

Report to: **Corporate Parenting Panel**

Date: **23 October 2009**

By: **Director of Children's Services**

Title of report: **Annual Report Local Safeguarding Children Board**

Purpose of report: **To advise Corporate Parenting Panel of the inter-agency arrangements in place to safeguard children in East Sussex**

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## **Recommendations**

The Panel is recommended to note 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 set up Local Safeguarding Children Boards (LSCBs) and in 2006 Government issued 'Working Together to Safeguard Children' which defined the role of members with regard to the LSCBs as: *'Local Authority Elected Members and non-executive directors of other board partners should not be members of a LSCB. Their role, through their membership of governance bodies such as the cabinet of the local authority or a scrutiny committee or a governance board, is to hold their organisation and its officers to account for their contribution to the effective functioning of the LSCB'*. It was therefore agreed that the annual report and business plan of the LSCB should be reported to the Corporate Parenting Panel to strengthen that accountability.

2.2 This report advises the Panel on the work undertaken by the East Sussex Local Safeguarding Children Board (LSCB) in 2008/9 and outlines the business plan for 2009/10. Attached as Appendix 1 is the annual report of the East Sussex Local Safeguarding Children Board for 2009/10.

2.3 Since the Corporate Parenting Panel'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 In July 2009 new guidance was issued by the DCSF indicating that Lead Members for Children's Services should in the future attend LSCB meetings as "participant observers". The effect of this guidance was considered by the Board in September 2009 and the Lead Member will attend from January 2010.

2.5 During 2008/9 attendance at the LSCB was variable but with a noticeable improvement at the beginning of 2009. This is likely to be a result of the high work load demands on all agencies against a backdrop of significant change at a local and national level. However, the impact of Baby Peter and the salutary lessons therein may have contributed to the upturn in the start of 2009. In 2008-9 two additional LSCB posts were created. In April 2008 a Business Manager was appointed to support the work of the Board and to co-ordinate the delivery of the LSCB business plan and an LSCB Administrator was also appointed in November 2008. The appointment of these two posts reflected the growth in the work of the LSCB.

2.6 Key issues addressed by the Board in 2008-9 included:

- Maintaining an effective functioning Local Safeguarding Children Board by reviewing the Board, its terms of reference and the functioning of its sub groups.
- Maintaining and improving the quality of inter-agency child protection interventions by monitoring the progress of CAF and Contact Point.
- Ensuring a uniform approach to safeguarding and consistency of practice across Sussex by reviewing the findings of the Joint Area Review and the Annual Performance Assessment.

- Ensuring that the voice of the child can be heard via a full advocacy service for all children with child protection plans.
- Monitoring the progress of the Independent Safeguarding Authority and its implications for all agencies

2.7 In 2008-09, the LSCB Serious Case Review panel had cause to consider two cases for serious case review (SCR), the panel recommendation in both cases was that a serious case review should be undertaken. Both reviews were undertaken in line with statutory guidance and within time-scales agreed with GOSE and Ofsted. An executive summary of the first review, which was undertaken between September 2008 and January 2009 is not yet available for publication due to unresolved legal issues. The second SCR to be undertaken took place between January and April 2009 and the executive summary will be available for publication when the inquest has been heard.

2.8 During 2007/8 the child safety sub-group was re-established and an updated work programme identified with the following priorities:

- Responding to the outcomes from the review of domestic abuse services for children and making links between domestic abuse related activity
- Improved community awareness of child safety and responsibilities for assisting to protect children through the broad membership of the group
- Identifying good practice in safeguarding and promoting the welfare of foreign students and children and young people affected by crime

2.9 East Sussex was one of the pilot areas for Child Death Overview Panels (CDOP) in 2007/8, and as a result of the nationally recognised good practice developed during that time, the panel was well established in April 2008 when the CDOP process became a national requirement and Brighton and Hove joined with the East Sussex panel. Since then the panel has met on six occasions and reviewed 18 child deaths; Key learning points from this work were

- Identifiable risk factors associated with Sudden Infant Death (smoking, sleeping position; co-sleeping; use of alcohol, overheating).
- Need for close medical follow up if growth measurements are unusual.
- The particular vulnerability of young people, in groups, using alcohol and motor vehicles (bike and car).
- The dangers of young people riding off road bikes, on or off the road - poor mechanical maintenance and lack of road worthiness.

There will be a conference in 2009/10 to disseminate the findings from these panels to a wider audience.

2.10 The annual report also includes a statistical report about safeguarding services, as well as details about the training provided in 2008/9 and the outline training plan for 2009/10. The business plan for 2009/10 includes a work programme that will include development of domestic abuse services for children and families; improved joint agency working around missing children and a repeat Section 11 audit of services to ensure that the lessons from baby Peter and the Haringey JAR are fully implemented across all LSCB member organisations.

### **3 Conclusion**

3.1 An effective Local Safeguarding Children Board is in place within East Sussex and the business plan for 2009/10 will meet the statutory requirements of the LSCB.

MATT DUNKLEY

Director of Children's Services

Contact Officer: Fiona Johnson

Tel: 01273 481289

Local Members: All

BACKGROUND DOCUMENTS: Working Together to Safeguard Children 2006

The Roles and Responsibilities of the Lead Member for Children's Services and the Director of Children's Services 2009

# ***East Sussex Local Safeguarding Children Board***

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***Annual Report 2008-2009 &  
Business Plan 2009-2010***



**EAST SUSSEX  
Local Safeguarding Children Board**

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# Sussex LSCB Annual Report & Business Plan

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## 1. Introduction

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 (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 2008-March 2009 and forward from April 2009 – March 2010.

### 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.

## **2. Work of the Local Safeguarding Children Board 2008-9**

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

### **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 prior to amendment required the board to meet three times a year, spanning the April to March period. Attendance across 2008-9 was variable but with a noticeable improvement at the beginning of 2009:

- LSCB Meeting May 2008 - 55% board members attended
- LSCB Meeting September 2008 - 45% board members attended
- LSCB Meeting January 2009 – 70% board members attended
- LSCB Away Day March 2009 – 70% board members attended

This variation is likely to be as a result of the high work load demands on all agencies against a backdrop of significant change at a local and national level, however, the impact of Baby Peter and the salutary lessons therein may have contributed to the up turn in the start of 2009.

### **Appointment of additional LSCB Support Staff:**

In 2008-9 two additional LSCB posts were created. In April 2008 a Business Manager was appointed to support the work of the board and to co-ordinate the delivery of the LSCB business plan. The Business Manager post is hosted by Children's Services department, and co-ordinated by the LSCB Steering Group.

The role of the business manager is to ensure that the Board works effectively and in partnership to ensure that members are fully informed of relevant safeguarding initiatives and directives and to enable an effective contribution from all members. Additionally the business manager role covers the co-ordination and quality assurance of work undertaken by the LSCB Subgroups and for facilitating or contributing to developmental work and representing the views of the board in local, regional and national groups and networks.

An LSCB Administrator was appointed in November 2008. The post is also hosted by CSD and is managed by the Business Manager. The role of the Administrator is to arrange and clerk the board meetings and selected sub group meetings and provide administrative support to the Business Manager.

Key issues addressed by the Board in 2008-9 include:

- **Ensuring the voice of the child can be heard:**

A full advocacy service for all children started in April 2008 which provides advocacy services for looked after children and those with child protection plans.

- **Maintaining and improving the quality of inter-agency child protection interventions**
  - The Family Nurse practitioner Model
  - Monitoring the progress of CAF and Contact Point
  - Youth Offending Team Improvement plan
  - Terms Of Reference for the Child Death Overview Panel
- **Ensuring that there is effective learning**
  - Multi Agency review action plan implementation
- **Ensuring a uniform approach to safeguarding and consistency of practice across Sussex.**
  - Section11 Audit update report
  - Reviewing the JAR and APA
  - Monitoring the progress of the Independent Safeguarding Authority and its implications fro all agencies
- **Maintaining an effective functioning Local Safeguarding Children Board**
  - Reviewing the Board, its Terms of Reference (TOR) and the TORs of its sub groups

The revised Terms of Reference of he LSCB are attached at appendix 1

### **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 (SCR):
  - Agreed an initial process for management and distribution of SCR Information
  - Received and quality assured SCR 'A' on behalf of the LSCB Board
- Coordinated and received internal agency reviews in response to Baby Peter and the findings of the Haringey JAR
- Commissioned a review of the LSCB and its sub groups



- Commissioned a light touch review of domestic abuse services and safeguarding provision
- Identified the relevant information and input to LSCB Board meetings
- Monitored and reviewed the Section 11 update audit

The work of the LSCB sub groups has contributed through out 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.

The Business Manager post has assisted in ensuring good communication between the Steering group and each of the sub groups and, has contributed greater to the growing continuity between groups. This can be seen in links between the sub group work plans the renewed synergy between the LSC Liaison Groups and the success of the Review and away day.

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

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

There have been a number of factors which have impeded the work of this group over the last year, in particular professional capacity coupled with some technical and logistical issues.

In view of the capacity issues, consideration has been given to the relevance, range and quantity of audit data under scrutiny and whether appropriate support systems are in place to support the continued and growing expectations for audit activity.

Consideration has been given to whether it may be appropriate to identify a project officer with audit skills to support Audit Group members or to broaden the number of people from within each member organisation of the Audit Group enabling the Audit Group to become more strategic. Work to identify an appropriate development path for this group will continue and proposals will be made in due course to the board.

Technical and logistical difficulties arising from database incompatibility prevented the planned audit of social care & police records to review appropriate onward notification to police of child protection referrals involving a criminal offence. The social care database is not able to extract this data until September 2008 at the earliest so this audit was postponed to spring

2009; this has still not been possible to action due to continuing difficulties with Integrated Children's System database.

Despite the problems articulated above the work of the group this year has included:

- Monitoring the action plan arising from Inter-agency Private Fostering arrangements;
- Reviewing the Section 11 Audit update and overseeing the development of refined Section 11 audit tools and the development of a process for quarterly audits of case files;
- Developing an audit process building on practice developed in Brighton and Hove. The LSCB Audit Subgroup has agreed benchmarks for audit from Sussex CP&S Procedures. Common themes are used across nominated agencies/services to gauge effective joint working, and the audit focuses on two aspects of procedures these are:
  - Recognition, Referral and Assessment ( Sections 3, 4, 5)
  - Implementation of the protection plan ( Section 7)

The Random case file audit is to be undertaken 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 2008-09 can be found in appendix 2.

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

In 2008- 09, the Serious Case Review panel had cause to consider two cases for serious case review. Using the criteria set out in Chapter 8 of Working Together, the panel recommendation in both cases was that a serious case review be undertaken. In both cases the Chair of the LSCB agreed with the recommendation and wrote to all LSCB members accordingly.

Both reviews were undertaken in line with statutory guidance. A different Independent author was commissioned in each case to ensure the integrity and independence of the report findings and recommendations.

An executive summary of the first review, which was undertaken between September 2008 and January 2009 is not yet available for publication due to unresolved legal issues, for the same reason the review required an extension to the four month timescale set out in the guidance, it was, however submitted for Ofsted scrutiny only one week later than the original deadline. The judgement is currently still awaited.

The second SCR to be undertaken took place between January and April 2009 and the executive summary will be available for publication when the Inquest has been heard and Ofsted have given their judgment.

The review process has proved to be challenging in the current climate of changing expectations from government and regulatory bodies. The expectations of Ofsted, DCSF and regional government offices regarding the management and execution of the SCR process has been subject to ongoing change throughout the last year, however this has encouraged greater rigour in the process over all.

The timescale outlined in Working Together is 4 months from the date of the decision to proceed. Adherence to this time frame now forms part of the judgement criteria applied by Ofsted. While this is clearly intended to avoid unnecessary drift, it does prove to be a challenge not least because of logistical difficulties involved for example in allowing agencies sufficient time to gather the necessary information, produce reports and chronologies; and in identifying suitable dates and sufficient time for the review group to meet and consider the facts. Depending on the complexity of the case this can prove most difficult to achieve.

Additionally, in view of high profile cases nationally, potential new criteria for judgements are constantly emerging and being identified by Ofsted who are defining standards in what is an on going action learning process for all. Lessons learned through the process locally, including Ofsted expectations and standards are being translated into new training which is identified for delivery via the 2009-10 training plan.

### **Child Death Overview Panel - CDOP**

East Sussex was one of the pilot areas for CDOP, and as a result of the nationally recognised good practice developed during that time, the panel was well established in April 2008 when the CDOP process became a national requirement. These sound foundations enabled a smooth transition when Brighton and Hove joined with the East Sussex panel in April 2008. Since then the panel has met on six occasions and reviewed 18 child deaths; 6 of which were Brighton and Hove cases and 12 which were East Sussex cases. The panel has highlighted the following issues so far :-

#### **Infants and Babies:**

- Identifiable risk factors associated with Sudden Infant Death (smoking, sleeping position; co-sleeping; use of alcohol, overheating).
- Choking resulting from poor feeding practice.
- Need for follow up if growth measurements are unusual.

#### **Older Children and young people**

- The particular vulnerability of young people, in groups, using alcohol and motor vehicles (bike and car).
- The dangers of young people riding off road bikes, on or off the road - poor mechanical maintenance and lack of road worthiness.

#### **Disabled Children**

- Susceptibility to death of children with chronic disabilities but which are not necessarily life limiting.

#### **Process and practice related**

- Toxicology - samples taken but not routinely analysed.

- Advice given by GPs and out of hours services (this related to Brighton and Hove).

Current and future development issues:

- Increasing increase public awareness and involving individual families when the death of their child is being discussed.
- Developing a mechanism to enable Lay representation on the Panel
- Supporting the development of the Rapid Response process: Protocols are finalised and streamlined with Working Together; and training is now being undertaken.
- Undertaking a Review of Neonatal deaths – Panel is now involving Neonatal Consultants and Acute Paediatricians and plan to review these deaths in the next few months. All deaths will then be subject to the review process and classified by the Panel as Not Preventable; Potentially Preventable or Preventable. Only in very exceptional circumstances will deaths be classified as 'inadequate information to make a judgement'.

Legislative changes enabling greater interface with Coroners has facilitated better information flow and this has contributed to more rigorous review. A first annual conference is planned for autumn 2009 when some of the key themes and learning from the panel activity will be disseminated giving agencies the opportunity to consider their responses to any emerging trends

#### **Training sub group:**

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 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 also 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.

The Training sub group has been made aware via Local Safeguarding Children Liaison Groups, direct contact from a wide range of agencies and organisations, some of whom are members of LSCB and others who are voluntary, community or independent sector providers and via the Children Service Department East Sussex Training Team of a significant demand for basic child protection and safeguarding awareness training.

In response to this the Training sub group considered the potential for LSCB to provide in addition to the existing multi agency programme, a number of basic awareness training courses. It was established that there is not the

capacity to do this under current arrangements and funding. Consideration was then given to other ways of supporting development basic awareness training.

The sub group subsequently commissioned a small market research project in January 2009 to evaluate the quality, suitability and potential costs of E-Learning packages with a view to facilitating access for all agencies and organisations in need of basic awareness training.

The development of E-learning programmes forms part of the Training sub group vision for the development of effective communication through establishing a LSCB website which could include LSCB Member networking, training information and crucially E-Learning programmes.

The Group plans in 2009 -10 to formally propose the development of a Website led by the local authority and commissioned via the CSD CZONE pages with the objective of considering further choice about procurement of suitable E-Learning products appropriate to all staff working within safeguarding.

In addition to ensuring the LSCB inter-agency child protection training programme was reviewed and delivered in 2008/9 the LSCB Trainer, together with the LSCB Business Manager, has worked to develop the training pool system, offering training for trainer refresher sessions and the opportunity to develop support networks for those involved infrequently in the delivery of LSCB training. The LSCB Trainer has negotiated an increase to 'pool' representation as follows:

- Three new members from Children's Social Care –
  - One Senior Practitioner from Disability,
  - One Senior Practitioner from a family Centre, and;
  - One Duty Practice manager.
- Two Consultant Paediatricians.
- One Education Welfare Officer.

The Chair of the LSCB, wrote to all pool members in April 2009 to thank them for their continued support and commitment and for the high quality of the training delivered across the year.

There has been good take up of the LSCB training programme again this year. Numbers trained can be found in the end of year report at appendix 3. Feedback from the following courses, taken from the course evaluations indicates a high level of satisfaction:

- **Fabricated And Induced Illness Syndrome**
  - "Excellent. Marvellous opportunity across the disciplines with good interactive approach made it much more useful" *Health Visitor*
- **Impact Of Parental Mental Health On Children**

- “An excellent course. Very useful with professionals from Children and Family Services. An opportunity for multi-agency perspectives. *Social Worker*
- “Excellent day, relevant and informative, good speakers, excellent facilitators...” *Community Psychiatric Nurse*
- **Teenage Pregnancy, Sexuality And Parenting**
  - “Very exciting course and learned a lot of things. I feel very inspired to carry on this work...” *Connexions, Intensive Personal Advisor*
- **Child Protection In A Multi-Agency Context**
  - “I intend to come on some of your other courses. I have been to two others and think the training provided is excellent, very well organised and very good trainers. Well done LSCB training pool!” *Psychiatrist (Child and Adolescent Mental Health)*
- **Introduction To Child Protection For Voluntary And Community Groups**
  - “An excellent course, delivered with clarity and professionalism. Thank you.” *Project Worker for ADDACTION*

The Training sub group have identified and endorsed a new training plan for 2009 -10. This can be found at Appendix 4. The plan again identifies topics which take account of the wider safeguarding role, such as; exploring the impact of domestic abuse, parental substance misuse and mental health difficulties, self harming behaviours and the safer workforce issues of allegation management.

Additionally there are new courses included in the plan in response to issues identified within the LSCB review. These include an induction for LSCB members, overview of safeguarding support systems, children in the youth justice system, children who abuse and serious case review processes.

The inclusion of new courses is the first step toward a broader curriculum for the future; however, the development of the programme to encompass more child safety aspects of the ECM agenda will necessitate a review of funding arrangements and resource management.

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

During 2008 - 9 the Child Safety Sub Group was re- established and an updated work programme identified. The group took account of the findings of the previously presented Child Safety Review and the Tipping the Iceberg Report commissioned from Barnardos review Barnardos as a pan-Sussex review of inter-agency systems regarding young people at risk from prostitution, missing from home and involved in substance misuse across Sussex.

The group also took account of the range of national indicators available to facilitate effective monitoring of child safety issues locally and through reviewing those indicators, identifying areas where the group could add value through its activity and membership links.

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

- East Sussex County Council
- Police
- Primary Care Trust
- Voluntary & Community Sector
- Sports Organisations
- 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 positive addition to the contribution to safeguarding of each member agency represented on the board.

Within a full action plan the Child Safety sub group have identified the following priorities:

- Responding to the outcomes when identified from the review of domestic abuse responses and services for children and making links between domestic abuse related activity.
- Improved community awareness of child safety and responsibilities for assisting to protect children through the broad membership of the group.
- Identifying good practice in safeguarding and promoting the welfare of:
  - foreign students
  - children and young people affected by crime.

### **Pan Sussex Procedures sub group**

The Pan Sussex Procedures Group meets 6 times a year to review, and amend and develop procedures in response to lessons learned from Serious Case reviews. Locally or nationally, changes in legislation and or gaps emerging from practice.

The 2008-9 work plan identified the following procedures for review:

- Uncooperative & Hostile Parents
- Unexplained/Unexpected Child Deaths
- Risk Management of Known Offenders
- Concealed Pregnancy
- Missing Children
- Children who significantly harm other children
- Safeguarding Children from Sexual Exploitation
- Trafficking
- Fabricated & Induced Illness
- Non Therapeutic Circumcision
- Forced Marriage/Honour Based Violence

### **LSCB Review**

During 2008/9 a review of how well the board functions was undertaken by the Business Manager via a series of one to one appointments with LSCB

representatives and sub group members using a structured interview based on a questionnaire format. A total of 40 people were seen, 32 of whom were full board members. Some additional data was gathered for comparative purposes from other LSCBs in the region.

The questionnaire was designed to gather qualitative evidence by enabling respondents to freely express opinions regarding current arrangements, offer suggestions and discuss progress whilst providing sufficient quantitative data to support any identified need for change.

The questions were structured around the priorities found in Chapter 3 of Working Together to Safeguard Children 2006 which sets out the function and role expected of the LSCB and its component parts. This was followed by a report of findings presented to the board in January 2009 and followed up through an Away Day for the board and Steering Group members.

The Away Day provided an opportunity for the Board to reflect on the findings of the this review and to consider its future priorities in the face of Lord Laming's newly published report; The Protection of Children In England. The activities of the day were set the context of the DSCF LSCB Self evaluation tool and enabled some actions to be identified for development.

A review of the self-audit by all agencies of their services against the standards in Section 11 of the Children Act 2004 was completed this year. All statutory agencies responded and most agencies are meeting the majority of the standards. A follow-up audit has been carried forward and will be reported next year.



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

In April 2008 the LSCB agreed a challenging series of objectives which were contained in the 2008-9 Business Plan. Set out below is a summary of progress made against the headings identified within the plan: -

**LSCB Business Plan 2008/9: End of year Status Report**

LSCB Objectives	Proposed Output	Lead Responsibility	Intended Timescales	Intended Outcomes	End of Year Status Report
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	Ongoing through 2008/9	Review to be completed by April 09. The board and relevant sub-groups continue to functioning effectively	Review complete. Away held outcomes of which will be feedback and a work plan identified to take forward actions required
Ensure that there is effective learning from the Multi-Agency Review completed in 2007/8	LSCB to regularly review the action plans arising from the Multi-Agency Review	LSCB Steering Group	September 2008	Improved child protection processes in place	Reviewed May 08 – LSCB updated and will be revisited in 09 via LSCLGs
Improved community awareness of child safety and their responsibilities for assisting to protect children.	LSCB to Implement the Child Safety Action plan leading from the review of child safety arrangements	LSCB Steering Group	Complete by March 2009	LSCB has a clear programme of work promoting and developing the preventive safeguarding agenda	A work programme has been drafted within Child Safety Sub Group and will be brought to full board for ratification
To ensure that the wishes and feelings of children and young people are considered in the delivery of safeguarding services.	To put in place arrangements to ascertain the wishes and feelings of children (including children who might not be ordinarily heard) about the priorities and effectiveness of local safeguarding work.	LSCB Steering Group	March 2009	Consultation and advocacy systems are established based on the learning from the pilot schemes.	New Advocacy Services in place. Specification includes specific CYP Advocacy Support
Fewer children suffering from neglect or abuse	To implement any recommendations stemming from the Barnardos review of	LSCB Steering Group	December 2009	LSCB sub-group established to implement awareness	Issues relating to missing children, trafficking and child prostitution are picked up within the Child Safety Sub

	inter-agency systems regarding young people at risk from prostitution, missing from home and involved in substance misuse				raising around issues of child trafficking and prostitution and to implement work around missing persons including the development of the missing children protocol.	group agenda under Children & Young People affected by crime and linked with Honour Based Violence, Safeguarding Foreign Students and forced marriage.  Missing Children Protocol is complete
Fewer children suffering from neglect or abuse	Audit Group to review private fostering services and to determine the nature of any further audit that is required.	LSCB Group	Audit	<b>September 2008</b>	Private fostering services safeguard all relevant children.	Completed Summer 2008
Fewer children suffering from neglect or abuse	All partners to implement changes required from the Section 11 audit. All partners to undertake a further Section 11 Audit in February 2009 to check that standards have been improved.	LSCB group	Audit	<b>By March 2009</b>	Action plans are reviewed and further audit undertaken. All statutory agencies meeting the minimum standards defined in the Children Act 2004	Review of Section 11 Progress competed. Composite position statement provided to September Board meeting. Audit tool developed to enable a more differentiated approach. Future Section 11 audit progressing as part of rolling programme to be monitored by Audit sub group
Fewer children suffering from neglect or abuse	To undertake an audit of social care & police files to review whether all referrals involving a criminal offence were being referred to the police	LSCB Group	Audit	<b>March 2009</b>	Practice is in accordance with Working Together and Bichard Audit recommendations	Significant delay due to technical difficulties and changes resulting from Lamming led to this being removed by mutual consent from the Business plan in March 2009.
Fewer children suffering from neglect or abuse	Further develop the Child Death Review Panel processes joining with Brighton and Hove LSCB.	LSCB Group	Audit	<b>March 2009</b>	Wider Child Death Overview Panel established and appropriately resourced – systems in place to review all deaths from September 2008	Completed and with national acclaim

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 09</b>	Design, deliver and evaluate the 2004/05 Training and Development Plan.	Delivered
To ensure a uniform approach to safeguarding and consistency of practice across Sussex.	Develop quarterly audit systems to enable quarterly audits of all agency case files to review whether they meet the Laming standards and comply 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
Maintaining and improving the quality of inter-agency child protection interventions	The LSCB to ensure that all refuges within the area have undertaken relevant training and are clear about their safeguarding responsibilities.	LSCB Steering Group	<b>Complete by March 09</b>	The role of refuges in protecting children from harm is clear to all relevant personnel	Recent review confirmed training is being provided by refuges to their staff and identified potential to develop additional joint approach with Training Sub, Child Safety sub group support
Maintaining and improving the quality of inter-agency child protection interventions	The LSCB to contact the refuges within the area and establish improved communication links.	LSCB Steering Group	<b>March 09</b>	There are positive working relationships between Refuges and statutory agencies within the area.	Work ongoing and linked to progress above
Better support for children and young people who have witnessed domestic violence	To review current inter-agency processes in place to intervene to prevent domestic violence adversely affecting children. Better information sharing around domestic violence.	Sussex Police & CPLGs	<b>March 2009</b>	New protocols in place regarding inter-agency responses to domestic violence. Improved information sharing between police and other agencies regarding domestic violence	Work ongoing information sharing being delayed because of police legal guidance
Better support for children and young people who have witnessed	To review initiatives and services for children and families experiencing domestic violence – and	LSCB Steering group	<b>Autumn 2008</b>	Review completed and action plan with recommendations presented to the LSCB	Review completed further work required to identify mechanism for incorporating recommendations into agencies where safeguarding is not key function and

domestic violence.	produce a report identifying areas for improvement and developmental opportunities.			for Child Safety Sub to take forward.	how to promote a THINK CHILD approach among victim support services. Work ongoing
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>Autumn 2009</b>	All personnel directly working with children to be registered with the ISA	Government have changed implementation date. Work is on going but good progress has been made in awareness raising
Maintaining and improving the quality of inter-agency child protection interventions	Ensure that there are sufficient resources to enable appropriate paediatric cover for safeguarding work at all times.	LSCB Steering Group	<b>Autumn 2009</b>	All children requiring a safeguarding medical to receive a service within appropriate time-scales	Work ongoing rota is now provided for out of hours cover and there is additional resource available for day-time however vacancies remain which means that the service is very stretched.
Communicating and raising awareness of people of the need to safeguard children	To review current LSCB Child Safety information and consider what action should be taken to update and improve the literature that is available.	LSCB Steering Group	<b>Autumn 2009</b>	Improved awareness within the general public of safeguarding and their responsibility to contribute to safeguarding children.	LSCB has page on CZONE; Work on going to identify best mechanisms and media for information giving and public awareness raising.

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 with out specific deadline, there are however clear indicators which the board can evaluate progress;

**LSCB Business Plan 2009/10:**

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 Implement recommendations from the LSCB Review and Away Day	LSCB Business Manager	<b>Ongoing through 2009-10</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 and a suitable mechanism for reporting to full board is established	LSCB Business Manager		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 with Child Safety Sub Group  E-Safety Group	<b>Ongoing through 2009-10</b>	a) Improved community awareness of child safety and their responsibilities for assisting to protect children.  b) Communicating and raising awareness of people of the need to safeguard children	Use of ITC to publish information about the LSCB and Safeguarding. Information relating to the Child Safety Action plan is available on the County Council's Czone and other member agency websites  E Safety Plan is publicised Awareness raised of ISA and it's implications for children's workforce

<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>Sept 09 and March 2010</b>	Improved Child Protection Processes in place	Actions identified within SCR Action plans are measured and reported to LSCB
	2.2 Training and guidance is developed and published to support future SCR	LSCB Business Manager	<b>By July 2009</b>	Clarity for all board members and their staff about process, standards and all agency contributions	Guidance pack and support is available from Autumn 2009
	2.3 LSCB monitors implementation of government guidance resulting from Lord Laming's report and the lessons from Baby Peter	LSCB Steering Group	<b>Ongoing through 2009-10</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 2009-10</b>	Training programme continues to be of a high standard and is meeting identified training needs and outcomes	Half year data/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 2009-10</b>	LSCB can demonstrate that CP work is consistent and in accordance with LSCB Procedures	Data available to board

<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 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
	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 2009-10</b>	Pan Sussex approach is maintained	Pan Sussex Procedures are published as appropriate in response to new Government policy post Laming
<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 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
	5.2 Utilise the feedback from S11 Audit 09-10 to identify areas for individual agency development	LSCB Business Manager	<b>By Jan 2010</b>	Individual agencies identify their unique contribution to safeguarding and promote this within their organisation action plans	Member agencies can demonstrate how they are fulfilling their duty under S11 Children Act 2004.  LSCB has overview of safeguarding contributions can identify gaps, using information to inform future business plan activity
	5.3 Maintain an effective CDOP	CDOP	<b>Ongoing through 2009-10</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

<p><b>6. To ensure that the wishes and feelings of children and young people continue to be considered in the delivery of safeguarding services</b></p>	<p>6. LSCB reviews the work of the advocacy service working with looked after children</p>	<p>LSCB Steering Group</p>	<p><b>By September 2009</b></p>	<p>The ascertainable wishes and feelings of children and young people are heard</p>	<p>Half year feedback provides evidence of opportunity for young people to comment and of responses made</p>
<p><b>7. Better support for children and young people who have witnessed domestic violence.</b></p>	<p>7.1 LSCB to develop THINK CHILD as a strategy and to encourage the creation of a compact between practitioners working within domestic abuse and those working specifically with children to identify ways to support them</p>	<p>LSCB Steering Group and LSCB Business manager with support from all sub groups</p>	<p><b>Ongoing through 2009-10</b></p>	<p>a) The profile is raised of children caught in domestic abuse situations and the negative impact upon them is recognised</p> <p>b) Wherever domestic abuse is found, workers from what ever discipline consider if children are involved and act to protect them</p>	<p>Awareness raising campaign launched, utilising various websites</p> <p>Short life working group established to identify partners and draft Compact</p>
	<p>7.2 Work continues to ensure LSCB has appropriate links to Refuges, Domestic Abuse For a and Community Safety initiatives</p>	<p>Child Safety Sub group and LSCB Business Manager</p>	<p><b>Ongoing through 2009-10</b></p>	<p>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</p>	<p>Local Safeguarding Children Liaison Groups support consultation processes</p> <p>Training opportunities are developed to support awareness</p> <p>Safeguarding is a routine agenda items at Domestic Abuse fora</p> <p>Domestic Abuse is a standing item at LSCLG</p>



**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 2008. 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 are 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

- 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.

## 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.

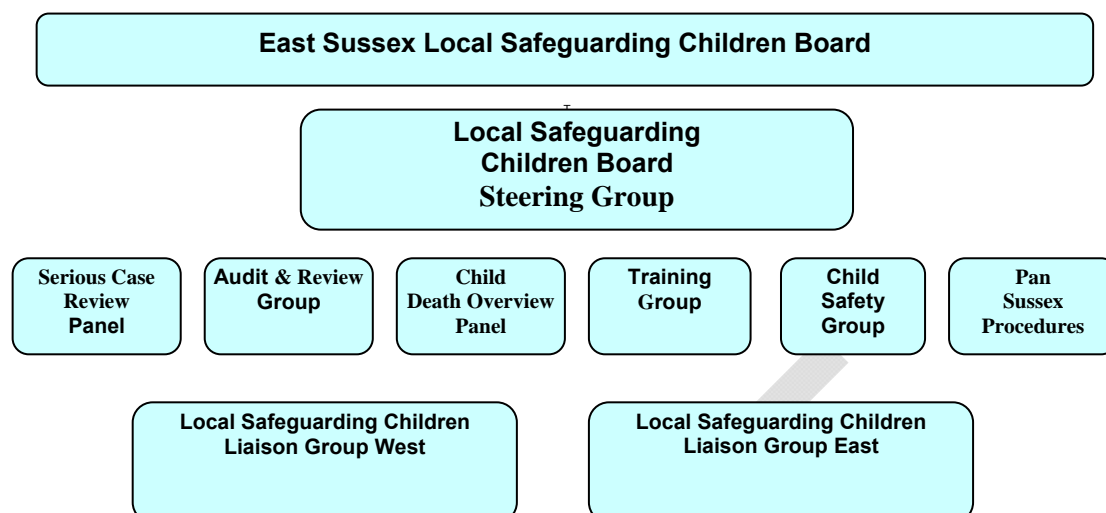
2.6. The LSCB aims to promote high standards of safeguarding work and to foster a culture of continuous improvement. It will also identify and act on identified weaknesses in services.

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:**

It is the responsibility of the LA, after consultation with the board partners to appoint the Chair. The Local Safeguarding Children Board in East Sussex is chaired by the Director of Children's Services Department. 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 the Chair of the LSCB Steering Group.

## **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
- CAFCASS
- 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
- NSPCC

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. Where Members are obliged to miss a meeting a suitable deputy should be identified to attend and the Administrator should be informed in advance of the meeting.

#### 2.15. Meeting arrangements

The East Sussex Local Safeguarding Children Board will meet four 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 and full and frank exchange

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 Deputy Director Children and Families, East Sussex CSD. In the absence of the Chair the meeting will be chaired by the Head of Safeguarding and Quality Assurance, CSD.

### 2.21. Membership:

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

- East Sussex Children's Services Department
- Sussex Police
- Hastings and Rother PCT
- EAST Sussex Downs and Weld 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- 6 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 and
- 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 & Review
- Serious Case Review Panel
- Training
- Pan-Sussex Procedures
- Child Death Overview Panel
- Child Safety

2.27. In addition there are two Child Protection 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 (substitutes should be clearly identified)
- 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 PCT                 |
| • Designated GP                 | provided by East Sussex PCT                 |
| • 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 is 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**

Matt Dunkley – Chair	Director Children's Services, ESCC, LSCB Chair
Helen Davies	Deputy Director, Children's Services, ESCC
Fiona Johnson	Head of Children's Safeguards & Quality Assurance, ESCC
John Hawkins	Head of Youth Offending Services, ESCC
Mark Preston	Manager, Connexions, ESCC
Angela Reid	Head of Legal Services, ESCC
Mick McGlynn	CSD Operations Manager, ESCC & Chair East LSCLG
Ann Osborne	CSD Operations Manager, ESCC & Chair West LSCLG
Dave Sugg	Early Years, Child Care & Extended Schools Manager, ESCC
Sarah-Jane Pateman	Acting Principal Education Welfare Officer, ESCC
Bob Skinner	Lead Consultant, Training ESCC
Catherine Dooley	A/SEN & Inclusion Adviser, School Improvement Service, CFBT, ESCC
Kate Dawson	Head of Commissioning, Adult Social Care, ESCC
Marcus Gomm	Community Safety & Substance Misuse Manager, ESCC
Ann Flynn	Service Manager, CAF/CASS
Det. Supt Andy Griffiths	Sussex Police
Det. Ins Martin Sapwell	Sussex Police
Eddie Hick	Child Protection & Domestic Abuse Manager, Sussex Police
Leighe Rogers	Assistant Chief Officer, Sussex Probation Service
Chris Pascoe	Head of Community Safety Department, East Sussex Rescue & Fire Service
Jane Mitchell	Safeguarding Children & Adults Manager Sussex Ambulance Service NHS Trust
Dr Tracey Ward	Designated Doctor, East Sussex Hospitals NHS Trust
Dr Sarah Thomson	Designated GP, Hastings & Rother PCT
Dr. Catriona Mclver	Designated GP, Eastbourne Downs & Weald PCT
Dawn Sampson	Designated Nurse, Eastbourne Downs & Weald PCT
Kevin O'Sullivan	Named Nurse, Eastbourne Downs & Weald PCT
Debbie Barnes	Named Nurse, Hastings & Rother PCT
Eugene Jones	Named Nurse, Sussex Partnership NHS Trust
Jayne Boyfield	Director of Community Services Hastings & Rother & Eastbourne Downs & Weald PCTs
Jane Hentley	Director of Nursing East Sussex Hospitals NHS Trust
Sue Webb	Strategic Health Authority
Helen Greatorex	Executive Director of Nursing



	Sussex Partnership NHS Trust
Mary Clare Deane	Director of Community Services Wealden District Council
Anne Fennessy	Head of Housing Services Directorate, Rother District Council
Neil Fuller	Director of Housing, Health & Community Services, Eastbourne Borough Council
Owen Clifford	Community Services Manager, Lewes District Council
Verna Connolly	Head of Personnel and Organisation Development, Hastings Borough Council
Gillian Morrow	Head Teacher, St Peter's CE Primary School
Vacancy	Secondary Head Teacher
Vacancy	Special Education Head Teacher
Wendy Hannay	Sussex Downs College for Learning Skills Council
Vacancy	NSPCC

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## **Appendix 2 Child Protection Data (health and police data to follow)**

### **Annual Report of Core Data 2008-2009**

Mainly the data in this annual report is for the period ending 31/3/08 as national data on performance for year ending 31/3/09 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 31/3/2008**

On 31/3/08 there were 3.6 children with child protection plans per 1,000 of the population aged 0-17 within East Sussex which was above the national rate of 2.7 children per 1,000.

During 2007/8 the proportion of children with child protection plans for emotional abuse remained very high at 44% within East Sussex compared to the national rate of 27%. The proportion with child protection plans for neglect increased to 42 % compared with the national rate of 46%. The percentage with child protection plans for physical abuse was 8% while the national rate was 12% and for sexual abuse was 6% compared to the national figure of 7%.

As of 31/3/09 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 43 % and child protection plans for neglect increased slightly to 43%; 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 9% 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 2008/9 the proportion of children under 1 with a child protection plan in East Sussex was higher than the national figure for 2007/8 (23% compared with 16%) 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 31/3/2009**

East Sussex continues to perform well on all key performance indicators in 2008/9 achieving good or excellent in all categories:-

99.7% of reviews were held on time in 2008/9 compared to 99.4% nationally in 2007/8. 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 particularly following the publication of the Haringey JAR. From April 2008 the Safeguarding Unit had an additional Child Protection Advisor post however because of staff turnover and a poor response to national advertisements there have been delays in recruitment of replacement staff and the unit has not been fully resourced throughout 2008/9 which has inevitably affected performance.

The number of children whose child protection plans had been in place for over two years before they were ceased has increased slightly to 8.7% in 2008/9 compared with a national average of 5.3% in 2007/8. Repeat Child Protection Plans decreased to 11.4% locally, compared with the national figure of 13.6% in 2007/8. Performance on this indicator deteriorated in 2005/6 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, it will be interesting to see if that is reflected nationally.

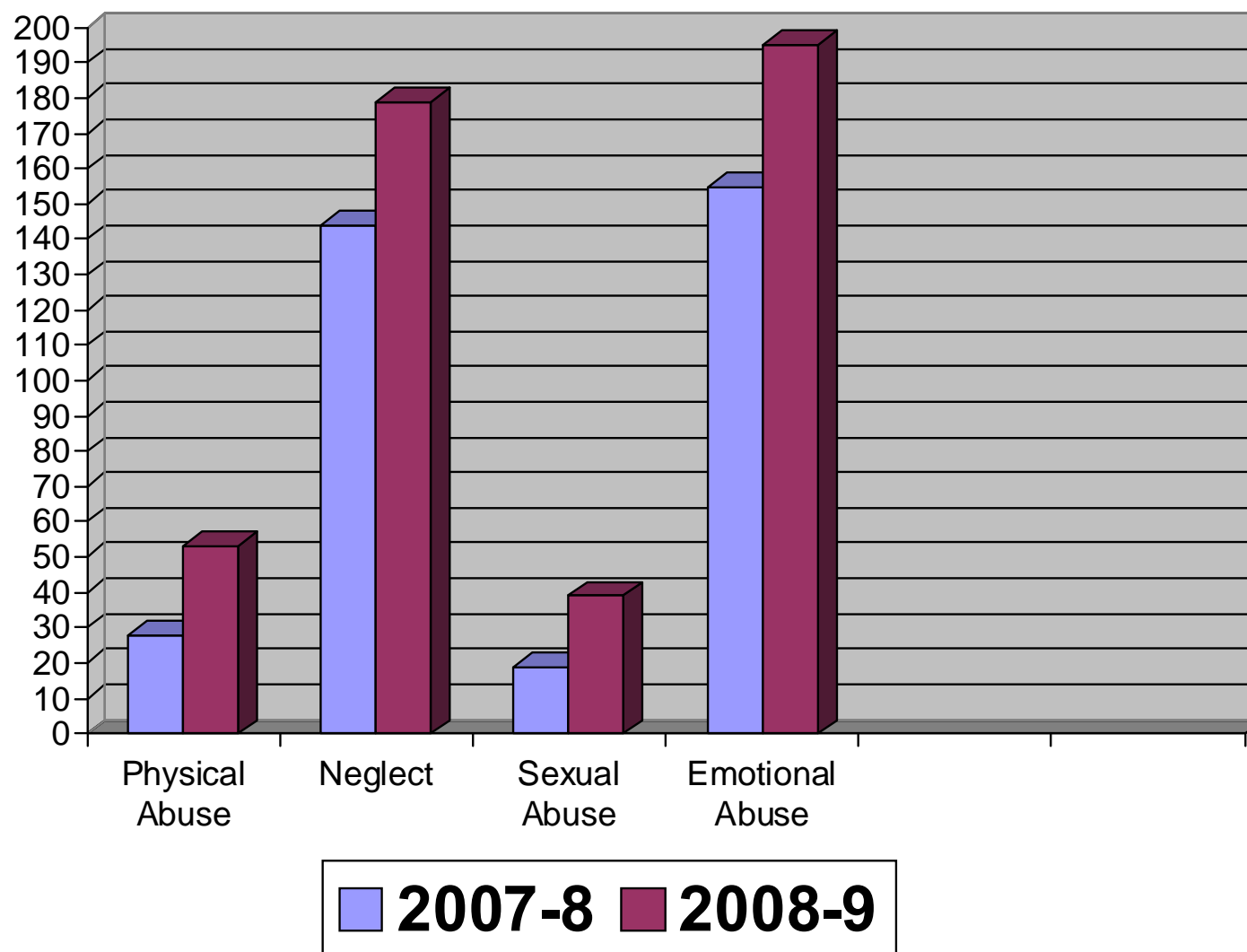
**Social Care data for the year ending 31/3/09 (national data for 2008 is in brackets)**

Out of a total of 4,530(538,500) referrals to Social Care 816 or 18% (130,800, 24%) were repeat referrals that previously had been made within the last year, this is similar to 17% last year. There were 4,063 (319,900) initial assessments undertaken that is 89% (59%) of total referrals (this is an increase from 85% last year), of which 2,919 or 72% (226,300, 71%) were completed within seven days. Of the 2,322 (105,100) core assessments undertaken in the year 1,910 or 82 % (83,700, 80%) were completed within 35 days.

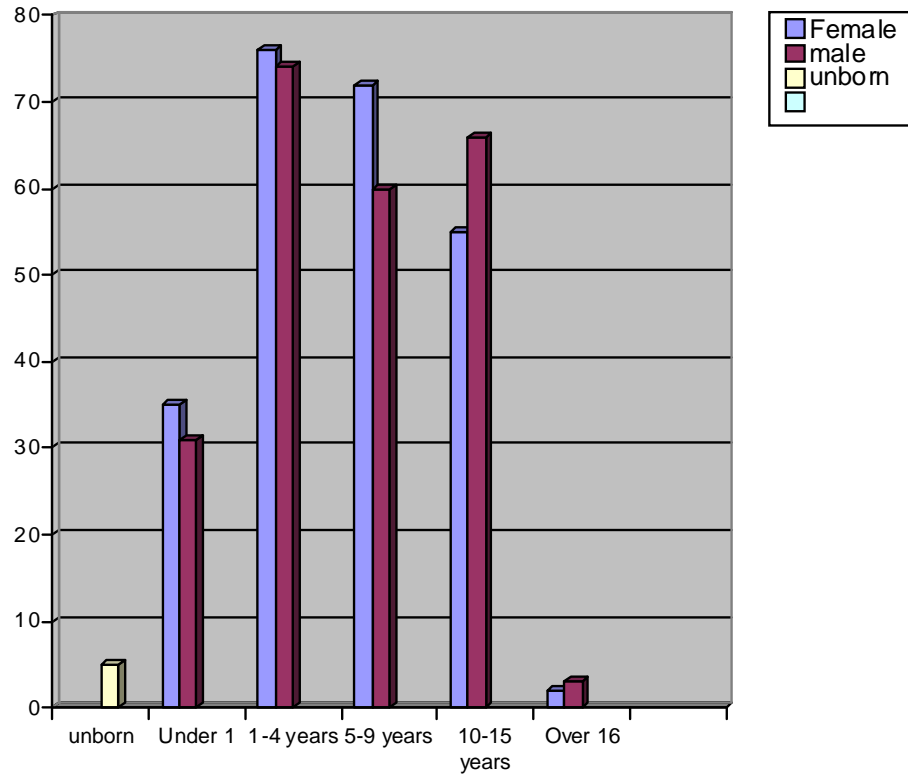
**Health data for year ending 31st March 2009 to follow**  
**Joint Examinations**  
**Out of Hours Examinations**

**Police Data for 1/4/08 - 31/3/09 to follow**

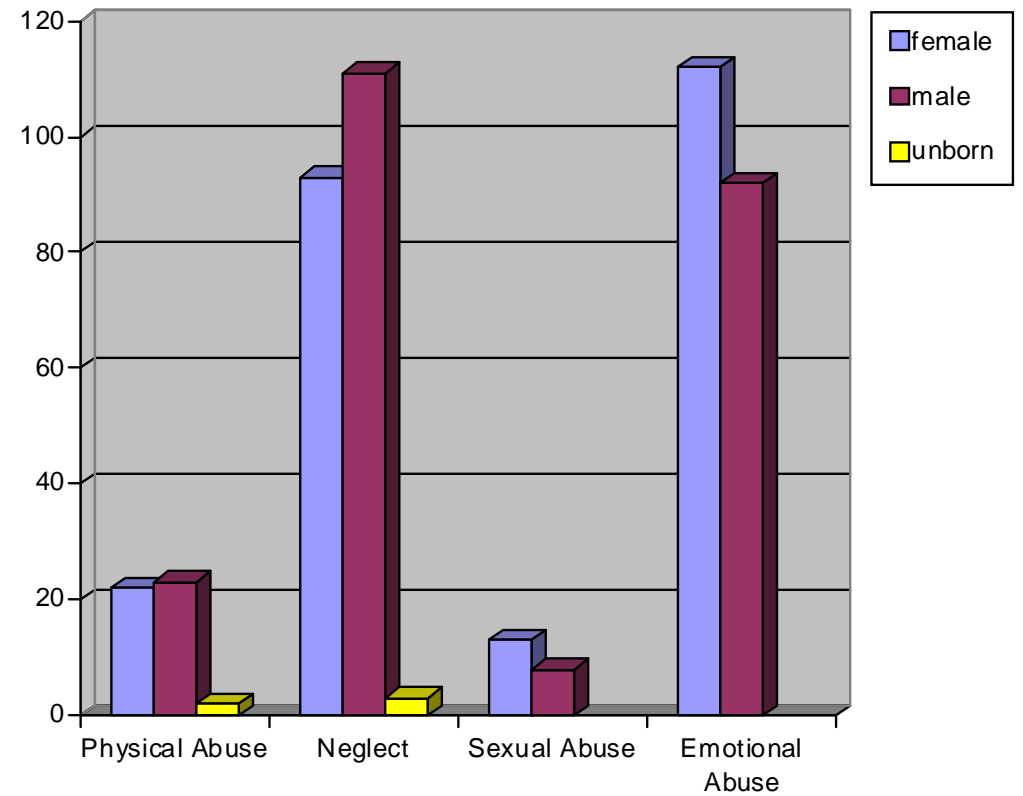
***Analysis of Number of child protection plans that were started during the Years Ending 31st March 2008 and 31st March 2009 Number of plans started: 346 and 466***



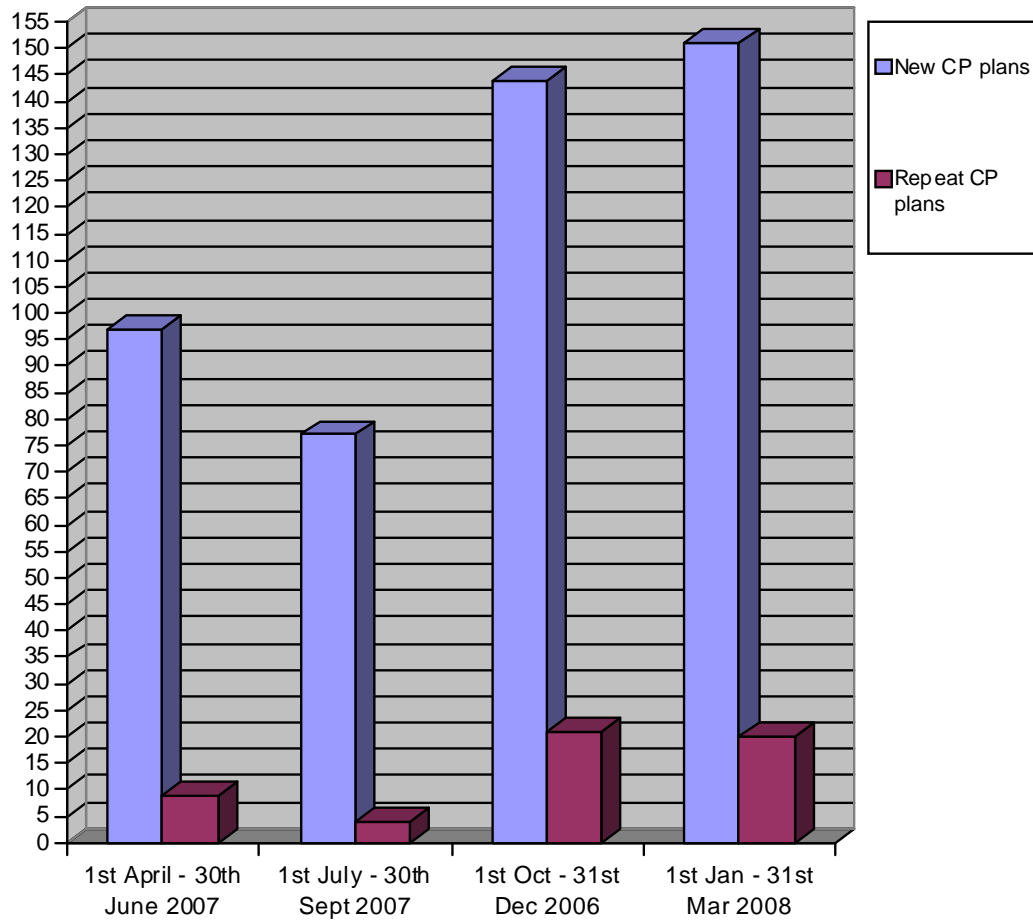
**Analysis by Gender & Age Group - Number with child protection plan @ 31.03.2009 - 479**



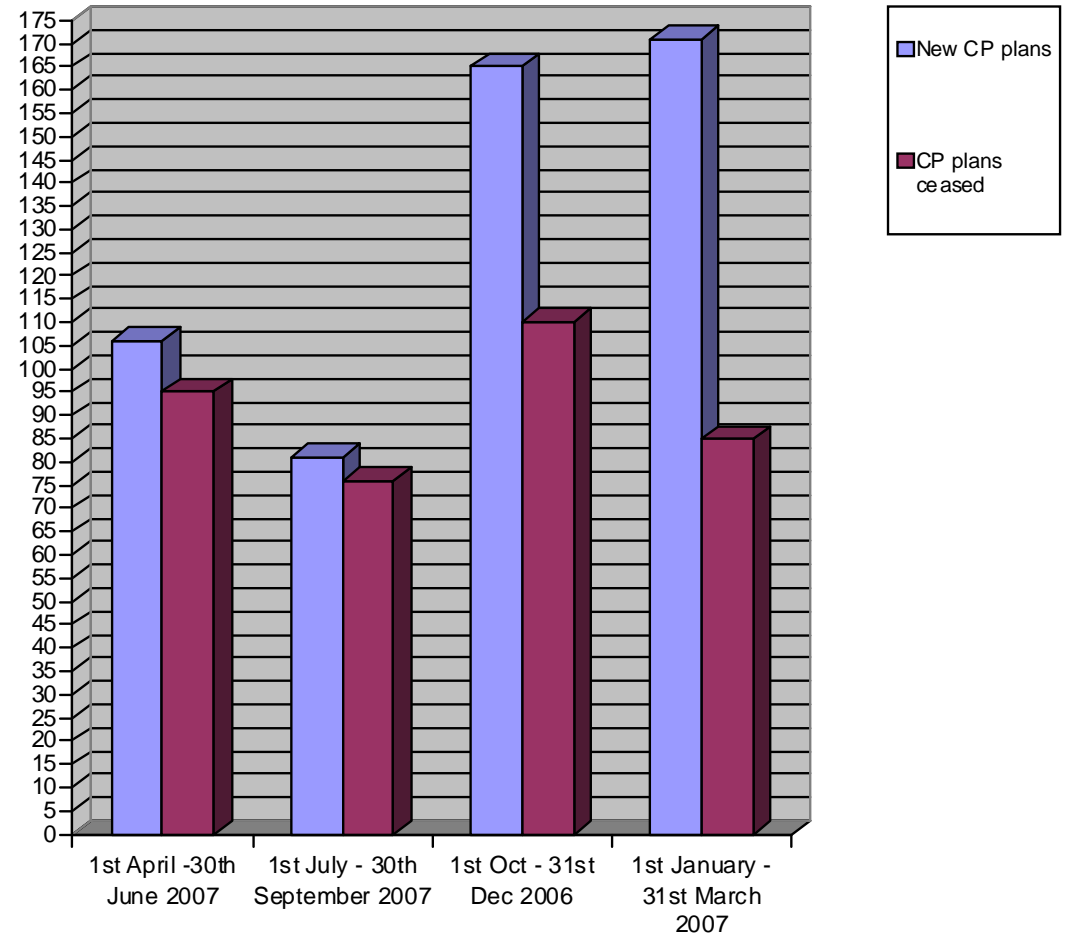
**Child Protection Activity - Analysis by Category & Gender - Number with child protection plan @ 31.03.2009 - 479**



**Analysis of new plans and repeat plans by quarter for year ending 2008/9**



**Analysis of child protection plans started and ceased by quarter for year ending 2008/9**



**Appendix 3**  
**Review of LSCB Training Plan for 2008/9**

<b>TRAINING TARGETS</b>	<b>ACHIEVEMENTS</b>	<b>OUTCOMES</b>	<b>EVALUATION FEEDBACK</b>
<p><b>Child Protection – Introduction to Joint Investigations</b></p> <p>Aims: To enhance social workers knowledge of the Joint Investigation Process.</p>	<p>3 x 1 day course (2 additional courses due to operational demand)</p> <p>32 attended from Children's Services Social Care.</p>	<p>Participants improved their investigative skills in working with other agencies during Joint Investigations of Child Abuse.</p> <p><b>Feedback received</b></p> <p>97% agreed course met development needs.</p>	<p>ASS – CSSC – 32 CSEd – CSEdS – H – HS – POL – PROB – SubM – YOT – Oth –</p>
<p><b>Child Protection – Joint Investigations &amp; 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>1 x 8 day course</p> <p>12 staff 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 – CSSC – 9 CSEd – CSEdS – H – HS – POL – 3 PROB – SubM – YOT – Oth –</p>

TRAINING TARGETS	ACHIEVEMENTS	OUTCOMES	EVALUATION FEEDBACK
<p><b>Joint Investigation Practice Review Days.</b></p>	<p>3 x 1 day conferences.  137 staff from police and social care.</p>	<p>Participants gained an update about Good Practice and techniques when Achieving Best Evidence LSCB Procedure; Interviewing Disabled Children. Participants also had input from Barristers regarding court perspectives on the quality of video interviewed and heard research regarding police and social workers experience of joint investigations.</p> <p><b>Feedback received</b></p> <p>98% agreed course met development needs</p>	<p>ASS – CSSC – 100 CSEd – CSEdS – H – HS – POL – 37 PROB – SubM – YOT – Oth –</p>
<p><b>An Introduction to Basic Child Protection Awareness for Voluntary and Community Groups</b></p> <p>Aims: To provide a variety of staff with knowledge and understanding of Child Protection and Child Abuse Issues.</p>	<p>1 day course for staff from a variety of non-statutory voluntary/private/independent sectors. Pre-school providers, Community/Leisure groups.</p> <p>3 x 1 day courses  57 attended</p>	<p>Participants were able to identify and respond to child protection concerns. They learned about current procedures and how to communicate effectively in an inter agency context.</p> <p><b>Feedback received:</b></p> <p>94% agreed course met development needs.</p>	<p>ASS – CSSC – CSEd – CSEdS – H – HS – POL – PROB – SubM – YOT – Oth – 57</p>
<p><b>Parental Substance and Alcohol Misuse and The Impact on Children</b></p>	<p>2 x 2 day course  51</p>	<p>Participants learned about the effects of particular substances and explored ways of identifying risk to children and examined thresholds relating to risk in an interagency context. They were able to reflect on current</p>	<p>ASC – 4 CSSC – 17 CSEd – 5 CSEdS – H – 7</p>



<b>TRAINING TARGETS</b>	<b>ACHIEVEMENTS</b>	<b>OUTCOMES</b>	<b>EVALUATION FEEDBACK</b>
<p>Aims: To explore inter-agency roles and responsibilities when assessing and managing risk to children whose parents misuse alcohol and substances.</p>		<p>research and local government initiatives and explore effective interventions.</p> <p><b>Feedback Received:</b> 98% agreed course met development needs.</p>	<p>HS – 2 POL – PROB – 1 SubM – 6 YOT – 4 Oth – 5</p>
<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  36 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> 94% agreed course met development needs.</p>	<p>ASC – 2 CSSC – 14 CSEd – 4 CSEdS – 2 H – 6 HS – 2 POL – PROB – 1 SubM – 1 YOT – 2 Oth - 2</p>
<p><b>Working with Families Living with DV</b></p>	<p>1x1 day course  21 Attended</p>	<p>Participants explored ways to assess risk and consider effective interventions where children and their mothers are living with an abusive/violent partner</p> <p>98%</p>	<p>ASC – CSSC – 10 CSED – 4 CSEdS- H - 2 HS - POL - PROB - SubM - YOT - 1 Oth - 6</p>
<p><b>Working together in Core Groups</b></p>	<p>2 x 1 day course.</p>	<p>Participants learnt about the purpose and function of core groups and how to develop Child Protection Plans. They looked at</p>	<p>ASC – 4 CSSC – 8 CSEd – 2 CSEdS – 2</p>

<b>TRAINING TARGETS</b>	<b>ACHIEVEMENTS</b>	<b>OUTCOMES</b>	<b>EVALUATION FEEDBACK</b>
<p>Aims: To facilitate local networking between professionals who are likely to work together in core groups.</p>	<p>28 attended.</p>	<p>theories about Group Dynamics and what problems might arise during inter-agency workings.</p> <p><b>Feedback received:</b></p> <p>92% agreed course met development needs.</p>	<p>H – 8 HS – POL – PROB – SubM – YOT – Oth –</p>
<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 44 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>95 % agreed course met development needs.</p>	<p>ASC – 1 CSSC – 16 CSEd – 5 CSEdS – 2 H – 9 HS – 2 POL – PROB – 1 SubM – 2 YOT – Oth – 6</p>
<p><b>Child Protection In a Multi-Agency Context</b></p> <p>Aims: To enable participants to gain a greater understanding of their</p>	<p>2 x 1 day course 37 attended</p>	<p>Participants were able to gain a greater understanding about the structure and role of the key agencies involved in Child Protection.</p> <p>They learned about both single and multi-agency dimensions to the whole Child</p>	<p>ASC – 2 CSSC – 7 CSEd – 5 CSEdS – 1 H – 8 HS – 2 POL – 1</p>

<b>TRAINING TARGETS</b>	<b>ACHIEVEMENTS</b>	<b>OUTCOMES</b>	<b>EVALUATION FEEDBACK</b>
agency role and that of all other agencies regarding Child Protection		Protection Process.  <b>Feedback Received:</b>  98% agreed course met development needs.	PROB – 3 SubM – YOT – 2 Oth – 6
<p><b>Teenage Sexuality, Pregnancy and Parenting</b></p> <p>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.</p>	1 x 1 day courses  25 attended	Participants looked at issues effecting young peoples choices regarding their sexuality and identified risk and vulnerability factors. They learned about a multi-agency approach to assessment and support of young teenage parents.  <b>Feedback Received:</b>  90% agreed course met development needs.	ASC – 1 CSSC – 13 CSEd – CSEdS – H – 4 HS – POL – PROB – SubM – YOT – 1 Oth – 6
<b>Disabled Young People and Emerging Sexuality</b>	1 x 1 day  11 attended	Participants explored the issues and challenges of the emerging sexuality of disabled young people approaching adulthood.  <b>Feedback Received:</b>  95% agreed course met development needs.	ASC – CSSC – 7 CSEd – CSEdS – H – 4 HS – POL – PROB – SubM – YOT –

TRAINING TARGETS	ACHIEVEMENTS	OUTCOMES	EVALUATION FEEDBACK
<b>Internet Abuse</b>	1 x 1 day course  26 attended	Participants learned how Children and YP are targeted via the internet and how to identify risk and safe practices.  <b>Feedback Received:</b>  96 % agreed course met development needs	Oth –  ASC – CSSC – 18 CSEd – 1 CSEdS – H – 2 HS – POL – PROB – 3 SubM – YOT – Oth – 2
<b>Achieving a Shared Understanding of Making and Receiving Effective Child Protection Referrals</b>	2 x 1 day course  32 attended	Participants explored how to effectively share information when making a referral and learned about different agency thresholds and referral criteria.  <b>Feedback Received:</b>  94% agreed course met development needs.	ASC – 3 CSSC – 7 CSEd – 2 CSEdS – 4 H – 8 HS – POL – 2 PROB – 1 SubM – YOT – Oth – 5
<b>Managing Allegations Against Staff</b>	1 x 1 day course  17 attended	Managers improved their understanding, application and inter-relation of CP and disciplinary procedures.  <b>Feedback Received:</b>  96% agreed course met development needs.	ASC – 1 CSSC – 5 CSEd – 2 CSEdS – H – 3 HS –2 POL – 1 PROB – SubM –

TRAINING TARGETS	ACHIEVEMENTS	OUTCOMES	EVALUATION FEEDBACK
			YOT – Oth – 3
<p><b>Understanding Mental Health</b></p> <p>Aims: To give staff a basic understanding of common mental health.</p>	<p>2 x 1 day course</p> <p>46 attended</p>	<p>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.</p> <p><b>Feedback received:</b></p> <p>98% agreed course met development needs.</p>	<p>ASC – 1 CSSC – 16 CSEd – 2 CSEdS – 2 H – 14 HS – 2 POL – 1 PROB – 1 SubM – YOT – 1 Oth -6</p>
<p><b>The Impact of Parental Mental Health on Child Welfare</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>44 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>96% agreed course met development needs.</p>	<p>ASC – 3 CSSC – 15 CSEd – 4 CSEdS – 3 H – 11 HS – 2 POL – PROB – SubM – YOT – Oth – 6</p>
<p><b>Parents with Learning Difficulties – Developing Good Practice whilst Managing Risk</b></p> <p>Aims:</p>	<p>1 x 1 day course <b>(1 cancelled due lack of trainer from LD Service)</b></p> <p>23 attended</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>ASC – 1 CSSC – 9 CSEd – 1 CSEdS – 2 H – 6 HS – POL –</p>

<b>TRAINING TARGETS</b>	<b>ACHIEVEMENTS</b>	<b>OUTCOMES</b>	<b>EVALUATION FEEDBACK</b>
To use research and local inter-agency practice to identify risk to children whose parents have learning difficulties.		<b>Feedback Received:</b> 92% agreed course met development needs.	PROB – SubM – YOT – Oth – 4
<b>Emotional Abuse and Neglect: Thresholds for Intervention and Outcomes for Children.</b> Aims: To enable participants to explore the concept of emotional abuse and neglect through practice and research examples in an inter-agency training context.	1 x 1 day course 21 attended	Participants will be able to identify categories/types of emotional abuse and neglect and to analyse information to lead to an informed assessment of risk. They will be able to establish consistent thresholds for intervention and to identify positive outcomes for children.  <b>Feedback Received:</b> 96% agreed course met development needs.	ASC – 1 CSSC – 7 CSEd – 1 CSEdS – 2 H – 3 HS – POL – 2 PROB – SubM – YOT – 1 Oth – 4
<b>Child Death Review Briefings</b>	<b>(carried forward to 09/10)</b>		
<b>Linking MAPPA (Multi-Agency Public Protection Arrangements) with Child Protection Processes</b>	3x1/2 day briefings 71 staff attended		ASC – 2 CSSC – 37 CSEd – CSEdS – 4 H – 15 HS – POL – PROB – 2 SubM – 4 YOT – 1 Oth – 6
<b>Disabled Children: Assessing Needs and Managing Risk</b>	1 x 1 day course <b>(Did not take place due to</b>		ASS – CSSC –

TRAINING TARGETS	ACHIEVEMENTS	OUTCOMES	EVALUATION FEEDBACK
	trainer unavailability)		CSEd – CSEdS – H – HS – POL – PROB – SubM – YOT – Oth –
<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 courses.  15 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>Feedback received</b></p> <p>98 % agreed course met development needs.</p>	<p>ASC – 4 CSSC – 3 CSEd – CSEdS – 1 H – 4 HS – POL – PROB – SubM – YOT – Oth – 3</p>

TRAINING TARGETS	ACHIEVEMENTS	OUTCOMES	EVALUATION FEEDBACK
<p><b>Basic Child Protection Awareness Training</b></p> <p>Aims: To provide a variety of staff from Eastbourne Borough and Wealden District Council with knowledge and understanding of Child Protection and Child Abuse Issues.</p>	<p>6 x half day course.</p> <p>staff attended from across a variety of Lewes and Wealden services</p> <p>81 attended</p>	<p>Participants were able to negotiate indicators to show a child needs help. They were enabled to be clear about action to be taken if they had concerns about a child. They were informed about the Child Protection Procedures and how to make an effective referral to Social Services.</p> <p><b>Feedback received</b></p> <p>92% agreed course met development needs</p>	<p>ASC – CSSC – CSEd – CSEdS – H – HS – POL – PROB – SubM – YOT – 0 Oth – 81</p>
<p><b>An Introduction to Working with Self Harm and Young People and the East Sussex Multi-Agency Protocol plus follow-up workshops</b></p>	<p>2X2 day courses and</p> <p>2 Full day and 4 half day workshops</p> <p>126 attended</p>	<p>Participants were able to identify and risk assess a range of self harming behaviours and to develop intervention techniques.</p> <p>90% agreed course met development needs</p>	<p>ASC – 1 CSSC – 64 CSEd – 11 CSEdS – 5 H – 25 HS – POL – PROB – SubM – YOT – Oth – 21</p>



<b>TRAINING TARGETS</b>	<b>ACHIEVEMENTS</b>	<b>OUTCOMES</b>	<b>EVALUATION FEEDBACK</b>
<b>Managing Risk to Children and YP where Fabricated Illness syndrome is suspected/present</b>	1x1 day course 27 attended	Participants explored inter-agency responses to concerns regarding FIIS, risk assessment the importance of detailed and early victim focussed chronologies  95% agreed course met development needs	ASC – CSSC – 13 CSEd – CSEdS – H – 17 HS – POL – PROB – SubM – YOT – Oth- 3
			<b>TOTAL NUMBER OF ATTENDEES: 1,020.</b>

<b>KEY</b>	
<b>ASC</b> – Adult Social Care	<b>POL</b> – Police
<b>CSSC</b> – Children’s Services Social Care	<b>PROB</b> – Probation
<b>CSEd</b> – Education	<b>SubM</b> – Substance Misuse
<b>CSEdS</b> – Education Schools	<b>YOT</b> – Youth Offending Team
<b>H</b> - Health	<b>O</b> – Other
<b>HS</b> – Housing	

## **Appendix 4**

### **LSCB TRAINING PLAN 2009 – 2010**

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 2009 to March 2010.**

**Unless specified LSCB courses are open to ALL staff from statutory and non-statutory agencies – including staff from 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.**

<b>TRAINING PRIORITIES</b>	<b>TARGET GROUP</b>	<b>PLANNED OUTCOMES</b>	<b>LSCB COST</b>	<b>Outcome level (from ECM Working Together Ch4 which can be found at appendix 5)</b>
<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>2 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>CSD led with input from Police CPT</b></p>	<p>Level 3<sup>1</sup></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>An Introduction to Basic Child Protection Awareness for Voluntary</b></p>	<p>Non-statutory agencies – Private/voluntary/independent sectors</p>	<p>To raise awareness of Child Protection issues. To enable staff to identify</p>	<p><b>£1,950</b></p>	<p>Level 1<sup>2</sup></p>

<sup>1</sup> See Appendix 5 for descriptors of the different levels

<sup>2</sup> See Appendix 5 for descriptors of the different levels

<b>and Community Groups</b>	<p>Pre-school providers community/leisure groups</p> <p>This would include any staff working directly or indirectly with children.</p> <p>3 x 1 day courses 24 places.</p>	<p>and respond to Child Protection concerns. To make staff aware of ESCC Child Protection Procedures. To encourage and develop effective inter-agency communication where Child Protection matters arise.</p>		
<b>Parental Substance and Alcohol Misuse and the Impact on Children.</b>	<p>All Staff</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. Demonstrate increased knowledge of effects, risks and potential harm of the principle substances of use/misuse and drinking patterns. Describe potential impact of harmful substance/alcohol use on children and families. Assess needs and provide a range of responses directed both at assisting parents and protecting and helping children.</p>	<b>£2400</b>	<b>Level 2</b> <sup>3</sup>
<b>Domestic Violence and the</b>	All staff	This course will enable	<b>£2400</b>	<b>Level 2</b>

<sup>3</sup> See Appendix 5 for descriptors of the different levels

<b>Impact on Children</b>	2 x 2 day courses. 24 places	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 policies and local initiatives and resources.		
<b>Working with Families Living with Domestic Violence</b>	All Staff 2 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. To gain a basic understanding of key issues and factors that facilitate effective intervention with perpetrators.	<b>£1200</b>	<b>Level 2</b>
<b>Working Together in Core Groups</b>	Staff who are likely to be part of a core group following a CP Conference  2 x 1 day courses.  24 places	Participants will explore effective inter-agency working in core-groups. They will learn how to develop effective CP plans.	<b>£1200</b>	<b>Level 3</b>
<b>Participating in the CP Conference Process</b>	Staff who attend or who are likely to attend CP conferences, reviews and similar meetings.  2 x 1 day courses.	To enable participants to explore the purpose and function of Child Protection Conferences; to give participants an opportunity to familiarise themselves with	<b>£1200</b>	<b>Level 3</b>

	24 places per course.	the processes of Child Protection Conferences and provide them with an understanding of their professional role in relation to conferences and similar meetings.		
<b>Child Protection in a Multi-Agency Context</b>	Newly qualified or inexperienced staff who have little or no knowledge of the Child Protection Process.  2 x 1 day courses  24 places.	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.	<b>£1200</b>	<b>Level 1</b>
<b>Teenage Sexuality, Pregnancy &amp; Parenting Assessing Risk and outcomes for parent and child</b>	Staff involved in assessment and support of sexually active young people.  2 x 1 day courses  24 places.	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.	<b>£1200</b>	<b>Level 2</b>
<b>Disabled Young People &amp; Emerging Sexuality</b>	Any professional working with physically or learning disabled young people.  1 x 1 day course	Participants will explore the issues and challenges of the emerging sexuality of disabled young people approaching adulthood.	<b>£600</b>	<b>Level 2</b>

	16 places			
<b>Internet Abuse and e-Safety</b>	All staff  1 x 1 day courses  24 places	Participants will develop knowledge of the methods by which children & young people are targeted via the internet, the associated risks & consider safe practice guidelines.	<b>£600</b>	<b>Level 3</b>
<b>Making and receiving effective Child Protection referrals.</b>	All Staff 2 x 1 day course  24 places	Participants from a variety of agencies will explore what information is required by the receiving agency in order to make an effective referral; the thresholds and referral criteria to which each agency works in order to achieve the best outcomes for service users.	<b>£1200</b>	<b>Level 2</b>
<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>£600</b>	<b>Level 2</b>
<b>Revisiting the Sex Offences Act 2003</b>	All Staff 3x short briefings	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>	

<p><b>Understanding Mental Health</b> <b>A Pathway Course: Day 1</b></p>	<p>Staff who have little or no knowledge of signs/symptoms of MH problems.</p> <p>2 x 1 day course</p> <p>24 places</p>	<p>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.</p>	<p><b>£1200</b></p>	<p><b>Level 2</b></p>
<p><b>The Impact of Parental Mental Health on Child Welfare.</b> <b>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>£1200</b></p>	<p><b>Level 2</b></p>
<p><b>Parents with Learning Disabilities Developing Good Working Practice whilst Managing Risk</b></p>	<p>All Staff</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>£1200</b></p>	<p><b>Level 2</b></p>



<b>Neglect and Emotional Abuse: Thresholds for Intervention and Impact on Children</b>	All Staff 2 x 1 day courses. 20 places.	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. To enhance inter-agency communication and establish consistent thresholds for intervention. To explore current research and practice to identify positive outcomes for children.	<b>£1200</b>	<b>Level 2</b>
<b>Child Death Review Briefings</b>	Relevant LSCB members 6 x ½ day briefings up to 300 places	Participants will gain an overview of CDR processes and protocols in line with the DCSF guidelines.	<b>£1000</b>	<b>Level 3</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	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	<b>£1000</b>	<b>Level 3</b>

	up to 120 places	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>Disabled Children: Assessing needs and managing risk</b>	All Staff 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>Level 2</b>
<b>Assessing Risk, Analysis and Decision Making</b>	All Staff  1 x 2 day course	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>£2000</b>	<b>Level 2</b>
<b>An introduction to Working with Self Harm and Young People and the East Sussex Multi-Agency Protocol.</b>	All Staff  2 x 2 day courses	To enable participants to broaden their knowledge and identify a range of Self-Harming behaviours. To equip staff with the skills and	<b>£2,400</b>	<b>Level 2</b>

		knowledge to undertake effective risk assessments and develop techniques to support Children and Young People who Self Harm		
<b>Next steps in Working with Young People who Self Harm</b>	All Staff  1x1 day course	Participants will learn about the incidence of self harm; explore how they identify and manage risk to YP; look at ways to enable the process of reducing self harming behaviours and the impact on self.	<b>£600</b>	<b>Level 2</b>
<b>Managing Risk to children and Young People where fabricated induced illness syndrome is suspected/present</b>	All Staff  1 x 1 day course  24 places		<b>£600</b>	<b>Level 2</b>
<b>Serious Case Review Process</b>	Potential Individual Management Review Writers and Review Group  2 x ½ day courses	Delegates will demonstrate an understanding of: <ul style="list-style-type: none"> <li>• SCR process</li> <li>• Timescales</li> <li>• The standards required in writing an IMR</li> <li>• Ofsted requirements</li> <li>• The role of the review group</li> </ul>	<b>£600</b>	<b>Level 2</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</li> </ul>	<b>£ 600</b>	<b>Level 2</b>

		<p>contribution to the S11 duty to Safeguard and promote the welfare of children</p> <ul style="list-style-type: none"> <li>• The role and function of the board</li> <li>• Where they and their agency can contribute to the LSCB agenda</li> </ul>		
<b>LSCB Training 'Pool' Development Days</b>	<p>Training 'Pool' members</p> <p>2x1/2 days</p>	<p>'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.</p>	<b>£600</b>	<b>Level 2</b>
<b>Safeguarding Support mechanisms</b>	<p>Staff working in a full range of support services</p> <p>2x1/2 days</p>	<p>Delegates will demonstrate knowledge of wider safeguarding processes such as:</p> <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>Level 2</b>
<b>Confidentiality, Competency and Consent</b>	<p>Staff working in a full range of support services</p> <p>2x1 day</p>	<p>Delegates will demonstrate and apply knowledge relating to Fraser Guidelines and Information Sharing with</p>	<b>£600</b>	<b>Level 2</b>

		Young People		
<b>Children Who Abuse</b>	Children's Services, CAMHS, YOT Health and Police staff  1x1 day	TBC	<b>£600</b>	<b>Level 2</b>
<b>Children in the Youth Justice system</b>	Children's Services, YOT, Health and Police staff  1x1 day	TBC	<b>£600</b>	<b>Level 2</b>
<b>Total Cost</b>		<b>£33,750</b>		

## Appendix 5

### The following chart details the anticipated learning outcomes applicable to the levels 1, 2 and 3 of multi disciplinary training available through LSCB Training Programmes

**SUGGESTED LEARNING OUTCOMES FOR TARGET GROUPS: In training and development for inter-agency work to safeguard and promote the welfare of children<sup>4</sup>**

Those with a particular responsibility for safeguarding children



Those who work regularly with children, young people and adults who are parents/carers



Those in contact with children, young people and adults who are parents/carers

Practitioners: key outcomes

Introduction to working together to safeguard children	Working together to identify, assess, plan, intervene and review	Working together on complex cases to identify, assess, plan, intervene and review
<p>Understand what is meant by safeguarding and promoting the welfare of children and the different ways in which children and young people can be harmed.</p> <p>Be aware of the statutory duty to safeguard and promote the welfare of children in accordance with the Children Act 2004.</p> <p>Be familiar with <i>What to do if you are worried a</i></p>	<p>Understand the safeguarding roles of parents and carers and recognise factors that can impact on parenting capacity.</p> <p>Have confidence to challenge own and other's practice.</p> <p>Understand boundaries of personal competence and responsibility, know when to involve others and where to get</p>	<p>Be able to work with other practitioners, children and families on complex tasks or particular areas of practice that have specific knowledge or skill requirements. For example, joint enquiries under section 47 of the Children Act 1989.</p> <p>Have the confidence to challenge decisions in complex situations by looking beyond</p>

<sup>4</sup> For the context for these suggested outcomes and a more detailed description of the target groups see Chapter 4 of *Working Together to Safeguard Children* (HM Government, 2006) – available from [www.everychildmatters.gov.uk/socialcare/safeguarding](http://www.everychildmatters.gov.uk/socialcare/safeguarding).

<p><i>child is being abused</i> national guidance and local procedures and appreciate own role and responsibilities and those of others in safeguarding and promoting the welfare of children</p> <p>Be able to make judgements about how to act to safeguard and promote the welfare of a child in line with <i>What to do if...</i></p> <p>Be aware of the Local Safeguarding Children Board (LSCB) and its remit.</p> <p>Understand statutory requirements governing consent, confidentiality and information-sharing.</p> <p>Understand the necessity for information-sharing and accurate recording within the context of safeguarding and promoting the welfare of a particular child.</p> <p>Provide appropriate, succinct information to enable other practitioners to deliver support to the child and family.</p> <p>Know the boundaries of personal competence and responsibility, when to involve others and where to seek advice and support.</p> <p>Understand when they are required to consult with a manager/designated person.</p> <p>Be able to identify concerns about possible maltreatment arising from completion of a</p>	<p>advice and support.</p> <p>Be able to communicate effectively and develop working relationships with other practitioners and professionals, children and families to safeguard and promote the welfare of children.</p> <p>Understand the role of other practitioners and agencies in supporting and advising families and safeguarding and promoting the welfare of children and the impact of own interviewing style, decisions and actions on others.</p> <p>Work together with others as outlined in the <i>What to do if ...</i> guidance.</p> <p>Have a sound understanding of the principles and processes for effective collaboration and be able to forge and sustain relationships with other practitioners and families to safeguard and promote the welfare of children.</p> <p>Know who to share information with, when and how to record information related to assessment, planning, intervention and review.</p> <p>Appreciate the effect of cultural and religious beliefs on practice when working together to safeguard and promote the welfare of children.</p>	<p>immediate role and asking questions.</p> <p>Be able to assess the relevance and status of information and to pass it on when appropriate.</p> <p>Be able to establish and maintain working partnerships of trust and mutual respect whilst recognising ways in which group process can influence and distort decision-making.</p> <p>Understand and be able to make an effective contribution through report writing and verbal communication to multi-disciplinary case planning and review meetings.</p> <p>Know how to manage conflict and disagreement between professionals when working together on complex cases.</p> <p>Have the skills to work with others to address issues of aggression and /or non-compliance that may impinge on practitioners' ability to safeguard and promote the welfare of a child in complex cases.</p> <p>Have an understanding of factors at an inter-personal, intra-personal and systemic level which influence the possibility of change.</p>
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<p><b>Common Assessment Framework</b></p> <p>Know when and how to respond to immediate safety issues in relation to a particular child and other children within the household</p> <p>Be aware of the impact of aggression, anger and violence from carers on practice and know how to manage this</p> <p>Know what to do when there is an insufficient response from other organisations and agencies, while maintaining a focus on safeguarding and promoting the welfare of the child.</p>	<p>Have the skills to work with others to address issues of aggression and /or non-compliance by service users that may impinge on practitioners' ability to safeguard and promote the welfare and know when and how to seek support/advice.</p> <p>Understand the role of assessment, planning and review in effective service provision and the change process.</p> <p>Understand when they are required to consult with a manager or designated person.</p> <p>Be able to write clear evidence based and outcome focused reports.</p>	
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**Those with a particular responsibility for safeguarding children**



**Those who work regularly with children, young people and adults who are parents/carers**



**Those in contact with children, young people and adults who are parents/carers**





**Operational managers who supervise practitioners and volunteers: key outcomes**

<b>Introduction to working together to safeguard children</b>	<b>Working together to identify, assess, plan, intervene and review</b>	<b>Working together on complex cases to identify, assess, plan , intervene and review</b>
<p>Be aware of the statutory duty to safeguard and promote the welfare of children and recognise the roles and responsibilities of staff as outlined in <i>What to do if...</i></p> <p>Be able to make judgements about ways in which practitioners should act to safeguard and promote the welfare of a child in line with <i>What to do if...</i></p> <p>Be aware of the LSCB and its remit;</p> <p>Be aware of LSCB Inter-agency policies, procedures and protocols.</p> <p>Understand statutory requirements governing consent, confidentiality and information-sharing.</p> <p>Understand the necessity for information-sharing and accurate recording within the context of safeguarding and promoting the welfare of children and have the knowledge and skills to advise practitioners.</p> <p>Understand the role and influence of the front line manager, including in facilitating multi-disciplinary communication and conflict resolution.</p> <p>Understand and be able to address the impact</p>	<p>Understand parents and carers safeguarding role and recognise factors that can impact on parenting capacity.</p> <p>Be able to develop an accurate assessment of a practitioner's competence with regard to safeguarding and promoting children's welfare and address areas for development.</p> <p>Be able to recognise the boundaries of staff and own competence and responsibility, know when to involve others and where to get advice and support.</p> <p>Have a sound understanding of the principles and processes for effective collaboration and be able to communicate, forge and sustain relationships with other managers and address any issues encountered by practitioners working with others to safeguard and promote the welfare of children.</p> <p>Understand the role of other practitioners and agencies in supporting and advising families to safeguard and promote the welfare of children and advise staff accordingly.</p> <p>Be able to supervise staff who are working together with others on the processes</p>	<p>Be aware of the specific knowledge and skill requirements necessary for working on complex cases. For example, joint enquiries under section 47 of the Children Act 1989.</p> <p>Ensure that practitioners have the appropriate knowledge and skills and are managed and supported.</p> <p>Know what to do when there is an insufficient response from other organisations and agencies, while maintaining a focus on safeguarding and promoting the welfare of the child.</p> <p>Be able to assess the relevance and status of information and ensure staff manage this information appropriately.</p> <p>Be able to assess ways in which practitioners are working together on complex cases and ways in which group process can influence and distort decision-making.</p> <p>Know how to deal with professional disagreement.</p> <p>Be able to help practitioners sustain purposeful and respectful relationships with service users over time and under</p>

<p>of practitioner anxiety on performance.</p> <p>Be able to offer advice, guidance and support in line with national and local guidance to practitioners who have concerns about safeguarding and promoting the welfare of a child.</p> <p>Be aware of the impact of aggression, anger and violence from carers on practice and ensure practitioners are supported when working in these situations.</p> <p>Understand the emotional impact of working together to safeguard children and promote the welfare of children and support practitioners appropriately.</p> <p>Have the knowledge and skills to identify how practitioners can get stuck, lose focus and be drawn into poor performance and respond accordingly.</p>	<p>outlined in this guidance and in <i>What to do if ...</i> guidance.</p> <p>Know who to share information with and when and how to record information and be able to advise practitioners accordingly.</p> <p>Understand and be able to address issues of practitioner-anxiety, and of aggression and non-compliance from carers when working together to safeguard and promote the welfare of a child.</p> <p>Appreciate and be able to address with practitioners the effect of cultural and religious beliefs on practice when working together to safeguard and promote the welfare of children.</p>	<p>stressful conditions.</p> <p>Be able to recognise when the relationship between practitioner and service user is in danger of breaking down and take appropriate action.</p> <p>Know how to manage aggression and non-compliance in complex cases.</p>
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Those with a particular responsibility for safeguarding children



Those who work regularly with children, young people and adults who are parents/carers



Those in contact with children, young people and adults who are parents/carers



Those who have strategic responsibility for commissioning and providing services to children, young people and adults who are parents/carers including members of the LSCB: key outcomes

Managers within agencies	New members of LSCBs	Members of LSCBs: ongoing development
<p>Be aware of the statutory duty to safeguard and promote the welfare of children and identify a lead senior manager who is accountable for the agency fulfilling this duty.</p> <p>Recognise the roles and responsibilities of practitioners as outlined in this guidance and in <i>What to do if...</i></p> <p>Understand the needs of development and support needs of staff, enabling them to effectively work together with others to safeguard and promote the welfare of children.</p> <p>Understand the need for management plans for recruitment, training, support and supervision of all staff undertaking safeguarding duties.</p>	<p>Be aware of the statutory duty to safeguard and promote the welfare of children and recognise the roles and responsibilities of staff as outlined in this guidance and in <i>What to do if...</i></p> <p>Understand the statutory requirements of the LSCB under sections 13-16 of the Children Act 2004 and the LSCB regulations.</p> <p>Be aware of the key purposes, functions and tasks of the LSCB and be able to follow procedures as outlined in guidance.</p> <p>Understand the individual and joint roles and responsibilities of members of the LSCB.</p> <p>Know how to ensure own agency is able to</p>	<p>Understand how recent policy, practice and research developments, serious case reviews and the findings of the local screening teams should inform the work of the LSCB.</p> <p>Recognise the factors that are promoting and inhibiting the effective functioning of the LSCB and be able to address these in order to improve performance.</p> <p>Work together to assess the developmental needs of the LSCB.</p> <p>Be able to ensure effective communication between the local LSCB, the local children's workforce and local community.</p>

<p>Recognise the systems that should be in place within an organisation and between organisations in order to comply with statutory duties to cooperate to safeguard and promote the welfare of children.</p> <p>Understand statutory requirements governing consent, confidentiality and information-sharing and the implications for developing and maintaining intra and inter-agency systems and protocols.</p> <p>Recognise the management information required to ensure that the agency is discharging its duty to safeguard and promote the welfare of children.</p> <p>Be aware of the Local Safeguarding Board and its remit.</p> <p>Know what actions need to be taken to ensure the agency is demonstrating its safeguarding duties in both strategic and operational plans.</p>	<p>demonstrate their duties to safeguard and promote the welfare of children in their strategic and operational plans.</p> <p>Ensure that own agency job descriptions reflect the responsibilities of LSCB membership.</p> <p>Understand the mandate and organisational support required to ensure meaningful representation.</p> <p>Know how to obtain necessary professional/ expert advice to fulfill role.</p> <p>Understand the role of the Children's Service Authority, the Director of Children's Services, the lead elected member and the LSCB chair.</p>	<p>Be able to identify ways of learning from service user experience and taking account of the views of children and young people.</p>
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