



# **Thurrock LSCB**

## **Annual Report on the Effectiveness of Safeguarding Children in Thurrock April 2011 to March 2012**

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## SECTION ONE

### Chair's Foreword

- 1.1 I am pleased to introduce the Thurrock Local Safeguarding Children Board's (LSCB) Annual Report for 1<sup>st</sup> April 2011 to 31<sup>st</sup> March 2012. It provides an account of what has been done to improve safeguarding services within Thurrock and to assess their effectiveness. As with previous years we have been very busy working on actions and implementing new government initiatives.
- 1.2 This has been another very positive year for the LSCB with considerable activity in place and a continuing strong commitment by all partners to the LSCB's work. After four years, the First Independent Chair Amy Weir stepped down in February 2012 and I was appointed as the new Independent chair. I would like to thank my predecessor for her support, knowledge, enthusiasm, guidance and commitment, and I intend to carry on in a similar vein.
- 1.3 2011/12 was a turning point for the Board and the start of a new Chapter. The LSCB continued to undertake its core responsibilities and provide an analysis of, and challenge to, local children's workforce in Thurrock. The LSCB and its partners have had to deal with pressures of budget reductions, service and structure reviews and developments in national and local policy agendas. They have all risen to these challenges to continue to provide effective support to our most vulnerable children and families.
- 1.4 As these challenges continue, it is important that agencies continue to focus on the provision and performance management of safeguarding practice ensuring robust multi agency interventions are in place to ensure good outcomes for the children in Thurrock. The sub-groups of the LSCB have been well supported by partner agencies with good attendance and strong commitment to the work. Following the 'Away Day' on 26<sup>th</sup> March 2012, it was agreed that we would develop a new Performance Management Group and feedback next year on its effectiveness.
- 1.5 This year brings new challenges as we have lost two key members of staff: David Watts Interim LSCB Manager and Frances Winch our administrator, who have offered support and guidance in ensuring that the LSCB worked effectively and operated smoothly.
- 1.6 The LSCB will be faced with a number of challenges, including the implementation of the revised 'Working Together' national statutory guidance following the publication of the Munro review, and the current National Health Service reforms.
- 1.7 Thurrock's response to domestic violence, particularly against women and girls, and the need for better communication of safeguarding information provided to Thurrock children, young people and families, require our greater attention in 2012/13. For this reason, both remain key priorities for the LSCB.

- 1.8 At the March 2012 'Away Day', the LSCB partner agencies identified five key priorities for 2012/13. They are:
- to focus on the needs of those children and young people at risk from domestic abuse, child sexual abuse and exploitation or trafficking;
  - to respond to the Government response to the Munro Review as required, including to ensure there is effective provision of local early help services for Thurrock Children, Young People and Families;
  - to review and revise the strategic direction of the Thurrock LSCB;
  - to communicate child protection and safeguarding messages effectively in Thurrock; and
  - to monitor and review specific working relationships with the proposed changes to the local health networks
- 1.9 The Thurrock LSCB is pleased with the progress made locally during this period and will continue to be vigilant in providing a level of challenge to the partners responsible for keeping Thurrock children and young people safe.
- 1.10 I would like to thank all those who have contributed to the LSCB's work this year for all their hard work and commitment.
- 1.11 This will be the last report produced in this format. Future reports will take into account the changing environment of childrens safeguarding with a greater self reflection on the quality of our services to children.



David Peplow  
Independent LSCB Chair

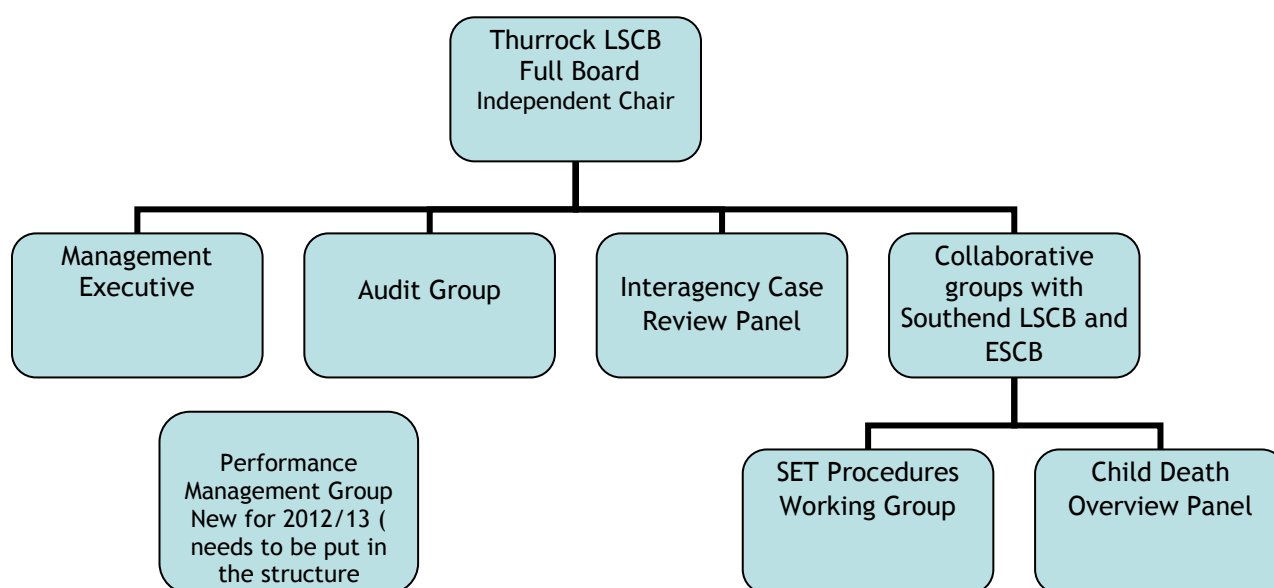
## SECTION TWO

### 2. Governance and accountability arrangements

- 2.1 The role of Thurrock's LSCB is to challenge and scrutinise local agencies' arrangements for safeguarding, prevention and child protection. The LSCB also has a role in contributing to the commissioning and planning of children's services through the Children and Young People's Plan and the Shadow Health and Well Being Board arrangements for children.
- 2.2 The role of the LSCB is to:
- co-ordinate the scrutiny of each person or body represented on the Board for the purposes of safeguarding and promoting the welfare of children in Thurrock; and
  - ensure the effectiveness of what is done by each such person or body for that purpose.
- 2.3 The functions of the LSCB are to:
- develop and agree thresholds, policies and procedures for challenge and scrutiny
  - communicate and raise awareness of safeguarding issues to local agencies;
  - monitor and evaluate safeguarding in Children's Services and settings;
  - commission appropriate training;
  - undertake functions related to child death; and undertake Serious Case Reviews as necessary and share learning arising from SCIE reviews.
- 2.4 Thurrock LSCB is required to publish an Annual Report on the effectiveness of safeguarding in the local area. The report fulfils the requirements of the 'Apprenticeship, Skills, Children and Learning Act 2009' to report on the effectiveness of safeguarding in the local area and to ensure that Thurrock Children's Partnership receives a copy. The LSCB operates within a legislative and policy framework created by the Children Act 2004 and Section 7, Working Together 2010 (Working Together to Safeguard Children, HM Govt 2010).
- 2.5 This Annual Report, as required under the above legislative arrangements, includes a clear work programme, including measurable objectives, outcomes and a budget. It reflects the priorities set within the LSCB Business Plan for 2011/12, progress against these priorities, and areas for further development during 2012/13.
- 2.6 The LSCB consists of a Full Board, a Management Executive Board and sub committees. The Full Board provides strategic direction on safeguarding and meets on quarterly basis. The Management Executive Board meets six weekly and coordinates the delivery of the LSCB plan. The Sub groups are the working groups that take forward the work needed to drive the plan forward,

with communication being assisted by the Business Manager who attends all of the Boards.

- 2.7 To promote total independence the LSCB has had an independent chair since September 2007.
- 2.8 Chapter 3 of 'Working Together', sections 3.74-3.79, states that the local authority must take 'reasonable steps to ensure that the LSCB includes two lay members from the local community. These members 'should operate as full members of the LSCB. The role for lay members should in particular relate to: building stronger ties with the LSCB and the local community by making the work of the LSCB more transparent. Accordingly, during the spring 2012, the process of advertising for a lay member began.
- 2.9 Thurrock LSCB also works collaboratively with Southend and Essex LSCBs in developing shared procedures in the form of the SET Procedures Working Group.
- 2.10 The chart below highlights the Board's structure 2011-2012



### Relationship to Thurrock Children's and Young People Partnership

- 2.11 A protocol exists between the Thurrock LSCB and the Thurrock Children's and Young People Partnership, to ensure that there is a clear understanding of the distinct roles played by each multi-agency partnership in this vital area.
- 2.12 The LSCB has statutory responsibilities to provide challenge and scrutiny of local partners' abilities to effectively safeguard and protect children and young people in the Thurrock area. The Children's Partnership has a three yearly Children and Young People's Plan for commissioning, coordinating and monitoring the delivery of services, including effective safeguarding.

## Role of Lead Member and Scrutiny by Council Members

- 2.13 Periodic reports are provided to the Children's Services Overview and Scrutiny committee within Thurrock Council.
- 2.14 The Portfolio holder for Children's Services is invited to attend and observe the quarterly LSCB Full Board meetings; this close involvement has been positively acknowledged by partners.

## Finances

- 2.15 Funding for the LSCB comes from its key partners: Thurrock Council, Essex Police, NHS South West Essex, Essex Probation Trust and a small contribution from CAFCASS.

### Thurrock LSCB Finances 1<sup>st</sup> April 2011 – 31<sup>st</sup> March 2012

#### Income

Balance brought forward from 2010/11 period:	70,872.00
<i>Cash contribution from partners:</i>	
NHS SW Essex	15,000.00
Essex Police	15,000.00
Essex Probation	9,500.00
CAFCASS	550.00
	<hr/>
<b>Total Income 2011/12</b>	<b>110,922.00</b>

#### Expenditure

Independent LSCB Chair	24,481
LSCB Manager costs	24,168
Administrator costs	16,289
Child Death Review costs	4,275
SCIE case review costs	10,823
Room hire/catering/printing	2,140
Items to be investigated	1,062
	<hr/>
Total expenditure to date:	83,238
<b>Carry forward:</b>	<b>27,184</b>

## SECTION THREE

### Progress/ Achievement 2011-2012

The four key priorities for 2011 -12 were:

**1) To ensure agencies work effectively together to safeguard Thurrock children and to deliver the core statutory functions of the LSCB.**

In line with our statutory responsibilities, we continued to scrutinise services offered by LSCB partners. We reviewed the evidence provided by local agencies and partnerships in the section 11 Audits conducted in order to form a judgement on the quality, timeliness and effectiveness of these services. We will continue to monitor and engage with our partners in developing improvement plans.

**2) To focus on violence against women and girls (VAWG) specifically considering the needs of those children and young people at risk from domestic abuse, child sexual abuse and exploitation or trafficking.**

The Thurrock Children and Young People's Plan 2011-12 (CYPP) and the Ofsted Unannounced Inspection of Safeguarding Service Provision, November 2010, identified domestic abuse as requiring further attention by local partners. We jointly commissioned the Violence against Women and Girls' Strategy with the Thurrock Children and Young People's Partnership and the Safeguarding Adults Board. We focused our attention on evaluating the ability of key statutory partners to identify, respond and support Thurrock children from these forms of abuse. We looked at the evidence provided by the Stay Safe work stream of Thurrock Children and Young People's Partnership and the Thurrock Community Safety Partnership, as well as key partners from the community and voluntary sector. We continued to undertake our own random audits of responses to domestic abuse incidents. We are pleased to announce that in March 2012 the Childrens partnership launched the new VAWG strategy and action plan which will set the foundations for future need.

**3) To implement changes resulting from the Government response to the Munro Review, as required, including to ensure there is effective provision of local early help services for Thurrock children, young people and families**

The Munro Review of Child Protection and the subsequent Government response (July 2011) highlighted some key issues for LSCBs. We were very pleased that following a successful bid, Thurrock has been selected as a Munro demonstrator, which will result in additional support for our continuous improvement in Childrens services and an effective offer of early help for children, young people and families.

**4) To communicate child protection and safeguarding messages effectively in Thurrock.**



The Communication Strategy was completed in August 2011 outlining how the LSCB would continue to develop its arrangements for ensuring that safeguarding messages are widely disseminated throughout Thurrock. This strategy will be reviewed annually to ensure that it meets the need and reaches all communities and those working in Childrens services. During this year we have circulated various documents supporting safeguarding practices, identifying both good practice and areas for development. Looking forward we will be building on our use of the World Wide Web and our approaches to developing technology.

**Table showing progress / achievements of key activities of the LSCB 2011/12:**

\*Some of the activities will have started in a previous year but were signed off during this period.

<b>Activity</b>	<b>Progress</b>	<b>Further action required for 2012/13 +</b>
Overall Inspection of the Looked After Service – Leading Improvement in Looked After Children (LILAC is a system for care leavers to inspect local services)	Completed	
New Shadow Health and Well Being Board	Shadow HWB established	The board will continue to develop its constitution during the year. Scheduled implementation for April 2013
SET procedures group established with Southend and Essex	Formally ratified and signed up 14/4/11	Thurrock LSCB contributes to SET development and meetings
Thurrock participates in SCIE pilot in the model in handling serious case reviews	Pilot completed	Action plan arising being implemented
Communication Strategy	Endorsed by LSCB and CP 28/7/11	Implemented
Protocol on Working arrangement between CYPP and LSCB	Endorsed 28/7/12	To be reviewed annually
Early Help Development		
IRO report	Completed	
SARC	In progress	
Thurrock Violence Against Women Strategy	Strategy published	
Draft protocol 'Interfaces with proposed Health Network	Draft completed March 2012	
Joint Protocol with Adult Services	Completed	

Q.A Framework	Completed	
Tackling Child Sexual Exploitation – Government Action Plan	Early scoping process completed	SET procedures to be developed
Thurrock Community Safety Partnerships Domestic Homicide Review Protocol	Completed	
Annual Private Fostering Report from LA ( BP-2011-12_ SEPT 11.5	Endorsed 12/1/12	To be embedded in LSCB reporting process
Performance Monitoring Group to be established	Agreed at Away Day March 2012	To be established during 2012/13

In addition to the external scrutiny, Thurrock LSCB continued its practice of requesting and evaluating reports from partners about the quality of safeguarding from its partners in the local children’s workforce. The LSCB Management Executive received a total of 19 reports on a range of safeguarding issues. In addition the LSCB Audit Group undertook a number of audits on a range of key safeguarding issues. A summary of these findings are noted in Section 4 below.

These areas for improvement have been summarised in an action plan for the LSCB and Children and Young People’s Partnership to work on during 2011/12 and will form the basis of the next LSCB Business Plan. 2012/13

From the evidence noted both internally and externally, the Thurrock LSCB is satisfied to report that safeguarding arrangements for children and young people continue to be effective in Thurrock.

## SECTION FOUR

### Summary self evaluation of the Effectiveness of Thurrock LSCB

4.1 The table below provides a self assessment of the LSCB using the model contained within the consultation document “Local Safeguarding Children Boards: Practice Guidance” published by the Department for Children, Schools and Families in March 2010.

4.2 Conditions for the effective operations of LSCB

Effectiveness Factor	Effectiveness Indicator
<b>Chairing, governance and accountability</b>	
<b>Strong leadership of the independent chair</b>	Thurrock first recruited an independent chair in September 2007 to ensure that external scrutiny and challenge was paramount. A new chair since February 2012 is continuing

	<p>this approach. The outgoing and incoming chairs have ensured that all partners are fully engaged and fulfil their statutory responsibilities.</p>
<p><b>Clarity of governance: Accountability Management</b></p>	<p>In February 2011 at the LSCB 'Away Day' the governance structure was reviewed to ensure that the Board worked effectively to meet its statutory obligations and fulfil its core functions.</p> <p>The LSCB's Annual Report evaluates the effectiveness of the LSCB in fulfilling its statutory duties and is available on the LSCB website. It is reviewed by the CP Executive annually. Periodically, an update report is sent to the Children's Services Overview and Scrutiny Committee of Thurrock Council.</p> <p>An Annual accountability / governance meeting is held involving the LSCB Chair, DCS with Chief Executive, Leader of the council and Portfolio Lead Member. In addition, the LSCB Chair meets at least quarterly with the DCS and the Lead Member.</p> <p>The sub-groups oversee the various work programmes from the Business Plan.</p>
<p><b>Understanding of roles and responsibilities of panel members</b></p>	<p>The LSCB and sub-committees have Terms of Reference to ensure that there is full understanding of roles and remits. New members receive an induction pack. Roles and responsibilities are reinforced on away days.</p>
<p><b>Priorities and focus</b></p>	<p>The Business Plan for the period 1<sup>st</sup> April 2011 – 31<sup>st</sup> March 2012 identifies the local safeguarding priorities from four key sources:</p> <ul style="list-style-type: none"> <li>○ Priorities identified by the Inter-Agency LSCB Away day held in February 2011</li> <li>○ 2010 Working Together to Safeguard Children guidance outlining LSCB statutory responsibilities</li> <li>○ The Thurrock Children and Young People Plan 2011/12 and the Joint Strategic Needs Analysis</li> <li>○ Findings and recommendations from the Government response to Munro Review of child protection Report 2011</li> </ul>
<p><b>Clear planning &amp; reviewing of work</b></p>	<p>The Business Plan is regularly reviewed and updated. The sub groups have their own Work Plans which are monitored and reviewed at each meeting regarding progress for the delivery off their area of work .</p> <p>New and emerging areas are included on the plan if timelines indicate signing off in that financial year.</p>

	<p>Each sub-committee periodically feeds back to the Management Executive and Full Board on progress implementing their work plans.</p> <p>The business manager takes responsibility for ensuring that the work programme is regularly updated and reflects progress.</p> <p>The Annual Report pulls together progress of all activities for that year.</p>
<b>Clarity of purpose, values and vision</b>	The Terms of Reference outline the purpose and values of the Board and this is also reflected in the Business Plan.
<b>Appropriate levels of seniority</b>	<p>Each Partner designates a person as their named LSCB Board member, in order that there is consistency and continuity in the membership of the LSCB. This named person is someone with a strategic role in relation to safeguarding and promoting welfare of children in their organisation. They are also able to:</p> <ul style="list-style-type: none"> <li>○ Speak for their organisation with authority</li> <li>○ Commit their organisation on policy and practice matters</li> <li>○ Hold their organisation to account</li> </ul>
<b>Stability of Board membership</b>	The LSCB has had stable membership during 2011/12 and this also applies to the other sub groups. To ensure continuity and consistency, on occasion each Partner can provide a substitute for the named LSCB or sub group member for any meeting.
<b>Communication</b>	
<b>Strong partnership exists between LSCB and operational groups</b>	<p>The LSCB has strong partnership arrangements and continues to develop its work with the Adult Safe Guarding Board. It continues to develop close links with neighbouring LSCB's and the Chair and Business Manager attend relevant Eastern Regional meetings.</p> <p>It continues to have a strong partnership with the Thurrock Childrens Partnership (CP) through membership and composition of its sub groups and work streams. A protocol has been agreed to enhance partnership working between the LSCB and CP.</p> <p>Through all the above the LSCB is continuing to maintain a strong partnership across operational groups in the all sectors that work with children.</p>
<b>Open communication and shared language</b>	A range of inter-agency training and support for single agency training enables the development and consistency

<b>between professionals</b>	of a shared language. The glossary of terms is shared with the Children and Young People's Plan. The LSCB has its own dedicated website.
<b>Resources</b>	
<b>The LSCB has the resources to fulfil its responsibilities</b>	<p>During 2011/12 the Board has been supported by a part time LSCB manager and intends to recruit to a permanent post during 2012/13. There is an administrator who supports the Board and the manager. There is an intention to appoint a lay member during 2012-13.</p> <p>Training is the responsibility of the Children and Young People's Partnership's Stay Safe inter-agency training sub-group.</p> <p>The budget supporting the LSCB comes from key partners already mentioned in the report and is reviewed annually.</p>

## SECTION FIVE

### Monitoring and Quality Assurance Activity

- 5.1 During 2011/12 the LSCB has been very busy in monitoring action plans and quality assuring safeguarding activity, using a variety of methods that explored and identified opportunities to support the improvement of safeguarding.
- 5.2 The LSCB meeting framework monitored actions agreed in the minutes of previous meetings and the progress / achievements of actions derived from the Business plan. The LSCB identified four key methods to support the process:-
- Periodic reports providing an update position from relevant agencies and/or local partnerships,
  - By the work of the LSCB Audit Group in scrutinising a random sample of cases
  - By analysing self – evaluation audits into Section 11 (Children Act 2004) compliance
  - Information arising from external inspections.
  - The Management Executive reviewing key reports during the period in line with the LSCB Business Plan.

- 5.3 The LSCB Audit Group's remit for 2011/12 was to conduct multi agency case audit reviews of a random sample of cases referred to key partner agencies.
- 5.4 The case samples were reviewed against current local SET Child Protection procedures. The experience and knowledge of the Audit Group members then was used to consider, analyse and assess the level of adherence to procedures and safe practice. The group focused on assessing whether children's safeguarding had been effectively promoted and positive outcomes achieved for the children concerned.
- 5.5 The Audit Group met on nine occasions in 2011/12, at approximately six weekly intervals. It was chaired by the then LSCB Chair until February 2012. The Group comprised six partner agencies and was generally well-attended. During the year staff from the following agencies contributed to the work of the Audit Group:
- Essex Police
  - Essex Probation
  - Thurrock Children's Social Care
  - Thurrock Young People's Service / Youth Offending Service
  - Basildon Hospital - BTUH
  - SW Essex PCT
- 5.6 During 2011/12, the Audit Group continued to undertake a range of multi-agency case audits. This involved analysis of the quality of practice in the following cases.
- Field visits to Basildon Hospital and to the Initial Response Team in children's social care;
  - Referrals to children's social care to evaluate the quality of information provided and the response;
  - S47 investigations and the quality of interagency child protection plans;
  - Child In Need (CIN) plans and activity;
  - Random case sample to check recording of decisions in supervision;
  - Agency attendance at Child Protection Conferences;
  - Evaluation of the quality of social work assessments – initial and core assessments, and
  - Undertook a random sample of domestic violence cases requiring police attendance.

- 5.7 Group members considered, analysed and assessed the level of adherence to procedures and safe practice. Above all, the group continued to focus together on assessing whether children's safeguarding had been effectively promoted and positive outcomes achieved for the children concerned within local agencies.

Overall, there was some good practice identified in the cases sampled which was shared amongst the partners. From the few cases where issues of concern were identified, the Chair made immediate enquiries with the relevant agencies at the appropriate senior manager level and sought assurance that each case be reconsidered.

As well as providing an opportunity to test safeguarding in practice, the group also provided a positive and fertile learning environment for its members to gain a better understanding of safeguarding processes in each agency. The site visits undertaken during the year provided a really good opportunity for all partners to raise their awareness of how local safeguarding operates in practice. They also enabled the LSCB to raise awareness of its role with frontline staff.

- 5.8 During the period the Audit Group undertook a range of multi agency case audits on local cases, analysing the quality of practice in areas identified below .In addition to auditing of cases they undertook two field visits to: Duty and Assessment and BTUH.

	<b>Date</b>	<b>Area for review / Tasks</b>	<b>Date discussed and progress</b>
1.	12 <sup>th</sup> April 2011	<p><b><u>6 Random S47 Audits.</u></b>  <b>Findings:</b>            Intervention for S47 is met on all three cases. Good practice evidenced in contact with the child and the family and in linkage made with other agencies            The strategy discussion does not show all the parties who contributed the information. Practice in following up S47 good but some detail missing in the recording. There was no justification around why the allegation was said to be unsubstantiated when clearly there was evidence that the children had been left alone</p> <p><b><u>Look at all children who have been with CP Plan for more than 18 months.</u></b>  <b>Findings:</b>            Overall, it was clear that every child who had been on a CP plan for more than 18 months</p>	<p>12/4/11</p> <p>3 completed 3 deferred</p> <p>Completed</p>

	Date	Area for review / Tasks	Date discussed and progress
		had been recently reviewed by management and plans were in place to escalate where appropriate and to take off plan, otherwise group felt it was good practice and to be applauded.	
2.	31 <sup>st</sup> May 2011	<b><u>Field visit to duty and assessment team</u></b> <b>Findings:</b> Information recorded Restricted access section to see findings	31/5/11  Completed
3.	5 <sup>th</sup> July 2011	<b><u>Check ICS for recording of supervision decisions on case files. Select 10 random case files.</u></b> <b>Findings</b> Regular supervision is evident at 2 monthly intervals. Group would like to see a more structured way of recording outcomes of actions and plans for future work.  Audit 10 referrals to social care <b>Findings:</b> Threshold met on all 10 cases	1 case discussed  9 cases deferred to 16/8/11  Completed
4.	16 <sup>th</sup> August 2011	<b><u>Recap on supervision of cases from other agencies.</u></b> <b>Findings:</b> Lack of systemic analysis and reflection on cases Cases to have expected outcomes as part of goals/plans  <b><u>Audit attendance of agencies at CP conferences. Select 8 CP cases</u></b> <b>Findings:</b> The attendance list did not specify the role or agency of several of those who attended, designating them as other professional Key agencies not invited Key agencies invited who did not attend did not send reports. Only 2 conferences had less than 50% attendance of those invited.	16/8/11  Completed
5.	27 <sup>th</sup> Sept 2011	<b><u>Front door review of safeguarding at local hospital</u></b> <b>Findings:</b> Information recorded Restricted access section to see findings	27/9/11  Completed



	<b>Date</b>	<b>Area for review / Tasks</b>	<b>Date discussed and progress</b>
6.	2 <sup>nd</sup> Nov 2011	<p><b><u>S47s – Review 8 random cases.</u></b>  <b>Findings:</b></p> <p><b><u>Quality of initial and core assessments.</u></b>  <b><u>Look at 5 of each from random cases</u></b>  <b>Findings:</b></p> <p><b><u>Children on CP plans for more than 18 months</u></b>  <b>Findings:</b>  Recorded that there had been significant movement on a number of the cases which indicated more effective management oversight and proactive responses from a social care and interagency perspective.</p>	<p>2/11/11 Deferred</p> <p>2/11/11 Deferred</p> <p>Completed</p>
7.	14th Dec 2011	<p><b><u>CIN cases. Plan and reviews on 10 cases.</u></b>  <b>Findings:</b>  1 case audited - There was some concern raised that the plan recorded on ICS had no identifiable timescales by which date actions identified in the plan needed to be completed.</p> <p><b><u>Looked at S47s 8 random cases looked at</u></b>  <b>Findings:</b>  7 / 8 s.47 found to be appropriate</p>	<p>9 cases not completed</p> <p>Completed</p> <p>Completed</p>
8.	8th Feb 2012	<p><b><u>Audit quality of 10 LAC Child Care Reviews – to include 3 of which who are not in the area.</u></b></p>	<p>Not completed</p> <p>Discussed CIN Audit Tool which is now in use</p>
9.	14 <sup>th</sup> March 2012	<p><b><u>Review 6 children with CP Plan</u></b>  <b>Findings:</b>  The six cases have shown evidence of good planning, clear thinking and multi agency working. Issues raised have been positively addressed by all professionals.</p>	<p>14/3/12 Completed</p>

## **SECTION SIX**

### **Training and Development**

## 6. Inter-agency training

- 6.1 Working Together 2010 states “It is the responsibility of the LSCB to ensure that single agency and interagency training on safeguarding and promoting welfare is provided in order to meet local needs. This covers both the training provided by single agencies to their own staff, and multi agency training where staff from one or more than one agency work together”.
- 6.2 The LSCB Inter-Agency Training Group was disbanded during 2010, passing responsibility for delivery of training to the Children and Young People Partnership Stay Safe training sub-group, to more closely align the delivery work of that group with training requirement. This has proved to be very effective in aligning the CP plans and LSCB plans.
- 6.3 Membership of the group is as follows:
- Essex Police Detective Inspector Child Abuse Investigation Team **(Chair)**
  - Safeguarding & Child Protection Coordinator & LADO
  - Named Nurse for Safeguarding, Basildon & Thurrock University Hospital
  - Named Nurse for Safeguarding, SW Essex
  - Senior Staff Training & Development Officer
  - Strategic Lead - School Improvement, Learning and Skills
  - Head Teacher, Secondary school
- 6.4 Administrative support for the group is currently being reviewed and a number of options considered ensuring the group is effectively supported.

## Training Programme

### Level 2 Child Protection Training

- 6.5 This training has been delivered on five occasions with each event being attended by a varied group of professionals from across the partnership.
- 6.6 It is notable that this training has been well attended by individuals from some of the more established local private, voluntary organisations as well as by smaller voluntary organisations. There has been consistent attendance from children’s social care, health and education which has enhanced the value of the training for participants. This consistent attendance is also indicative of the keenness of partner agencies to ensure they are equipped to respond appropriately to child protection concerns and also to work more closely with each other. Any attendance issues are raised with the relevant agencies.
- 6.7 The training has been delivered by local representatives from Children’s Social Care, Health, Basildon & Thurrock University Hospital, South Essex Partnership Trust, Police and the NSPCC. Evaluations indicate that this multi-agency approach to delivery has been well received, with participants valuing the opportunity to understand other agencies roles.

## Online Exploitation of Children & Young People

- 6.8 This training was delivered on two occasions by the Essex Police Online Investigation Team.
- 6.9 There high response to this training highlighted the importance of supporting professionals in this area of increasing concern. Feedback from the training included comments such as,
- “this training was excellent, and I will continue to communicate with the young people to keep them safe and help them learn to keep themselves safe”*  
(Therapeutic Foster Carer)
- “this training was great, opened my eyes to see how the children view the current world, how to explain the dangers”*  
(Family Support Worker)
- 6.10 There were also a number of strong recommendations that this training should be offered more frequently to enable more staff to attend. Foster Carers, particularly, highlighted the benefits of this training in relation to the vulnerable young people they support.
- 6.11 This continues to be a key area of concern, recognising that any child or young person is at risk of being exploited in this way. It has been agreed that this training will be delivered during 2012-13 (see *provisional 2012-13 programme*)

## Domestic Abuse – the impact on the Child

- 6.12 This training was delivered in partnership with Women’s Aid. The purpose of this training was to support participants.
- 6.13 As with the Level 2 Child Protection Training, a multi-agency approach was taken to delivery with Children’s Social Care, Health, Police, SERICC and Women’s Aid involved. Scorings on pre and post course questionnaires indicated an increase in confidence and knowledge around this subject as a result of this training which is positive. It was also identified that the learning experience would have been even greater had the overall content been reduced to allow a more detailed focus on specific areas.
- 6.14 The group have identified that Domestic Abuse training will form part of the training programme for 2012-13 in order to continue to support an inter-agency approach. Changes will be made to the programme and delivery in response to feedback to ensure this training is delivered to a high standard.

## Private Fostering

- 6.15 This training was commissioned from the British Association for Adoption & Fostering.

6.16 Participants indicated that the training was of a high quality, thought provoking and delivered in such a way that encouraged them to go back to their agencies and share learning. It is acknowledged that take up for this training was low. Some consideration has been given to the way in which this training was communicated, i.e. the use of the term “Private Fostering” may have required further explanation and understanding in order to engage professionals. This will be taken into consideration in the future.

### Revised Southend, Essex & Thurrock Child Protection Procedures Briefings

6.17 Three briefings took place to support the roll out of the revised SET Procedures. A total of 152 staff attended across the partner agencies including children’s social care, education, children’s services and health.

### Training Attendance 2011/12

Training Event	Date	Total Attended	Total Attended									
			Other	Children’s Social Care	Private Voluntary & Faith Sector	Youth	Health	Education	Early Years	Police	Foster Carers	Adult social Care
Level 2 Child Protection	14/2/11	51	0	9	13	0	11	12	6	0	0	0
Level 2 Child Protection	16/3/11	52	0	12	14	2	5	3	14	0	1	1
Level 2 Child Protection	7/7/11	40	1	12	4	1	1	20	0	0	0	1
Level 2 Child Protection	3/10/11	37	6	7	9	2	0	8	5	0	0	0
Level 2 Child Protection	2/12/11	30	6	5	7	1	0	0	6	0	5	0
Online Exploitation of Children & Young People	25/1/12	32	0	5	6	2	7	5	2	0	5	0
Online Exploitation of Children & Young People	22/3/12	47	0	6	9	2	7	11	3	0	9	0
Private Fostering	8/6/12	28	-	-	-	-	-	-	-	-	-	-
Domestic Abuse	6/3/12	35	1	3	5	3	11	2	7	0	1	2
Revised SET Procedures Briefings x 3	Aug – Sept 2011	152	-	-	-	-	-	-	-	-	-	-

6.18 The total number of attendees for the period February 2011 – March 2012 was 504.

6.19 The total number of attendees for activities where staff have been recorded in sectors was 324

6.20 Of this 324 the percentage of attendance across the recorded sectors was as follows:

Sector	Percentage of Total attendance recorded in sectors
Children's Social Care	18%
Youth	4%
Private Voluntary & Faith Sector	21%
Health	13%
Education	19%
Early Years	13%
Police	0%*
Foster Carers	6%
Adult Social Care	1%
Other	5%

\*Police have internal training provision. data not available at time of print.

### Evaluation of Training and Impact on Outcomes

6.21 The group recognise the importance of measuring outcomes of training both in the short and medium term and asking the question "what difference has it made?" The PIAT tool developed by Bristol University was trialled during the Level 2 Child Protection training in February and March 2011. Upon reflection and examination of the results, the group concluded that the tool did not provide the information required, it being purely statistical and anecdotal evidence being of equal or greater importance. Pre- and post-course questionnaires have now been developed and these have been used at both Level 2 Child Protection Training and Domestic Abuse training. Some work is still required to make full use of the data gathered but it is felt that the questions asked both with regard to quantitative shift in knowledge and confidence and also qualitative feedback are more focused and generating more helpful feedback and commentary. This is supporting the group in training evaluation and continual improvement, ensuring that future training continues to meet the needs of the workforce. Further work is required to truly embed and effective evaluation process and work will continue on this during 2012-13.

### Summary

6.22 In summary the Inter-agency Training Group has made positive progress over the period identified but also recognises areas for future development during 2012-13.

## Highlights

- The group has maintained a consistent membership from key agencies and has recently strengthened this with the addition of the Strategic Lead for School Improvement, Learning & Skills. This is within the context of organisational change in partner agencies.
- Commitment from the partner agencies involved in the group is high.
- Development of bespoke Inter-agency Child Protection training and Domestic Abuse training has utilised local expertise and ensured that training is delivered in a truly inter-agency way, modelling to professionals the approach that should be taken in their work to protect children and young people and engage with families.
- Introduction of the Online Exploitation training has been well received and timely in meeting the needs of the workforce. The course challenges the basic assumptions made by adults and professionals in relation to the “virtual” world and supports them in seeing this world through the eyes of children and young people. In doing so it has increased the capacity for effective work in this area
- Cost effective training has been provided as a result of utilising local expertise, therefore increasing the capacity within budgets.
- All those courses monitored record an increase in confidence in knowledge and skills following attendance.

## Future Development for 2012-13

- Now an initial programme has been embedded, with bespoke programmes for training such as Level 2 Child Protection, work will be continued to establish an effective model of evaluation in the short and medium term
- The group have identified the need to further focus on cultural aspects of child protection such as FGM, Witchcraft, and Honour Based Violence and will build this into the programme for 2012-13. This is in response to the increasing change in local demographics
- In response to the SCIE Review conducted in 2012, training will also focus on “growing a questioning culture”. Training will initially focus at management level in order to encourage a cultural shift in approaches to child protection.
- Training will be promoted in a more targeted way to encourage a greater mix of agencies dependent on the topic or to ensure the appropriate audience is being reached.

## SECTION SEVEN

## Serious Case Reviews (SCRs)

- 7.1 The LSCB is pleased to report that once again no new serious case reviews were required during 2012. Due to the fact that no serious case reviews were undertaken in the period, the Case Review Group identified local cases that, in their opinion, warranted inter-agency scrutiny and might progress safeguarding learning for partners.
- 7.2 A number of cases were considered by this SCR / Interagency Panel. One case in particular was chosen for an interagency management reviewed using the methodology of the SCIE Learning Together model. This case led to a considerable amount of learning and using the Learning Together model, enabled the LSCB to involve both practitioners and managers as well as more strategic staff in the review. Most of those involved in the review regarded it as a very helpful and positive experience.

7.3

<b>Member Agency/Organisation</b>
LSCB Independent Chair
LCSB Business manager
Thurrock Council Children's Services
Essex Probation
Essex Police
NHS South-West Essex
NHS South Essex Partnership Foundation Trust
NHS Basildon and Thurrock University Hospitals NHS Foundation Trust
Thurrock Youth Offending Service
East of England Ambulance NHS Trust
Thurrock council – Housing

## SECTION EIGHT

### Child Death Overview Panel

- 8.1 A child death review includes collecting information about the circumstances of a death, identifying if there were any modifiable factors and determining lessons to be learnt to reduce future child deaths 'Working Together to Safeguard Children', chapter 7, outlines a requirement to report the death of any child aged under 18 years, whether from natural, unnatural, known or unknown causes, at home, in hospital or in the community, to Local Safeguarding Children Boards (LSCBs). LSCBs are responsible for establishing procedures and processes to support the review of and response to such deaths.

- 8.2 The SET CDR procedures were revised to reflect the changes in Chapter 7 of Working together to Safeguard Children. The key changes were in relation to:
- 8.3 The definition for modifiable factors **‘...modifiable factors may have contributed to the death. These factors are defined as those which, by means of nationally or locally achievable interventions, could be modified to reduce the risk of future child deaths.’**
- 8.4 The definition of an unexpected death **‘....and unexpected death is defined as the death of an infant or child (less than 18 years old) which: was not anticipated as a significant possibility for example, 24 hours before the death; or where there was a similarly unexpected collapse or incident leading to or precipitating the events which led to the death.’**



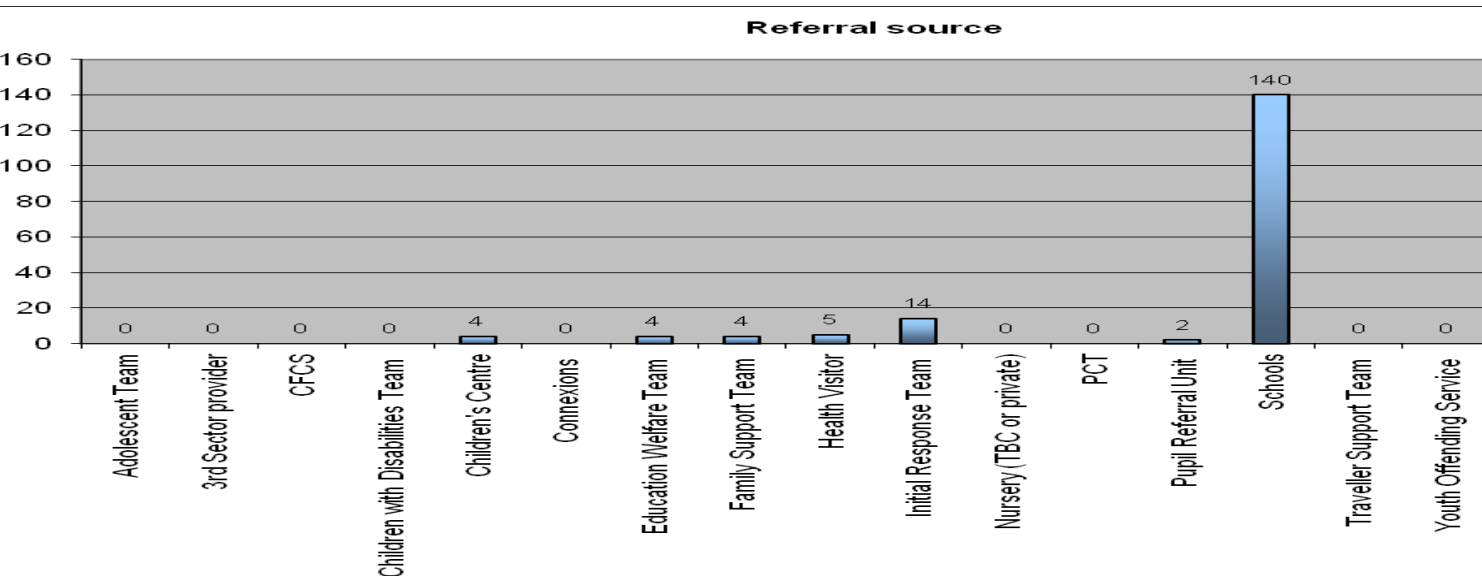
## SECTION NINE

## LSCB Data Set 2011/1

## 8.1 CAF

## CAF ACTIVITY 2011/12

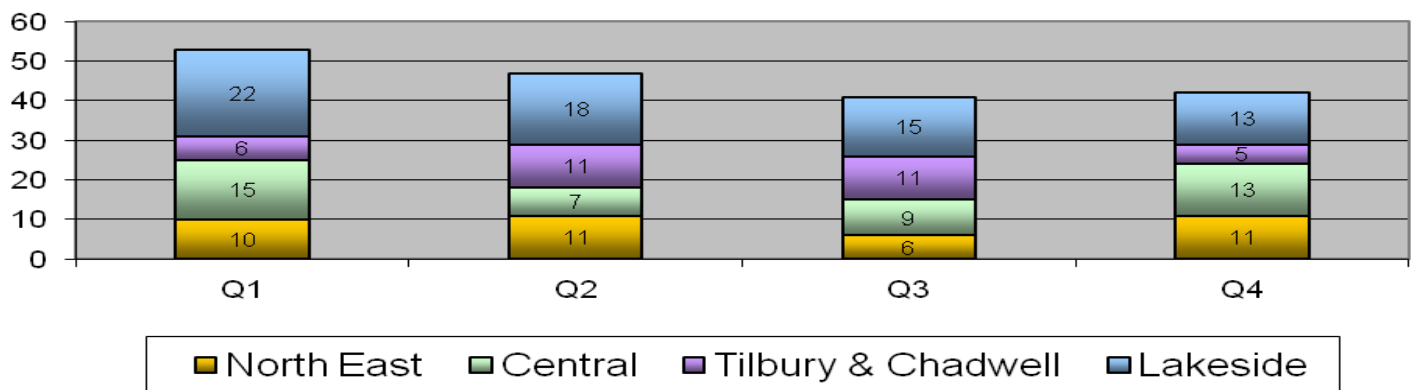
Referral source	Q1	Q2	Q3	Q4	Total
Adolescent Team	0	0	0	0	0
3rd Sector provider	0	0	0	0	0
CFCS	0	0	0	0	0
Children with Disabilities Team	0	0	0	0	0
Children's Centre	1	2	1	0	4
Connexions	0	0	0	0	0
Education Welfare Team	1	0	2	1	4
Family Support Team	2	0	1	1	4
Health Visitor	0	3	0	2	5
Initial Response Team	3	3	4	4	14
Nursery (TBC or private)	0	0	0	0	0
PCT	0	0	0	0	0
Pupil Referral Unit	0	0	2	0	2
Schools	48	32	31	29	140
Traveller Support Team	0	0	0	0	0
Youth Offending Service	0	0	0	0	0



**Commentary:** Referrals come primarily from Schools (81% over the year). Referrals from other agencies (excluding Initial Response Team, Family Support Team, Education Welfare Team and Children's Centres - INTERNAL TEAMS) are in the minority and have rapidly declined. The position has not improved from 2010/11. This is seen to be due to a number of factors: service amalgamation and the resulting loss of knowledge, inappropriate referrals being received (lack of training / knowledge) and GP's in a minority of cases linking in with the school around a referral and therefore the referral appearing like it has originated from the school as opposed to the GP. The numbers are statistically small.

Cases presented this quarter by Cluster	Q1	Q2	Q3	Q4
North East	10	11	6	11
Central	15	7	9	13
Tilbury & Chadwell	6	11	11	5
Lakeside	22	18	15	13

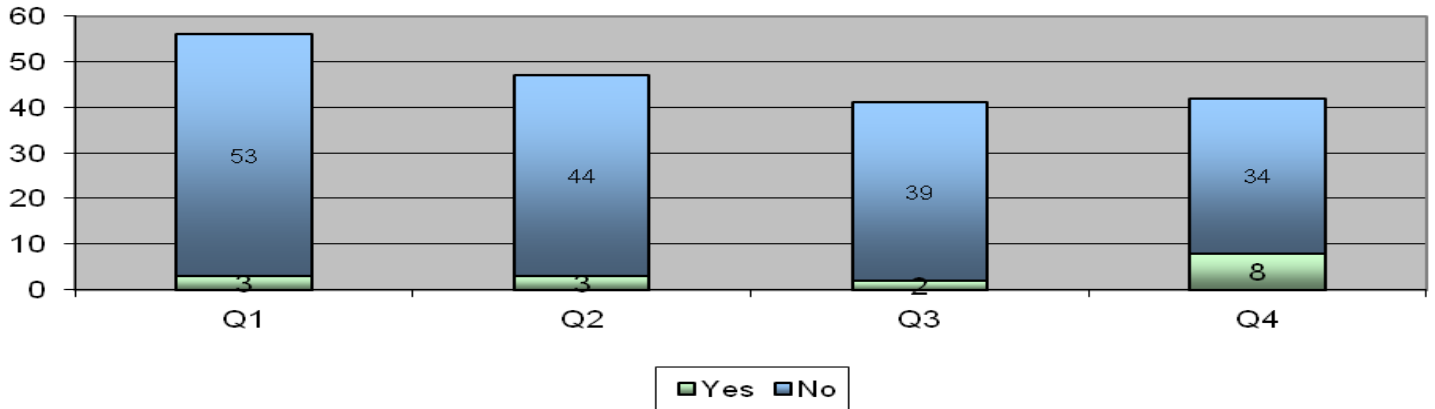
Cases presented this quarter by cluster



**Commentary:** Lakeside remains the largest referrer of CAFS over the last 3 quarters. The numbers are statistically small.

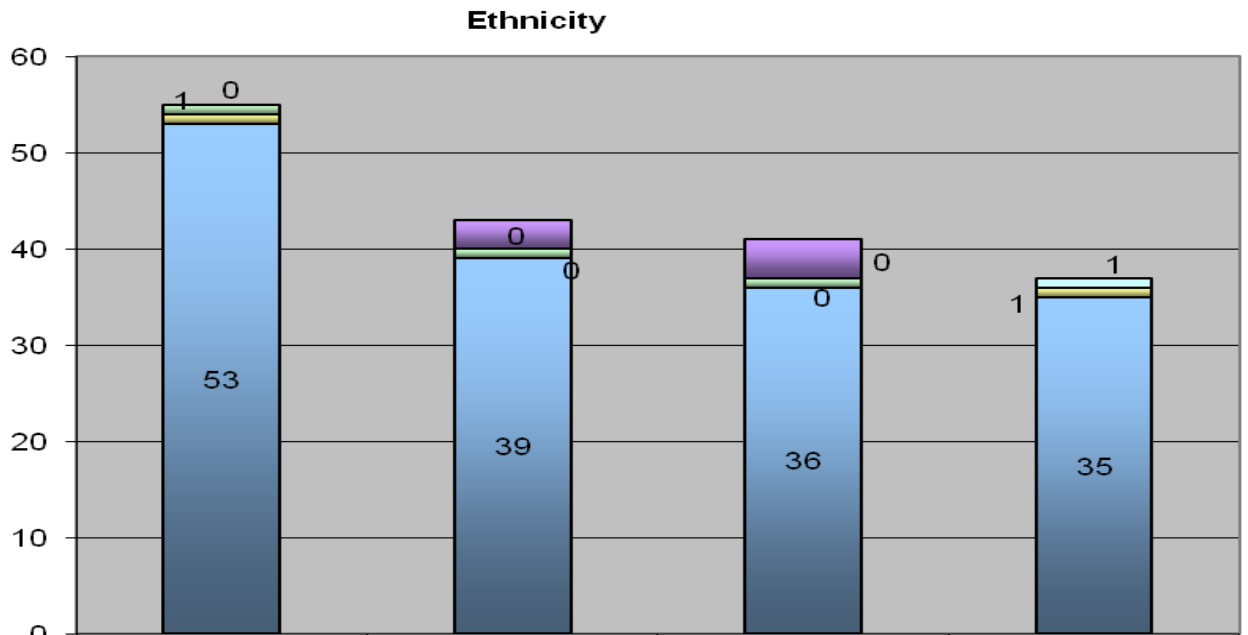
Cases referred back from Social Care (de-escalated)	Q1	Q2	Q3	Q4
Yes	3	3	2	8
No	53	44	39	34

Cases referred back from Social Care (de-escalated)



**Commentary:** The de-escalations from Social Care has fallen from 17% at the start of 2010/11 to 5% as at Q3. There has been an increase in Q4 (23%) mainly due to MAGS Managers are working with IRT to ensure that cases that do not progress to assessment are followed up by MAGS with the referrer to ensure there is no loss of cases between services. The numbers are statistically small.

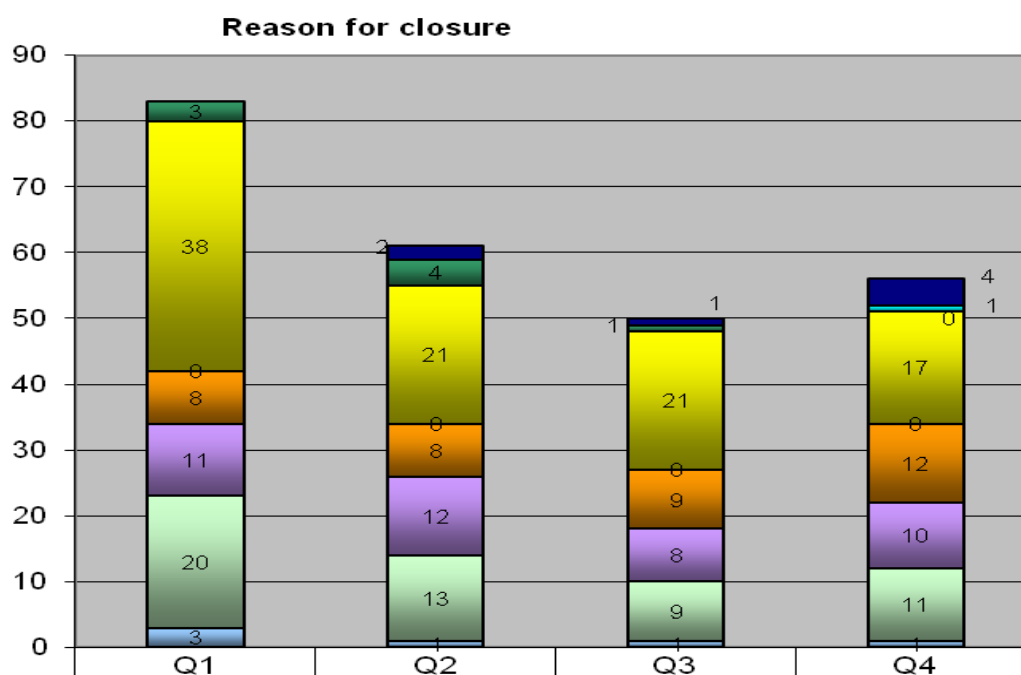
Ethnicity	Q1	Q2	Q3	Q4
White	53	39	36	35
Mixed	1	0	0	1
Black British	1	1	1	0
Asian British	0	0	0	1
Not stated	0	3	4	0



	Q1	Q2	Q3	Q4
Not stated	0	3	4	0
Asian British	0	0	0	1
Black British	1	1	1	0
Mixed	1	0	0	1
White	53	39	36	35

**Commentary:** White British remains the largest % of CAFS with 92% over the year. This compares to an actual White British schools population of 73%. BME groups are therefore significantly under represented. Only 1.7% of CAFS were Black British compared to an actual schools population of 11%, Similarly there has been only one referral from Asian British families whereas there is a 3% schools population. This issue needs to be raised with schools to attempt to understand this further. Encouragingly community groups are engaging with the Early Offer of Help stakeholder work which will shape the delivery of this offer. The numbers are statistically small.

Reason for closure	Q1	Q2	Q3	Q4
Moved out of area	3	1	1	1
Single Agency Referral	20	13	9	11
Non engagement	11	12	8	10
Escalated to Social Care	8	8	9	12
Service unavailable	0	0	0	0
Needs met	38	21	21	17
Needs un-met	3	4	1	0
deceased				1
Inappropriate referral (recorded from Q2)		2	1	4



■ Inappropriate referral (recorded from Q2)		2	1	4
■ deceased				1
■ Needs un-met	3	4	1	0
■ Needs met	38	21	21	17
■ Service unavailable	0	0	0	0
■ Escalated to Social Care	8	8	9	12
■ Non engagement	11	12	8	10
■ Single Agency Referral	20	13	9	11
■ Moved out of area	3	1	1	1

**Commentary:** Needs met was 39% averaged over the year. Non engagement is in line with levels seen in 2010/11 at an average of 16%. Cases escalated to Social Care have remained static compared to averages in 2010/11. Single agency referrals have fallen slightly. The numbers are statistically small.

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## SECTION TEN

### Priorities for 2012/13

- 10** The LSCB March 12 Away Day identified five key LSCB priorities for 2012/13.
- To focus on the needs of those children and young people at risk from domestic abuse, child sexual abuse and exploitation or trafficking
  - To respond to the Government response to the Munro Review as required including ensuring there is effective provision of local early of help services for Thurrock Children, Young People and Families.
  - Review and revise the strategic direction of the Thurrock LSCB
  - To communicate child protection and safeguarding messages effectively in Thurrock
  - Monitor and review specific working relationships with the proposed changes to the local health networks.