect or abuse	Further develop the Child Death Review Panel.	LSCB Group CDOP	Audit and	<b>March 2010</b>	Child Death Overview Panel continuing to function effectively.	CDOP effective despite needing a change of Co-Ordinator in January '10.
7. Maintaining and improving the quality of inter-agency child protection interventions	Develop and deliver an agreed programme of Inter-agency child protection training.	LSCB Training Group		<b>Complete by March 2010</b>	Design, deliver and evaluate the 2009/10 Training and Development Plan.	Delivered
8. To ensure a uniform approach to safeguarding and consistency of practice across Sussex.	Develop quarterly audit systems to enable audits of CP case files to ensure compliance in practice with LSCB procedures	LSCB Audit Group		<b>Complete by March 09</b>	All services are operating in accordance with LSCB procedures and protocols	Ongoing and will be rolling programme for inclusion in future business plans
9. To ensure a uniform approach to safeguarding and consistency of practice across Sussex.	1. Identify appropriate data set for audit scrutiny and the feasibility of extending the support to the audit group to ensure capacity to undertake this work 2. Development of new procedures and responses to government policy change is in partnership with other Sussex LSCB	LSCB Audit Sub Group		<b>Ongoing through 2009-10</b>	LSCB can demonstrate that broader safeguarding activity is robust and consistent with the aims of 'Working Together' and ECM	Capacity to undertake increased work is not compromised and data available to the Board
		Pan Sussex Procedures Group		<b>Ongoing through 2009-10</b>	Pan Sussex approach is maintained	Pan Sussex Procedures are published as appropriate in response to new Government policy post Laming
10. Better support for children and young people who have witnessed	To review current inter-agency processes in place to intervene to prevent domestic violence adversely affecting	LSCB Steering Group		<b>March 2010</b>	DV Project Officer in post Feb 2010.	Significant progress in raising the profile of DV issues through partner Agencies via Prevention, Provision, and Protection work.

domestic violence	children. Better information sharing around domestic violence.				
11. Maintaining and improving the quality of inter-agency child protection interventions	Ensure the smooth implementation of the Independent Safeguarding Authority procedures within East Sussex.	LSCB Steering Group	<b>Spring 2010</b>	All Agencies aware of current Government expectations from ISA.	Change of Government has currently put this work on hold.



The business of the LSCB is comprised of maintenance activity and development activity. Maintenance activity is that which carries forward from year to year in order to meet fundamental requirements outlined in Working Together to Safeguard Children and development activity is in response to change or to enable growth and improvement. Some activity is therefore without specific deadline, there are however clear indicators which the Board can evaluate progress;

**LSCB Business Plan 2010/11:**

LSCB Objectives	Proposed Output	Lead Responsibility	Intended Timescales	Intended Outcomes	Indicators of Progress for Update & End of Year Status Report
<b>1. Maintain an effective functioning Local Safeguarding Children Board</b>	1.1 Plan LSCB Review and Away Day	LSCB Business Manager	<b>Ongoing through 2010-11</b>	Ensuring the Board has appropriate membership focus and working agenda	Revised TOR agreed and implemented Business plan priorities agreed and progressing Induction and member support mechanisms implemented
	1.2 Ensure the LSCB Sub groups continue to function effectively.	LSCB Business Manager	<b>Ongoing through 2010-11</b>	LSCB Business plan objectives are delivered	Individual Sub group Report to Steering group. Feedback demonstrates progress against group's action plan and is then articulated to LSCB in an appropriate format.
	1.3 Develop a communication and awareness raising strategy	LSCB Business Manager	<b>Ongoing through 2010-11</b>	a) Improved community awareness of child safety and their responsibilities for assisting to protect children.	Development of LSCB website eSafety issues are publicised
		E-Safety Group		b) Communicating and raising awareness of people of the need to safeguard children	

<b>2. Ensure that there is effective learning from the Serious Case Reviews completed in 2008/9</b>	2.1 LSCB Reviews the implementation of action plans	LSCB Steering Group	<b>July 10 and October 10</b>	Improved Child Protection Processes in place	Actions identified within SCR Action plans are measured and reported to LSCB
	2.2 LSCB monitors implementation of revised <i>Working Together 2010</i> , and <i>Learning One Year On</i>	LSCB Steering Group	<b>Ongoing through 2010-11</b>	LSCB is compliant with emerging regulatory and legislative change	An appropriate communication mechanism is in place to ensure all member agencies are aware of changes  Briefings are organised where appropriate  Procedural changes are addressed via the Pan Sussex Procedures group
<b>3. Maintaining and improving the quality of inter-agency child protection interventions</b>	3.1 Monitor and evaluate the delivery of the LSCB Multi-disciplinary training programme	LSCB Business Manager and Training Sub group	<b>Ongoing through 2010-11</b>	Training programme continues to be of a high standard and is meeting identified training needs and outcomes	Feedback provided indicating take up, quality evaluation and forward planning indicates targets being met.
	3.2 Further develop audit systems to enable quarterly audit of Child Protection Case files to ensure compliance in practice with LSCB Procedures	LSCB Audit Sub group	<b>Ongoing through 2010-11</b>	LSCB can demonstrate that CP work is consistent and in accordance with LSCB Procedures	Data available to Board
	3.3 Audit Group to do planned audits on Strategy Meetings (July to Sept '10, following changes from April '10); the annual Private				

	Fostering audit; and an audit on Sexual Abuse				
<b>4. To ensure a uniform approach to safeguarding and consistency of practice across Sussex.</b>	4.1. Identify appropriate data set for audit scrutiny and the feasibility of extending the support to the audit group to ensure capacity to undertake this work	LSCB Audit Sub group	<b>Ongoing through 2010-11</b>	LSCB can demonstrate that broader safeguarding activity is robust and consistent with the aims of <i>Working Together</i>	Capacity to undertake increased work is not compromised and data available to the Board
	4.2 Development of new procedures and responses to government policy change is in partnership with other Sussex LSCBs	Pan Sussex Procedures Group	<b>Ongoing through 2010-11</b>	Pan Sussex approach is maintained	Pan Sussex Procedures are published as appropriate in both paper and web formats
<b>5. Fewer children suffering from neglect or abuse</b>	5.1 Implement the Child Safety action plan	Child Safety Sub group	<b>Ongoing through 2010-11</b>	Wider safeguarding function is developed and feeds into preventative agenda and includes greater outreach to Community and voluntary sector	Greater involvement of community and voluntary sector in safeguarding and preventative work – Conference to be held in November 2010
	5.2 Maintain an effective CDOP	CDOP	<b>Ongoing through 2010-11</b>	Ensure CDOP continues to be an effective review mechanism and that trends or concerns are appropriately channelled to the Board for response	Board is able to recognise any specific trends and identify an appropriate response
<b>6. Better support for children and young people who have witnessed domestic violence.</b>	1. Practitioners working within domestic abuse and those working specifically with children to identify ways to support them.	LSCB Steering Group and LSCB Business manager with support from all	<b>Ongoing through 2010-11</b>	a) The profile is raised of children caught in domestic abuse situations and the negative impact upon them is recognised	Greater awareness of DV issues, together with support structures for professionals and members of the public

	sub groups			b) Wherever domestic abuse is found, workers from what ever discipline consider if children are involved and act to protect them	Local Safeguarding Children Liaison Groups support consultation processes
2. Increased range of DV training to be provided to LSCB agencies	DV Project Officer	<b>Ongoing through 2010-11</b>			
3. Work continues to ensure LSCB has appropriate links to Refuges, Domestic Abuse and Community Safety initiatives	Child Safety Sub group and LSCB Business Manager	<b>Ongoing through 2010-11</b>	Domestic Abuse has a high profile across the LSCB and the Board works in partnership with others to ensure Safeguarding has an equally high profile with domestic abuse services	Training opportunities are developed to support awareness	

**Appendix 1.**  
**East Sussex Local Safeguarding Children Board Terms Of Reference**

**Introduction**

County level and unitary local authorities are responsible for establishing a Local Safeguarding Children Board in their area and ensuring that it is run effectively. The LSCB in East Sussex was established in 2006. A review of the Board and its sub groups was undertaken in 2010. This document sets out the details of the revised structure and terms of reference which takes account of that review.

The document will be reviewed and re- approved annually and covers:

1. Statement of Values.
2. Terms of Reference for the LSCB, including :
  - Structure of the East Sussex LSCB
  - LSCB Steering Group
  - LSCB Subgroups.
  - Responsibilities of Board members.
  - Support requirements of the East Sussex LSCB.
3. Relationship with the Children's Trust
4. Members of the East Sussex LSCB and the Safeguarding Board Steering Group.

**1. Statement of Values**

1.1. The member agencies of the East Sussex Local Safeguarding Children Board believe that all children living in or visiting the County have the right to:

- Safety and security in a culture of high expectation, which provides protection from harm and exploitation and enables them to develop healthily to meet their full physical, intellectual and emotional potential.

1.2. In order for this to be realistic all member agencies are working to the standards within the Children Act 2004 to ensure that:-

- All those who work with children and young people know what to do if they are worried about possible harm.
- When concerns are reported, action is taken quickly and sensitively to help children and their families.
- Agencies that provide children and young people with services take steps to ensure they are safe and comply with legal requirements.

**2. Terms of Reference for the East Sussex LSCB; the role and scope of the LSCB in East Sussex**

- 2.1. The three principal areas of LSCB interest outlined within statutory guidance are
3. Activity that affects all children and aims to prevent maltreatment, or impairment of health or development, and ensures children are growing up in circumstances consistent with safe and effective care.
  4. Proactive work that aims to target particular groups. For example: developing/evaluating thresholds and procedures for work with families whose child has been identified as 'in need' under the Children Act 1989, but where the child is not suffering or at risk of suffering significant harm and work to safeguard and promote the welfare of groups of children who are potentially more vulnerable than the general population.
  5. Responsive work to protect children who are suffering or at risk of suffering maltreatment.

## 2.2. LSCB Functions:

- To review and be accountable for safeguarding activity and agree strategic priorities.
- To inform and influence planning for children and young people in respect of safeguarding.
- To disseminate key messages to agencies. To ensure the co-ordination of child protection activity in East Sussex.

## 2.3. LSCB Priorities:

- To ensure that children within East Sussex are protected from harm.
- To co-ordinate agencies' activity to safeguard and promote the welfare of children.
- To ensure the effectiveness of agencies' activity to safeguard and promote the welfare of children through monitoring and review.

## 2.4. LSCB Activities:

- To produce and review procedures in relation to safeguarding.
- To ensure multi-agency training on safeguarding and promoting welfare is provided which meets local needs.
- To conduct audit and performance monitoring of child protection and safeguarding activity.
- To raise public and professional awareness of safeguarding issues.
- To contribute, through its role in monitoring and promoting safeguarding, to the planning of services for children in East Sussex.
- To carry out serious case reviews where abuse or neglect is known or suspected.
- To collect and analyse data on all child deaths within East Sussex.
- To develop procedures to respond to unexpected child deaths in East Sussex.
- To ensure that the wishes and feelings of children and young people and their families are considered in the delivery of safeguarding services.

## 2.5. LSCB Accountability

The process by which East Sussex LSCB reviews the effectiveness of work to safeguard and promote the welfare of children by member organisations will be a peer review process, based on self evaluation, performance indicators and joint audit.

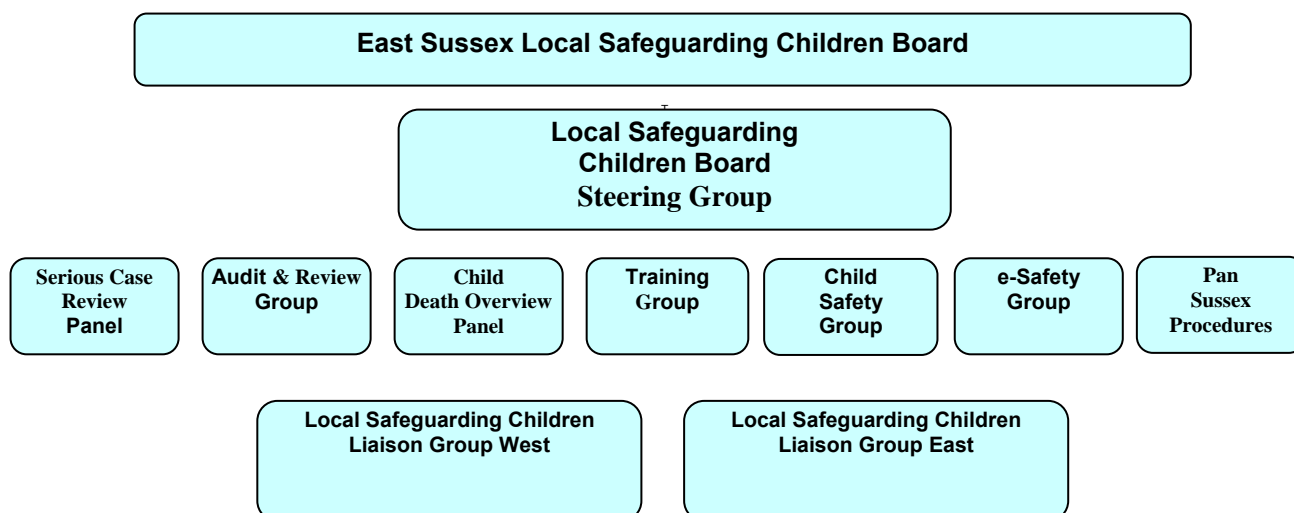
2.6. The LSCB aims to promote high standards of safeguarding work and to foster a culture of continuous improvement. It will also identify and act on identified weaknesses in services.

2.7. The LSCB has a clear work programme, including measurable objectives, and a budget. The LSCB provides an annual report which reviews the work plan, includes relevant management information on activity; and gives an overview of its work in the previous year. This enables the LSCB's work to be scrutinised by the LA, and by other local partners and key stakeholders as well as by the inspectorates.

## 2.8. Addressing Weaknesses

Where it is found that a Board partner is not performing effectively in safeguarding and promoting the welfare of children, and the LSCB is not convinced that any planned action to improve performance will be adequate, the LSCB Chair, or an appropriate representative designated by the Chair, should explain these concerns to those individuals and organisations that need to be aware of the failing and may be able to take action

## 2.9. The Structure of the East Sussex LSCB



## 2.10. Chairing Arrangements:

The Local Safeguarding Children Board in East Sussex is chaired by the Independent Chair. This arrangement will be reviewed annually. In the event that the Chair is unable to attend a Board meeting, that meeting will be chaired by ??.

## 2.11. Membership:

In accordance with the Children Act 2004 Section 13 the following agencies are required to be Board partners of the East Sussex LSCB:

- The Children's Services Department (East Sussex County Council Children's Service Authority designated in Section 13.1 Children Act 2004 as responsible for establishing and leading the LSCB)
- The 5 East Sussex District/Borough Councils
- Sussex Police
- Probation Services for Sussex
- Strategic Health Authority
- Primary Care Trusts which cover East Sussex
- The East Sussex Youth Offending Team
- NHS Trusts and Foundation Trusts all or most of whose hospitals, establishments, and facilities are situated in East Sussex
- CAF/CASS
- Any person providing services under section 114 of the Learning and Skills Act 2000 (s. 21) in East Sussex
- Other agencies in the private and voluntary sector delivering services to children in East Sussex to be designated in agreement with the LSCB.

2.12. Section 13.7 of the Children Act 2004 requires the Board partners and Children's Services Authority (East Sussex Children's Services Department) to co-operate in the establishment and operation of the Local Safeguarding Children Board.

2.13. The East Sussex LSCB also has representation from:

- East Sussex Schools
- East Sussex Community Safety Team
- East Sussex Training Services
- East Sussex Early Years and Extended Schools
- Learning Skills Council
- East Sussex Fire and Rescue Service

2.14. LSCB Members will be expected to contribute to the work of the Board throughout the year and will be able to participate in the sub-groups, and raise issues through the Safeguarding Board Steering Group attending in person if required. Members are required to commit to an attendance rate of not less than 75% of meetings held per year.

#### 2.15. Meeting arrangements

The East Sussex Local Safeguarding Children Board will meet at least three times a year and may, when necessary, call extraordinary meetings to consider issues in need of urgent attention. Meetings will include formal presentations of information pertinent to the objectives of the Board, progress reports on business plan activity and previous action, and will provide opportunities for small and large group discussion to encourage a full and frank exchange. The meeting must include representatives in attendance from Health, Police, and Children's Services, in order to be quorate.

2.16. The LSCB will undertake one annual development day to enable development of the LSCB work plan and maintain the cohesion of the Board.

#### 2.17 Communication

Papers for Board meetings will be circulated electronically not less than three working days before a Board meeting. Any papers relating to Serious Case Review or which are of a similarly confidential and sensitive nature will be sent with pass word protection, or will be tabled as hard copies.

2.18. Information about unexpected events, updates from government or urgent feedback on Serious Case Review or other LSCB business emerging between scheduled meetings will be made available electronically via an LSCB headed bulletin prepared by the LSCB Business Manager.

#### **2.19. Local Safeguarding Children Board Steering Group**

In order to ensure that the work plan is delivered in an effective and timely manner the LSCB commissions a Steering group to represent the members and drive forward the Business Plan. Additionally other Members of the Board may be asked to join the Steering Group for specific issues.

#### 2.20. LSCB Steering Group Chair:

The East Sussex LSCB Steering Group will be chaired by the Independent Chair of the LSCB. In the absence of the Chair, the meeting will be chaired by the Assistant Director, CSD.

#### 2.21. Membership:

Senior Representatives drawn from the statutory membership of the LSCB Board Members:



- East Sussex Children's Services Department
- East Sussex District/Borough Councils
- Sussex Police
- Hastings and Rother PCT
- East Sussex Downs and Weald PCT
- East Sussex Hospital Trust
- Sussex Partnership Trust
- Designated Doctor
- Named Doctor
- Designated Nurse
- Named Nurses

To be quorate the meeting must include representatives in attendance from Health, Police and Children's Social Care.

#### 2.22. Meeting arrangements

The Steering group will meet 4 times a year and may meet more often as is necessary.

#### 2.23. Function:

The function of the Steering group is to:

- Receive reports from the LSCB sub-groups,
- Co-ordinate the work of the short-life working groups,
- Manage the LSCB budget,
- Receive monitoring and auditing information,
- Review and monitor the LSCB Business Manager's work plan
- Review and monitor the progress of the East Sussex LSCB Business Plan.

2.24. The Steering group will also respond as necessary to issues arising between Board meetings which require an immediate response, and will identify and agree the agenda for the full Board meetings. The LSCB may delegate responsibility to the Steering group to undertake or complete any functions which need to be progressed between Board meetings.

#### **2.25. Local Safeguarding Children Board Sub-Groups**

Sub-groups are comprised of members of the Board, with participants drawn as required from the LSCB Board members or nominated by Board members. These groups will carry forward the specific functions of the LSCB. There are two types of sub-groups, short-life working groups which will cease when their specific tasks are completed and standing sub-groups who fulfil LSCB functions that are on-going. A member of the LSCB Board will chair each of the sub-groups, and take responsibility for driving the business forward.

2.26. The standing Sub-Groups of the East Sussex LSCB are:

- Audit
- Serious Case Review Panel
- Training
- Pan-Sussex Procedures
- Child Death Overview Panel
- Child Safety
- E-Safety

2.27. In addition there are two Local Safeguarding Children Liaison Groups that meet in the East and West of the county to monitor and review operational practices with regard to child protection.

2.28. Short life working groups are established as necessary to respond to specific policy development or implementation needs.

2.29. The terms of reference for all the sub-groups will be reviewed annually.

### **2.30. Responsibilities of Individual Board Partners:**

Board Partners will need to:

- Designate a lead senior officer for children's safeguarding who will represent their authority on the LSCB and act as a point of contact for their organisation.
- Be able and prepared to report to the LSCB on their activities to promote and safeguard the welfare of children.
- Participate in the activities of the LSCB as appropriate, being responsible for noting and carrying forward any action identified for them/their agency.

### **2.31. Board Members will need to be able to:**

- Champion children's safeguarding within their organisations and link to other organisations where appropriate for example DAT, Domestic Violence Forum etc.
- Speak for their organisation with authority. Attend and participate in the East Sussex LSCB
- Commit their organisation on policy and practice matters
- Commit resources on behalf of their organisation
- Allocate resources to LSCB projects
- Hold their organisation to account
- Chair/Lead a sub committee (as required)
- Be responsible for ensuring effective communication between the LSCB and the organisations they represent.

### **2.32. Support Requirements of the East Sussex LSCB:**

In order to operate effectively the LSCB in East Sussex will require both financial input from partners and contribution in kind of professional time, expertise and administrative support for the wider work of the Board:

### **2.33. Financial Resources**

An operational Budget is managed by the Steering Group. Detail of specific amounts and allocations will be identified annually and a record provided annually in the report, and details should be made available at any time to Board members on request.

2.34 The budget is required to cover funding in the following areas:

- Cost of operational staff
- Administrative costs of the Board
- Publications and Publicity (including child safety)
- Training and Development
- The Commissioning of specific reviews and audits.
- Developing participation by young people.

2.35. The LSCB budget is funded by the following contributors -

- East Sussex County Council

- Health
- Police
- Probation
- CAFCASS

2.36. Contributions should be reviewed annually.

### 2.37. Human Resources

The East Sussex LSCB will require, direct professional support from:

- |                                 |   |
|---------------------------------|---|
| • Legal Adviser                 | provided by East Sussex CC                  |
| • Head of Children's Safeguards | provided by East Sussex CC                  |
| • Training Manager              | provided by East Sussex CC                  |
| • Designated & Named Nurses     | provided by East Sussex PCTs                |
| • Designated GP                 | provided by East Sussex PCTs                |
| • Designated Doctor             | provided by East Sussex Hospitals NHS Trust |
| • Police Professional Adviser   | provided by Sussex Police                   |

2.38. Board partners should ensure that part of these officers' time and appropriate administrative support is made available for the work of the Board. Additionally, the following operational staff are directly employed on behalf of the Board

- Business Manager (1 fte post)
- Administrator (1fte post)
- Training and Development Officer(1 fte post)
- Child Death Overview Panel Coordinator (.5fte post)

### **3. The LSCB's relationship with the Children's Trust - the wider arrangements to improve outcomes for Children.**

3.1. The LSCB and its activities are part of the wider context of children's trust Arrangements .The work of LSCBs contributes to the wider goals of the Children's Trust which are to improve the wellbeing of all children through the delivery of the Every Child Matters policy programme. Within the wider governance arrangements, the LSCB role is to ensure the effectiveness of the arrangements made by individual agencies and the wider partnership to safeguard and promote the welfare of children.

3.2. The LSCB should not be subordinate to, or subsumed within, the children's trust arrangements in a way that might compromise its separate identity and independent voice. The LSCB should expect to be consulted by the partnership on issues that affect how children are safeguarded and how their welfare is promoted. The LSCB is a formal consultee during the development of the Children and Young People's Plan.

3.3. The LSCB in essence will provide a scrutiny function for the Children's Trust in the area of safeguarding, and will also be responsible for producing and reviewing procedures, promoting training and carrying out audit and performance monitoring in the area of safeguarding and child protection.

3.4. The LSCB and the wider children's trust arrangements need to establish and maintain an ongoing and direct relationship, communicating regularly. They need to ensure that action taken by one body does not duplicate that taken by another, and should work together to ensure that there are no unhelpful strategic or operational gaps in policies, protocols, services or practice. The Chair of the East Sussex LSCB will provide regular reports to the Children's Trust Executive Group regarding the efficacy and cohesion of the safeguarding system.

3.5. The East Sussex LSCB will have an authoritative and independent voice working within the Children's Trust. The East Sussex LSCB may raise performance issues regarding children's safeguarding directly with partner agencies and the Children's Trust. The East Sussex LSCB may seek independent advice, where appropriate, from external bodies and inspectorates.

3.6. The LSCB has the responsibility of ensuring the effectiveness and co-ordination of the safeguarding system. The delivery of the safeguarding system however remains the responsibility of the individual agencies and the Children's Trust.

#### **4. East Sussex Local Safeguarding Children Board Members 2009**

<b>Cathie Pattison</b>	Independent Chair East Sussex LSCB
<b>Angie Turner</b>	Head of Adult Safeguarding, Adult Social Services, ESCC
<b>Ann Flynn</b>	Service Manager, CAF/CASS Eastbourne
<b>Anne Fennessy</b>	Head of Housing Services Directorate, Rother District Council
<b>Catherine Dooley</b>	Senior Standards & Learning Effectiveness Manager: Pupil Wellbeing & Vulnerable Groups, Children's Services, ESCC
<b>Cheryl Butler</b>	Voluntary Sector Representative - Young Carers Team Leader, Carers For The Carers -
<b>Chris Pascoe</b>	Head of Community Safety Department, East Sussex Rescue & Fire Service
<b>Christopher Whitelaw</b>	e-Safety Sub Group Chair & Schools e-Business Project Officer, Children's Services, ESCC
<b>Clare Crundall</b>	LSCB Administrator
<b>Dawn Sampson</b>	Designated Nurse Safeguarding Children East Sussex, East Sussex Downs & Weald & Hastings & Rother PCTs
<b>Douglas Sinclair</b>	Head of Children's Safeguards & Quality Assurance, ESCC
<b>Eddie Hick</b>	Child Protection & Safeguarding Manager, Sussex Police
<b>Helen Greatorex</b>	Executive Director of Nursing, Sussex Partnership NHS Trust
<b>Ian Fitzpatrick</b>	Senior Head of Community Services, Eastbourne Borough Council
<b>Jane Hentley</b>	Director of Nursing, East Sussex Hospitals NHS Trust
<b>Jane Mitchell</b>	Safeguarding Children & Vulnerable Adults Manager, South East Coast Ambulance Service
<b>Jane Rhodes</b>	Detective Superintendent, Head of Specialist Branch, Sussex Police
<b>Jayne Boyfield</b>	Director of NHS East Sussex Community Health Services
<b>Jean Haigh</b>	Head of Access & Disability, Children's Services, ESCC
<b>Jean Mockford</b>	Deputy Special Education Head Teacher representative – Head of Torfield School
<b>Julie Dougill</b>	Partnership and Provision Manager, 11-19 Foundation Learning, Pathways, Quality and Workforce Development, Children's Services, ESCC
<b>Keith Glazier Cllr</b>	Lead Member for Children's and Adult's Services, ESCC

<b>(observer)</b>	
<b>Kenny Fitzpatrick</b>	Secondary School Head Teacher representative - Head of The Cavendish School
<b>Leighe Rogers</b>	Offender Management Director for Brighton & East Sussex Local Delivery Units, Sussex Probation Area, Surrey Sussex Probation Trust
<b>Liz Rugg</b>	Assistant Director, Children's Services, ESCC
<b>Marcus Gomm</b>	Chair of the Child Safety Sub Group and Safer Communities Manager, Children's Services, ESCC
<b>Marion Rajan</b>	LSCB Business Support Manager
<b>Martin Sapwell</b>	Detective Inspector, Specialist Investigation Branch, Child Protection Teams, East Sussex Division, Sussex Police
<b>Mary Clare Deane</b>	Director of Community Services, Wealden District Council
<b>Matt Dunkley</b>	Director of Children's Services, ESCC
<b>Mick McGlynn</b>	Chair of LSCLG East and Operations Manager 0-11 Children's Services East, ESCC
<b>Micky Richards</b>	Deputy Director, Crime Reduction Initiatives, South
<b>Michael Ashcroft</b>	Detective Chief Inspector, East Sussex Division, Sussex Police
<b>Munch (Gillian) Morrow</b>	Primary School Head Teacher Representative – Head of St Peter's CE Primary School
<b>Nicola McGeown</b>	Chair of LSCLG West and Operations Manager 0-11 Children's Services West, ESCC
<b>Owen Clifford</b>	Community Services Manager, Lewes District Council
<b>Richard Grout</b>	Principal Senior Solicitor, ESCC
<b>Richard Preece</b>	Special Education Head Teacher Representative - Head of Saxon Mount School
<b>Sam Chittenden</b>	Director of Strategy and Primary Care ESCW & H&R PCTs
<b>Tracey Ward Dr</b>	Designated Doctor Safeguarding Children East Sussex, East Sussex Hospitals NHS Trust
<b>Trisha Dabrowski</b>	Strategic Lead for Children & Young People for South East Coast Strategic Health Authority
<b>Verna Connolly</b>	Head of Personnel and Organisation Development, Hastings Borough Council
<b>Vicky Finnemore</b>	Interim Head of Youth Offending Services, Operations Manager – Children's and Families, Under 19s Substance Misuse and Family Substance Misuse and SWIFT services, Children's Services, ESCC
<b>Wendy Hannay</b>	Student Support Manager, Sussex Downs College
<b>Vacancy</b>	Named GP, Hastings & Rother PCT
<b>Vacancy</b>	Named GP, East Sussex Downs & Weald PCT

September 2010

## **Appendix 2 Child Protection Data**

### **Annual Report of Core Data 2009-2010**

Mainly the data in this annual report is for the period ending 31/3/09 as national data on performance for year ending 31/3/10 is not fully available until spring 2010. In some areas where it is possible more recent data has been included.

### **A comparison of East Sussex child protection statistics with national data for year ending 31/3/2009**

On 31/3/09 there were 4.6% children with child protection plans per 1,000 of the population aged 0-17 within East Sussex which was above the national rate of 3.1% children per 1,000.

During 2008/9 the proportion of children with child protection plans for emotional abuse remained very high at 42% within East Sussex compared to the national rate of 27%. The proportion with child protection plans for neglect increased to 38 % compared with the national rate of 46%. The percentage with child protection plans for physical abuse was 11% while the national rate was 13% and for sexual abuse was 8% compared to the national figure of 6%.

As of 31/3/10 the proportion of child protection plans for sexual abuse has reduced further to 4 %; the number of child protection plans for emotional abuse has slightly reduced to 49% and child protection plans for neglect increased slightly to 37%; while child protection plans associated with physical abuse increased to 10%.

East Sussex continues to define plans by only one category whereas national data is skewed by 8% of child protection plans being multiple categories it is probable that in East Sussex these children are categorised under emotional abuse as that can cover a number of the other options.

The age distribution of children with child protection plans in East Sussex continues to have higher numbers of younger children with plans when compared with national data. During 2009/10 the proportion of children under 1 with a child protection plan in East Sussex was higher than the national figure for 2008/9(21% compared with 15%) but the proportion of 10-15 year olds with child protection plans is now the same as the national average (23%) this is an increase in the proportion of adolescents with child protection plans and may reflect the focus of the 11+ service in the Integrated teams.

### **Key performance indicators for year ending 31/3/2010**

East Sussex continues to perform well on all key performance indicators in 2009/10 achieving good or excellent in all categories:-

98.6% of reviews were held on time in 2009/10 compared to 99% nationally in 2008/9. Performance was at 100% until March 2009 when the review of one child was slightly out of time scales. This is impressive because throughout the year the Child Protection Advisors have remained under significant pressure because of the increase in the number of children with child protection plans.

The number of children whose child protection plans had been in place for over two years before they were ceased has increased slightly to 9.4% in 2009/10 compared with a national average of 6% in 2008/9. Repeat Child Protection Plans decreased to 18% locally, compared with the national figure of 13% in 2007/8. Performance on this indicator deteriorated in 2009/10 and a review of the causes of repeat child protection plans indicated a need for greater caution where the major family factors leading to repeat plans were the long-term influences on families of substance misuse, mental health difficulties and domestic violence. Child Protection Advisors exercised greater caution when considering ceasing child protection plans where these factors were relevant particularly if the child protection plan had been in place for less than one year. This may have resulted in the slight increase in the numbers of child protection

plans ceasing after two years and this area was also influenced by the introduction of the Public Law Outline which has led to children having child protection plans for longer periods.

**Social Care data for the year ending 31/3/10 (national data for 2009 is in brackets)**

Out of a total of 9364(547,000) referrals to Social Care (816 or 18%, this information is not collected) (123,900, 23%) were repeat referrals that previously had been made within the last year, this is similar to 24% last year. There were 4,239 (349,100) initial assessments undertaken that is 45% (64%) of total referrals (this is an increase from 89% last year), of which 1083 or 26% (250,500, 72%) were completed within seven days. Of the 927(120,600) core assessments undertaken in the year 522 or 56 % (94,300, 78%) were completed within 35 days.

**Health Data for year ending 31<sup>st</sup> March 2010**

Paediatricians working for East Sussex Hospital's NHS Trust performed 93 child protection medicals during the year ending 31<sup>st</sup> March 2010. 49 of these took place at Eastbourne District General Hospital and 44 at the Conquest Hospital, Hastings This represents a 19% increase compared to the previous year

The breakdown of these medicals is as follows: -

	<b>Physical abuse</b>	<b>Sexual abuse</b>	<b>Welfare</b>	<b>Total</b>
<b>Eastbourne DGH</b>	7	7	35	49
<b>Conquest Hospital</b>	9	12	23	44
<b>Total</b>	16	19	58	93

The number of physical abuse medicals recorded during 2009/10 has fallen by 7 (30%) compared to 2008/09. This is surprising given the increase in child protection referrals received by Children's Social Care during this time and the increase in number of children with a child protection plan for physical abuse. However there were some problems with data collection for physical abuse medicals this year due to changes within the administrative team in the paediatric department and it is therefore likely that the actual number of medicals undertaken was slightly higher than the figure recorded above. Steps have been taken to improve the recording of physical abuse medicals and the East Sussex Hospital's Trust Child Protection Policy has been updated and re-circulated to appropriate staff.

It is important to note that children who are admitted to hospital or attend the Emergency Department and are subsequently found to have injuries which are considered to be non-accidental in origin are not included in these figures. The number of physical abuse medicals recorded above therefore represents those medicals which were arranged at the request of the Police or Children's Social Care.

The number of sexual abuse medicals increased by 18% (which represents an increase of 3 medicals) compared to the previous year but remains within the range of 15 - 25 medicals/year recorded during the previous 5 years. The data collection for sexual abuse medicals is more robust as one of the Named doctors for Safeguarding is involved in all of these medicals and keeps a record of this activity.

The most significant change during 2009/10 was in the number of welfare medicals undertaken which increased by 48% (an increase of 19 medicals) compared to

2008/9. This is consistent with the increase in child protection referrals and activity recorded across other agencies during this period and is also likely to be in part a reflection of the fact that additional clinics were established at Eastbourne District General Hospital for this work. There were some difficulties at times regarding access to welfare medicals at the Conquest during 2009/10 but additional clinic time has been identified to accommodate welfare medical requests during 2010/11

### **Out of Hours Medicals**

2 of the sexual abuse medicals were undertaken out of hours. An out of hours rota for Child Sexual Abuse medicals covering East Sussex, Brighton and Hove and mid Sussex has been in place for the past 3 years and continues to work well. Data is not routinely collected regarding the timing of physical abuse medicals but the majority of these were undertaken within working hours. All of the welfare medicals took place during normal working hours.

### **Joint Examinations.**

There were no joint examinations undertaken by paediatricians and Forensic Medical Examiners during this year. All of the sexual abuse medicals which took place during working hours were carried out by 2 paediatricians and the examination findings were recorded using video-colposcopy. One of the 'out of hours' sexual abuse medicals was undertaken jointly by a paediatrician and a Forensic Nurse Practitioner. This arrangement worked well and it is hoped that it will be possible to extend the joint working between paediatricians and Forensic Nurse Practitioners in future to other urgent examinations, both 'in hours' and out of hours'. The remaining 'out of hours' medical was undertaken as a single doctor examination. This presents practical difficulties both with the collection of samples and with operating the video-colposcope

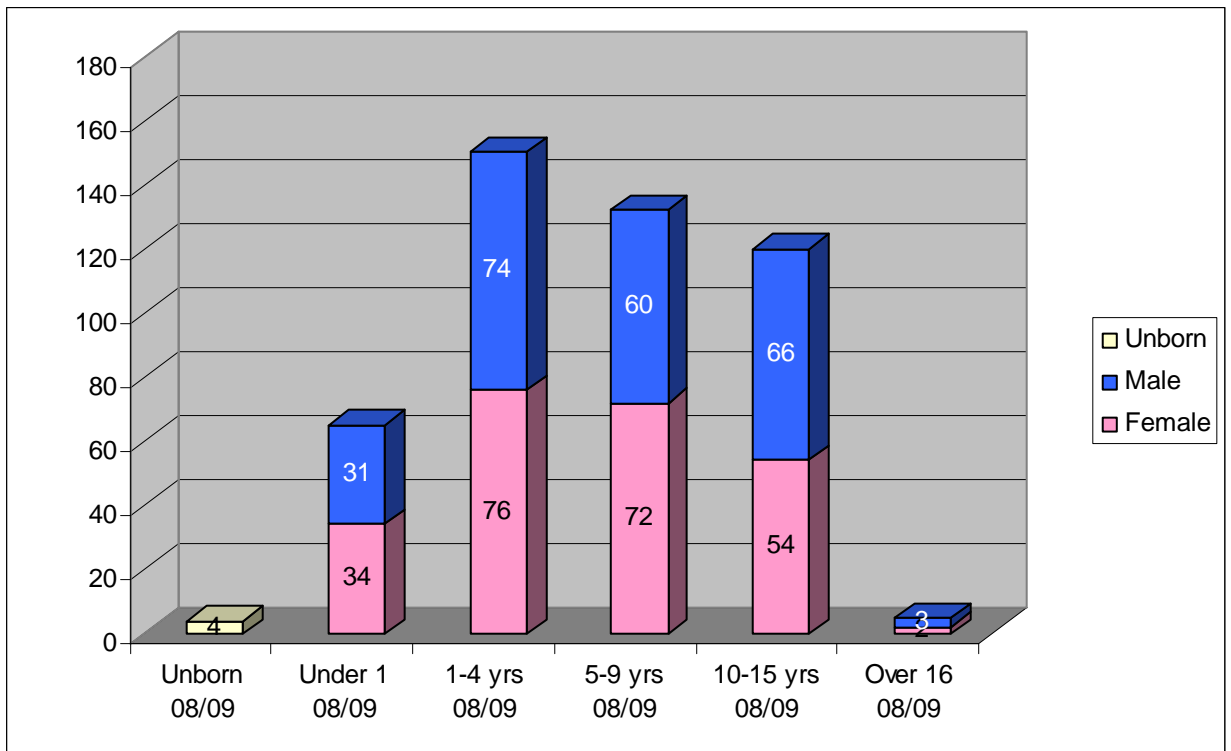
### **Police Data for 1/4/09 - 31/3/10**

Battle. There were no recorded repeat Section 47 investigations during the relevant period. 43 police protections were recorded. There were no repeat police protections.

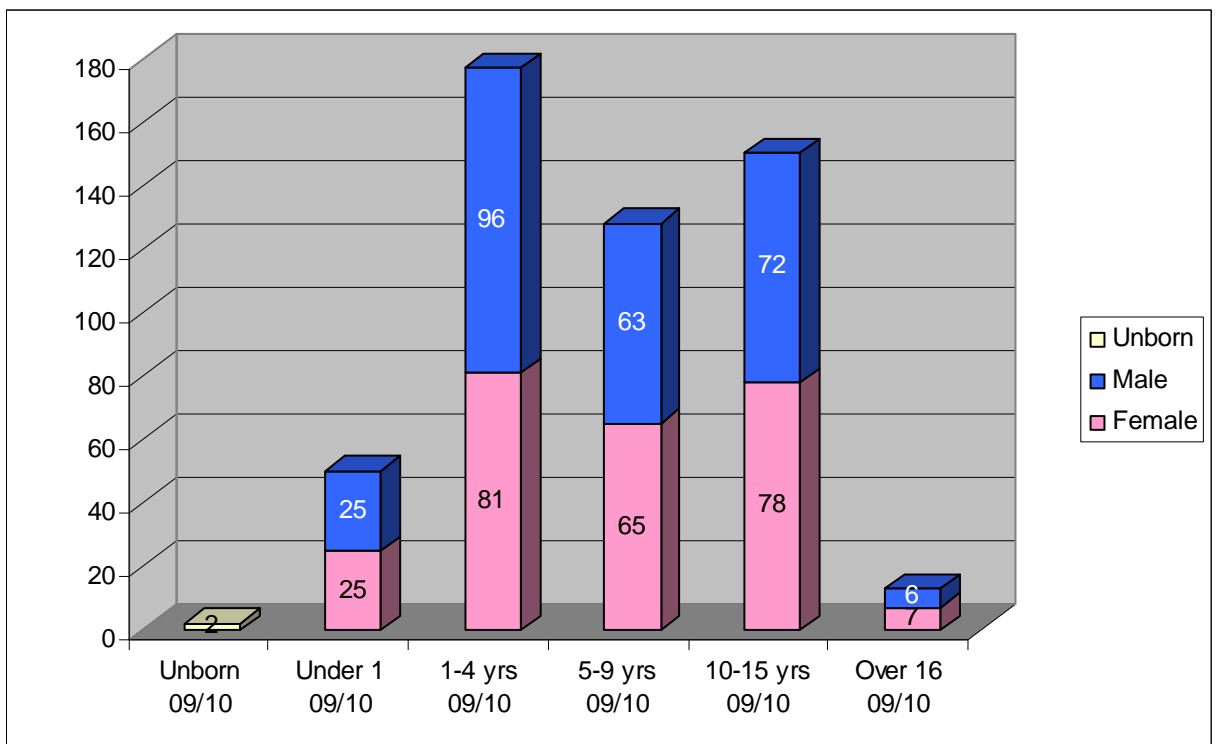
Eastdowns. There were no recorded repeat Section 47 investigations during the relevant period. 43 police protections were recorded. There were no repeat police protections.



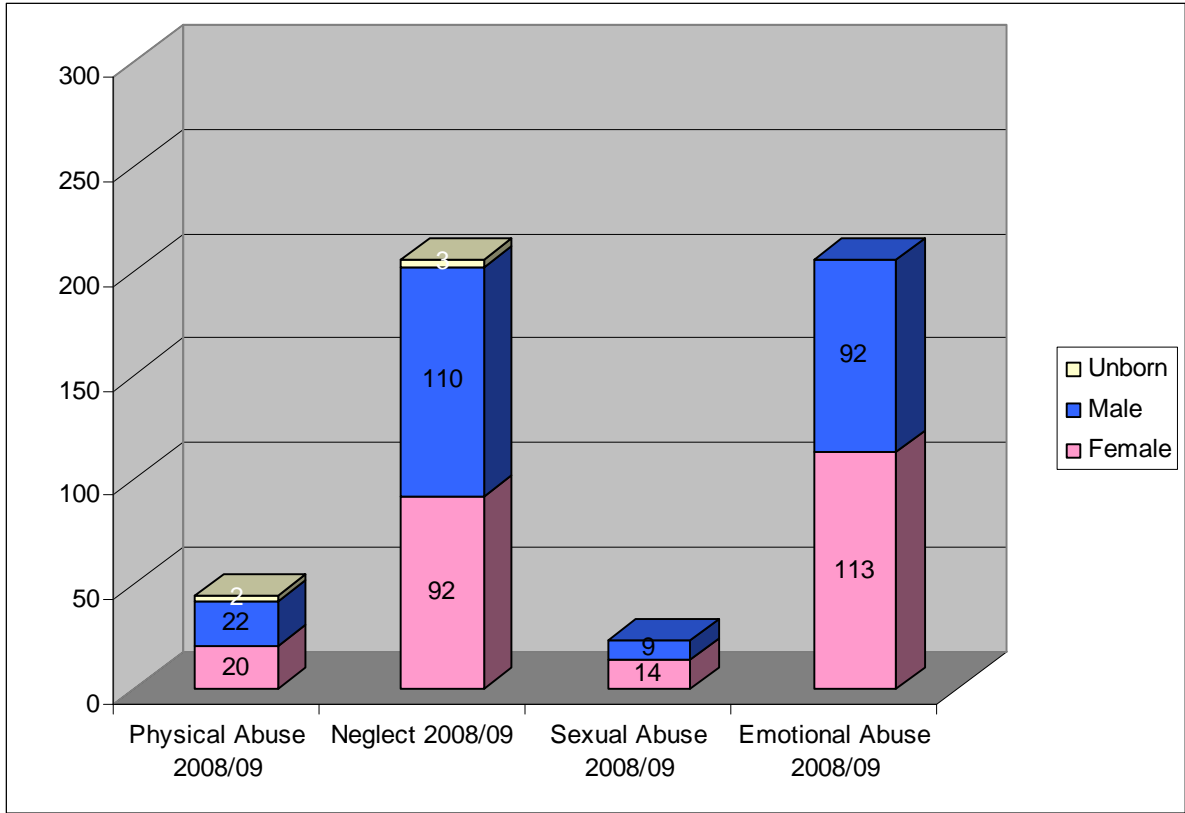
### Analysis by Gender & Age Group – those with a CP Plan 2008/09



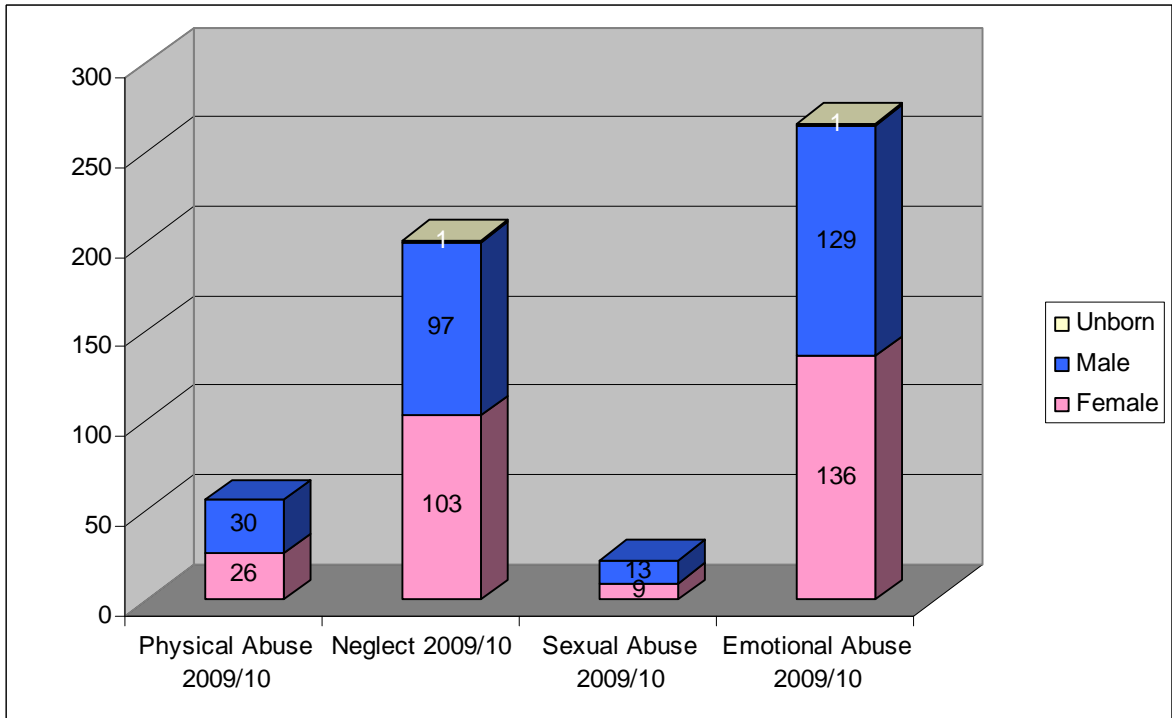
### Analysis by Gender & Age Group – those with a CP Plan 2009/10



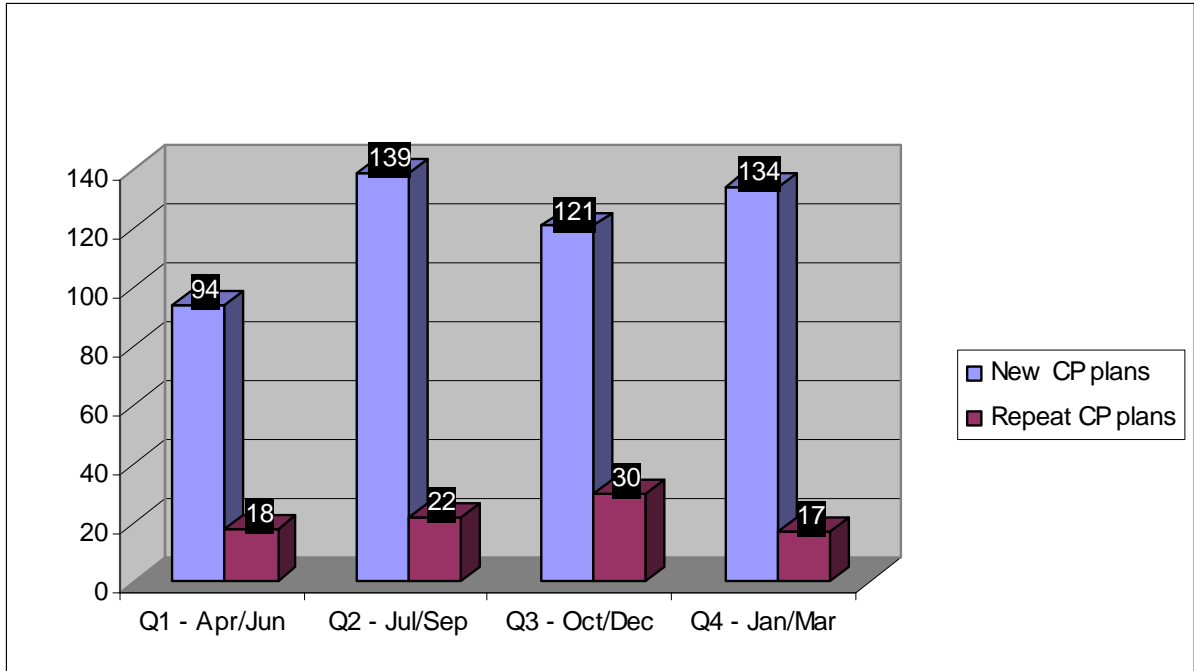
**Child Protection Activity - Analysis by category and gender of those with a CP plan 2008/09**



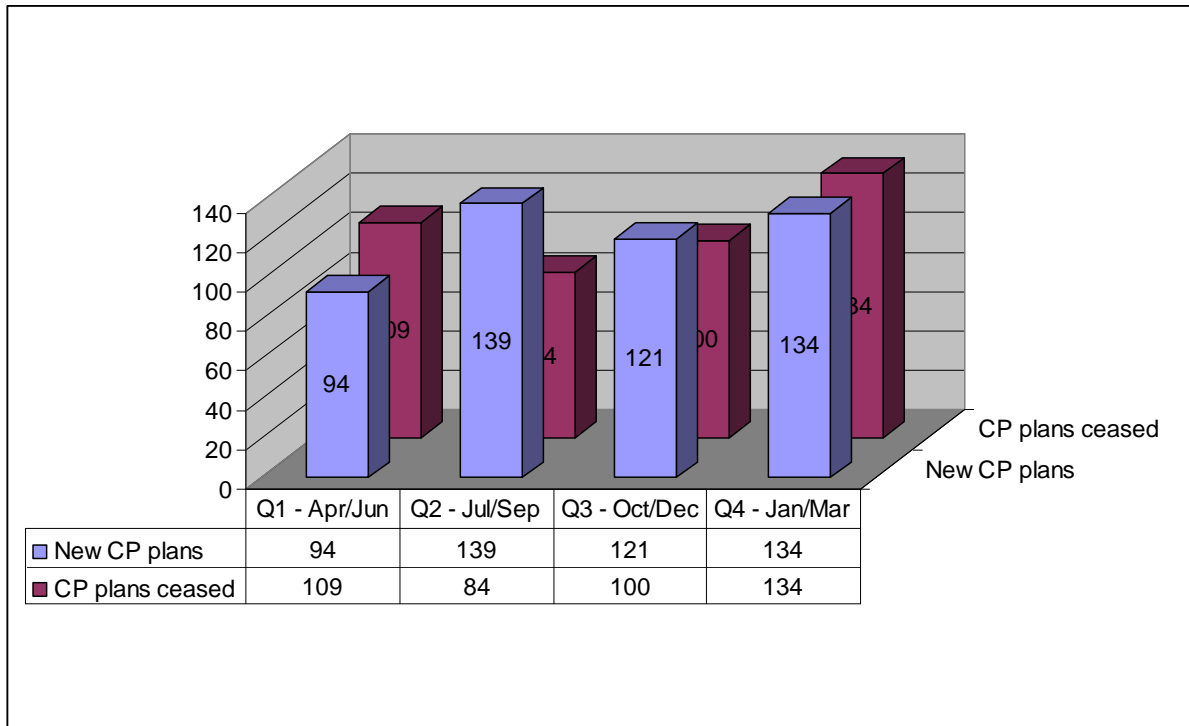
**Child Protection Activity - Analysis by category and gender of those with a CP plan 2009/10**



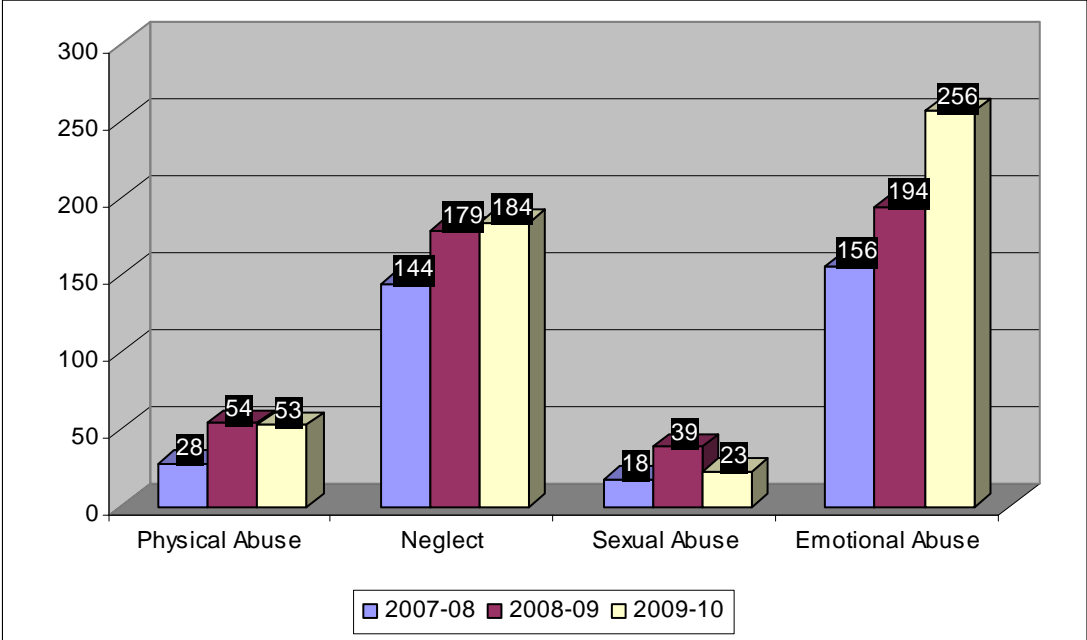
**Analysis of new plans and repeat plans by quarter for year 2009-10**



**Analysis of CP Plans started and ceased by quarter for year ending 2009/10**



**Number of CP plans started during the year ending  
31/03/2008, 2009 and 2010**



### Appendix 3

## **Review of LSCB Training Plan for 2009/10**

TRAINING TARGETS	ACHIEVEMENTS	OUTCOMES	AGENCY REPRESENTATION Please refer to key on the last page
<p><b>Achieving Best Evidence</b></p> <p>Joint Police and Social Services Department training on Interviewing Children under MOGP (becoming Achieving Best Evidence) guidelines.</p>	<p>3 x 5 day courses</p> <p>10 attended</p>	<p>Participants were able to share respective agency experiences and knowledge of the Joint Investigation process and plan and observe video Achieving Best Evidence Interviews.</p> <p><b>Feedback Received</b></p> <p>100% Agreed course met development needs</p>	<p>ASS – 0            CSSC – 10            CSEd – 0            CSEdS – 0            H – 0            HS – 0            POL – 0            PROB – 0            SubM – 0            YOT – 0            Oth – 0</p>
<p><b>Assessing Risk, Analysis and Decision Making</b></p> <p>Aims:            To explore decision making and consider models for risk assessments when working within Child Protection</p>	<p>1 x 2 day course.</p> <p>22 attended.</p>	<p>Participants were able to build on existing assessment and learn about current research and theories which underpin good practice. As a multi-agency group they could explore their roles and responsibilities within the Assessment Framework (2000) and look at evidence based practice to achieve good outcomes for children.</p> <p><b>2 day course</b></p> <p>95% agreed course met development needs.</p>	<p>ASS – 0            CSSC – 12            CSEd – 3            CSEdS – 3            H – 4            HS – 0            POL – 0            PROB – 0            SubM – 0            YOT – 0            Oth – 0</p>

TRAINING TARGETS	ACHIEVEMENTS	OUTCOMES	AGENCY REPRESENTATION Please refer to key on the last page
<p><b>Child Death Review</b></p> <p>To enable participants to understand the Child Death Review process, and the respective role and purpose of the Child Death Overview Panel (CDOP) and the Rapid Response Process (RRP).</p>	<p>2 x ½ day course</p> <p>65 attended</p> <p><b>Only 2 sessions ran due to lack of demand</b></p>	<p>Participants were able to find out about the origins of the Child Death Review process and learnt about the underlying principles of the CDOP and composition and roles of the RRP and CDOP</p> <p><b>Feedback Received</b></p> <p>96 % Agreed course met development needs.</p>	<p>ASS – 1 Cafcass – 4 CSSC – 29 CSEd – 3 CSEdS – 0 H – 17 HS – 0 POL – 2 PROB – 2 SubM – 0 YOT – 1 Oth - 6</p>
<p><b>Child Internet Abuse &amp; E-Safety</b></p> <p>Participants will be given the opportunity to explore how children are vulnerable to internet exploitation and some of the ways we can monitor and make their internet use a safer experience</p>	<p>1 x 1 day course</p> <p>16 attended</p>	<p>Participants developed knowledge of the methods by which children and young people are targeted via the internet, the associated risks and consideration of safe practice guidelines</p> <p><b>Feedback Received</b></p> <p>84 % Agreed course met development needs</p>	<p>ASS – 0 CSSC – 7 CSEd – 2 CSEdS – 1 H – 5 HS – 0 POL – 0 PROB – 0 SubM – 0 YOT – 0 Oth – 1</p>

TRAINING TARGETS	ACHIEVEMENTS	OUTCOMES	AGENCY REPRESENTATION Please refer to key on the last page
<p><b>Child Neglect &amp; Emotional Abuse</b></p> <p>Drawing on contemporary research, to enhance participants' knowledge of neglect and emotional abuse and its impact on children, to aid multi-agency assessments and interventions.</p>	<p>1 x 1 day course</p> <p>25 attended</p>	<p>Participants increased their knowledge of the context and the impact of emotional abuse and neglect and have a greater understanding of the thresholds of concern and issues to consider in a multi-agency assessment</p> <p>Participants demonstrated knowledge of weight faltering (failure to thrive) and its links to neglect and are able to consider good practice in interventions to prevent harm to children living with neglectful carers.</p> <p>Participant were also able to identify a range of tools to aid assessment where neglect and emotional abuse is a concern</p> <p><b>Feedback Received</b></p> <p>94 % Agreed course met development needs</p>	<p>ASS – 0            CSSC – 12            CSEd – 2            CSEdS – 2            H – 6            HS – 0            POL – 2            PROB – 0            SubM – 0            YOT – 1            Oth – 0</p>

TRAINING TARGETS	ACHIEVEMENTS	OUTCOMES	AGENCY REPRESENTATION Please refer to key on the last page
<b>Child Protection – Introduction to Joint Investigations</b>	2 x 1 day courses  <b>Course did not run as there is now a dedicated four day Joint Investigation course.</b>	Enhance effective investigation skills, co-ordination and co-operative working between agencies in respect of joint investigations of alleged child abuse.	
<b>Introduction to Child Protection for Voluntary and Community Groups</b>  To raise awareness of child protection issues, procedures and signs and indicators of child abuse	1 x 1 day course  18 attended  <b>1 course cancelled due to lack of numbers</b>	Staff were able to identify and respond to child protection concerns and are aware of ESCC Child Protection Procedures; to help encourage and develop effective inter agency communication where child protection matters arise  <b>Feedback Received</b> 94% Agreed course met development needs	ASS – 0 CSSC – 0 CSEd – 0 CSEdS – 0 H – 0 HS – 0 POL – 0 PROB – 0 SubM – 0 YOT – 0 Oth – 18
<b>Child Protection In a Multi-Agency Context</b>  Aims: To enable participants to gain a greater understanding of their agency role and that of all other agencies regarding Child Protection	2 x 1 day course  40 attended	Participants were able to gain a greater understanding about the structure and role of the key agencies involved in Child Protection.  They learned about both single and multi-agency dimensions to the whole Child Protection Process.  <b>Feedback Received:</b> 97% Agreed course met development needs.	ASS – 0 CSSC – 21 CSEd – 4 CSEdS – 0 H – 3 HS – 2 POL – 4 PROB – 0 SubM – 0 YOT – 0 Oth – 6



TRAINING TARGETS	ACHIEVEMENTS	OUTCOMES	AGENCY REPRESENTATION Please refer to key on the last page
<b>Confidentiality, Competency and Consent</b>	<b>Did not run due to lack of trainer availability</b>		
<b>Disabled Children: Assessing Needs and Managing Risk</b>	<b>Did not run due to lack of trainer availability</b>		
<b>Disabled Young People and Emerging Sexuality</b>  Participants will explore the issues and challenges of supporting disabled young people approaching adulthood with issues around emerging sexuality and a positive sense of identity	1 x 1 day course  20 attended	Participants gained a greater understanding of the sexual health and developmental needs of disabled young people, whilst focussing on protective behaviour techniques and issues around self determination and outside professional intervention  <b>Feedback Received</b> 86 % Agreed course met development needs	ASS – 0 CSSC – 7 CSEd – 0 CSEdS – 5 H – 7 HS – 0 POL – 0 PROB – 0 SubM – 0 YOT – 0 Oth – 1
<b>Disguised Compliance and Intimidation</b>	1 x 1 day course  10 attended	<b>Feedback Received</b>  90 % Agreed course met development needs	ASS – 0 CSSC – 4 CSEd – 3 CSEdS – 1 H – 2 HS – 0 POL – 0 PROB – 0 SubM – 0 YOT – 0 Oth – 0

TRAINING TARGETS	ACHIEVEMENTS	OUTCOMES	AGENCY REPRESENTATION Please refer to key on the last page
<p><b>Domestic Violence and Its Impact on Children</b></p> <p>Aims: To enable participants to gain an understanding of the emotional, psychological and physical consequences for children who witness Domestic Violence.</p>	<p>2 x 2 day courses</p> <p>40 attended</p>	<p>Participants were able to explore how Domestic Violence affects the lives of children and their families through use of current research. They were given up to date information about current policies, local initiatives and resources.</p> <p><b>Feedback Received:</b></p> <p>98 % Agreed course met development needs.</p>	<p><b>30/09/10</b></p> <p>ASS – 0  CSSC – 23  CSEd – 0  CSEdS – 2  H – 9  HS – 0  POL – 0  PROB – 0  SubM – 2  YOT – 0  Oth - 4</p>
<p><b>Fabricated Induced Illness Syndrome: Challenges and Dilemmas where FIIS is suspected or present</b></p> <p>enable participants to assess risk and to explore inter-agency responses to concerns regarding FIIS</p>	<p>1 x 1 day</p> <p>24 attended</p>	<p>Participants learned about procedures when responding to FIIS; the importance of early identification and detailed chronologies when FIIS is suspected and histories of FIIS from the victims perspective.</p> <p><b>Feedback Received</b></p> <p>100 % Agreed course met development needs</p>	<p>ASS – 0  CSSC – 15  CSEd – 1  CSEdS – 1  H – 7  HS – 0  POL – 0  PROB – 0  SubM – 0  YOT – 0  Oth – 0</p>

<b>TRAINING TARGETS</b>	<b>ACHIEVEMENTS</b>	<b>OUTCOMES</b>	<b>AGENCY REPRESENTATION</b> Please refer to key on the last page
<p><b>Impact of Parental Mental Health</b></p> <p>Aims: To use research and local inter-agency practice to identify risk to children whose parents have mental health problems.</p>	<p>2 x 1 day course</p> <p>46 attended</p>	<p>Participants were able to share and discuss good practice and think about ways to improve inter-agency communication. They looked at thresholds relating to Mental Health and risk</p> <p><b>Feedback Received</b></p> <p>83% agreed course met development needs</p>	<p>ASS – 2 CSSC – 18 CSEd – 4 CSEdS – 2 H – 11 HS – 0 POL – 0 PROB – 0 SubM – 5 YOT – 0 Oth – 4</p>
<p><b>Introduction to Working with Self Harm and Young People and the East Sussex Multi-Agency Protocol</b></p> <p>To provide an Introduction to the East Sussex Multi-Agency Self-Harm Protocol.</p>	<p>1 x 2 day course</p> <p>22 attended</p>	<p>Participants were able to broaden their knowledge of self-harming behaviours in children and young people by identifying a range of self-harming behaviours. Participants gained the skills and knowledge to undertake effective risk assessments and developed methods and techniques to support and work with young people who self-harm</p> <p><b>Feedback Received</b></p> <p>96% agreed course met development needs</p>	<p>ASS – 0 CSSC – 12 CSEd – 1 CSEdS – 0 H – 2 HS – 0 POL – 0 PROB – 0 SubM – 0 YOT – 2 Oth – 5</p>

TRAINING TARGETS	ACHIEVEMENTS	OUTCOMES	AGENCY REPRESENTATION Please refer to key on the last page
<p><b>Introduction to Joint Investigations Level 1 (four day course)</b></p> <p>Aims: Joint Police and Social Services Department training on Investigation Skills in cases of Alleged Abuse – Level One</p>	<p>2 x 4 day courses</p> <p>16 attended</p>	<p>Participants increased their knowledge skills in working with other agencies during Joint Investigations around Child Abuse.</p> <p><b>Feedback Received</b></p> <p>100% agreed course met development needs</p>	<p>ASS – 0 CSSC – 16 CSEd – 0 CSEdS – 0 H – 0 HS – 0 POL – 0 PROB – 0 SubM – 0 YOT – 0 Oth – 0</p>
<p><b>Linking MAPPA (Multi-Agency Public Protection Arrangements) with Child Protection Processes</b></p>	<p>Not progressed as a Training Need in the 09-10 Plan</p>		
<p><b>LSCB Induction</b></p>	<p><b>Did not take place due to absence of LSCB Business Manager</b></p>		
<p><b>LSCB Training ‘Pool’ Development Sessions</b></p>	<p>2 x ½ day PowerPoint Light Bytes</p> <p>12 attended</p>	<p>Participants gained a basic understanding of setting up equipment and writing a PP presentation.</p> <p><b>Feedback Received</b></p> <p>100% Agreed course met development needs</p>	

TRAINING TARGETS	ACHIEVEMENTS	OUTCOMES	AGENCY REPRESENTATION Please refer to key on the last page
<p><b>Making &amp; Receiving Effective Child Protection Referrals</b></p> <p>To enable participants to understand the preparation required to make a referral, the rules on information sharing &amp; the skills needed to communicate &amp; the procedures &amp; structure which relate to giving &amp; receiving referrals</p>	<p>2 x 1 day</p> <p>38 attended</p>	<p>Participants developed an understanding of the difficulties in making &amp; receiving referrals &amp; should be more confident in making &amp; processing referrals</p> <p><b>Feedback Received</b></p> <p>94% Agreed course met development needs</p>	<p>ASS – 0            CSSC – 18            CSEd – 2            CSEdS – 2            H – 12            HS – 0            POL – 0            PROB – 0            SubM – 0            YOT – 2            Oth – 2</p>
<p><b>Managing Allegations Against Staff</b></p> <p>Participants will look at methods to effectively manage the process of an allegation against a colleague or themselves</p>	<p>1 x 1 day course</p> <p>23 attended</p>	<p>Participants have gained a clear understanding of the process for managing allegations outlined in Working Together, organisational roles and responsibilities, the role of the Local Authority Designated Officer (LADO) and the relationship between the LADO and other partner agencies</p> <p><b>Feedback Received</b></p> <p>87 % Agreed course met development needs</p>	<p>ASS – 0            CSSC – 11            CSEd – 1            CSEdS – 2            H – 7            HS – 0            POL – 0            PROB – 0            SubM – 0            YOT – 0            Oth – 2</p>

TRAINING TARGETS	ACHIEVEMENTS	OUTCOMES	AGENCY REPRESENTATION Please refer to key on the last page
<p><b>Parental Substance and Alcohol Misuse and The Impact on Children</b></p> <p>Aims: To explore inter-agency roles and responsibilities when assessing and managing risk to children whose parents misuse alcohol and substances.</p>	<p>2 x 2 day courses</p> <p>40 attended</p>	<p>Participants explored ways of identifying risk to children and examined thresholds relating to risk in an interagency context. They were able to reflect on current research and local government initiatives and explore effective interventions.</p> <p><b>Feedback Received:</b></p> <p>90 % Agreed course met development needs.</p>	<p><b>05/05/09</b> ASS – 0 CSSC – 22 CSEd – 1 CSEdS – 0 H – 4 HS – 0 POL – 0 PROB – 2 SubM – 5 YOT – 1 Oth – 5</p>
<p><b>Parents with Learning Difficulties – Developing Good Practice whilst Managing Risk</b></p> <p>Aims: To use research and local inter-agency practice to identify risk to children whose parents have learning difficulties.</p>	<p>3 x 1 day course</p> <p>54 attended</p> <p><b>An extra course was added to meet demand</b></p>	<p>Practitioners explored the term ‘Learning Disability’ and positive and negative experiences of inter-agency practice. They looked at notions of risk, resilience and competence surrounding parents with Learning Disabilities.</p> <p><b>Feedback Received:</b></p> <p>89 % Agreed course met development needs.</p>	<p><b>21/05/09</b> ASS – 4 CSSC – 26 CSEd – 2 CSEdS – 2 H – 11 HS – 0 POL – 0 PROB – 0 SubM – 2 YOT – 0 Oth – 7</p>

TRAINING TARGETS	ACHIEVEMENTS	OUTCOMES	AGENCY REPRESENTATION Please refer to key on the last page
<p><b>Participating in the Child Protection Conference Process</b></p> <p>Aims: To explore the purpose and function of Child Protection Conferences and to provide participants with an understanding of their statutory function in relation to preparation and attendance at such meetings.</p>	<p>2 x 1 day courses</p> <p>37 attended</p>	<p>Participants were given the opportunity to familiarise themselves with the processes of Child Protection Conferences and similar meetings. They were provided with an understanding of the requirements of their professional roles.</p> <p><b>Feedback Received:</b></p> <p>86 % Agreed course met development needs.</p>	<p><b>13/05/09</b></p> <p>ASS – 1 CSSC – 20 CSEd – 1 CSEdS – 3 H – 6 HS – 1 POL – 2 PROB – 0 SubM – 1 YOT – 0 Oth – 2</p>
<p><b>Responding When Children Die</b></p> <p>To update participants on the implementation of child death responses nationally and Sussex-wide; To disseminate learning from the Child Death Overview process; To involve participants in sharing good practice and developing practice recommendations for the future</p>	<p>1 x 1 day course</p>	<p>Participants were able to find out about the implementation of the Child Death Review process locally and nationally and learnt how it is recommended child deaths could be prevented. Participants learnt how agencies could work together better in responding to child deaths and identified ways to contribute to the development of the Child Death Review process in own agency</p> <p><b>Feedback Received:</b></p> <p>% Agreed course met development needs</p>	<p>ASS – CSSC – CSEd – CSEdS – H – HS – POL – PROB – SubM – YOT – Oth –</p>

TRAINING TARGETS	ACHIEVEMENTS	OUTCOMES	AGENCY REPRESENTATION Please refer to key on the last page
<p><b>Revisiting the Sex Offences Act 2003</b></p> <p>The aim of this session is to introduce students to child sex offences contained in the Sexual Offences Act 2003 and to test their ability to identify offences from set scenarios.</p>	<p>1 x 1 day course</p> <p>18 attended</p> <p><b>1 course cancelled due to lack of numbers</b></p>	<p>By the end of this session students were able to demonstrate an understanding of the Sexual Offences Act 2003 and evaluate sexual offence scenarios by identifying child sex offences contained in the Sexual Offences Act 2003. Participant are able to apply the legislation to their work place environment</p> <p><b>Feedback Received:</b></p> <p>100 % Agreed course met development needs</p>	<p><b>10/03/09</b></p> <p>ASS – 0            CSSC – 9            CSEd – 0            CSEdS – 0            H – 5            HS – 3            POL – 0            PROB – 0            SubM – 0            YOT – 0            Oth – 1</p>
<p><b>Safeguarding Children and Young People with Behavioural / Mental Health Problems</b></p> <p><b>(formerly Next steps in Working with Young People who Self Harm)</b></p> <p>To provide workers with the necessary knowledge and skills to work with children and young people with behavioural and mental health problems and to develop effective management techniques.</p>	<p>1 x 1 day course</p> <p>20 attended</p>	<p>Staff were able to identify and assess risky and problematic behaviours in children and young people and gained an understanding of why children and young people display problematic behaviours. Participants were provided with interventions to support carers and safeguard vulnerable children and young people.</p> <p><b>Feedback Received:</b></p> <p>78% Agreed course met development needs</p>	<p>ASS – 0            CSSC – 11            CSEd – 0            CSEdS – 2            H – 1            HS – 0            POL – 0            PROB – 0            SubM – 2            YOT – 0            Oth – 4</p>



TRAINING TARGETS	ACHIEVEMENTS	OUTCOMES	AGENCY REPRESENTATION Please refer to key on the last page
<b>Safeguarding Support Mechanisms</b>	<b>Did not take place due to absence of LSCB Business Manager</b>		
<b>Teenage Sexuality, Pregnancy and Parenting</b>  Aims: To develop an advanced understanding of issues and dilemmas in young people's decisions regarding sexual behaviour and pregnancy with implications for the assessment of teenage parents.	2 x 1 day courses  44 attended	Participants learnt about relevant government objectives and explored a multi-agency approach to assessment and support of young teenage parents  <b>Feedback Received:</b>  96% Agreed course met development needs	<b>13/05/09</b> ASS – 0 CSSC – 21 CSEd – 0 CSEdS – 0 H – 12 HS – 0 POL – 0 PROB – 0 SubM – 0 YOT – 0 Oth – 11
<b>Understanding Mental Health</b>  Aims: To give staff a basic understanding of common mental health.	2 x 1 day courses  38 attended	Participants were able to identify some of the symptoms, causes and treatments of mental health. They gained knowledge about the general and more specific effects of mental illness on parenting ability and child protection.  <b>Feedback received:</b>  98 % Agreed course met development needs.	ASS – 12 CSSC – 12 CSEd – 1 CSEdS – 1 H – 4 HS – 0 POL – 1 PROB – 0 SubM – 2 YOT – 0 Oth – 5

TRAINING TARGETS	ACHIEVEMENTS	OUTCOMES	AGENCY REPRESENTATION Please refer to key on the last page
<p><b>Working with Children and Young People who Display Sexually Harmful Behaviours</b></p> <p>To enable participants to identify, understand and work with sexually harmful behaviours in children and young people.</p>	<p>1 x 1 day course</p> <p>22 attended</p>	<p>Participants were able to explore the difference between normal and harmful sexual behaviours, understand the legislation that governs our practice and learnt about pathways to offending in adulthood. Staff were able to manage and assess risk in a multi-agency context and learnt about practice interventions and how to apply these in a range of settings</p> <p><b>Feedback received:</b></p> <p>98 % Agreed course met development needs.</p>	<p>ASS – 0            CSSC – 14            CSEd – 0            CSEdS – 4            H – 1            HS – 0            POL – 0            PROB – 0            SubM – 0            YOT – 0            Oth – 3</p>
<p><b>Working together in Core Groups</b></p> <p>Aims: To facilitate local networking between professionals who are likely to work together in core groups.</p>	<p>2 x 1 day course.</p> <p>36 attended</p>	<p>Participants will learn about the purpose and function of core groups and how to develop Child Protection Plans. They will look at theories about Group Dynamics and what problems might arise during inter-agency workings.</p> <p><b>Feedback received:</b></p> <p>89 % Agreed course met development needs.</p>	<p>ASS – 7            CSSC – 6            CSEd – 3            CSEdS – 5            H – 6            HS – 0            POL – 0            PROB – 0            SubM – 4            YOT – 1            Oth – 4</p>

<b>TRAINING TARGETS</b>	<b>ACHIEVEMENTS</b>	<b>OUTCOMES</b>	<b>AGENCY REPRESENTATION</b> Please refer to key on the last page
<p><b>Working with Families Living with Domestic Violence</b></p> <p>To equip participants with the skill to identify and assess risk and to act accordingly where children and their parent(s) are living with a perpetrator of Domestic Violence</p>	<p>1 x 1 day course</p> <p>1 course did not run due to lack of co-trainer availability</p> <p>27 attended</p>	<p>Participants were able to identify and discuss issues and myths that promote and sustain domestic violence, they gained a basic understanding of the key issues and factors that facilitate effective interventions with perpetrators who are still living within the family home.</p> <p><b>Feedback received:</b></p> <p>. 96 % Agreed course met development needs</p>	<p>ASS – 0  CSSC – 20  CSEd – 0  CSEdS – 0  H – 3  HS – 0  POL – 0  PROB – 1  SubM – 1  YOT – 0  Oth – 2</p>

**KEY**

**ASS** – Adult Social Services

**CSSC** – Children’s Services Social Care

**CSEd** – Education

**CSEdS** – Education Schools

**H** - Health

**HS** – Housing

**POL** – Police

**PROB** – Probation

**SubM** – Substance Misuse

**YOT** – Youth Offending Team

**O** – Other

## Appendix 4

### LSCB TRAINING PLAN 2010 – 2011

Detailed in the framework below are the courses that will be made available to staff from the agencies represented by the Local Safeguarding Children Board.  
**Courses will run from April 2010 to March 2011.**

**Unless specified LSCB courses are open to ALL staff from statutory and non-statutory agencies – including staff from Local District and Borough councils - who work with children, young people and their families or who work with adults who have child care responsibilities.**

**LSCB courses are free of charge ONLY if the member agency contributes to the LSCB budget. Details of the charging arrangements are attached to the nomination form for each training course. The cost to the LSCB may therefore reduce depending on numbers of participants who pay to attend courses.**

TRAINING PRIORITIES	TARGET GROUP	PLANNED OUTCOMES	LSCB COST	Target Group ( Working Together 2010 Ch4 – Appendix attached)
<b>An Introduction to the Joint Investigation Process for Social Workers</b>  A one day, introductory course.	Social Workers who have completed CP Level 1 and 2 and who may be involved in carrying out an initial CP investigation with the Police  2x1 day course  12 places	To enable staff to demonstrate effective communication skills in Joint Investigations To be clear about their role within the JI process To assess risk to children in line with relevant legislation and procedures	<b>LSCB and Police trainer</b>	<b>Group 4</b>

		To make decisions based on analysis of information		
<p><b>Child Protection – Joint Investigation – Level 1</b></p> <p>In depth Joint Police and CSD training on the Joint Investigation Process.</p>	<p>Qualified Child Care Social Workers who have completed internal CP part 1 and part 2 and who have completed introductory training (above) or who are sufficiently competent and experienced, and either working, or intend to work, within a team undertaking investigative work and relevant police staff.</p> <p>3 x 4 day course. Maximum 12 places per year for East Sussex staff</p>	<p>Approach Joint Investigations with Confidence, demonstrate good communication skills and integrated working and apply relevant criminal legislation to investigations.</p>	<p><b>LSCB led with input from Police CPT</b></p>	<p><b>Group 4</b></p>
<p><b>Achieving Best Evidence</b></p> <p>Joint Police and CSD training on interviewing children under Achieving Best Evidence guidelines</p>	<p>Qualified Child Care Social Workers who have completed the Joint Investigation 4 day course.</p> <p>2x5 day course. Maximum 6 places per year for E/S staff</p>	<p>Opportunity for interview planning and observation of practice interviews and participation in at least one role-played interview. Participants will be able to observe and critique videos produced by self and others.</p>	<p><b>Police led with input from LSCB trainer.</b></p>	<p><b>Group 4</b></p>
<p><b>An Introduction to Basic Child Protection Awareness for Voluntary and Community Groups</b></p>	<p>Non-statutory agencies – Private/voluntary/independent sectors Pre-school providers community/leisure groups</p> <p>This would include any staff</p>	<p>To raise awareness of Child Protection issues. To enable staff to identify and respond to Child Protection concerns. To make staff aware of ESCC Child Protection Procedures.</p>	<p><b>£600</b></p>	<p><b>Groups 1 and 2</b></p>

	<p>working directly or indirectly with children.</p> <p>2 x 1 day courses 24 places.</p>	<p>To encourage and develop effective inter-agency communication where Child Protection matters arise.</p>		
<p><b>Parental Substance and Alcohol Misuse and the Impact on Children.</b></p>	<p>2 x 2 day courses.</p> <p>24 places</p>	<p>Be aware of their own attitudes to substance and alcohol use and users and how this influences their practice.</p> <p>Demonstrate increased knowledge of effects, risks and potential harm of the principle substances of use/misuse and drinking patterns.</p> <p>Describe potential impact of harmful substance/alcohol use on children and families.</p> <p>Assess needs and provide a range of responses directed both at assisting parents and protecting and helping children.</p>	<p><b>£1500</b></p>	<p><b>Groups 3, 4, 5 and 6</b></p>
<p><b>Domestic Violence: Recognition and Referral</b></p>	<p>6 x 1 day courses</p> <p>24 Places</p>	<p>To gain a basic awareness and understanding of issues associated with DV.</p> <p>To be able to recognise DV, assess risk and make appropriate referrals</p>	<p><b>£1500</b></p>	<p><b>All Groups</b></p>

<b>Domestic Violence and the Impact on Children</b>	3 x 2 day courses. 24 places	This course will enable participants to respond appropriately to domestic violence. They will reflect on current research on how children are affected by domestic violence. They will learn about current legislation, policies and local initiatives and resources.	<b>£2400</b>	<b>Groups 3,4,5 and 6</b>
<b>Working with Families Living with Perpetrators of Domestic Violence</b>	3 x 1 day course 24 places	To equip participants with the skill to identify risk to a child(ren) and mothers living with a perpetrator of DV. Participants will be able to identify and discuss issues and myths that promote and sustain DV. They will understand key issues and factors that facilitate effective intervention with perpetrators.	<b>£1200</b>	<b>Groups 3,4,5 and 6</b>
<b>Multi-Agency Risk Assessment Conference ( MARAC)</b>	2 x ½ day courses	Participants will learn about the purpose and function of the MARAC To become familiar with the relevant paperwork for undertaking risk assessments How to refer into the MARAC	<b>£600</b>	<b>Groups 3,4,5, and 6</b>

<b>Working Together in Core Groups</b>	<p>Staff who are likely to be part of a core group following a CP Conference</p> <p>2 x 1 day courses.</p> <p>24 places</p>	<p>Participants will explore effective inter-agency working in core-groups. They will learn how to develop effective CP plans.</p>	<p><b>£1000</b></p>	<p><b>Groups 3,4,5 and 6</b></p>
<b>Participating in the CP Conference Process</b>	<p>Staff who attend or who are likely to attend CP conferences, reviews and similar meetings.</p> <p>3 x 1 day courses.</p> <p>24 places per course.</p>	<p>To enable participants to explore the purpose and function of Child Protection Conferences; to give participants an opportunity to familiarise themselves with the processes of Child Protection Conferences and provide them with an understanding of their professional role in relation to conferences and similar meetings.</p>	<p><b>£1400</b></p>	<p><b>Groups 3,4,5 and 6</b></p>
<b>Child Protection in a Multi-Agency Context</b>	<p>Newly qualified or inexperienced staff with little or no knowledge of the Child Protection Process.</p> <p>2 x 1 day courses</p> <p>24 places.</p>	<p>To enable participants to learn about the structure, roles and responsibilities of the statutory agencies involved in child protection. Participants will gain a greater understanding of the single and multi-agency approach to child protection, from initial identification to case conference and beyond.</p>	<p><b>£1200</b></p>	<p><b>Groups 2 and 3</b></p>



<b>Teenage Sexuality, Pregnancy &amp; Parenting: Assessing Risk and Outcomes for Parent and child</b>	<p>Staff involved in assessment and support of sexually active young people.</p> <p>1 x 1 day courses</p> <p>24 places.</p>	<p>To enable staff to consider the choices available to young people regarding their sexuality and to identify factors of vulnerability and risk. Participants will learn about relevant government objectives and explore a multi-agency approach to assessment and support of young teenage parents.</p>	<p><b>£600</b></p>	<p><b>Groups 3,4,5 and 6</b></p>
<b>Emerging Sexuality and Physically and Learning Disabled Young People</b>	<p>Any professional working with physically or learning disabled young people.</p> <p>1 x 1 day course</p> <p>24 places</p>	<p>Participants will explore the issues and challenges of the emerging sexuality of disabled young people approaching adulthood.</p>	<p><b>£800</b></p>	<p><b>Groups 3,4,5 and 6</b></p>
<b>Child Internet Abuse and e-Safety</b>	<p>1 x 1 day courses</p> <p>24 places</p>	<p>Participants will develop knowledge of the methods by which children &amp; young people are targeted via the internet, the associated risks &amp; consider safe practice guidelines.</p>	<p><b>£600</b></p>	<p><b>Groups 3,4,5 and 6</b></p>
<b>Making and receiving effective Child Protection referrals.</b>	<p>2 x 1 day course</p> <p>24 places</p>	<p>Participants from a variety of agencies will explore what information is required by the receiving agency in order to make an effective referral; the</p>	<p><b>£800</b></p>	<p><b>Groups 1,2 and 3</b></p>

		thresholds and referral criteria to which each agency works in order to achieve the best outcomes for service users.		
<b>Managing Allegations against staff.</b>	Managers from all agencies, including HR, who supervise and manage staff  1 x 1 day course/briefing  up to 24 places	To assist managers in their understanding and application of child protection and disciplinary procedures: and how these two procedures work together when appropriate. To alert managers to the new vetting and barring regulations.	<b>£400</b>	<b>Groups 5 and 6</b>
<b>Revisiting the Sex Offences Act 2003 – it's application to CP and Safeguarding</b>	2x short briefings  24 places	Participants will be given the opportunity to focus on the parts of this Act which impact on Child Protection Assessments and Practice	<b>£800</b>	<b>Groups 3,4,5 and 6</b>
<b>Understanding Mental Health A Pathway Course: Day 1</b>	Staff who have little or no knowledge of signs/symptoms of MH problems.  2 x 1 day course  24 places	Participants will gain a basic knowledge of common mental illnesses; symptoms and effect of mental illness; causes and treatment and the impact of adult mental illness on a child.	<b>£1000</b>	<b>Groups 3,4,5 and 6</b>

<p><b>The Impact of Parental Mental Health on Child Welfare. A Pathway course: Day 2</b></p>	<p>Adult Mental Health workers and staff working with families where there are adult mental health issues.</p> <p>Participants ( except those from Adult MH) must complete day 1 (above) before applying for day 2.</p> <p>2 x 1 day courses.</p> <p>24 places</p>	<p>To identify risk to children whose parents have mental health problems. To facilitate inter-agency communication. To reflect on current research. To examine thresholds relating to risk.</p>	<p><b>£1000</b></p>	<p><b>Groups 3,4,5 and 6</b></p>
<p><b>Parents with Learning Disabilities Developing Good Working Practice whilst Managing Risk</b></p>	<p>2 x 1 day course</p> <p>24 places</p>	<p>To explore inter-agency roles and responsibilities. To gain a shared understanding of the term “Learning Disability” To explore positive and negative experiences of inter-agency practice. To look at outcomes for children and families. To explore notions of risk, resilience and competence surrounding parents with learning disabilities.</p>	<p><b>£1600</b></p>	<p><b>Groups 3,4,5 and 6</b></p>
<p><b>Child Neglect and Emotional Abuse</b></p>	<p>1 x 1 day course.</p> <p>20 places.</p>	<p>To enable participants to explore the concept of neglect. To identify categories/types of neglect. To enable participants to analyse information to lead to an informed assessment of risk.</p>	<p><b>£1000</b></p>	<p><b>Groups 2,3,4,5, and 6</b></p>

		To enhance inter-agency communication and establish consistent thresholds for intervention. To explore current research and practice to identify positive outcomes for children.		
<b>Advanced Rapid Response Training</b>	<b>TBC</b>	<b>TBC</b>	<b>TBC</b>	<b>TBC</b>
<b>Linking MAPPA (Multi-Agency Public Protection Arrangements) with Child Protection Processes</b>	Relevant Children's Services, Health, Housing, Probation and Prison staff.  3 x ½ day briefings  up to 120 places	Participants will learn how Multi-Agency Public Protection works in co-ordinating risk management in the community, who is involved and what are the individual professional and Agency responsibilities with the MAPPA. Participants will gain an understanding of how to contact and communicate with MAPPA's and how Child Protection and MAPPA processes interlink.	<b>£1000</b>	<b>Groups 3,4,5, and 6</b>
<b>Disabled Children: Assessing Needs and Managing Risk</b>	1 x 1 day course  24 places	This course will explore the assessment process and identifying risk to disabled children in the context of the Assessment Framework. Participants will explore ways to develop assessment practice to achieve positive outcomes for disabled children.	<b>£600</b>	<b>Groups 3,4,5and 6</b>

<b>Assessing Risk, Analysis and Decision Making</b>	1 x 2 day course  20 places	To explore decision making and risk assessments when working with Child Protection. To consider models for decision making and risk assessment and to explore concept of reflective practice and how it can assist the decision making process	<b>£2200</b>	<b>Groups 3,4,5 and 6</b>
<b>An introduction to Working with Self Harm and Young People and the East Sussex Multi-Agency Protocol.</b>	1 x 1 day course  24 places	To enable participants to broaden their knowledge and identify a range of Self-Harming behaviours. To equip staff with the skills and knowledge to undertake effective risk assessments and develop techniques to support Children and Young People who Self Harm	<b>£600</b>	<b>Groups 3,4,5 and 6</b>
<b>Safeguarding Children and YP with Behavioural/Mental Health Problems</b>	1x1 day course  24 places	To enable workers to identify and assess risky and problematic behaviours in children and YP To understand why children and YP display risky and problematic behaviours To provide workers with interventions to support carers and safeguard vulnerable children and YP	<b>£600</b>	<b>Groups 3,4,5 and 6</b>

<b>Managing Risk to Children and Young People where Fabricated Induced Illness Syndrome is Suspected/Present</b>	1 x 1 day course 24 places	To enable participants to assess risk and to explore inter-agency responses to concerns regarding FIIS. To learn about procedures, the importance of early identification and detailed chronologies when FIIS is suspected.	<b>£800</b>	<b>Groups 3,4,5 and 6</b>
<b>LSCB Induction</b>	Board and Sub Group members 1x1 day	Members can demonstrate and be confident in their understanding of: <ul style="list-style-type: none"> <li>• Their own agency contribution to the S11 duty to Safeguard and promote the welfare of children</li> <li>• The role and function of the board</li> <li>• Where they and their agency can contribute to the LSCB agenda</li> </ul>	<b>£ 800</b>	<b>Group 8</b>
<b>LSCB Training ‘Pool’ Development Days</b>	Training ‘Pool’ members 2x1/2 days	‘Pool’ members will be given the opportunity to focus on their own development training needs and be offered tailor made ‘train the trainer’ courses to ensure they are up to date with current legislation and policy guidance.	<b>£600</b>	<b>Groups 3,4,5 and 6</b>

<b>Safeguarding Support Mechanisms</b>	Staff working in a full range of support services  2x1/2 days	Delegates will demonstrate knowledge of wider safeguarding processes such as: <ul style="list-style-type: none"> <li>• CAF</li> <li>• ICS</li> <li>• CDOP</li> <li>• MAPPA</li> <li>• MARAC</li> </ul>	<b>£600</b>	<b>Groups 2,3,4,5, and 6</b>
<b>Information Sharing, Confidentiality, Competency and Consent in a CP Context</b>	Staff working in a full range of support services  2x1 day	Delegates will demonstrate and apply knowledge relating to Fraser Guidelines and Information Sharing with Young People	<b>£600</b>	<b>Groups 2,3,4,5, and 6</b>
<b>Working with Children and YP Who Display Sexually Harmful behaviours</b>	Children's Services, CAMHS, YOT Health and Police staff  2x2 day	Participants will be able to explore the difference between healthy and harmful sexual behaviour and how the latter could lead to offending in adulthood. They will learn how to assess risk and develop practice interventions which can be applied in a range of settings	<b>£1,500</b>	<b>Groups 3,4,5, and 6</b>
<b>Child Development and Risk Assessment in a Child Protection Context</b>	1x1 day	To learn why understanding Child Development is important Gain knowledge of the way children develop from birth to	<b>£600</b>	<b>Groups 3,4,5, and 6</b>

		teenage years Learn how to differentiate between healthy and unhealthy development in children in relation to significant harm and child protection concerns		
<b>Working with Disguised Compliance and Intimidation in Child Care</b>	2x1 day	To provide an awareness of the complexities of child care work when dealing with difficult and threatening parents To gain an awareness of how to identify and manage disguised compliance within families To develop the confidence and skills to challenge such behaviour	<b>£1200</b>	<b>Groups 3,4,5, and 6</b>
<b>Total Cost</b>			<b>£31,100</b>	



APPENDIX 1: Suggested training for different target groups from Working Together 2010 Chapter 4

Target groups to include members of statutory, voluntary, independent and community organisations	Suggested training content	Suggested training methods	Employer, LSCB and CT responsibilities
<p><b>Group 1</b> Staff in infrequent contact with children young people and/or parents/carers who may become aware or possible abuse or neglect. For example, librarians, GP receptionists, community advise centre staff, groundsmen, recreation assistants, environmental health officers.</p>	<ul style="list-style-type: none"> <li>• What is child abuse and neglect?</li> <li>• Signs and indicators of abuse and neglect</li> <li>• Normal child development</li> <li>• Maintaining a child focus</li> <li>• What to do in response to concerns</li> </ul>	<p>Integral part of agency induction Refresher training at least every 3 years. For induction materials see CWDS website. Could be delivered through e-learning.</p>	<p>The employer is responsible for organisation and delivery. The LSCB is responsible for ensuring that single and inter-agency training is provided and that it is reaching relevant staff within organisations. The LSCB is responsible for quality assurance.</p>
<p><b>Group 2</b> Those in regular contact have a period of intense but irregular contact, with children, young people and/or parents/carers including all health clinical staff, who may be in a position to identify concerns about maltreatment, including those that may arise from the use of CAF. For example, housing, hospital staff, YOT staff and staff in secure settings, the police other than those in specialist child protection roles, sports development officers, disability specialists, faith groups, community youth groups, play scheme volunteers.</p>	<p>The above plus:</p> <ul style="list-style-type: none"> <li>• Documentation and sharing information regarding concerns</li> <li>• Using the framework for the assessment of children in need and their families: Own safeguarding roles and responsibilities</li> </ul>	<p>Single-agency training Refresher training and least every 3 years Could be delivered by workshops or e-learning or combination</p>	<p>The employer is responsible for organisation and delivery. The LSCB is responsible for ensuring that single and inter-agency training is provided and that it is reaching relevant staff within organisations. The LSCB is responsible for quality assurance.</p>

<b>Target groups to include members of statutory, voluntary, independent and community organisations</b>	<b>Suggested training content</b>	<b>Suggested training methods</b>	<b>Employer, LSCB and CT responsibilities</b>
<p><b>Group 3</b> Members of the workforce who work predominantly with children, young people and/or parents/carers and who could potentially contribute to assessing, planning, intervening and reviewing the needs of a child and parenting capacity where there are safeguarding concerns. For example, paediatricians, GP's, youth workers, those working in the early years sector, residential staff, midwives, school nurses, health visitors, sexual health staff, teachers, probations staff, sports club welfare officers, those working with adults in, for example learning disability, mental health, alcohol and drug misuse services, those working in community play schemes</p>	<p>The above plus</p> <ul style="list-style-type: none"> <li>• Working together to identify, assess and meet the needs of children where there are safeguarding concerns</li> <li>• The impact of parenting issues such as domestic abuse, substance misuse on parenting capacity</li> <li>• Recognising the importance of family history and functioning</li> <li>• Working with children and family members including addressing lack of co-operation and superficial compliance within the context of role</li> </ul>	<p>Inter-agency training. In addition single-agency training and professional development related to specific role. Refresher training at least every 3 years</p>	<p>The employer is responsible for organisation and delivery. The LSCB is responsible for ensuring that single and inter-agency training is provided and that it is reaching relevant staff within organisations. The LSCB is responsible for quality assurance. Depending on local arrangements the LSCB or Children's Trust partners may take responsibility for the delivery of inter-agency training. The Children's Trust Board is responsible for ensuring training is available to meet identified needs.</p>

Target groups to include members of statutory, voluntary, independent and community organisations	Suggested training content	Suggested training methods	Employer, LSCB and CT responsibilities
<p><b>Group 4</b> Members of the workforce who have particular responsibilities in relation to undertaking section 47 enquiries, including professionals from health, education, police and children's social care; those who work with complex cases and social work staff responsible for co-ordinating assessments of children in need.</p>	<p>The above plus:</p> <ul style="list-style-type: none"> <li>• Section 47 enquiries, roles, responsibilities and collaborative practice.</li> <li>• Using professional judgements to make decisions as to whether a child is suffering or is likely to suffer significant harm.</li> <li>• Taking emergency action.</li> <li>• Working with complexity.</li> <li>• Communicating with children in line with interviewing vulnerable witness guidance.</li> </ul>	<p>Inter-agency training. In addition single-agency training and professional development related to specific role. Refresher training at least every 3 years</p>	<p>The employer is responsible for organisation and delivery. The LSCB is responsible for ensuring that single and inter-agency training is provided and that it is reaching relevant staff within organisations. The LSCB is responsible for quality assurance. Depending on local arrangements the LSCB or Children's Trust partners may take responsibility for the delivery of inter-agency training. The Children's Trust Board is responsible for ensuring training is available to meet identified needs</p>

Target groups to include members of statutory, voluntary, independent and community organisations	Suggested training content	Suggested training methods	Employer, LSCB and CT responsibilities
<p><b>Group 5</b> Professional advisors, named and designated lead professionals</p>	<ul style="list-style-type: none"> <li>• Content as for groups 1, 2 and 3 and 4 if advising staff in that group.</li> <li>• Promoting effective professional practice</li> <li>• Advising others</li> </ul>	<p>Inter-agency training. In addition single-agency training and professional development related to specific role. Refresher training at least every 3 years</p>	<p>The employer is responsible for organisation and delivery. The LSCB is responsible for ensuring that single and inter-agency training is provided and that it is reaching relevant staff within organisations. The LSCB is responsible for quality assurance. Depending on local arrangements the LSCB or Children's Trust partners may take responsibility for the delivery of inter-agency training. The Children's Trust Board is responsible for ensuring training is available to meet identified needs</p>

Target groups to include members of statutory, voluntary, independent and community organisations	Suggested training content	Suggested training methods	Employer, LSCB and CT responsibilities
<p><b>Group 6</b> Operational managers at all levels including: practice supervisors; front line managers and managers of child protection units.</p>	<ul style="list-style-type: none"> <li>• Content as for groups 1, 2 and 3 and 4 if advising staff in that group.</li> <li>• Supervising child protection cases</li> <li>• Managing performance to promote effective inter-agency practice. Specialist training to undertake key management and/or supervisory roles in, for example, intake/duty teams.</li> </ul>	<p>Inter-agency training. In addition single-agency training and professional development related to specific role. Refresher training at least every 3 years</p>	<p>The employer is responsible for organisation and delivery. The LSCB is responsible for ensuring that single and inter-agency training is provided and that it is reaching relevant staff within organisations. The LSCB is responsible for quality assurance. Depending on local arrangements the LSCB or Children's Trust partners may take responsibility for the delivery of inter-agency training. The Children's Trust Board is responsible for ensuring training is available to meet identified needs</p>

Target groups to include members of statutory, voluntary, independent and community organisations	Suggested training content	Suggested training methods	Employer, LSCB and CT responsibilities
<p><b>Group 7</b> Senior Managers responsible for the strategic managements of services; NHS board members</p>	<ul style="list-style-type: none"> <li>Content as for groups 1, 2 and 3 and section 11 expectations, roles and responsibilities.</li> </ul>	<p>In-house and LSCB induction programme. National and local leadership programmes. Refresher training every 3 years.</p>	<p>The employer is responsible for organisation and delivery. The LSCB is responsible for ensuring that single and inter-agency training is provided and that it is reaching relevant staff within organisations. The LSCB is responsible for quality assurance. Depending on local arrangements the LSCB or Children's Trust partners may take responsibility for the delivery of inter-agency training. The Children's Trust Board is responsible for ensuring training is available to meet identified needs</p>

Target groups to include members of statutory, voluntary, independent and community organisations	Suggested training content	Suggested training methods	Employer, LSCB and CT responsibilities
<b>Group 8</b> Members of the LSCB including: Board members Independent chair Directors of Children’s Services Elected Member Lay Members Members of executive and sub/task groups Business support teams Inter-agency trainers	Content as for groups 1,2 and 3 and roles, responsibilities and accountabilities. Expectations on members in order to promote effective co-operation that improves effectiveness Current policy, research and practice developments Lessons from Serious Case Reviews Specialist training to undertake specific roles, for example independence chair; business manager.	LSCB Induction programme. LSCB development days Refresher training at least every 3 years CWDC support materials. National Leadership Programme.	The employer is responsible for organisation and delivery. The LSCB is responsible for ensuring that single and inter-agency training is provided and that it is reaching relevant staff within organisations. Depending on local arrangements the LSCB or Children’s Trust partners may take responsibility for the delivery of inter-agency training. The Children’s Trust Board is responsible for ensuring training is available to meet identified needs

N.B These are illustrative examples of the audiences for each target group