





**Brighton & Hove
City Council**



Brighton and Hove

Children & Young People's Trust Board

Title:	Children & Young People's Trust Board
Date:	21 March 2011
Time:	5.00pm
Venue	Council Chamber, Hove Town Hall
Contact:	John Peel Democratic Services Officer 01273 291058 john.peel@brighton-hove.gov.uk

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CHILDREN & YOUNG PEOPLE'S TRUST BOARD

The Following are requested to attend the meeting:

Councillors: Brown (Chairman), Bennett, Kemble, Fryer (Opposition Spokesperson) and Hawkes (Opposition Spokesperson)

Brighton & Hove Primary Care Trust: Denise Stokoe (Deputy Chairman), Amanda Fadero

Sussex Community NHS Trust: Andy Painton, Simon Turpitt

Co-optees:

David Standing	Community & Voluntary Sector Forum
Gail Gray	Community & Voluntary Sector Forum
Andrew Jeffrey	Parent Forum
Graham Bartlett	Sussex Police Authority
Priya Rogers	Youth Council
Rose Suman	Youth Council
Caroline Parker	Head of Service City Early Years and Childcare
Kim Bolton	Special Community Schools Representative
Duncan Selbie	Brighton & Sussex University Hospitals Trust
Simone Button	CAHMS
Dr Lisa Argent	Lead Practice Based Commissioner
Janet Thacker	Job Centre Plus
Dr Phil Harland	Further Education & Sixth Form Colleges
Catherine Keith	Peter Gladwin Primary School
Haydn Stride	Longhill Secondary School

AGENDA

23. PROCEDURAL BUSINESS

- (a) Declaration of Substitutes - Where Councillors are unable to attend a meeting, a substitute Member from the same Political Group may attend, speak and vote in their place for that meeting.
- (b) Declarations of Interest by all Members present of any personal interests in matters on the agenda, the nature of any interest and whether the Members regard the interest as prejudicial under the terms of the Code of Conduct.
- (c) Exclusion of Press and Public - To consider whether, in view of the nature of the business to be transacted, or the nature of the proceedings, the press and public should be excluded from the meeting when any of the following items are under consideration.

NOTE: Any item appearing in Part 2 of the Agenda states in its heading either that it is confidential or the category under which the information disclosed in the report is exempt from disclosure and therefore not available to the public.

A list and description of the categories of exempt information is available for public inspection at Brighton and Hove Town Halls.

24. MINUTES OF THE PREVIOUS MEETING

1 - 6

Minutes of the meeting held on 31 January 2011 (copy attached).

25. CHAIRMAN'S COMMUNICATIONS

26. LOCAL SAFEGUARDING CHILDREN BOARD ANNUAL REPORT

7 - 50

Report of the Local Safeguarding Children Board (copy attached)

27. STATEMENT OF AGREEMENT BETWEEN THE CHILDREN AND YOUNG PEOPLE'S TRUST BOARD AND THE LOCAL SAFEGUARDING CHILDREN'S BOARD

51 - 60

Report of the Strategic Director, People (copy attached)

Contact Officer: Steve Barton

Tel: 29-6105

28. STANDARDS IN EARLY YEARS FOUNDATION STAGE AND KEY STAGES 1-5, 2009-10

Report of the Strategic Director, People (copy to follow)

Contact Officer: Linda Ellis, Hilary Ferries

Tel: 29-3686, Tel: 29-3738

29. UPDATE ON SOCIAL WORK AREAS FOR DEVELOPMENT PLAN AND SELF-ASSESSMENT **61 - 96**

Report of the Strategic Director, People (copy attached)

Contact Officer: *James Dougan* Tel: 295511

30. CHILD POVERTY

Report of the Strategic Director, People (copy to follow)

Contact Officer: *Matthew Wragg* Tel: 01273 - 296805

31. UPDATE ON PRESENTATIONS FROM 31ST JANUARY TRUST BOARD MEETING **97 - 100**

Report of the Strategic Director, People (copy attached)

Contact Officer: *Steve Barton* Tel: 29-6105

The City Council actively welcomes members of the public and the press to attend its meetings and holds as many of its meetings as possible in public. Provision is also made on the agendas for public questions to committees and details of how questions can be raised can be found on the website and/or on agendas for the meetings.

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For further details and general enquiries about this meeting contact John Peel, (01273 291058, email john.peel@brighton-hove.gov.uk) or email democratic.services@brighton-hove.gov.uk

Date of Publication - Friday, 11 March 2011

BRIGHTON & HOVE CITY COUNCIL
CHILDREN & YOUNG PEOPLE'S TRUST BOARD

5.00pm 31 JANUARY 2011

COUNCIL CHAMBER, HOVE TOWN HALL

MINUTES

Present: Councillors: Brown (Chairman), Kemble, Bennett, Hawkes (Opposition Spokesperson- Labour), and Fryer (Opposition Spokesperson- Green)

NHS Brighton & Hove: Denise Stokoe (Deputy Chairman), Amanda Fadero

Sussex Community NHS Trust: Simon Turpitt, Mo Marsh

Non-Voting Co-optees:

David Standing, Community & Voluntary Sector Forum

Gail Gray, Community & Voluntary Sector Forum

Andrew Jeffrey, Parent Forum

Graham Bartlett, Sussex Police Authority

Kim Bolton, Special Community Schools Representative

Janet Thacker, Job Centre Plus

Dr Phil Harland, Further Education & Sixth Form Colleges

Catherine Keith, Peter Gladwin Primary School

Haydn Stride, Longhill Secondary School

Ben Thomas, Youth Council

Also in attendance:

Terry Parkin (Strategic Director, People)

Natasha Watson (Managing Principal Lawyer)

Apologies:

Duncan Selbie, Brighton & Sussex University Hospitals Trust

Simone Button, CAHMS

Dr Lisa Argent, Lead Practice Based Commissioner

Andy Painton, Sussex Community NHS Trust

PART ONE

16. PROCEDURAL BUSINESS

16a Declarations of Substitutes

16.1. Mo Marsh was in attendance as substitute for Andy Painton.

16b Declarations of Interest

16.2. There were none.

16c In accordance with section 100A of the Local Government Act 1972 ('the Act'), the Children & Young People's Trust Board considered whether the press and public should be excluded from the meeting during an item of business on the grounds that it was likely, in view of the nature of the business to be transacted or the nature of the proceedings, that if members of the press or public were present during that item, there would be disclosure to them of confidential information (as defined in section 100A(3) of the Act) or exempt information (as defined in section 100I(1) of the Act).

16.3 **RESOLVED-** That the press and public not be excluded from the meeting.

17. MINUTES OF THE PREVIOUS MEETING

17.1 **RESOLVED-** That the minutes of the previous meeting held on 1 November 2010 be approved and signed as the correct record.

18. CHAIRMAN'S COMMUNICATIONS

18.1 In her communications, the Chairman passed on her gratitude to Mo Marsh who was attending her last meeting after completing her eight year tenure on the Board.

18.2 The Chairman welcomed Ben Thomas from the Youth Council who was attending his first meeting of the Trust Board.

18.3 The Chairman welcomed Denise Stokoe who was present as the Interim Chair of NHS Brighton & Hove.

19. PRESENTATIONS TO THE BOARD

19.1 The Board considered a report of the Strategic Director, People that outlined the new format of items for discussion to the Members.

19.2 The Chairman supplemented that the new format had been agreed by Members at the previous meeting of the Board in November 2010. The purpose of the presentations was to better enable the Board to engage and take action to address the issues which underpinned the four Strategic Improvement Priorities set out in the Children and Young People's Plan.

19.3 **RESOLVED-** That:

1) That the Children's Trust Board notes the issues raised in the presentations in light of the Strategic Improvement Priorities in the Children's and Young People's Plan.

2) That the Partners agree actions to be taken in response to the issues raised and agree to report back to a future meeting of the Board.

20. DOMESTIC VIOLENCE, YOUTH CRIME AND SEXUAL VIOLENCE

- 20.1 The Board considered a presentation on Youth Crime, Domestic Violence and Sexual Violence. The report outlined and detailed issues including:
- Community safety, crime reduction and drugs strategy
 - The Community Safety Partnership
 - Youth Crime initiatives including Operation Park and other multi-agency work
 - The Family Intervention and Think Family projects
 - Commissioning, services and intervention programmes to prevent and reduce cases of sexual violence
 - The Domestic Violence Intelligent Commissioning Pilot
- 20.2 Andrew Jeffrey praised the report and asked the presenters if information was available to parents on some of the resources and services available.
- 20.3 The report authors clarified that that information was available in numerous public places. Service development was constantly monitored seeking improvement. This included, amongst others, the widening of the scope and publicity of the 'Stay Safe' programme.
- 20.4 Andrew Jeffrey enquired as to how the report authors had come to the conclusion that an increase in reported incidences of sexual violence indicated that their strategies were effective.
- 20.5 The report authors responded that this was measured in conjunction with other performance indicators and showed a change in attitudes whereby victims of these crimes were more willing to come forward with the knock on effect a higher charge and conviction rate.
- 20.6 Councillor Fryer agreed with the importance that raising awareness had in preventing and convictions for such offences. She asked for more information on the effectiveness of educational schemes such as RISE.
- 20.7 Gail Gray responded that the RISE programme had been very successful in educating young people about healthy relationships. Unfortunately, the grants that funded the scheme had been withdrawn. However, the programme would continue at some academy schools and primary schools.
- 20.8 David Standing commented that domestic violence counseling was one of the main services his organisation provided yet there was no forum to share information with partner bodies. He believed progress in this area would bring improvement.
- 20.9 The Chairman agreed adding that this was one of the priorities discussed at the Local Safeguarding Children Board meeting that day.
- 20.10 Councillor Kemble thanked the officers for their informative report and queried how the pilot programmes would inform policy.

- 20.11 The report authors answered that the pilots would inform the Intelligent Commissioning framework. They were currently seeking to commission three out of the four pilot areas.
- 20.12 Chief Superintendent Bartlett elaborated more on the success of Operation Park. Of the 575 young people stopped for their first offence the work of the Anti-Social Behaviour Team, Targeted Youth Support and the Youth Prevention Service meant that re-offending figures were in single figures.
- 20.13 The Chairman thanked Chief Superintendent Bartlett for the information provided and the partner bodies for working together to great result.
- 20.14 **RESOLVED-** That the presentation and matters arising from the presentation on Domestic Violence and Sexual Violence be noted.

21. SCHOOLS, LEARNING AND SKILLS

- 21.1 The Board considered a presentation on Schools, Learning and Skills that related to two specific areas of the Strategic Improvement Priorities; reducing child poverty and health inequality and the promotion of health and well being, inclusion and achievement. The presentation was supported by the Community Cohesion Analysis produced by Longhill High School that displayed the disadvantages and lower rates of achievement related to community poverty. The basis for the study was an analysis of behaviour, attendance, ability and achievement linked to postcode differences.
- 21.2 The Chairman thanked the presenters for their informative and enlightening presentations.
- 21.3 Councillor Hawkes thanked the presenters for their report and identified with the financial challenges now presented to all public bodies. She expressed her hope that the collaboration between schools would continue undeterred.
- 21.4 Mo Marsh congratulated the presenters for their detailed analysis. She recalled a presentation given by Inspector Smith to the Board in 1995 that also identified a 'cycle of deprivation'. Whilst she understood that progress had been made since then, the presentation at this meeting had made clear such problems still existed and there was still a lot of work to do for the partner bodies to eradicate them.
- 21.5 Denise Stokoe asked the report authors why some of the performance indicators slightly declined at secondary school level.
- 21.6 The report authors responded that due to an increase in the pupil population, secondary schools were more complex organisations than primary schools. However, with the current level of co-operation between schools, they believed they were on the course to address these.
- 21.7 The Strategic Director, People established that it was up to all Board Members to assist with any partner issues. He believed in collective responsibility in addressing

improvement for the lowest performing child or school. He maintained that at such a well-performing Trust as this, it was readily within their grasp to do so.

- 21.8 Simon Turpitt stressed the significance of involving the commercial sector in improving school and pupil performance.
- 21.9 The report authors agreed and clarified that work was already underway on this task.
- 21.10 **RESOLVED-** That the presentation and matters arising from the presentation on Schools, Skills and Learning be noted.

The meeting concluded at 6.45pm

Signed

Chair

Dated this

day of

Subject:	Local Safeguarding Children's Board (LSCB) Annual Report for 2009-10		
Date of Meeting:	21st March 2011		
Report of:	Local Safeguarding Children Board		
Contact Officer:	Name:	Sharon Healy	Tel: 29-0728
	E-mail:	sharon.healy@brighton-hove.gov.uk	
Wards Affected:	All		

FOR GENERAL RELEASE

1. SUMMARY AND POLICY CONTEXT

- 1.1 The Apprenticeship, Skills, Children and Learning Act 2009 introduced a requirement for Local Safeguarding Children's Boards (LSCBs) to produce and publish an Annual Report on the effectiveness of safeguarding in the local area. Working Together to Safeguard Children 2010 (the statutory guidance) says "It should recognise achievements and progress as well as providing a realistic assessment of the challenges that still remain." They are to be submitted to the Children's Trust which in turn needs to take it into account in any new or updated Children and Young People's Plan.

2. RECOMMENDATIONS:

- 2.1 The Board should consider the report, and take it into account in its future work.
- 2.2 As a report for 2010-11 will be presented to the Board in the autumn of 2011, the LSCB would welcome advice on the format and content for the next report.

3. RELEVANT BACKGROUND INFORMATION/CHRONOLOGY OF KEY EVENTS:

- 3.1 The Children and Young People's Trust (CYPT) and LSCB work closely together and a protocol for that joint work has been agreed. The CYPT chair attends the LSCB and several CYPT board members, including the Strategic Director People / Director of Children's Services and Chair, sit on the new LSCB Executive. The LSCB chair has attended and presented at the LSCB. This report particularly describes work to get the structure and ways of working in place. The key task going forward and which will be covered more in the 2010-11 Annual Report, is to ensure very robust processes are in place to identify and improve the quality of local performance.

- 3.2 As the report is produced late in the year following 2009-10 it gives brief updates on progress in 2010-11.

4. CONSULTATION

- 4.1 A preview of the format and content of the 2009-10 report was given to the CYPT board on 1.11.10. The draft was shared with the LSCB board on 28.2.11 and approved subject to comments made at the meeting. Organisations represented on the CYPT therefore had an opportunity to contribute to the final report.

5. FINANCIAL & OTHER IMPLICATIONS:

Financial Implications:

- 5.1 There are no financial implications directly resulting from the recommendations of this report. The financial information presented in the LSCB Annual report is accurate and a true reflection of the LSCB financial position within Brighton & Hove City Council's accounts.

Finance Officer Consulted: David Ellis

Date: 3 March 2011

Legal Implications:

- 5.2 The report must be considered in compliance with the requirement of the Apprenticeship, Skills, Children and Learning Act 2009 as set out in the body of the report. In considering the effectiveness of safeguarding in the local area the members to the Board will have a better understanding as to the extent to which they are meeting their statutory safeguarding duties.

Lawyer Consulted: Natasha Watson

Date: 7 March 2011

Equalities Implications:

- 5.3 The LSCB annual report is very important to the implementation of Brighton & Hove Council's Equalities Policy and to the achievement of the priorities set out in its annual business plan. The board champions our most vulnerable young people and as such the board needs to ensure that every child irrespective of their age, disability, race, ethnicity or sexual orientation is safeguarded in the city. One of the key objectives of the LSCB is to improve outcomes for children and young people from diverse communities and groups, and for those who live in deprived geographical communities.

Sustainability Implications:

5.4 This report does not directly address sustainability issues but it is linked to the priorities in the CYPP which supports the council's sustainability strategy.
Crime & Disorder Implications:

5.5 The LSCB aims to support young people to engage in law abiding and socially acceptable activity and behaviour. There are no specific implications in the report in relation to crime and disorder but as the board is concerned with children who are at most at risk in Brighton and Hove they may be at increased risk of becoming known to the criminal justice system.

Risk and Opportunity Management Implications:

5.6 The LSCB will assist the partners of the CT in understanding safeguarding and child protection in Brighton and Hove and assist in meeting their duties to children in need of protection.

Corporate / Citywide Implications:

5.7 The LSCB annual report describes the collective responsibilities that members and officers of Brighton & Hove City Council and its partner organisations have towards safeguarding children and young people.

SUPPORTING DOCUMENTATION

Appendices:

1. LSCB Annual Report 2009-10.

Documents In Members' Rooms

1. None.

Background Documents

1. None.



BRIGHTON & HOVE LOCAL SAFEGUARDING CHILDREN BOARD

ANNUAL REPORT 2009 - 10 & Update to December 2010

**Prepared by:
Sharon Healy, LSCB Business Manager and Alan Bedford, LSCB Independent Chair**

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1 INTRODUCTION FROM THE CHAIR

I am pleased to present the Brighton & Hove Local Safeguarding Children Board (LSCB) Annual Report 2009-2010 with an update to December 2010. The report outlines the work and achievements of the Board over the period April 2009 to March 2010.

The LSCB has a statutory requirement to produce an Annual Report by 1 April 2011, to be presented to the Brighton & Hove Children and Young People's Trust (CYPT) Board. As this report is being put to the LSCB in February 2011 and the CYPT Board in March, we have decided to include an "update" in most sections on work done to the end of 2010 to make the report more topical, but there will be a full 2010 -11 report produced later this year and then annually for each financial year.

Following the sad events around Baby Peter, safeguarding has been under considerable scrutiny, and the work of LSCBs in helping local services work together well, and in being sure proper standards of service are achieved, has never been more important. The organisations which make up the LSCB are committed to safeguarding work as a priority, but that is easier said than done in the context of growing referrals and tightening resources.

I started work as independent chair in June 2009. The first year or so has focussed on strengthening the LSCB itself so that it can meet these challenges, and in developing further a culture of mutual openness and challenge so that we make no assumptions that all is well, but actively seek continued assurance. By the end of 2010-11 this initial work will be concluded and we hope that 2011-12 will be a year focussed on developing stronger services and working arrangements. The catch up work in 2009-10 means that this report is not as full or detailed as we would expect in future reports.

The year under review was one of considerable attention to safeguarding children as the learning from the Baby Peter inquiry was still to the forefront and Lord Laming's "The Protection of Children in England: A Progress Report" had just been published. This spoke strongly about the need for LSCBs to be independent and perform a robust scrutiny role. Most areas of the country, and Brighton & Hove was no exception, were experiencing significant increases in referrals and children with a child protection (CP) plan. A National Safeguarding Delivery Unit (NSDU) was set up to oversee and encourage the improvements necessary, and special training was designed to make sure those overseeing and writing serious case reviews (SCRs) were fully prepared for their important tasks. A new edition of the national guidance "Working Together to Safeguard Children" was published in March 2010, which incorporated post Baby Peter learning.

As this introduction is written in early 2010, there is yet more review of how safeguarding should be conducted. The NSDU was disbanded

immediately after the election, the national SCR training put on hold, a new policy of publishing SCRs introduced, and indeed alternatives to SCRs are being piloted. Professor Eileen Munro is reviewing social work and child protection, and how child protection works in general, and from her early reports is proposing a different, less managerial, less prescriptive, approach in major reports of only the previous year or so; for example Laming. "Working Together", not yet a year old, may be radically revised. And in 2010-11, White Paper proposals, now going through Parliament, change fundamentally the organizations which have been overseeing safeguarding in the National Health Service (NHS) and have created new uncertainties, however well the changes might work in the end. 'Working Together' is likely to be revised substantially following the Munro Review.

For front line staff and their managers, handling child protection work is very emotive and stressful work. The ever changing political context of safeguarding, and resulting policy changes, become for them yet another complexity to be borne in mind and negotiated. LSCBs are one part of the system to continue unaltered (maybe even strengthened) so it is very important that LSCBs are robust, scrutinize well, and have the ability to stand a little apart from the change, to try and ensure high standards and continuity are maintained.

Alan Bedford
Independent Chair
Brighton & Hove LSCB
February 2011

2 GOVERNANCE AND ACCOUNTABILITY

2.1 Role and Responsibility of LSCB

This section goes into more detail than we would expect to do each year, but we thought it would be helpful if the legal requirements were fully set out in the first of the new style reports.

2.2 Objectives of an LSCB

The Children Act 2004 placed a duty on every local authority to establish a Local Safeguarding Children Board (LSCB) by 1 April 2006. The LSCB is the key statutory mechanism for agreeing how member organisations within Brighton & Hove co-operate to safeguard and promote the welfare of children, and for ensuring the effectiveness of what they do. The guidance is set out in *Working Together to Safeguard Children (2010)*, the statutory guidance. These duties are very extensive and it is clearly not possible to achieve all fully. Indeed the guidance is clear that ensuring the coordination and effectiveness of child protection is the core priority, and other work comes after that core is achieved.

The functions of an LSCB are set out in primary legislation and regulations. The core objectives of the LSCB are as follows:

- to co-ordinate what is done by each person or body represented on the Board for the purposes of safeguarding and promoting the welfare of children in the area of the authority;
- to ensure the effectiveness of what is done by each such person or body for that purpose.

Safeguarding and promoting the welfare of children is defined for the purposes of this guidance as:

- protecting children from maltreatment; preventing impairment of children's health or development;
- ensuring that children are growing up in circumstances consistent with the provision of safe and effective care;
- undertaking that role so as to enable those children to have optimum life chances and enter adulthood successfully.

The LSCB will therefore ensure that the duty to safeguard and promote the welfare of children is carried out in such a way as to contribute to improving all five Every Child Matters outcomes. Safeguarding and promoting the welfare of children includes protecting children from harm. Ensuring that work to protect children is properly co-ordinated and effective remains a primary goal of LSCBs. When this core business is secure, however, LSCBs should go beyond it to work to their wider remit,

which includes preventative work to avoid harm being suffered. This will help ensure a long-term impact on the safety of children.

2.3 LSCB Scope

This is defined as:

- activity that affects all children and aims to identify and prevent maltreatment or impairment or of health or development, and ensure children are growing up in circumstances consistent with safe effective care;
- proactive work that aims to target particular groups;
- responsive work to children who are suffering or are likely to suffer significant harm.

2.4 LSCB Functions

These are defined as:

- developing policies and procedures for safeguarding and promoting the welfare of children. This includes issues such as setting out thresholds for intervention, inter-agency procedures, the common assessment framework, training, the recruitment and supervision of persons who work with children, the investigation of allegations concerning people who work with children, and the safety of children in private fostering;
- communicating the need to safeguard and promote the welfare of children, raising awareness of how this can best be done, and encouraging it;
- monitoring and evaluating the effectiveness of what is done by the local authority and Board partners individually and collectively to safeguard and promote the welfare of children and advise them on ways to improve;
- producing an Annual Report on the effectiveness of safeguarding in the local area;
- participating in the local planning and commissioning of children's services to ensure they take safeguarding and promoting the welfare of the child into account;
- collecting and analysing information about the deaths of children in its area.

2.5 Accountability

The accountability of an LSCB is not straightforward. The majority of this section is taken from Working Together 2010 guidance. The LSCB is not accountable for the operational work of member agencies. Board members retain their own lines of accountability for safeguarding children, and the LSCB does not have the power to direct other organisations. However, the LSCB needs to be seen as 'independent'. The chair is now presumed to be independent of member agencies, and is required to secure an independent voice for the LSCB. The LSCB must be able to form a view of the quality of local activity, to challenge organisations as necessary, and to speak with an independent voice. Local authority members and non executives on other bodies should hold their officers to account for their contribution to the effective functioning of the LSCB.

Despite the LSCB members retaining their organisational accountability, the guidance is clear on their duties when acting as LSCB members. The individual members of LSCB's have a duty as members to contribute to the effective work of the LSCB, for example, in making the LSCB's assessment of performance as objective as possible, and in recommending or deciding upon the necessary steps to put right any problems. This should take precedence, if necessary, over their role as a representative of their organisation. This means that members must feel free to contribute as they think fit as members, regardless of agency views.

The local authority has a duty to set up an LSCB. The Director of Children's Services (DCS) has statutory duties in relation to ensuring that the LSCB functions well, and the LSCB Annual Report is submitted to the Children's Trust. However, the guidance is clear on the independence of the LSCB.

An LSCB is not an operational sub-committee of the Children's Trust Board; which in Brighton & Hove is known as the Children and Young People's Trust (CYPT) Board. Whilst the work of the LSCB contributes to the wider goals of improving the wellbeing of all children, it has a narrower focus on safeguarding and promoting welfare. The LSCB should not be subordinate to nor subsumed within Children's Trust Board structures in a way that might compromise its separate identity and independent voice. There must be a clear distinction between the roles and responsibilities of the LSCB and a Children's Trust Board. A protocol defining the relationship in Brighton & Hove was agreed by the LSCB in December 2010 and will hopefully be agreed by the CYPT Board in early 2011. An LSCB has a duty to assess the effectiveness of the Children's Trust, and to refer onwards if local discussions do not lead to improvement. Children's Trusts and the LSCB have to work together on a strategic understanding of needs, understanding the effectiveness of current services, ensuring that priorities for change are implemented in

practice, and approaches to understanding the impact of specialist services on outcomes - and challenging any lack of progress.

2.6 LSCB Team

The following staffing changes affected the infrastructure of the LSCB during 2009-10:

Independent Chair:

Following a review of the LSCB during a developmental day in August 2008, the LSCB appointed its first Independent Chair (Alan Bedford). He commenced work in June 2009. He previously held a number of chief executive posts in the NHS, following a career in social work mainly with the NSPCC. The post was initially for 12 days but was increased later in the year to 24 days, closer to the national norm.

Business Manager:

In order to support the work of the Independent Chair and wider LSCB, the LSCB also appointed its first dedicated Business Manager (Sharon Healy) with effect from January 2010. Elements of this role had been previously undertaken by the former CYPT Quality Assurance and Safeguarding Project Manager who left in July 2009. The Business Manager is accountable to the chair but is supported on a day to day basis by the Head of Safeguarding.

Head of Safeguarding:

A new permanent Council Head of Safeguarding (Jane Doherty) took up post in April 2010. This role had previously been undertaken by two part-time interim Heads of Safeguarding from September 2009-April 2010. The duties of this post are primarily for Brighton & Hove Council but include facilitating and advising the work of the LSCB.

LSCB Training Manager:

The LSCB Training Manager (Michael McCoy) assumed responsibility for developing and managing the LSCB multi-agency training programme in June 2005 working for 18 hours per week. His hours increased to 25.5 per week in September 2009. The Training Manager has been line managed by the LSCB Business Manager since September 2010.

2.7 Membership

The statutory membership of LSCBs is set out in Section 13(3) of the Children Act 2004 and in Working Together to Safeguard Children 2010, Chapter 3. Member organisations are required to co-operate with the local authority in the establishment and operation of the Board and have a shared responsibility for the effective discharge of its functions.

LSCB members should have a strategic role in relation to safeguarding and promoting the welfare of children in their respective organisations.

They should be able to:

- speak for their organisation with authority;
- commit their organisation on policy and practice matters;
- hold their organisation to account.

The LSCB membership in Brighton & Hove evolved from the former Area Child Protection Committee (ACPC) and consists of senior representatives from statutory and voluntary sector agencies as follows: Agency attendance has been consistently good.

- Brighton & Hove City Council
- Children and Young People's Trust
- Adult Social Services
- Education Services
- Youth Offending Services
- Sussex Police
- Surrey & Sussex Probation Trust
- South East Coast Strategic Health Authority
- East Sussex Fire and Rescue Services
- NHS Brighton and Hove
- Brighton & Sussex University Hospitals NHS Trust
- South Downs Health NHS Trust
- Sussex Partnership NHS Foundation Trust
- South East Coast Ambulance
- Community and Voluntary Sector Forum
- CAF/CASS
- NSPCC

Update

During 2010, the LSCB membership was reviewed in line with Working Together 2010 in order to ensure manageable meetings and the effective conduct of LSCB business, along with a reconsideration of the respective roles of the Board and the Executive Group. There was also clarification as to who is a member and who is a professional adviser. Also in 2010, three schools representatives joined the Board as required in Working Together 2010.

A paper regarding a restructure of the full Board and Executive Group went to the December 2010 LSCB. The proposal was for the full Board to have more of a consultative/advisory role and delegate its authority to a new top level Executive Group, with membership at the highest level, with sufficient authority to agree actions and commit to joint decisions and resources. This model is mirrored in certain London Boroughs, and has been effective as chief executive involvement has given a powerful focus to the mutual holding to account. The Board agreed for the

Executive to take a strong role on behalf of the Board and the new arrangements are effective from January 2011.

The LSCB itself will continue to meet regularly, with a large attendance of members and professional advisers. It will fulfil a consultative and advisory role to the Executive and will identify key issues for consideration. Members will take an individual and collective responsibility for the implementation of any decision made by the LSCB or Executive.

2.8 LSCB Budget

The 2009 -10 budget is as follows. There was an underspend mainly due to the contingency for an SCR not being required, and contributors other than Brighton & Hove City Council agreed to their pro rata share being carried forward. Work has been needed to simplify budget management.

Brighton & Hove City Council - £73,500
Brighton & Hove PCT - £32,000
National Probation Service - £4,000
Sussex Police -£9,000
CAFCASS - £600
Total: £119,100

An end of year budget statement is attached at appendix A.

Update

From 2010-11 there is a dedicated operational budget managed by the LSCB Business Manager. Quarterly statements have been provided to the LSCB since June 2010 and are available at any time on request by Board members. Partner contributions for 2010-11 are as follows. Expenditure will be reported in the next Annual Report

Brighton & Hove City Council - £72,300
Brighton & Hove PCT - £32,000
National Probation Service - £4,000
Sussex Police - £9,000
CAFCASS - £600
Partners Carry Forward from 2009-10 - £6,702
Total: £124,602

2.9 Business Plan

An LSCB Business Plan for 2009-10 was not produced to guide that year. However, progress of the 2008-09 Business Plan was reviewed at the December 2009 Board. Actions progressed from the 2008-09 Business Plan during 2009-10 include the following:

- An independent chair was appointed to the LSCB, commencing in June 2009.
- Child Death Overview Panel of East Sussex and Brighton established, with Annual Report to the December 2009 LSCB.
- Private Fostering report to March 2009 LSCB.
- Quality Assurance stock-take of LSCB functioning for the March 2009 Board.
- A cross agency child protection file audit and the 2008-9 thematic audit on the safeguarding pathway were reviewed in June 2009.
- Major item at June 2009 Board on Substance Misuse and Teenage Pregnancy.
- LSCB conference, with wide ranging attendance, in June 2009 contributing to the Children's and Young Peoples Plan priorities.
- Major reviews of post Laming progress, and resource issues, by agency, at the September and December 2009 Boards.

Update

The 2010-11 Plan was presented to the March 2010 Board and agreed. Each member of the Board and its Executive Group received a progress report in December 2010. Sub group chairs have particular responsibility to take forward the objectives.

A copy of the 2010-11 Business Plan as at November 2010 is attached at appendix C. A report on the outcome of this plan will be in the next Annual Report.

3 KEY ISSUES ADDRESSED IN 2009-10

The new chair has introduced a process by which all member organisations are asked to report on their performance or specific issues in writing in advance of meetings and then have those responses as the subject of discussion and mutual scrutiny at Board meetings. This identifies important issues and where member organisations can assist each other. This process was used in September 2009 on progress against the Laming Report, in December 2009 on resource issues and in March 2010 on domestic violence. This proved to be a productive way of sharing information and highlighting issues of concern. The main issues the Board looked at during its meetings are as follows.

3.1 Post Laming Reviews

Scrutiny on this identified a number of current or potential resource issues and it was agreed to have a special item on this. The need to increase the LSCB awareness of CQC reports on local services was identified. Brighton and Sussex University NHS Trust (BSUH) shared a number of service and resource issues which have been followed up at subsequent meetings. The discussions identified a number of areas where issues in one organisation might affect another.

3.2 Resources

BSUH continued to share issues with the LSCB and this led to special support to the Trust from the LSCB in March 2010 (which was followed up again by the LSCB and PCT in November 2010). The Trust board has been monitoring progress regularly. The vulnerability of some third sector safeguarding services to funding constraint was identified. No planned service reductions which would lessen statutory safeguarding services were identified. The robustness of domestic violence services was raised several times and a special item was agreed.

3.3 Domestic Violence

This mutual scrutiny item identified weaknesses in NHS links with the domestic violence (DV) infrastructure in the city such as the Crime and Disorder Reduction Partnership, and action was put in place to improve this. The need for DV policies and agency leads for DV in some organisations was identified. Problems with an SCR recommendation on DV were also spotted and revisions made in due course to that plan to make the process more practical

3.4 Third Sector

A third sector safeguarding audit was discussed at the Executive Group and the council children's services agreed to work with the Community and Voluntary Sector Forum on key recommendations. The debates at the LSCB on the issues in 3.1-3.15 in this report gave the third sector a platform to identify where their contribution could help or was vulnerable.

3.5 Audits

The LSCB thematic audit for 2008-9 was on the impact of service reconfiguration on the safeguarding pathway. It identified speedier response times, but also the pressures from increasing referrals, children subject of child protection plans and caseloads. An inter-agency bi-annual audit of case note files was also considered and actions agreed.

3.6 Performance Management

Key reports and trends around child protection cases are considered at each meeting.

3.7 Working Together 2010 revision

The LSCB contributed to the consultation on proposed changes to the national guidance, eventually published in March 2010.

3.8 Child Death Overview Panel (CDOP)

The LSCB received the Annual Report from the CDOP, and its chair reported good engagement from member agencies on both child death rapid response processes and the overview of deaths. There was a pan-Sussex CDOP conference in November 2009.

3.9 Private Fostering

The LSCB Executive received the annual private fostering report for 2008-9 and the LSCB chair was present when this was discussed at the CYPT Board. There were no actions for the LSCB. A 2009-10 report has not been produced for the LSCB.

3.10 Strategic Health Authority

Members wanted to understand better the health service overview of safeguarding and the PCT and SHA made a joint presentation on this.

3.11 E Safety

The Board had a special presentation by the British Educational Communications and Technology Agency on e-safety, and it was agreed the Staying Safe sub-group would take forward key issues. There are positive areas of work being undertaken in the city: i.e. via the healthy schools programme (anti-bullying guidance) and via training to schools which has been widened out to foster carers. However there are capacity issues to do anything further at present. It was therefore agreed at the October 2010 Executive Group meeting that with current resource issues and more pressing matters such as domestic violence, additional e-safety work is not a top priority for the LSCB this year.

3.12 Duty and Assessment Thresholds

LSCBs have a duty to be sure threshold arrangements are working well and the CYPT presented proposed changes. The process for gaining agency sign up was clarified and any inter-agency concerns discussed.

3.13 Children and Young People's Plan

Key conclusions from the 2009 annual conference were incorporated in the 2009 Children and Young People's Plan.

3.14 Inter-agency Issues

From time to time issues emerged in discussions where there seemed to be blocks to joint working. Where this occurred, efforts were made to identify the best manager/s to take forward resolution.

3.15 Serious Case Reviews

Most of the detailed scrutiny is done in the LSCB Executive Group but the full LSCB is briefed on progress. There were no new SCRs in 2009-10.

3.16 Update

Among the main issues discussed to December 2010 have been: the child sex offender disclosure scheme, safeguarding children with disabilities, NHS White Paper implications, restructuring the LSCB to sharpen accountability and focus, and regular updates on resource issues and domestic violence, CDO and training. Progress and improvements at BSUH have also been reported.

4 LSCB SUB-GROUPS

During 2009-10, the following 9 LSCB sub-groups were operating within Brighton & Hove:

- Child Death Overview Panel
- Child Protection Liaison and Safeguarding
- Education Safeguarding Child Protection Strategy
- Health Advisory
- SCR Standing Panel
- Monitoring and Evaluation
- Pan Sussex Procedures
- Staying Safe
- Training

Summaries of the key activity of the sub groups are covered in sections 5.1 - 5.9 below.

Update

In line with the 2010-11 Business Plan, each of the LSCB sub-groups were reviewed to ensure each has a clear remit and transparent reporting mechanism to the LSCB. The Terms of Reference for each

group and membership were subsequently updated in December 2010.

4.1 Child Death Overview Panel

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

- any cases requiring an SCR;
- any matters of concern affecting the safety and welfare of children in the area;
- any wider public health or safety concerns arising from a particular death or from a pattern of deaths in the area; a specific recommendation would be made to the relevant LSCB(s) for them to consider.

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

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

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

Update

Plans for the future include:

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

4.2 Child Protection and Liaison and Safeguarding Group

The Child Protection Liaison and Safeguarding Group (CPLG) is a multi-agency forum that meets on a monthly basis. Its main purpose is to review and improve joint working practice in respect of multi-agency child protection processes; including analysis of examples of operational practice within the context of child protection enquiries and investigations. The CPLG also acts as an additional quality assurance and audit mechanism on behalf of the LSCB.

In 2009-10 the CPLG was very well attended by a range of agencies including health, social care and the police and the following issues were discussed and addressed:

- There continued to be an analysis of current child protection enquiries and processes by detailing particular cases that had been subject to some scrutiny by the group because they had not gone as well as the LSCB would have liked.
- General inter-agency and resource issues for each agency. Clear evidence was presented that shortfall in resources does impact on quality of child protection investigation and process.
- Detailed discussions of investigations involving injuries to very young children where strategy meetings may not have been sufficiently robust and discharge decisions not truly joint agency.
- Wide ranging pressures on child protection and looked after children reviewing process with increasing numbers in both and a number of agencies expressing concerns about the level of requests to attend reviews. There is also a problem of late notice and lack of information about subjects of the review.
- Concerns over lack of communication between general practitioners (GPs), midwives and health visitors (HVs) in respect of pregnant women who may present child protection concerns due to their history, with examples of some cases being missed.
- Development of a checklist for midwives and HVs. Agreed that midwives would routinely inform GP and HV. Letter sent to GPs emphasising the importance of informing social worker's when a pregnant mother has had previous children in care.

Update

In 2010-11 the Child Protection Liaison Group strengthened its links to the LSCB by being chaired by the Head of Safeguarding. During this period there were concerns expressed about strategy meetings not including the wider multi-agency group and therefore the group is currently working on how this can be achieved.

4.3 Education Safeguarding Strategy Group

The purpose of the Education Safeguarding sub-group is to share information, consider best practice and implement a clear plan of action for child protection and safeguarding for all children's services' education and school-based staff. The group also ensures that all education and school services are clear of their responsibilities and follow agreed procedures.

The group met regularly in 2009-10 and was well attended. A major piece of work undertaken by the group was a new self-evaluation safeguarding audit which was promoted for schools' use during July - November 2009. The purpose of the self-evaluation audit is to:

- Support schools to review their current safeguarding and child protection practice against the most recent national guidance.
- Support schools to involve a wider range of staff and governors in reviewing their current practice.
- Support schools in identifying their strengths and areas for improvement.
- To provide evidence for headteachers when reporting to governors.
- To provide information during Ofsted inspections.
- To inform the Local Authority about how safe the practice is in their schools.
- To provide information to the CYPT to inform future guidance, training and support to schools.

Schools that undertook the evaluation reported that it enabled them to thoroughly review their safeguarding practice and identify areas for improvement it also provided evidence of practice for Ofsted inspections and could be used as the basis of the head teacher's report to governors about safeguarding within the school.

Other major areas of work include the development of a 'train the trainer' pack which was disseminated to headteachers in order to cascade

safeguarding and child protection training to other school staff. Also, the implementation of education- based actions emerging from the G SCR Action plan such as developing and issuing guidance regarding designated child protection leads in schools.

Update

Issues discussed in 2010-11 have included information sharing, use of the Common Assessment Framework (CAF), tiered interventions and training for schools-based staff and safety.

4.4 Health Advisory Group

The Health Advisory Group is a forum where health professionals who have a specific role in safeguarding children meet regularly. The group's purpose is to consider and influence best working practice within healthcare organisations and enhance joint working across the health economy in respect of safeguarding children and child protection.

In 2009-10 the group was very well attended. Key areas discussed and addressed include:

- Protocol for 'managing infants in injuries' within Brighton and Sussex University Hospitals (BSUH) – revised from age under 1 to pre-mobile children.
- Safeguarding implications for women who fabricate pregnancy – process reviewed.
- South East Coast Strategic Health Authority safeguarding children governance review – all trusts across the health economy participated in this review by completing a self-assessment tool and attending focus groups. A follow up audit was subsequently undertaken.
- Child Death and Rapid Response – work to improve process involving audits and reviewing paediatric input into the process.
- Pan Sussex Child Protection and Safeguarding Procedures – section on concealed pregnancies revised.
- Input into NICE clinical guideline 89 regarding 'when to suspect child maltreatment'.
- Fabricated and Induced Illness - consultation group set up and guidance produced for Pan-Sussex Procedures.
- Adult Mental Health – links between Sussex Partnership Trust and Health Visitors strengthened.

- Training – particular training needs across the health economy have become more joined up.
- Domestic Abuse – ongoing developmental work to strengthen policies and links to other agencies.

Update

In 2010-11 work has been done on developing the care pathways for children with enhanced Child and Adolescent Mental Health Services (CAMHS) involvement, continuing to enhance the health links between domestic abuse and safeguarding children and influencing the developing draft Performance Indicators for Care Quality Commission (CQC) registration regarding safeguarding outcomes. There has been preparation for an Ofsted/CQC announced inspection, including a half day workshop. As a single agency group, a decision was taken at the October 2010 Executive Group to transfer it from the LSCB to the PCT.

4.5 Monitoring and Evaluation sub-group

This sub-group is responsible for initiating and undertaking both multi-agency and single agency audits and reviews of safeguarding activities on behalf of the LSCB to ensure compliance to the child protection and safeguarding procedures. Following the departure of the former chair of this sub group in July 2009, there was a delay in the LSCB audit programme during 2009-10.

Update

In April 2010, the Head of Safeguarding became chair of this group and has initiated the following audits during 2010-11:

An audit of how agencies within Brighton & Hove are complying with their safeguarding responsibilities under Section 11 of the Children Act 2004 was undertaken between June - September 2010. The LSCB appointed an independent consultant in order to assist with the analysis of the individual audit reports. The overview report was presented to the January 2011 Executive Group.

A thematic audit of domestic violence was undertaken to monitor the effectiveness of working practices across agencies. A final report was presented to the January 2010 LSCB Executive and went to the February full Board, with a number of recommendations for improved practice.

4.6 Pan-Sussex Procedures sub-group

The Pan-Sussex Procedures sub-group meets six times per year and comprises members from across Brighton & Hove, East and West Sussex LSCBs and Sussex Police. Its main purpose is to act as a

steering group for the development and publication of procedural guidance this includes reviewing and updating the Pan-Sussex child protection and safeguarding procedures regularly in response to lessons learned from SCRs. The group addresses local and national issues, changes in legislation and any gaps emerging from practice.

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

- Missing children
- Fabricated or induced illness
- Hostile parents
- Known offenders
- SCRs

Update

The Pan-Sussex Child Protection and Safeguarding Procedures are in the process of being amended in line with Working Together 2010 changes. It is envisaged that the revised version, which will be available on-line only, will be published in April 2011.

4.7 Serious Case Review Standing Panel

There has not been an SCR in Brighton & Hove since 2008, but actions are still being followed up. From January 2010, the LSCB Executive has fulfilled the role of standing SCR Panel, and for a portion of each meeting the Executive sits as that panel. At the first meeting, it concluded that the G case SCR recommendations were too unwieldy, and changes were agreed. It agreed a single agency Individual Management Review on a CYPT (now Children's Services) case rather than a full SCR, and identified procedural issues in the linkages between a neighbouring LSCB SCR and Brighton & Hove and which will be resolved for future overlapping cases.

4.8 Staying Safe sub-group

The Staying Safe sub group was established in 2006, to strengthen links between the CYPT, Community Safety Team and Community and Voluntary Sector in order to promote a safer environment for children and young people in Brighton & Hove and to protect them from harmful risk and improve their personal safety.

The group met a number of times in 2009-10 and developed a plan to work on issues such as bullying and substance/alcohol misuse, However, the group did not run as effectively as we would have liked, leading to a review referred to below.

Update

The group has been without a permanent chair since 2009 and the remit has become rather ambitious and unclear. Therefore, during 2010-11 efforts have been made to strengthen this sub-group and identify a permanent chair. The LSCB in December confirmed the need to maintain and revitalise this group to ensure the LSCB focussed on preventative issues and not just immediate child protection matters.

4.9 Training sub-group

The Training sub-group meets on a quarterly basis. It is responsible for ensuring that single agency and multi-agency training on safeguarding and promoting welfare for children and young people is provided at different levels in order to meet local needs in accordance with the Safeguarding Children and Development Strategy 2007-2010 and Working Together 2010. The group assists the LSCB Training Manager in the identification, planning, delivery and evaluation of multi-agency training to ensure all those coming into contact/working with children are competent and up to date with current legislation.

The Training sub group also monitors levels of attendance broken down by respective organisations. An evaluation report on training attendance for the above level two courses from April - September 2009 was presented to the training sub group in February 2010. Key findings showed an increased demand from some groups (e.g. schools and newly qualified social workers) resulting in a need to increase available places. In contrast, low attendance from some other agencies; such as probation and the police, required the need for better engagement and promotion of courses. Overall evaluation data was based on the recognised 'Kirkpatrick' four level model. A full copy of the report is available on request from the LSCB Business Manager.

Update

An evaluation report on training attendance for the below level two courses from October 2009 - March 2010 was presented to the training sub group in November 2010. A full copy of the report is available on request. The Training sub group will continue to promote and encourage greater attendance with regard to respective agencies where necessary. It is intended that the 2010-11 Annual Report will be able to identify the degree to which staff in member organisations have received required training.

In line with the 2010-11 LSCB Business Plan, the 2009-10 Training Programme has been reviewed during 2010 to consider whether it is fully meeting the requirements of the children's workforce across Brighton & Hove. A revised programme will be available in 2011-12.

4.9.1 Training and Development Strategy 2007-2010

The Safeguarding Children Training and Development Strategy 2007-2010 sets out the levels of safeguarding training and development needed for the workforce of Brighton & Hove children's integrated services. The LSCB multi-agency training programme derives from the Strategy and includes the following multi-agency courses that were delivered in 2009-10:

Level two:

- Developing a Core Understanding x11
- Assessment, Referral and Investigation x 7
- Child Protection, Conference and Core Groups x 5

Level three:

- Domestic Violence and Abuse x 6
- Working with Parents who have a Learning Disability x 2
- Mental Health and Parenting Capacity Day 1 x 2
- Mental Health and Parenting Capacity Day 2 x 2
- Risk and Men Who Commit Sexual Offences x 2
- Substance Misuse and Parenting Capacity Day 1 x 3
- Substance Misuse and Parenting Capacity Day 2 x 3
- Undertaking Safeguarding Assessment Workshops x 6

A total of 950 training places were available with 83% overall attendance. A summary of 2009-10 LSCB training activity is attached at appendix B.

Update

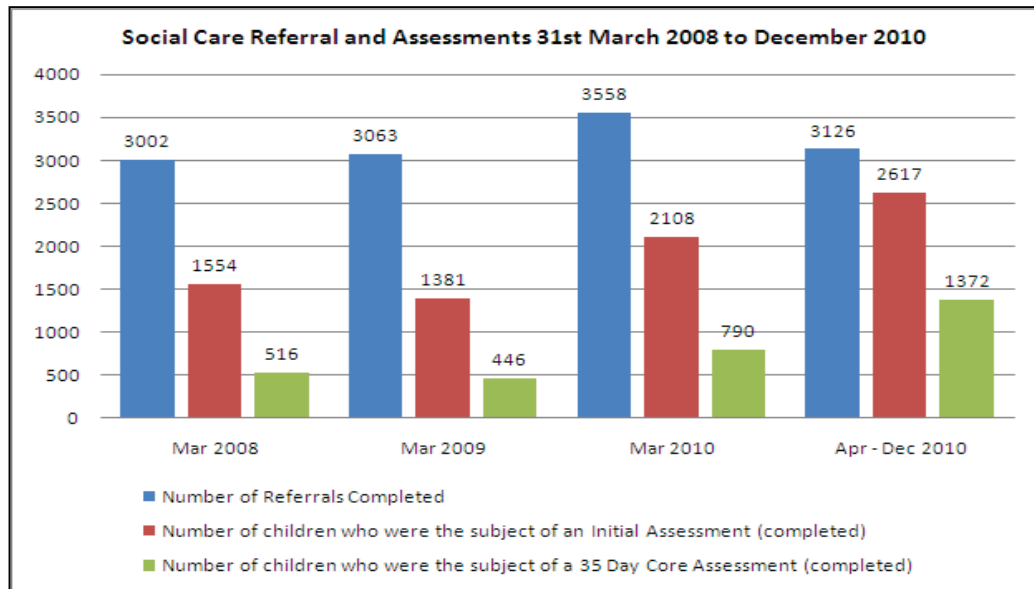
The 2007-10 Safeguarding and Children Development Strategy was due for review in December 2010. It is intended that this Strategy will remain in place as an interim measure until 31 March 2011. The Training Sub Group will work to develop a new Training and Development Strategy which will run from April 2011 - March 2014.

5 PERFORMANCE INFORMATION

5.1 Child Protection Activity

Please note that the data shows the figures which are predominantly figures from April 1st 2009 to 31st March 2010. There is some additional information from April to December 2010 in some of the charts to provide a more up to date picture.

Referral and Assessments 31st March 2008 to 31st December 2010



Initial contacts

In this report the activity of social workers is used as a proxy for multi-agency activity. In the period under review (2009-10) the amount of initial contacts into children's social care increased by approximately 18% and there was been a sharp increase especially since 2008. This evidently coincides with the Baby Peter case which saw a rise in referral rates in an unprecedented manner in many local authorities.

In Brighton & Hove there has been an increase in referrals between 2008 and 2010 of just less than 20% which has had a significant impact on resources and workloads.

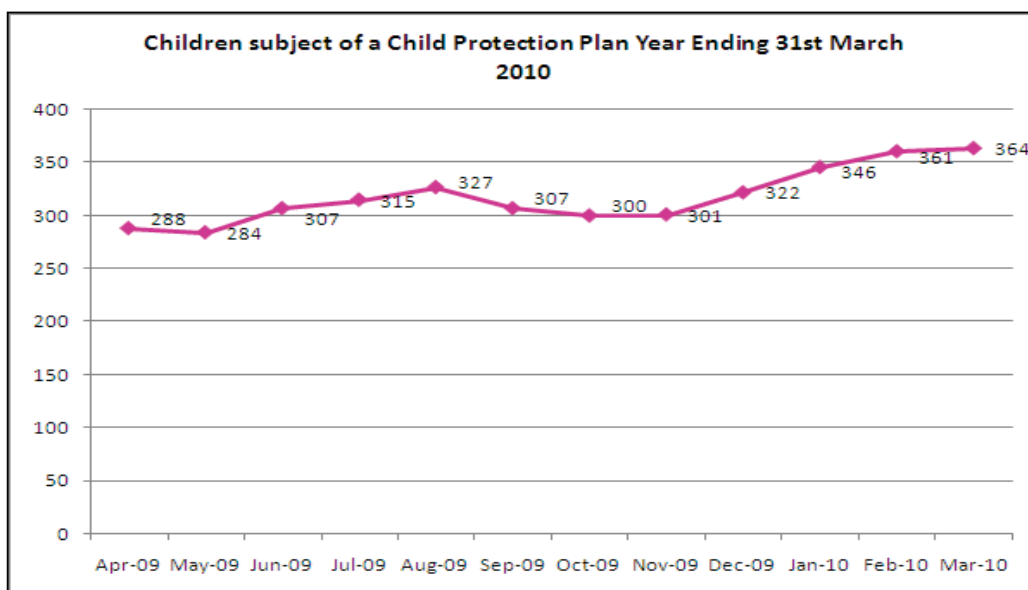
Assessments

The number of initial assessments completed has increased by over a third and core assessments increased by 53% in the same period. The data for the period April to December 2010 reveals that the number of assessments completed (initial and core) has already exceeded the yearly totals for the previous three financial years.

In an attempt to deal with this increase there has been an improvement in the number of assessments undertaken under the Common Assessment Framework (CAF), (currently around 65 per month) to try and redirect some of the lower level work to more appropriate resources. Whilst this is a reasonably successful strategy the increase in statutory work still represents a significant increase in the volume of work being undertaken by the multi agency groups represented on the LSCB.

Child Protection Plans

Children & Young People Subject of a Child Protection Plan Year Ending 31st March 2010



The number of children subject of a child protection plan increased from 288 as at April 2009 to 364 as at 31st March 2010, an increase of 26%.

- In view of the increase in referrals described above it is perhaps unsurprising that the number of children subject of a child protection plan rose by a quarter in 2009-10. This is line with the increase that other local authorities have seen since the Haringey SCR but the number with child protection plans is considerably higher than those of the council's statistically comparable neighbours.

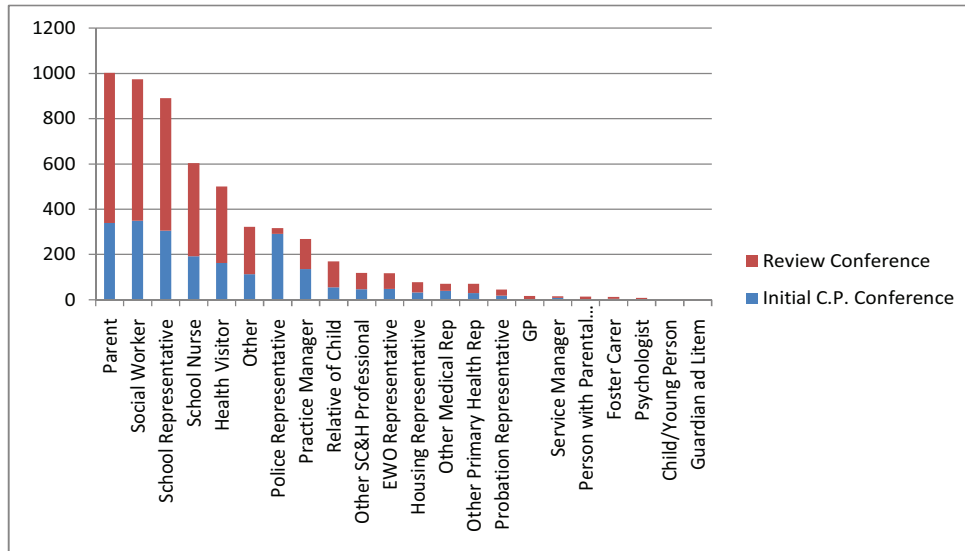
Despite the increase in numbers, there are some encouraging performance figures. For example, 100% of child protection conference reviews took place during the period under review (2009-10). Children becoming subject to a child protection plan for a second or subsequent time was also in line with national and comparator boroughs at 13.4%. This indicates effective child protection planning and more crucially that the critical protective activity is happening and perhaps that agencies are reaching more children in need of protection at an earlier stage.

Regular auditing activity takes place by the senior independent reviewing officer and this has not resulted in a view that children are made subject to plans inappropriately.

The number of children remaining on a child protection plan for two years or more has remained stable at 5.6% (although this has increased to 6.7% in 2010-11).

The majority of children continue to be subject to child protection plans under the categories of neglect and emotional abuse and the major contributory factors are domestic violence, drug and alcohol misuse and adult mental health. These are familiar themes in comparator boroughs.

Attendance at Child Protection Conferences Year Ending 31st March 2010



The above chart illustrates recorded attendance at initial and review child protection conferences from 1st April 2009 to 31st March 2010. There were a total of 1024 conferences during this period, and the chart represents a count of the attendees at each conference, which means that it is possible to have a count of more than 1024 for an attendee. For example, two parents may attend a conference.

The chart illustrates that there is very good representation from parents and carers and the high numbers demonstrate that there were two parents present at over half the conferences that took place. The relatively low attendance from the police indicates that the police are present at initial child protection conferences but do not attend reviews unless there is an on going police investigation in relation to the family. The police however always provide a report for conferences. There is also good representation from education and health (although very low from GPs).

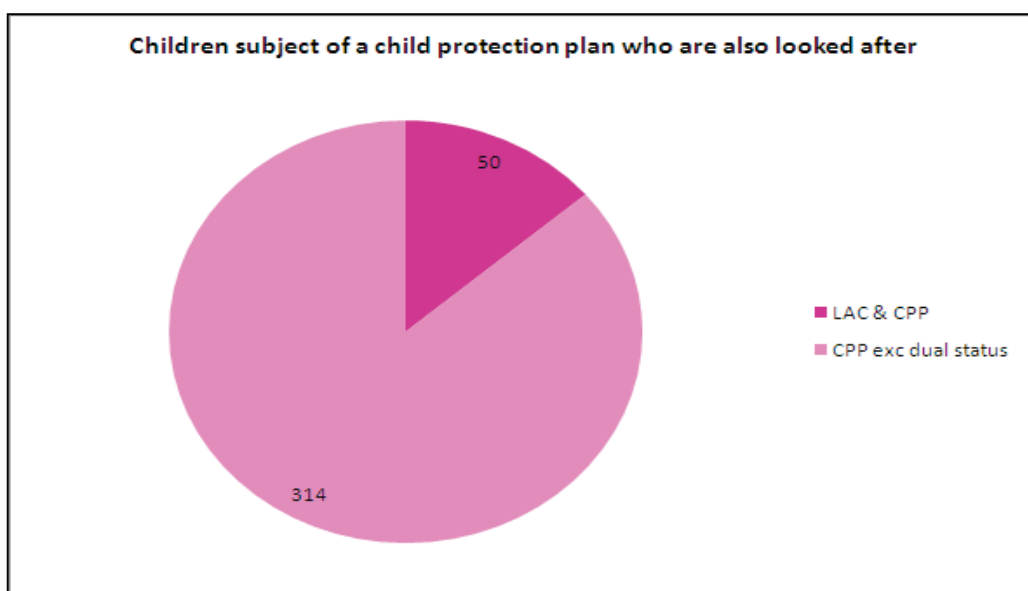
In the remainder of 2010-11 there needs to be a concentrated effort on encouraging young people to take a more active role in the child protection process and for them to attend a greater proportion of conferences.

Referrals by Source and No Further Action Outcome January to December 2010

Referral Source	No. Referrals	Referral No further action	% NFA
Police Referrals	1180	58	4.9%
GP	82	0	0.0%
Health/Hospital	472	23	4.9%
Education	595	13	2.2%
Individual	484	24	5.0%
Local/Central Gov't Agency/Dept	601	18	3.0%
Emergency Duty Service	146	7	4.8%
Independent/Voluntary	40	0	0.0%
Other Source	605	17	2.8%
Total Referrals	4205	160	3.8%

There were 4,205 referrals completed in this period, with 28% from the police, 14.3% from Local/Central Government Agency or Department (Housing Department, Probation, Other Local Authority etc), 11.2% from Health, 14.1% from Education and 11.5% coming in from individuals (Relatives, Carers, Anonymous etc).

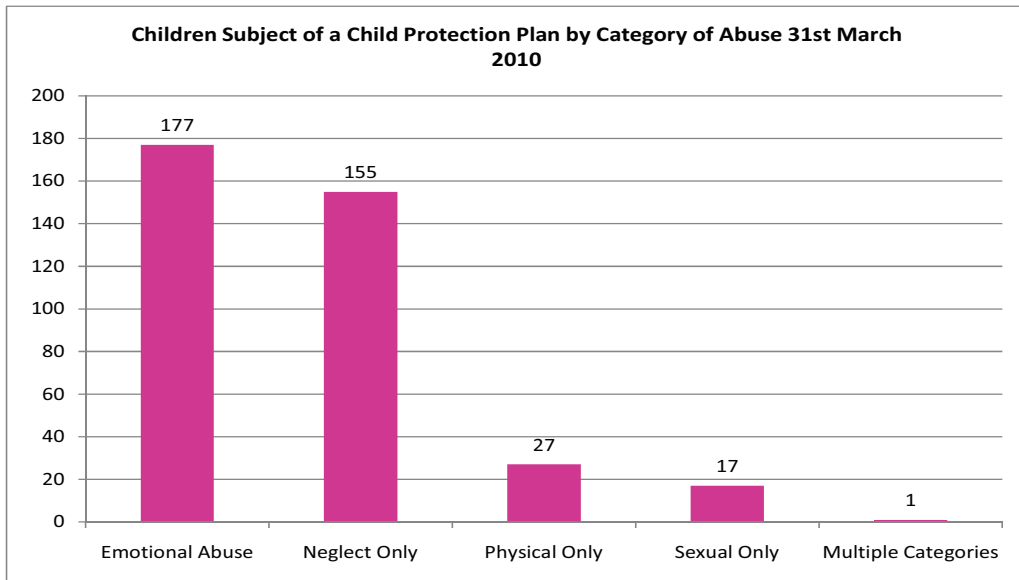
Children Subject of a Child Protection Plan who are also Looked After as at 31 March 2010



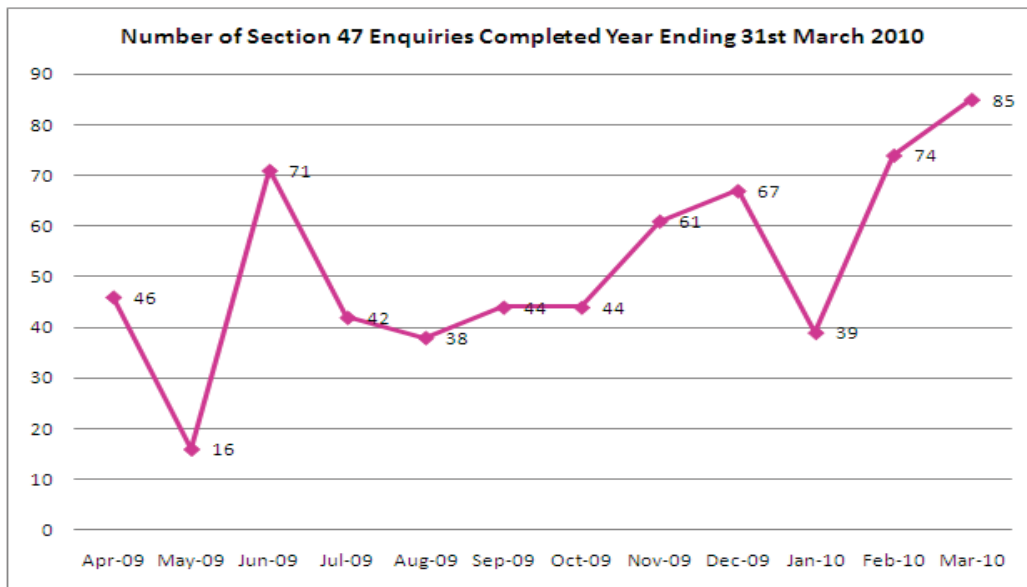
Of the 364 children subject of a child protection plan at 31st March 2010, 50 (14%) were also looked after. The number of children subject to child protection and looked after processes was much higher than average

during this period and reducing this figure was a priority action for 2010-11.

Category of Abuse Year Ending 31st March 2010



Number of Section 47 Enquiries Completed - Year Ending 31st March 2010



There were 627 Section 47 Enquiries during the year ending 31st March 2010. The number completed has been variable during the last 12 months, ranging from 16 in May 2009 to 85 in March 2010.

5.2 Inspection Outcomes

There were no unannounced or announced inspections during 2009-10.

Update

In 2010-11, Brighton & Hove children's services received its unannounced Inspection of contact, referral and assessment arrangements on 7 and 8 July 2010 by Ofsted. The inspection sampled the quality and effectiveness of contact, referral and assessment arrangements and their impact on minimising any child abuse and neglect. The inspection identified areas of strength and satisfactory practice, with some areas for development. The LSCB will be monitoring actions arising from this, which will be covered in the 2010-11 Annual Report.

6 CHILDREN'S AND YOUNG PEOPLE'S TRUST

In 2006 the Children and Young People's Trust (CYPT) was launched. The Lead Member for Children's Services is a member of the city council Cabinet and, with the Chair of NHS Brighton and Hove, co-chairs the CYPT Partnership Board. The CYPT Board is the top decision making body for the partnership around children's services, with powers to make decisions concerning the commissioning and provision of services on behalf of the three parties to a Section 75 Agreement (the city council, NHS Brighton and Hove and South Downs Health NHS Trust -now known as Sussex Community NHS Trust).

The CYPT Board is also the senior forum for the discussion of policy and strategy across the partnership as a whole and is responsible for setting the strategic direction for these services. The CYPT Board is supported, and where necessary challenged, by the Chief Officers Group, the LSCB, and the Children and Young People's Overview and Scrutiny Committee. The Director of Children's Services is its Chief Officer and is accountable for the commissioning, provider and governance arrangements that underpin the partnership. The partnership aims to provide high quality education, health and social care.

Paragraph 2.5 above refers to the formal relationship between the CYPT Board and the LSCB. In summary, it is one of mutual support and challenge. The LSCB chair, the Lead Member and Director of Children Services (DCS) met on a number of occasions in 2009-10, and the lead member has been a regular participant observer at the LSCB and also attended the LSCB annual conference. The LSCB chair has attended CYPT meetings and in November 2010 presented a preview of this report. The LSCB and CYPT have also agreed a protocol setting out the relationship and how this works in practice.

Following events surrounding Baby Peter in Haringey and the resulting review of national safeguarding policy, a series of reports and presentations were given to the CYPT Board by the DCS during 2009 regarding safeguarding and

child protection practice. A number of measures were taken to strengthen safeguarding and child protection arrangements in order to meet the recommendations from Lord Laming's report "The Protection of Children in England". This included a review of management and leadership arrangements within the CYPT and strengthening the relationship with the LSCB.

One of the responsibilities of a Children's Trust (CYPT) has been to produce a Children and Young People's Plan (CYPP). Recommendations from the LSCB 2009 annual conference were considered in the creation of the 2009-12 CYPP. The LSCB Business Plan is linked to the CYPP Strategic Improvement Priority 1 regarding strengthening safeguarding and child protection, early intervention and prevention across the City. The safeguarding priorities have been informed by dialogue with the LSCB and include the following:

- Reviewing supervision arrangements to ensure all staff working on safeguarding have time for supported reflection.
- Establishing a CYPT Safeguarding Unit which will also support and complement the LSCB.
- Targeted services for the most vulnerable children: especially early planning for babies at risk, improving services for vulnerable families (for example with domestic violence or substance misuse), and children/young people at risk for example from teenage pregnancy or alcohol/substance misuse.
- Raising the profile of the LSCB.

Update

The new supervision policy has now been finalised and will be launched with social care staff on the 2nd February 2011 along with a new Quality Assurance Framework which has been developed as part of the improvement plan for children and families.

The safeguarding unit (Safeguarding and Quality Assurance) has now been established comprising a newly appointed Head of Safeguarding, a Business Manager for the LSCB and an Audit and Advocacy Manager. These three posts have joined two existing posts to form the unit which are the Manager for the Independent Reviewing Officers and the Clinical Service Manager for the Clermont Child Protection Unit.

Work is ongoing regarding targeting our most vulnerable children including training for practitioners involved in pre-birth assessments. The recent domestic violence audit has resulted in a multi-agency action plan that will be monitored by the LSCB.

The LSCB now has its own dedicated web site and held its 2nd annual conference in July 2010. More sustained efforts are needed from 2011 to establish a robust communication strategy.

There will be a fuller update in the 2010-11 Annual Report.

NB: Until late 2010, the title "CYPT" was used to describe the integrated health, education and social care services for children as well as for the CYPT Board which had a wider remit. "CYPT" is now only used in relation to its Board, and the operational, integrated services are known as "Children's Services".

7 NHS BRIGHTON AND HOVE

Shortly before this report was concluded, NHS Brighton and Hove (the Primary Care Trust (PCT)) produced an Annual Report, also covering April 2009 to December 2010. This covered not only the PCT's work but summarises the progress being made in each of the NHS Trusts that are commissioned by the PCT. NHS Brighton and Hove has statutory responsibilities both for setting standards of safeguarding in its specifications but also, on behalf of the NHS, to take an overview of how well NHS safeguarding is working. The LSCB Annual Report will not repeat the detail which can be seen in the PCT report, but below are some examples from their report. There will be further reference in the LSCB 2010-11 Report.

- It identifies the pressure from reported child protection incidence being higher locally than nationally.
- The introduction of a multi-agency meeting at BSUH to review the management of self harm by young people.
- A new case review meeting on fabricated or induced illness being led by the designated doctor.
- The formation of a PCT safeguarding committee in March 2010.
- The recruitment of an additional senior nurse to support the BSUH named nurse, especially with training, and increased named doctor sessions. New policies including supervision and domestic violence.
- A special assessment of BSUH safeguarding capability by the LSCB chair in response to the Trust sharing its concerns openly with the LSCB.
- The report identifies the safeguarding challenges with expansion of South Downs Health NHS Trust (now Sussex Community Trust) to include West Sussex.
- In 2009-10 the overlap of named and designated professional roles within South Downs Health was finalised.
- Sussex Partnership NHS Foundation Trust introduced a new trust-wide safeguarding group with links to locally based groups, and an integrated safeguarding children action plan. It also ensured all child protection referrals across its wide catchment area were centrally monitored.

The PCT report describes a substantial amount of work during 2010-11 which will be referred to further in our next Annual Report. This includes NHS involvement in a wide range of audits, (including the LSCB's Section 11 and case file audits, and a case file audit on young people's alcohol misuse). The designated doctor and nurse now report to the PCT (through the Director of Public Health) as required in Working Together guidance. It describes the positive progress at BSUH and its close Board scrutiny of its action plan.

The LSCB has found this NHS report very helpful in monitoring progress, and will be discussing with members how it would be useful for each agency to do an annual safeguarding report (where not done already) which could be used as building blocks for the LSCB's own annual assessment of safeguarding.

8 CONCLUSION: CHALLENGES FOR 2010-11

2009-10 was a year of taking stock for the LSCB, with a new independent chair and two key new supporting posts: the LSCB Business Manager, and the council Head of Safeguarding. Work, which has continued into 2010-11, has been undertaken to strengthen the sub-groups, get a Business Plan in place, and more recently to clarify membership and create a chief officer-led Executive Group.

The 2010-11 Business Plan, stemming from thinking in 2009-10, continues the theme of strengthening the LSCB, and making more people aware of its purpose. It plans to formalise the relationship with the CYPT Board, and strengthen the oversight of SCR actions. It gives special attention to auditing work with domestic violence. Much of this has been done by this report's publication, and will be reported on fully in the 2010-11 Annual Report.

However, the LSCB structure and way of working is only a means to the end of being satisfied that safeguarding work is to the right standard, and to facilitate joint steps to produce any necessary improvements. The priority for the LSCB, having revised its own arrangements, must be to move to a more thorough process of mutual scrutiny, more tangible measures of success, and of improving the quality of direct work with children families. In other words, on what makes a difference in keeping children safe, and on helping its member organisations achieve the highest standards. This will be reflected in the Business Plan for 2011-12 which is to be prepared shortly.

9 APPENDICES

- A. LSCB Budget Statement 2009-10
- B. LSCB Multi-Agency Training Attendance Data 2009-10
- C. LSCB 2010-11 Business Plan

LSCB Budget Statement 2009-10
as at financial year end 31st March 2010

Detail	Budget	Spend to Year End	
<u>Staffing</u>			
Independent Chair	15,000	20,434	
LSCB Business Manager/Interim	54,900	44,256	
Staff Advertising	0	8,748	
Staff Training	0	195	
<u>Other Costs</u>			
Venue Hire	500	1,182	
Transport Costs	200	826	
Printing	11,500	1,221	
Telephone/Computer Costs	2,000	306	
Office Stationery	0	0	
Conferences	5,000	41	
Hospitality/Catering	300	581	
Reserve for Serious Case Review	10,000	232	
Communications	0	0	
Total LSCB Expenditure	119,100	101,602	-- 17498
<u>Funded By:</u>			
Brighton & Hove City Council - Core Funding	-73,500		
Brighton & Hove PCT - Contribution	-32,000		
National Probation Service	-4,000		
Sussex Police	-9,000		
CAFCASS	-600		
			-
Total Funding	119,100		
<u>Carry Forward to 10-11:</u>			
PCT, Probation, Police, CAFCASS	6,702		
Returned to B&H Council on request	-10,796		

Note: The Chair's overspend relates to the mid year increase in days. The underspend is largely related to (fortunately) having no SCR, no requirement to re print procedures and staff vacancies.

Brighton and Hove LSCB Business Plan 2010/11

As at November 2010

LSCB Objective 1: TO KEEP UNDER REVIEW THE EFFECTIVENESS OF ARRANGEMENTS TO SAFEGUARD AND PROTECT CHILDREN AND YOUNG PEOPLE				
ACTION	OUTCOME	LEAD	TIMESCALE	PROGRESS
<p>I.1 Review progress on delivery of following developmental targets from 2008/09 business plan and provide update reports to the LSCB:</p> <ul style="list-style-type: none"> - Childhood neglect - Management of FII cases - e-safety strategy 	<p>Information will be presented to the LSCB to ensure that members are satisfied that arrangements for safeguarding children in B&H are satisfactory.</p>	<p>Health Advisory Group Health Advisory Group Staying Safe Sub Group</p>	<p>December 2010 September 2010 September 2010</p>	<p>December 2010 now agreed.</p> <p>Group provided update in May 2010 on previous work undertaken (former report to LSCB in Sept 08). Working group met in June 10. Feedback given to Sept LSCB. October executive agreed no additional priority – see minutes.</p>
<p>I.2 Ensure there is a robust audit programme in place to monitor and</p>	<p>Effective safeguarding recruitment and workforce practices are in place</p>	<p>Monitoring and Evaluation Sub Group</p>	<p>Ongoing</p>	<p>SI 1 audit tool completed by respective partner agencies in</p>

<p>evaluate partners' compliance with Independent Safeguarding Authority (ISA) requirements and implementation of their duties under section 11 of the Children Act 2004.</p> <p>1.3 In order to monitor the effectiveness of working practices across agencies undertake a thematic audit of Domestic Violence.</p>	<p>across all services responsible for working with children and young people.</p> <p>Focused attention on identified areas of concern within the City to help improve outcomes for particular vulnerable groups of children and young.</p>	<p>Monitoring and Evaluation Sub Group</p>	<p>December 2010</p>	<p>October 2010. Analysis being undertaken and will be discussed at January LSCB Executive.</p> <p>Multi-agency audit completed August 2010. Final report to go to December 2010 LSCB.</p>
<p>LSCB Objective 2: ENSURE CLEAR GOVERNANCE OF ARRANGEMENTS ARE IN PLACE FOR SAFEGUARDING CHILDREN</p>				
<p>ACTION</p>	<p>OUTCOME</p>	<p>LEAD</p>	<p>TIMESCALES</p>	<p>PROGRESS</p>
<p>2.1 Review Working Together guidance for LSCB duties and make any changes required as necessary.</p> <p>2.2 Produce a local statement on the relationship between the CYPT and LSCB, incorporating guidance from the new Working Together.</p> <p>2.3 Review the terms of reference for each sub group to include leadership and reporting arrangements.</p>	<p>LSCB members are aware of new guidance and implement changes as required.</p> <p>Clarity about the respective functions of the LSCB and CYPT and roles and responsibilities of members.</p> <p>Each sub group will have a clear remit, terms of reference and transparent reporting mechanism to the LSCB in line with Working Together.</p>	<p>LSCB Chair</p> <p>DCS/LSCB Chair</p> <p>LSCB Business Manager</p>	<p>September 2010</p> <p>September 2010</p> <p>December 2010</p>	<p>New guidance discussed at March and June Boards and annual conference in July 2010.</p> <p>Draft considered and agreed by October executive. Final version needs to relate to any revised CYPT arrangements under discussion. Now January 2011.</p> <p>Paper presented to October 2010 executive committee. ToRs revised in Nov 2010. December LSCB to agree on future remit of staying safe sub group.</p>

<p>2.4 Prepare a statement setting out the duties of Board members for agreement by members. The Chair to assess the Board's performance against these requirements annually.</p> <p>2.5 The LSCB will ensure that reports of external evaluations and inspections relating to Safeguarding in Brighton and Hove are presented to the Board and resultant action plans are monitored.</p>	<p>Each member of the LSCB will be clear about their role and responsibilities within the LSCB arena.</p> <p>Relevant partners and professionals are aware of recommendations affecting their areas of work and are able to effectively respond as necessary.</p>	<p>LSCB Chair</p> <p>LSCB Business Manager</p>	<p>September 2010</p> <p>Ongoing</p>	<p>Statement on duties of members agreed in principle at September LSCB. The October executive also agreed an approach to tightening membership for agreement at December LSCB.</p> <p>Ofsted unannounced inspection reported in July 2010. A major item at September LSCB with action plan progress due for December LSCB. Also discussed at CT Board on 1.11.10.</p>
<p>LSCB Objective 3 TO OVERSEE SERIOUS CASE REVIEWS, ENSURE ACTION IS TAKEN AND LESSONS ARE LEARNED</p>				
<p>ACTION</p>	<p>OUTCOME</p>	<p>LEAD</p>	<p>TIMESCALES</p>	<p>PROGRESS</p>
<p>3.1 Ensure that the LSCB has clear arrangements to disseminate the learning from SCRs including provision of necessary training.</p> <p>3.2 Monitor the completion of action plans and ensure that actions are completed.</p>	<p>Partners are fully aware of learning and improved safeguarding and child protection processes are put in place.</p> <p>Necessary recommendations are being implemented in a timely fashion.</p>	<p>LSCB Business Manager</p> <p>LSCB Business Manager/Standing SCR Panel</p>	<p>September 2010</p> <p>Ongoing</p>	<p>No SCR in B&H since 2008. LSCB executive committee now sits as SCR Panel and monitors updates and reports to LSCB. September LSCB agreed for major SCR learning workshops by March 2011.</p> <p>G action plan monitored by SCR Panel meetings throughout 2010. Completed version to be signed off by December 2010 LSCB.</p>

LSCB Objective 4: PROMOTE SAFE RECRUITMENT, TRAINING, STAFF SUPPORT AND STAFF DEVELOPMENT					
ACTION	OUTCOME	LEAD	TIMESCALES	PROGRESS	
4.1 The LSCB will review and evaluate the provision and availability of single and multi-agency training to ensure training reaches all relevant staff arranging provision where agreed by members.	Training programme continues to be of a high standard and fully meets identified needs and outcomes.	Training Sub group	December 2010	Business Manager has reviewed programme with HoSG and LSCB Training Manager. Recommendations discussed with CYPT Workforce Development and LSCB Training Sub Group in Nov 2010. Revised programme to be available by 2011/12.	
4.2 The LSCB will, with the CYPT, review and supervision arrangements to ensure all staff receive the guidance and support they need.	Staff feel supported and are given adequate opportunities to reflect regularly on their safeguarding work.	Head of Safeguarding	March 2011	Currently in development.	
LSCB Objective 5: RAISE THE PROFILE AND PUBLIC UNDERSTANDING OF THE LSCB AND PROMOTE THE ROLE OF LOCAL COMMUNITIES IN THE CITY'S SAFEGUARDING ARRANGEMENTS					
ACTION	OUTCOME	LEAD	TIMESCALES	PROGRESS	
5.1 Progress an effective communication strategy for the LSCB.	Better understanding of role of the LSCB; particularly amongst members of wider community.	Staying Safe Sub Group	December 2010	Commitment for £12.5K communications grant withdrawn by new government. Aim to have strategy by end of FY	

<p>5.2 Development of a dedicated Brighton & Hove LSCB website that is of benefit to both professionals and local people and families.</p> <p>5.3 Arrange conference for LSCB and partners including voluntary and community organisations.</p>	<p>Children, young people, their families, communities and professionals have up to date information and know what to do if they have concerns.</p> <p>Opportunity for relevant professionals to learn more and share information regarding safeguarding issues.</p>	<p>LSCB Business Manager</p> <p>LSCB Business Manager</p>	<p>July 2010</p> <p>July 2010</p>	<p>2010/11.</p> <p>LSCB website launched in September 2010.</p> <p>Annual conference held at Slaughtman Manor on 5 July 2010. Agenda items include: WT2010; Inspection Process and Regulatory Issues; Tiered Interventions and Duty & Assessment Thresholds; DV and raising profile of LSCB.</p>
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ⁱ End Note

The chair of respective sub groups will have responsibility for ensuring actions are completed. The Head of Safeguarding and LSCB Business Manager will assist those sub groups where neither of them is acting as chair if necessary.

Subject: Statement of Agreement between the Children and Young People's Trust Board and the Local Safeguarding Children's Board

Date of Meeting: March 21st 2011

Report of: Strategic Director, People

Contact Officer: Name: Steve Barton Tel: 29-6105

E-mail: Steve.barton@brighton-hove.gov.uk

Wards Affected: All

FOR GENERAL RELEASE

1. SUMMARY AND POLICY CONTEXT:

- 1.1 This paper presents the proposed Statement of Agreement between the Children and Young People's Trust Board (CTB) and the Local Safeguarding Children's Board (LSCB) for agreement.
- 1.2 The purpose of the Statement of Agreement is to enable members of the CTB and the LSCB to assure that local arrangements are compliant with the Statutory Guidance contained in 'Working Together to Safeguard Children: A guide to interagency working to safeguard and promote the welfare of children (2010)'.
- 1.3 The Statement of Agreement is presented alongside the LSCB Annual Report 2009-10 to facilitate discussion at the Board.

2. RECOMMENDATIONS:

- 2.1 The Children's Trust Board is asked to approve the Statement of Agreement between the Children and Young People's Trust Board and the Local Safeguarding Children's Board.

3. RELEVANT BACKGROUND INFORMATION/CHRONOLOGY OF KEY EVENTS:

- 3.1 The Statement of Agreement is designed to enable Board members to assure themselves that the relationship between the CTB and the LSCB is compliant with the Statutory Guidance contained in 'Working Together to Safeguard Children: A guide to interagency working to safeguard and promote the welfare of children (2010)'
- 3.2 The agreement sets out the accountability arrangements and working relationship between the CTB and the LSCB. It covers their respective roles

and functions and mutual accountability arrangements. This agreement is about the relationship with the CTB and not the joint services.

- 3.3 The LSCB is a statutory partnership with responsibility for agreeing how relevant local organisations will co-operate to safeguard and promote the welfare of children. The LSCB's role is to monitor and evaluate the effectiveness of local arrangements to safeguard all children.

4. CONSULTATION

- 4.1 The Statement of Agreement has been approved by the LSCB Executive Committee and has been fully discussed with senior officers in the council.

5. FINANCIAL & OTHER IMPLICATIONS:

Financial Implications:

- 5.1 There are no financial implications directly resulting from the recommendations of this report.

Finance Officer Consulted: David Ellis

Date: 3 March 2011

Legal Implications:

- 5.2 The report must be considered in compliance with the requirement of the Statutory Guidance contained in 'Working Together to Safeguard Children: A guide to interagency working to safeguard and promote the welfare of children (2010)'.

Lawyer Consulted: Natasha Watson

Date: 7 March 2011

Equalities Implications:

- 5.3 The Statement of Agreement is underpinned by the Equalities policies of CTB and LSCB member agencies.

Sustainability Implications:

- 5.4 None

Crime & Disorder Implications:

- 5.5 Both the CTB and the LSCB aim to support young people to engage in law abiding and socially acceptable activity and behaviour and this aim is reinforced by the Statement of Agreement.

Risk and Opportunity Management Implications:

- 5.6 The Statement of Agreement is an integral part of ensuring that members of the CTB and LSCB have a clear understanding of arrangements for safeguarding and child protection in Brighton and Hove and will support them in meeting their duties to children in need of protection.

Corporate / Citywide Implications:

- 5.7 The Statement of Agreement ensures that there is a clear understanding and relationship between the two key bodies responsible for strategic arrangements for safeguarding and child protection in Brighton & Hove.

SUPPORTING DOCUMENTATION

Appendices:

1. Statement of Agreement

Documents in Members' Rooms

None

Background Documents

'Working Together to Safeguard Children: A guide to interagency working to safeguard and promote the welfare of children (2010)'.

Appendix 1:

STATEMENT OF AGREEMENT BETWEEN BRIGHTON AND HOVE CHILDREN'S TRUST BOARD AND BRIGHTON AND HOVE LOCAL SAFEGUARDING CHILDREN BOARD

Purpose of agreement:

This agreement sets out the accountability arrangements and working relationship between Brighton and Hove's Children's Trust Board (CTB) and Brighton and Hove's Local Safeguarding Children Board (LSCB). It covers their respective roles and functions and mutual accountability arrangements. This agreement is about the relationship with the CTB and not the joint services.

The CTB and LSCB have formally agreed to the arrangements set out in this document, which will be subject to review annually (from the date of initial agreement).

Role of Local Safeguarding Children Board (LSCB)

The LSCB is a statutory partnership with responsibility for agreeing how relevant local organisations will co-operate to safeguard and promote the welfare of children. The LSCB's role is to monitor and evaluate the effectiveness of local arrangements to safeguard all children.

The LSCB's key responsibilities include the following:

- To participate in local planning and commissioning of children's services (through contributing to the Children's and Young People's Plan) – to ensure that safeguarding and promoting welfare is taken into account, or to initiate activities which investigate and improve practice in relation to safeguarding.
- Develop and promote policy and procedure for safeguarding children and young people. This includes training people who work with children, ensuring safe recruitment and working practice, and investigating allegations and concerns.
- Monitor and evaluate the effectiveness of what is done by the local authority and Board partners individually and collectively to safeguard and promote the welfare of children and advise them on ways to improve
- Communicate and raise awareness of the need to safeguard and promote the welfare of children to those who work with children, including volunteers, and members of the public.
- Collect and analyse information about child deaths, with a view to learning from experience and safeguarding and promoting the welfare of all children.
- Undertake Serious Case Reviews where abuse or neglect is known or suspected to be a factor in a child's death or serious injury – especially

where there is cause for concern about the way professionals or agencies have worked together.

- Lead on or contribute to specific safeguarding initiatives, e.g. e-safety, missing children, safer workforce, and sexual exploitation.
- Produce and publish an annual report on the effectiveness of safeguarding in Brighton and Hove

LSCBs are now expected to have an independent chair so that the LSCB can exercise its local challenge function effectively. There is a statutory list of member agencies and recent guidance has added lay members and school representatives to the list.

Role of Children's Trust Board

The CTB provides the interagency governance of cooperation arrangements to promote children's well being in Brighton & Hove. These cooperation arrangements are made pursuant to Section 10 of the Children Act 2004, whereby arrangements are to be made with a view to improving the well-being of children in the authority's area. . The CTB is responsible for developing a local strategy for improving children's lives by delivering better services – including their health and wellbeing. In particular the CTB promotes strong joint planning and commissioning of services and is responsible for ensuring services deliver improved outcomes for children and young people.

The key responsibilities of the Children Trust Board are as follows:

- Undertaking a joint strategic needs assessment to identify and agree local priority outcomes and setting out these priorities in a Children and Young People's Plan.
- These include identifying vulnerable children and intervening early to ensure they are safe and thriving, narrowing the gap between vulnerable children and others who are not in areas such as educational attainment, and reducing child poverty.
- The CTB will do this by listening to the views of children, young people, and their parents and carers; by promoting joint working, by ensuring effective commissioning of services, by using resources effectively and creatively, by aligning or pooling budgets, and by overcoming unnecessary barriers to sharing and communication.

The relationship between the LSCB and the CTB:

The LSCB is responsible for monitoring and evaluating local safeguarding arrangements whereas the CTB is responsible for bringing together, and monitoring, a common strategy for improving the well-being of children in the authority's area through the Children and Young People's Plan.

- The LSCB should be consulted on issues that affect how children and young people are safeguarded and how their welfare is promoted and to be a formal consultee during the development of the CYPP.
- The LSCB has the authority to call all agencies represented on the CTB to account for their safeguarding activity but is not accountable for the operational work of individual agencies or the CTB.
- The LSCB should provide robust, independent challenge to the safeguarding work of the CTB and its partners.
- The LSCB should provide an annual report to the CTB setting out an assessment of local safeguarding arrangements and its key findings from the monitoring and evaluation of local safeguarding arrangements during the year, and recommendations of areas of safeguarding which should be included in the CYPP.

Roles and responsibilities:

The roles of the LSCB and CTB must have a clear distinction. The LSCB is not an operational subcommittee of the CTB, and should not relate to the CTB in a way that might compromise its separate identity and independent voice. The LSCB must be able to form a view on the quality of local activity to challenge organisations as necessary, and speak with that independent voice

The Independent Chair (IC) of the LSCB is accountable to the Local Authority (LA) locally by virtue of the fact that the LA is responsible for establishing the LSCB. The IC is accountable through the Director of Children's Services (DCS) and/or Council Chief Executive, for the delivery of effective partnership arrangements to safeguard children and for ensuring that the LSCB delivers its statutory functions effectively.

Members of LSCBs retain their own existing lines of accountability for safeguarding and promoting the welfare of children by their services as well as being responsible for contributing to effective arrangements for how agencies work together to safeguard children. However statutory guidance requires members to give precedence to their role as LSCB members when recommending or deciding upon the necessary steps to put something right. Members of LSCBs are responsible for;

- Ensuring, including through a programme of monitoring and evaluation, that their agency discharges its responsibilities to safeguard children effectively and taking appropriate action when required, including taking action internally and alerting the LSCB when shortfalls in arrangements are identified.
- Ensuring, including through participating in a programme of multi-agency monitoring and evaluation activity, that all agencies are working together effectively to safeguard children.

Members of CTB are required to contribute to the planning and delivery of services to children and young people in accordance with the CYPP and to

specify their contribution to the joint strategy, including, as appropriate, local representatives of the private and third sectors.

Specific statutory responsibilities of LSCB members include;

- The DCS and Lead Member, working with the Chief Executive of the local Primary Care Trust, play a key part in developing effective joint leadership and clear local accountability arrangements.

The DCS and the Lead Member lead and facilitate local partnership arrangements, including the co-operation arrangements that underpin the local Children's Trust, the Children and Young People's Plan, information sharing databases, the Local Safeguarding Children Board and any section 75 arrangements relating to children's health. These responsibilities are the key to uniting partners and integrating services to make each local area the best possible place for children to grow up.

The DCS has responsibility for the safety and welfare of all children, especially looked after children, across all agencies; this includes:

- statutory responsibility for ensuring that an effective LSCB is in place on behalf of the Local Authority
- being a member of the LSCB and working closely to support the Independent Chair to ensure it functions effectively
- contributing to monitoring the extent to which other Board members act in accordance with the CYPP, and hold them to account through the CTB
- ensuring that children, young people, parents and carers are at the heart of consultation in the strategic planning of services and are able to feed back on their experience of the quality of service.
- considering data on child protection and information emerging from the LSCB and regularly reviewing all points of referral where concerns about a child's safety or welfare are received, to ensure that they are sound in terms of the quality of assessments of any risks of harm to the child, decision-making, onward referral and multi agency working.
- Supporting, advising the LSCB Chair, and monitoring progress

The Lead Member, as an elected representative, should be proactive in developing the local vision and driving improvements for local people, including through the CTB (and CYPP) and the LSCB. The LM should:

- Chair the CTB;
- be a participant observer of the LSCB;
- provide the political leadership needed for the effective co-ordination of work with other relevant agencies with safeguarding responsibilities;
- take steps to assure themselves that effective quality assurance systems for safeguarding are in place and functioning across service areas and levels of need.

The LSCB chair has a crucial role in making certain that the LSCB operates effectively and has an independent voice. The Chair should:

- Not be a member of the CTB but be able to be a participant observer;
- Provide leadership to the LSCB so it fulfils its functions;
- Provide when necessary an independent public voice on behalf of the LSCB;
- Promote partnership and mutual scrutiny.

5 Operational arrangements

In order to deliver local services effectively the LSCB and CTB will:

- Have an ongoing and direct relationship, communicating regularly through identified lead individuals. The DCS and LSCB chair will meet at least quarterly, and the Lead Member will meet with both at least twice per annum;
- Work together to ensure action taken by one body does not duplicate that taken by another;
- Ensure they are committed to working together to ensure there are no unhelpful strategic or operational gaps in policies, protocols, services or practice.

This means that:

- The LSCB will undertake safeguarding audits and feedback the results to the CTB, advising on ways to improve, highlighting areas of underperformance and highlighting gaps in service for the CT to consider as part of its joint commissioning process
- The CTB will consult the LSCB on issues, policies and strategies which affect how children are safeguarded and their welfare promoted, for example; the LSCB has in particular a statutory duty on developing threshold so this will be subject of consultations
- The CTB will take note of recommendations and identified areas for improvement made by the LSCB and report back to the LSCB on subsequent progress
- The CTB will ensure the LSCB is formally consulted during the development of the CYPP
- The CTB will ensure that those issues raised in the LSCB's annual report into the effectiveness of safeguarding arrangements are responded to as part of the development of the CYPP
- The CTB will ensure that messages and information provided by the LSCB are appropriately disseminated within CTB member organisations

- The CTB will take an overview of the LSCB's activities as part of its monitoring arrangements, as the work of the LSCB falls within the framework of the CYPP.

Signed:

LSCB Chair.....

Print Name.....

Date.....

CTB Chair.....

Print Name.....

Date.....

DCS.....

Print Name.....

Date.....

Subject:	Children and Families Social Work Improvement Plan		
Date of Meeting:	21st March 2011		
Report of:	Strategic Director, People		
Contact Officer:	Name:	James Dougan	Tel: 01273 295511
	E-mail:	james.dougan@brighton-hove.gov.uk	
Key Decision:	No		
Wards Affected:	N/A		

FOR GENERAL RELEASE

1. SUMMARY AND POLICY CONTEXT:

- 1.1 The report is to update the CYPT Board of the Children & Families Social Work Improvement Plan.

The Improvement Programme is a result of the work undertaken following the unannounced two day Ofsted inspection to initiate a significant step change in quality of social work services provided to children, parents and carers in Brighton & Hove.

- 1.2 The improvement plan has four key elements which sit alongside the Value for Money Programme:

1. Areas for development plan (improving practice)
2. Management and delivery structure
3. Quality Assurance Framework
4. Workforce Development

- 1.3 The aims of the improvement programme are:

- i. Promote an effective management culture throughout Brighton & Hove Children & Families Children's Social Work Service
- ii. Focus on performance and delivery of high quality services
- iii. Develop the talents and skills of the workforce and fully engage staff in the strategic development and operational work of the service
- iv. Ensure VfM by effective control and the most efficient use of the funding and resources
- v. Take account of national developments in social work

- 1.4 Social workers have a unique and pivotal role alongside their professional colleagues in the Police and Health Visiting, in the task of protecting the most vulnerable in our society.
- 1.5 Whilst systems and procedures play an important role in the protection of children, the protection of children fundamentally relies on sound professional practice by social workers equipped with skills in assessing risk, skills in working directly with families and most importantly in a spirit of respectful scepticism, with these skills and confidence in these skills to make inherently difficult judgements. To do this difficult task social workers need to be supported with the necessary resources alongside professional supervision, training, management and leadership.

2. RECOMMENDATIONS

- 2.1 To inform the CYPT Board of the progress of the improvement programme.

3. RELEVANT BACKGROUND INFORMATION/CHRONOLOGY OF KEY EVENTS:

- 3.1 The Children's social work milestone planner which details the milestones for the improvement programme (Appendix 1)
- 3.2 The Areas for Development Plan (Appendix 2)

4. Consultation

- 4.1 Not applicable

5. FINANCIAL & OTHER IMPLICATIONS:

5.1 Financial Implications:

There are a number of activities outlined in the report. As these develop and detailed proposals become available specific costings will need to be calculated in order to understand the full financial implications of the proposals.

Finance Officer Consulted: David Ellis

Date: 9th March 2011

5.2 Legal Implications:

The actions outlined in the Development Plan directly address core statutory functions of the Local Authority in relation to child protection and therefore form an important and integral part of meeting the legal duties imposed by statute. By definition the Human Rights [as enshrined in the Human Rights Act 1998] of children and families

affected by the exercise (or not) of these statutory duties must be taken into account by the Local Authority.

Lawyer Consulted: Natasha Watson Date: 9th March 2011

Equalities Implications:

5.3 None

Sustainability Implications:

5.4 None

Crime & Disorder Implications:

5.5 None

Risk & Opportunity Management Implications:

5.6 None

Corporate / Citywide Implications:

5.7 None

6. EVALUATION OF ANY ALTERNATIVE OPTION(S):

6.1 None

7. REASONS FOR REPORT RECOMMENDATIONS

7.1 To comply with the Areas for Development as outlined in the Annual unannounced inspection of contact, referral and assessment arrangements within Brighton and Hove children's services

SUPPORTING DOCUMENTATION

Appendices:

1. Children's Social Work Milestone Planner
2. Areas for Development Plan

Documents in Members' Rooms

1. None

Background Documents

1. None

						Milestone baseline and progress reported to Project
Milestone Completed	Milestone on Target	Milestone overdue / missed	Milestone at Risk	Date TBC	Milestone on hold	

Children's Social Work – Milestone Planner 2010 / 2011 – Version 09.03.11

Activity	Owner	Sept	Oct	Nov	Dec	Jan 2011	Feb	Mar	Apr	May	June	July	Aug	Sept	Oct		
City Wide reorganisation		10 th Sept Di Smith leaves organisation		1st Nov Terry Parkin (Strategic Director of Children) starts. 1st Nov City Wide reorganisation takes place. Children &													
Area Development Plan		Area Development Plan completed	1 st Oct Workshops with manager about implementation of development plan		10 th Dec CMM				1 st Review								
Restructure Phase 1						11 th – Consultation meeting with Trade Unions 11 th – Informal meeting with staff 12 th - Formal Consultation starts 17 th – 21 st – Individual consultation meetings	2 nd – End of formal consultation period 9 th – Publish post consultation response By end of Feb – Confirmation of	By end of March – Proposed date for implementation of new structure Beginning of phase 2 – priority to be given to work stream around the 'front doors'									
Restructure Phase 2							8 th Feb - Phase 2 Themed Workstream Groups Agree TOR			Framework of Transfer Phase 2 Scoping of Themed Workstreams Groups 3 rd May AM meeting Phase 2 themed working groups taking place on dates: 10 th & 18 th May Children in Need LAC Front Door Buildings	Presenting proposals from Themed Workstream groups - 8 th June AM/SM/PM meeting Implementation of restructure. Phase 2 themed working groups completed. Children in Need LAC Front Door Buildings		Front Door move to Whitehawk				
QAF						Team impact plans : Themed issues : Individual plans : Coaching in Place Any area of Development defined & included in plan following Audit findings.	1 st Feb – Launch of QAF to AM/SM/PM's Second audit findings	Quarterly Impact Report Baseline SM roll out of QAF AM roll out of QAF IRO challenge report quarterly findings	IRO review of staffing & structure								

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Activity	Owner	Sept	Oct	Nov	Dec	Jan 2011	Feb	Mar	Apr	May	June	July	Aug	Sept	Oct	
LADO Arrangements									▲ Union Consultation	▲ Recruitment to Permanent LADO post						
Supervision					▲ Discussion with Unions ▲ Final Changes		▲ 6 half day roll out sessions ▲ New supervision and training policy	▲ SM start undertaking supervision audits								△ 1 st Review
Review of Workload Weighting							▲ Start of review Stage 1 – Preparation for focus groups.	▲ Stage 1 – 3 focus groups <ul style="list-style-type: none"> ▪ Information Officer's ▪ Practice Manager's ▪ Service Manager's 	△ Completion of Stage 1 by 5 th April △ Work on Stages 2 & 3 →	△ Completion of review by mid May						

The Areas for Development Plan

The Areas for Development Plan attached is a result of the Annual unannounced inspection of contact, referral and assessment arrangements within Brighton and Hove children’s services. The letter was previously presented to the Children & Young People’s Trust Board on 1st November 2010.

The Areas for Development Plan covers 7 areas:

Table 1

	Summary of Areas for Development	Lead responsibility
1.	Review the role of Social Work Resource Officers	Richard Hakin
2.	Review of thresholds for S47	Nigel Hancock
3.	Review of Initial Assessments process	Andy Whippey
4.	Review quality of Child Protection plans and outcomes	Jane Doherty
5.	<ul style="list-style-type: none"> a. Review embedding of CAF in the social work care pathway b. Development of Children in Need Pathway 	Andy Whippey/Ellen Jones
6.	Improve quality of Initial and Core Assessments and to develop the Quality Assurance Framework	Andy Whippey/Jane Doherty
7.	Areas of Development ongoing from the Quality Assurance Framework Audits	All

<p>Area Of Development</p>	<p>1. Review of the role of Social Work Resource Officers - Initial & core assessments being undertaken by unqualified staff (ie SWRO's). - Not compliant with Working Together or with Ofsted unannounced inspection of BHCC 2010 or JAR inspection findings 2006.</p>
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<p>Source</p>	<p>Ofsted Unannounced Inspection</p>
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<p>Aim</p>	<p>1) – To review options to respond to the above development area regarding concerns about assessment work done by non-social work qualified staff by producing an options paper for senior management discussions. 2) – To use this to agree a way forward to respond to this concern either by amending current assessment work allocation processes or by entirely changing them. 3) – To then implement this new agreed plan in earliest possible timescales.</p>
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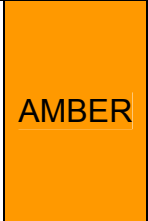
<p>Measurable Success</p>	<p>1) – Proper informed consideration of the opportunities and risks of all options for change, how it might be achieved and whether new processes are sustainable in context of long term fluctuations in availability of qualified social workers. 2) – Senior social work managers seek agreement for our direction which allows common approach and agreed timescales for implementing. 3) – Plan of implementing change then set out and agreed. This is then followed through successfully. Seek to both maintain or improve assessment quality and also meet national required standards and have a successful plan recognised in 10 day inspection as no longer requiring development.</p>
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<p>Owner</p>	<p>Richard Hakin</p>
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Area Of Development	1. Review the role of Social Work Resource Officers - Completion of assessments by qualified social workers/SWRO's
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No	Action(S)	Milestone(S)	Evaluation Against Milestones	Rag Rating	Lead
				<div style="display: flex; justify-content: space-around; width: 100px; height: 15px;"> </div>	
1)	First discussion & options paper 14-09-10	Discussed at area managers meeting of 15-09-10	Agreed further work to be done on some options areas	GREEN	RH
2)	Second addendum paper 11-10-10	Discussed at area managers meeting of 13-10-10	Decision made to 1) - pursue business case for additional qualified social worker posts to carry out all IA's & 2) – Look at overall staff and team	GREEN	Head of Service and all AM's

AGENDA ITEM 29- APPENDIX 2

No	Action(S)	Milestone(S)	Evaluation Against Milestones	Rag Rating	Lead
			structure/ configuration & potential within this for duty SWRO's to transfer to child in care and complex cin case work		
3)	1) – Business case regarding qualified posts to carry out IA's 2) – Review structure and alternative role for duty SWRO's	Submitted October 2010 Ongoing – end date to be confirmed	Agreement to recruit	 AMBER	Head of Service & all AM's

<p>Area Of Development</p>	<p>2. Review the thresholds for Section 47 and the comparatively low numbers resulting in ICPC.</p> <p>Although significant progress has been made in reducing the caseloads of social workers, the high numbers of section 47 enquiries and their prioritisation is impacting on the management of children in need assessments. The council has yet to review the thresholds for section 47 enquiries and the comparatively low numbers of these resulting in initial child protection conferences</p>
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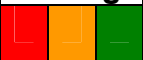
<p>Source</p>	<p>Ofsted Unannounced Inspection Chandler IMR</p>
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<p>Aim</p>	<p>To ensure that we establish a view on section 47 thresholds and to build a work programme that will enable us to respond to the findings.</p>
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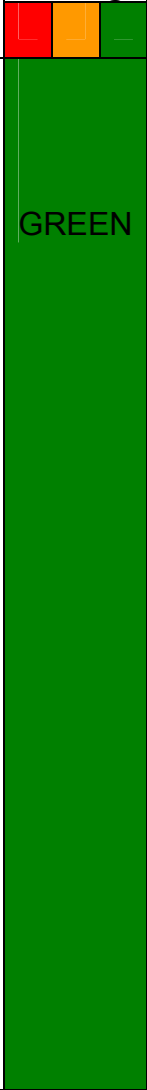
<p>Measurable Success</p>	<p>A service which is more responsive to children in need but ensures effective safeguarding. Improvement is seeing the appropriate children in a timely fashion within a CIN process which can demonstrates case planning.</p>
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<p>Owner</p>	<p>Nigel Hancock</p>
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Area Of Development	2. Review the thresholds for section 47 and the number of section 47 investigations resulting in ICPC and a protection plan
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No	Action(S)	Milestone(S)	Evaluation Against Milestones	Reg Rating	Lead
					
1.	Explore the hypothesis by Looking at the process and determining what percentage of Sec 47 Investigations lead to ICPC's and in turn what percentage do not lead to a Child protection Plan	One year Sept 2009 to the end of July 2010. 711 Sec 47 Events led to 406 ICPC and 352 plans 57% of section 47 events led to ICPC 86% of ICPC's led to a Child Protection Plan. Drop out rate is therefore 14%	Completed	GREEN	NH
	Seek comparative data on the drop our rate in other LA	There is a very variable national picture. Drop out rates : Milton Keynes 1.4% Surrey 7% East sussex 12.5% Southampton 28 %	Completed		

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No	Action(S)	Milestone(S)	Evaluation Against Milestones	Rag Rating	Lead
	<p>Audit 30 section 47 Events to satisfy that the threshold criteria Are met</p> <p>Evaluation: .</p>	<p>Ten section 47 Cases from each team were audited and did not indicate any significant problem</p> <p>This authority seems to be tracking in the middle of the comparator band and no discernable problem was identified in this area. In order to future proof this area of work the author would make some recommendations that will carry forward into other Areas for development</p> <p>If there were to be a tendency to put too few or too many assessments into a section 47 process too many would be the safest place to be. The evidence of continuing progress collected from the ten best authorities reflected on prompt action to investigate concerns and ensure that children are safeguarded.</p> <p>I recommend that we future proof this process using the other areas for development.</p>	<p>Completed</p>	 <p>GREEN</p>	

No	Action(S)	Milestone(S)	Evaluation Against Milestones	Rag Rating	Lead
2.	The current Initial Assessment process needs to be reviewed in the light of the inspectors comments. If we can demonstrate that CIN cases are getting an adequate and timely response then any issue in this area of work would not be particularly relevant.	See Area for development: CIN Planning and IA's	Completed	GREEN	
3.	It is necessary to demonstrate that there is a CIN planning process which provides a sound alternative to a CP planning process. I would recommend that we use the CP planning area for development to produce a more robust planning process for CIN cases.	See Area for development CP Planning	Ongoing	AMBER	
4.	Continue to Audit and performance manage the system		Ongoing	GREEN	
5.	Further development of the CAF/TAF process is essential to reduce the input into Social Work Duty Teams and to help make referrals	See the appropriate area for development	Ongoing	GREEN	EJ

<p>Area Of Development</p>	<p>3. Review of Initial Assessment process</p> <p>To address the issues within the Ofsted unannounced relating to:</p> <ul style="list-style-type: none"> • there are unacceptable delays in seeing some children in need. This delay results in potential risk to children • in order to meet conflicting priorities and manage the pressure of work, a significant number of Initial Assessment are being signed off by managers as complete before the child, or young person, has been seen • because of drift and delay in completing Initial Assessments, Core Assessments are being started and used inappropriately to complete what could be clearly be an Initial Assessment
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<p>Source</p>	<p>Ofsted Unannounced Inspection</p>
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<p>Aim</p>	<ul style="list-style-type: none"> • to redefine the process of Initial Assessments and duty referrals to ensure that each Initial Assessment has a visit to the child • to agree that no cases will be moved from Initial Assessments to Core Assessments unless the level of need/risk necessitates a Core Assessment <p>to redesign Duty Teams to ensure more activity is devoted to ensuring more initial contacts can be seen through to a conclusion within a 24 hour period</p>
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<p>Measurable Success</p>	<ul style="list-style-type: none"> • number of IAs where child is seen • number of IAs completed within the statistical definition • number of ICs completed • number of ICs completed within the statistical definition • reconfiguration of duty services to ensure more resources are devoted to a first response front door, enabling Initial Contacts to be dealt with within 24 hours rather than needing to become an Initial Assessment
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<p>Owner</p>	<p>Andy Whippey</p>
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Area Of Development	3. Review of Initial Assessment Process
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No	Action(S)	Milestone(S)	Evaluation Against Milestones	Rag Rating	Lead
				<div style="display: flex; justify-content: space-between; width: 100px; height: 15px;"> <div style="width: 33%; background-color: red;"></div> <div style="width: 33%; background-color: orange;"></div> <div style="width: 33%; background-color: green;"></div> </div>	
1	Redesign of duty front door	<ul style="list-style-type: none"> number of workers on duty front door on any given day number of Initial Contacts being processed within 24 hours 	Workshops on 15 th & 22 nd March	AMBER	AW
2	IA process redesign	<ul style="list-style-type: none"> number of IAs where children seen (1002) number of IAs completed within statistical definition within 10 days 	Completed	GREEN	AW
3	Audit of IAs/Cores	To identify whether any Core Assessments are being started unnecessarily as a means of trying to hit the numerical indicators	Completed	GREEN	AW

Area Of Development	4. Review the quality of child protection plans and outcomes
Source	Ofsted Unannounced Inspection
Aim	To improve services to children subject to a Child Protection Plan
Measurable Success	<p>Develop standards for CP plans and what they should contain e.g.</p> <p>Child Protection Plans are:</p> <ul style="list-style-type: none"> • Detailed • Child centred, • Outcome focused • Properly recorded on ICS <p>Child Protection Plans should contain:</p> <ul style="list-style-type: none"> • clear actions, timescales and person responsible • contingency plans if change not achieved • the person responsible for ensuring the actions are completed, • the time-scale within which the changes must be effected, • the services to be offered, by whom and for how long, in order to promote the changes, • the work to be covered in the core or specialist assessment,
Owner	Jane Doherty

Area Of Development	4. Review quality of Child Protection Plans and outcomes
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No	Action(S)	Milestone(S)	Evaluation Against Milestones	Rag Rating			Lead
1.	Improve the quality of child protection plans Plans to be child centred and outcome focused	Sessions with IROs planned for 22 nd September to address quality of Child Protection Plans Develop standards for child protection plans by end of November	Completed	GREEN			
		Discussion with IROs about CP plans to raise the issue of plans needing to be outcome focused and child centred.	Completed				
		Action <ul style="list-style-type: none"> • Senior IRO to audit/review CP plans with HoS and identify strengths and areas for development By end of November 2010 • Develop 'model' CP plans for IROs by end of November • Complete team self assessment by end of November • Implement QAF by end of November 	In progress				

No	Action(S)	Milestone(S)	Evaluation Against Milestones		Lead
2.	Provide refresher training to SWs and their managers to ensure compliance with ICS recording	Initial meeting with Jo D'arcy 5.11.2010	In Progress	AMBER	JD
3.	Progress of CP plans to be reviewed at Child Protection Conferences	To be evidenced in minutes of CPCs Information from audit to be collated by end of November		AMBER	CP/JD
4.	Core groups to develop and review CP plan (to be evidenced in core group minutes)	To be evidenced in core group minutes Information from audit to be collated by end of November		AMBER	JD/Area Managers
5.	Review and monitor child protection plans systematically over a period of three months	Introduce monitoring form for IROs to complete from 1 st September Advocacy and audit manager to analyse initial results by October Advocacy and audit manager to analyse initial results by November	Complete Complete In progress	GREEN	CP/JD
6.	IROs and responsible PMs/SMs to review cases of children subject to CP plans over 18 months and over 2 years	Management information about these cases to be produced by performance team and sent to senior IRO to distribute Senior IRO to analyse cases once identified.	Complete In progress	AMBER	JD and Area managers

No	Action(S)	Milestone(S)	Evaluation Against Milestones		Lead
7.	As part of QAF CP to audit 3 CPCs per month and feedback to individual IROs on progress	Results to be analysed by A&A Manager to identify areas of good practice and areas for development	Ongoing	AMBER	JD/TJ
8.	Interim arrangement to be put in place to ensure CP plans are recorded on ICS Improve consistency between the area teams	<p>When the IRO opens the Child Protection care Plan on the day of Child Protection Conference (or the next) the TA will cut and paste the decisions of the conference into the essential safeguarding needs section of the ICS Child Protection Plan directly from the conference report.</p> <p>This can then be taken as a word document for the first core meeting and the amendments taken back to the ICS document.</p>	Ongoing	AMBER	All

Area Of Development	5a. Review embedding of CAF in the social work care pathway and the development of Children in Need pathway
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Source	Ofsted Unannounced Inspection
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Aim	To increase numbers and quality of Family CAF and TAF plans, ensuring cost effective early intervention to improve outcomes and reduce the need for higher tier services
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Measurable Success	<p>Increase in CAF numbers from July 2010 baseline. Improve % of CAF's completed on time</p> <p>Increase quality of CAF's and TAF's as measured by regular audit</p> <p>Reduce the numbers of referrals to social care where appropriate early intervention and preventive services, as measured by CAF and TAF plans have not been offered.</p>
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Owner	Ellen Jones
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Area Of Development	5a. Review embedding of CAF in the social work care pathway and development of Children in Need Pathway
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No	Action(S)	Milestone(S)	Evaluation Against Milestones	Rag Rating			Lead
1.	Increase in CAF activity	Targets have been set for an increase in numbers of CAF's from approximately 60 in June and July 2010 to 100 per month from August. Each service has individual targets set and monitored by service mangers. CAF activity and progress monitored for each professional by their manager. CAF activity is monitored by worker type and team to monitor progress against targets.	CAF numbers have increased over the last year and compare well to other LA's however, the target has not been reached and will remain in place	AMBER			Ellen Jones
2.	Increase in CAF quality, plus improved action planning	Audit timetable established. Each Service Manager auditing random selection of CAFs, Action Plans and Reviews against practice standards. Excellent and poor practice fed back in performance reviews and supervision. Target is increase in percentage of good or excellent judgements plus reduction in poor judgements from first audit baseline.	Quality still very mixed, but progress is being made. We have demonstrated that ongoing audit of quality and	AMBER			Ellen Jones

No	Action(S)	Milestone(S)	Evaluation Against Milestones	Rag Rating	Lead
			oversight by managers can drive up quality- see Under 5's service		
3.	Provide appropriate training to skill up the workforce to undertake good quality CAF's and Team around the Family plans	Provision of ongoing training to meet identified skills gaps in needs analysis, action planning, chairing TAF meetings. Ensure good multi agency representation by monitoring take up and targeting agencies not represented.	Regular Think Family training planned for a further 6 months plus additional focussed workshops to meet identified need	GREEN	Ellen Jones
4.	Embed a family based approach to ensure holistic and systemic approach to needs assessment and planning across children's and adults services	Launch of Family CAF on 23 rd November	Event was very well attended- 150 attendees from 60 different agencies including schools and colleges and	AMBER	Ellen Jones

No	Action(S)	Milestone(S)	Evaluation Against Milestones	Rag Rating	Lead
			adult services. Family CAF still new and we are working to embed		
5.	Clarify thresholds for CAF and TAF in order to reduce inappropriate referrals to social work, NFA's and re referrals	Launch Brighton & Hove Continuum of Needs 23 rd November Monitor impact through numbers of inappropriate referrals to social work and referrals to social work with an existing CAF & TAF	Slow increase of numbers of referrals to SW with CAF. SW redirecting cases to CAF as appropriate	AMBER	Ellen Jones

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Area Of Development	5b. Development of CiN Pathway
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Source	Ofsted Unannounced Inspection
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Aim	<ul style="list-style-type: none"> i. To clarify the processes by which Children in Need receive service provision. i. To clarify the routes by which Children in Need move in and out of the Social Work Pathway. ii. To develop a Child in Need protocol/process within the Social Work Pathway.
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Measurable Success	<ul style="list-style-type: none"> • Increase in number of children the subject of a CAF. • Increase in number of children with Action Plans/Reviews as a result of the CAF process. • Numbers of children increasing who are the subject of a Child in Need Plan. • Decrease in the number of children re-referred into Children’s Social Care. • Decrease in the number of children reregistered in terms of a CP Plan.
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Owner	Andy Whippey
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Area Of Development	5b. Development of CiN Pathway
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No	Action(S)	Milestone(S)	Evaluation Against Milestones	Rag Rating	Lead
					
1.	Launch event for CAF being the referral route into Children’s Social Care planned for 23.11.10	<ul style="list-style-type: none"> Attendance at event Attendance at training events Number of CAFs being completed 	Increase in number of CAFs by 01.01.11	AMBER	AW/EJ
2.	Development of clear CIN Planning framework	<ul style="list-style-type: none"> Clear CIN framework with Action Plans/review processes Numbers of children subject to formal CIN process 	% in number of children subject to formal CIN process 01.01.11	AMBER	AW/EJ
3.	Development of document entitled support for Brighton and Hove families	<ul style="list-style-type: none"> Clarity re levels of intervention and the service provision at each level 	Increase in number of CAFs 01.01.11	AMBER	AW/EJ
4.	Clarity re how children move in and out of the Children’s Social Work framework	<ul style="list-style-type: none"> Clear pathway to be produced in conjunction with the continuum of need document entitled supporting Brighton and Hove families 	Pathway produced by 01.01.11	AMBER	AW/EJ

Area Of Development	<p>6. Improve quality of Initial and Core Assessments and develop the Quality Assurance Framework</p> <p>Assessments are of variable quality and some Initial Assessments are poor as the views of parents/children/young people are not sufficiently evidenced.</p>
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Source	Ofsted Unannounced Inspection
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Aim	<p>To ensure the quality of assessments is improved with greater clarity of the views of parents/children/young people evidenced. To ensure assessments contain sufficient detail and analysis as a basis on which to make future decisions.</p> <p>To improve services to children, young people and their families by developing a comprehensive QAF</p>
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Measurable Success	<ul style="list-style-type: none"> - % of IAs/Cores identified by internal auditors as good - numbers of Core Assessments identified by IROs as good - % of IAs where the views of children/young people/carers are clearly recorded - Sustained measurable improvements in: improved KPIs and improvements in practice and therefore outcomes for young people
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Owner	Andy Whippey/Jane Doherty
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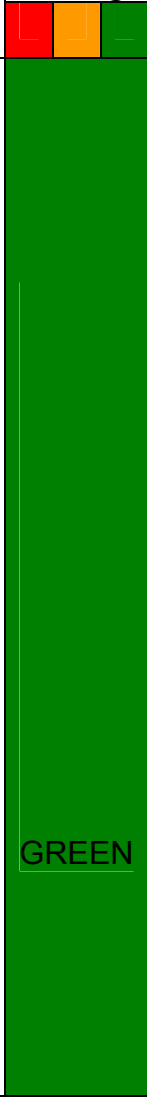
Area Of Development	6 Improve quality of Initial and Core Assessments and develop the Quality Assurance Framework
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No	Action(S)	Milestone(S)	Evaluation Against Milestones	Rag Rating	Lead
					
1	Workshops to be held in every Duty Team re addressing issues of quality and clarity as to the level of detail/analysis which needs to go onto an Initial and Core Assessment	Dates for workshops to be set	1.12.10	 GREEN	AW
2	PMs/SMs not to sign off IAs until they are satisfied that view of parents/children/young people are sufficiently evidenced	Audit of completed Initial and Core Assessments	1.12.10	 GREEN	AW
3	Thematic audit re the view of children/young people/carers	Numbers of IAs/Core Assessments which have views clearly recorded, as well as level of detail/analysis	1.12.10	 AMBER	AW
4	Content of Quality Assurance Framework	The Quality Assurance Framework (QAF) should include the following 1. Specificity about the areas of practice / activity / business process that are being audited. 2. General auditing activity	End of November 2010	 GREEN	JDoh


No	Action(S)	Milestone(S)	Evaluation Against Milestones	Rag Rating	Lead
		<p>3.The choice of what to focus on is likely to change over time : once we are satisfied as an organisation that a particular area of activity is working well, the focus of auditing activity should be shifted to another area.</p> <p>4. In terms of the focus of auditing, the outcome of local Serious Case Reviews or locally known areas of concern could help determine the focus; for example, areas of joint concern identified by inspections.</p> <p>5. The responsibility for the QAF needs to be comprehensive and ensure that managers at all levels are involved – from front line managers to senior managers, DCS, LM, and CEO.</p>			
5	Auditing schedule	Children’s Services need to agree an annual programme of audit priorities which link with those of the LSCB and other partners		GREEN	
6	Standards	There needs to be a set of standards and criteria against which the areas of practice etc are being measured. Many of these can be drawn from existing sources: the Pan Sussex		GREEN	

No	Action(S)	Milestone(S)	Evaluation Against Milestones	Rag Rating	Lead
		Safeguarding/Child Protection procedures, Working Together, NSF, performance indicators etc.			
7	Methods	<p>A range of methods can be used for auditing, and which method is used will in part be dependent on the content being audited.</p> <p>For some agencies and in some areas of child protection work, the auditing of case files held by agencies is an effective method and one referred to in Working Together.</p> <p>Other methods include:</p> <ul style="list-style-type: none"> • A range of audit tools • Scrutiny of key processes and requirements e.g. for safe recruitment checks to have been made, training to be delivered, procedures in place. • Focus groups of practitioners involved in a particular case. • Observations of practice. • Feedback from service users. 		 GREEN	

No	Action(S)	Milestone(S)	Evaluation Against Milestones	Rag Rating	Lead
8	Time-scales / frequency / extent	<p>There needs to be clarity about how frequently auditing is done and the scale of auditing activity.</p> <p>This is to ensure there is a proper balance between resources allocated to auditing and resources allocated to “doing the work”.</p> <p>Planning a time-table for auditing is essential to ensure it does happen: there is always a tendency for auditing work to not get done because of the pressures of day-to-day work.</p>		 GREEN	
9	The auditors	<p>Consideration needs to be given to who does the auditing in terms of expertise, authority and capacity</p>		 GREEN	
10	Governance and reporting arrangements	<p>The outcomes of auditing activity needs to be reported to the individuals / boards/services who have an overall responsibility for the quality of service in an agency / across agencies.</p> <p>These individuals / boards/services need to be specified so that receipt of auditing findings is built into their work programme in a systematic way.</p>		 GREEN	

No	Action(S)	Milestone(S)	Evaluation Against Milestones	Rag Rating	Lead
11	Staff involvement, Communication, Loop into practice / business and process development	<p>One of the key reasons for undertaking auditing activity is to ensure that where areas for development are identified, appropriate action is taken. This might take various forms:</p> <ul style="list-style-type: none"> • The shaping of training programmes • The development of new procedures • New working arrangements / methods. <p>Therefore, auditing activity should result in clear action plans which specify what needs to be done, and which are then monitored by those with governance responsibility.</p> <p>A key element of this on-going learning idea is to keep all staff concerned involved in the auditing activity so they understand why it is happening, where possible help to shape the standards and methodology, and are informed about the outcome and any changes arising.</p> <p>Auditing is often perceived as being a negative and critical process; in fact, it frequently highlights good practice, and</p>			

AGENDA ITEM 29- APPENDIX 2

No	Action(S)	Milestone(S)	Evaluation Against Milestones	Rag Rating	Lead
		part of the communication plan should be the sharing of good practice within and between agencies			

Subject:	Update on Presentations to the Board 31st January 2011		
Date of Meeting:	March 21st 2011		
Report of:	Strategic Director, People		
Contact Officer:	Name:	Steve Barton	Tel: 29-6105
	E-mail:	steve.barton@brighton-hove.gov.uk	
Key Decision:	No		
Wards Affected:	All		

FOR GENERAL RELEASE

1. SUMMARY AND POLICY CONTEXT:

- 1.1 This paper provides a short update to the presentations to the Children's Trust Board on January 31st 2011 concerning: Domestic Violence; Sexual Violence; Youth Crime; and Schools, Skills and Learning.
- 1.2 The Children's Trust Board is responsible for the production and implementation of the City's Children and Young People's Plan (CYPP). The purpose of the presentations and subsequent updates is to enable the Board to engage with and take action to address the issues which underpin the four Strategic Improvement Priorities set out in the CYPP.

2. RECOMMENDATIONS:

- 2.1 (1) That the Children's Trust Board considers the feedback and seeks further clarification, if necessary, from Board members at the meeting

3. RELEVANT BACKGROUND INFORMATION/CHRONOLOGY OF KEY EVENTS:

- 3.1. The Following Member approval of the outcomes and key objectives, the Joint Commissioning Board for Domestic Violence is to approve detailed action plans within the procedures that are being developed for city wide intelligent commissioning.

- 3.2. In respect of Sexual Violence, many of the recommendations made by the 2010 Scrutiny Review in relation to the prevention and reduction of sexual violence and abuse relate to the continuing service development of the county wide Sexual Assault Referral Centre and the rape crisis, counselling and support services which are being commissioned by the Community Safety Partnership. These recommendations are being taken integrated within the strategic and commissioning plans from 2011 and within funding arrangements.
- 3.3. Recommendations in relation to children and young people are also being taken for forward. Specifically, the recommendation to review therapeutic and specialist support services for children who display sexually harmful behaviour is being addressed following the recommissioning of the Clermont Child Protection Unit.
- 3.4. Key issues identified in the presentation on Youth Crime in relation to early intervention and preventive support will be addressed by the new Commissioning Strategy to Improve Youth Services. The strategy is in its final draft stage and includes a recommendation to establish a Joint Commissioning Board with representatives from the Community Safety Partnership to ensure joint prioritisation of youth crime prevention work.
- 3.5. Further work has been undertaken to take forward collaborative working across Primary Schools including the launch of the first cohort of 'Local Leaders of Education' i.e. head teachers who will support other schools. A meeting of head teachers in March will consider a draft 'Schools Supporting Schools model'. This has been informed by case studies of successful small scale projects in the city and from other Local Authorities across the country.
- 3.6. Arrangements for the first meeting of the Secondary Schools Commission have been completed. Members of the Commissioning Team will be:

Professor Clare Mackie, Pro-Vice Chancellor (teaching and learning)
University of Sussex and chair of the group

Mr Peter Dougill, ex HMI and latterly a parent governor of a Brighton school

Ms Janet Felkin Head teacher of Blatchington Mill Secondary school and chair of the secondary head teachers' group

Emeritus Professor Michael Fielding, Institute of Education, University of London

Mr Terry Parkin, Visiting Fellow of the University of London Institute of Education and Strategic Director, People, City of Brighton and Hove.

Mr Chris Thompson, Principal of Brighton and Hove Sixth Form College and Chair of the Brighton and Hove Learning Partnership

4. CONSULTATION

- 4.1 Feedback on the presentations has been discussed with relevant officers of the council. The purpose of the report is to enable further discussion at the Board.

5. FINANCIAL & OTHER IMPLICATIONS:

Financial Implications:

- 5.1 There are no financial implications directly arising from the recommendations in this report. Any future development proposals will have to be fully costed and agreed by all partners.

Finance Officer Consulted: David Ellis

Date: 07.3.2011

Legal Implications:

- 5.2 The presentations will assist the Board in monitoring the implementation of the CYPP, and highlight issues relevant to the partner agencies' capacity to meet their statutory duties to meet the needs and promote the wellbeing of children within the city.

Lawyer Consulted: Natasha Watson

Date: 07.03.2011

Equalities Implications:

- 5.3 The scope of the presentations directly addresses equalities issues.

Sustainability Implications:

- 5.4 None

Crime & Disorder Implications:

- 5.5 The scope of the presentations directly addresses issues of crime and disorder.

Risk and Opportunity Management Implications:

- 5.6 The purpose of the presentations is to address strategic opportunities and risks in relation to the implementation of the priorities set out in the CYPP.

Corporate / Citywide Implications:

- 5.7 Will be taken into account as the Children's Trust Board is one of the key strategic partnerships for the city.

6. EVALUATION OF ANY ALTERNATIVE OPTION(S):

- 6.1 Not applicable

7. REASONS FOR REPORT RECOMMENDATIONS

- 7.1 To enable the Children's Trust Board to discharge its functions and responsibilities.

SUPPORTING DOCUMENTATION

Appendices:

1. None

Background Documents

1. The Children and Young People's Plan.