

North Lincolnshire Safeguarding Children Board

Annual Review

January 2010 - December 2010



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1. Welcome & introduction

I am very pleased to have this opportunity to introduce this Annual Review of the North Lincolnshire Local Safeguarding Children Board. This is my first year as Independent Chair and I have been impressed by the scope of the work, and the clear commitment to keeping children and young people safe. This review broadly follows the format which is outlined in Working Together to Safeguard Children (2010) and provides a summary of the work of the board during 2010.

One of the key roles of the LSCB is to foster a multi-agency approach to safeguarding children and to promoting their welfare. To do this well, we need to be able to rely on the commitment of each agency to contribute to an agreed safeguarding children agenda. This review demonstrates that commitment.

Many boards have been unsure how to engage with children and young people, whilst recognising that they are the most reliable source of information about how safe children are and how safe they feel. This review shows how that engagement can be achieved if professionals are imaginative and creative in their approach.

The review also shows impressive outcomes for staff, both in direct training and in e-learning. Training can be one of the most effective ways of communicating the multi-agency working message to a broader audience. There are many other areas of strength which you will be able to see for yourself, and you may be able to recognise the part which you have played in achieving that success.

The review refers to the pace of change in the last year. National change has included the revision to the statutory guidance in 'Working Together' in March 2010. You will see in the report that the LSCB and its action groups have worked hard to make sure that these changes are reflected in practice locally.

The pace of change is likely to quicken as legislative proposals become reality. The second report from Professor Munro into frontline social work practice has been released, with the final report due in April 2011.

In the midst of all these changes it is even more important that partners and their representatives work together at all levels, from the front line to the strategic. It will be a key role of the North Lincolnshire Local Safeguarding Children Board to hold partners to account for maintaining their commitment to safeguarding.

I hope that you will find this Annual Review informative and interesting, and that you will agree that partners that are represented on the board have made a significant contribution to the lives of vulnerable children and young people in North Lincolnshire

Edwina Harrison
Independent Chair North Lincolnshire Local
Safeguarding Children Board

2. The role & purpose of the LSCB

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The Local Safeguarding Children Board (LSCB) is the statutory body to ensure relevant organisations co-operate to safeguard and promote the welfare of children and young people in North Lincolnshire.

LSCBs are established by law under [section 13 of the Children Act \(2004\)](#). The Core Functions of the LSCB are set out in the [Local Safeguarding Children Board Regulations](#) and are described in [Chapter 3 of Working Together to Safeguard Children \(2010\)](#).

[Section 11 of the Children Act \(2004\)](#) places duties on named agencies to safeguard and promote the welfare of children. These duties are defined as protecting children from maltreatment, preventing impairment of children's health and development and ensuring that they are growing up in circumstances consistent with the provision of safe and effective care.

The primary goal of the LSCB is

- a) To co-ordinate the work that is done by agencies to safeguard and promote the welfare of children and young people in North Lincolnshire
- b) To ensure the effectiveness of that work





3. Delivering safeguarding priorities - partnership arrangements

Within North Lincolnshire, the Children’s Trust Board (CTB) has the strategic lead for meeting the priorities of the Children and Young People’s Plan, including the commissioning and development of services to safeguard children. The primary objectives of the LSCB are to help coordinate those services, and to monitor and scrutinise their quality and effectiveness. The LSCB and CTB are distinct and separate entities, with independent chairs.

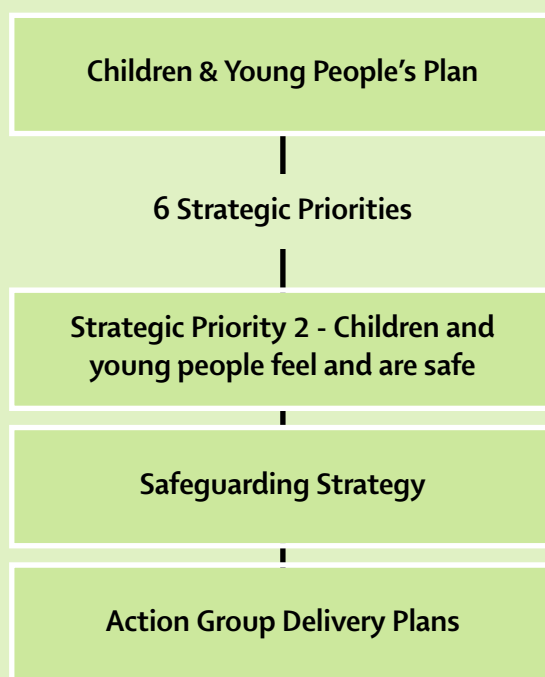
The Planning Hierarchy

The **North Lincolnshire Children and Young People’s Plan 2010-13** (the CYPP) has one Strategic Priority and three Priority Actions relating to safeguarding children, described in Table 1 below.

In order to deliver these priorities, the CTB established a Safeguarding Partnership, to deliver the priorities of the CYPP.

The Safeguarding Partnership is supported by a structure of Action Groups to deliver these priorities. Fig.1 below represents the hierarchy schematically.

Fig. 1- The safeguarding planning hierarchy 2009-10



In addition, the LSCB has a range of business priorities which set out the actions that the LSCB needs to achieve to further its own development and fulfil its core functions.



Table 1: Children and Young People's Plan (CYPP) safeguarding priority

The CYPP Strategic Priority for safeguarding

Children and young people feel safe and are safe

The CYPP Priority Actions:

- **Ensure safe practice across the workforce, so that**
 - all staff working with children have been safely recruited and have the skills and training to do their job,
 - all staff share one vision, use a common language, have common core knowledge and skills and know how to safeguard children

- **Empower children and young people to keep themselves safe, so that**
 - All children know a trusted adult whom they can talk to and vulnerable children receive the support they might need to keep themselves safe

- **Ensure effective prevention and early intervention services, systems and processes are in place, so that**
 - All children and young people are safe at home, in school and in their community
 - The voices of children and young people are heard so that services can be designed and delivered to meet their needs
 - All settings have staff trained to be early identifiers so that children, young people and their families are supported at the earliest point of need and are supported to develop increased resilience to reduce reliance on specialist help
 - Children are supported at the earliest point to remain with their family where it is safe to do so, and children who are in care have the same opportunities and outcomes as their peers
 - Children in care are involved in identifying their care needs and are able to have a choice of placement
 - Services know who the vulnerable children are in their service. These children and young people are tracked and monitored. They receive individual support that is informed by research. This maintains well-being by maximising resilience and promoting protective factors. Children and young people achieve improved outcomes that demonstrate gaps with their peers have been closed.



The Structure of Partnership

The Safeguarding Partnership established under the umbrella of the Children’s Trust successfully devised its Safeguarding Strategy and established the Action Groups designed to implement the Strategy.

Throughout 2009-10 the Action Groups were structured as follows:

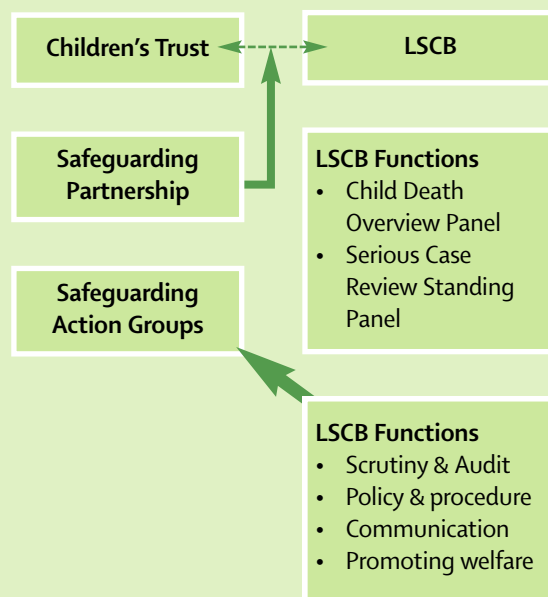
- Children feel safe
- Children are safe
- Children living away from home are safe
- Adults are safe to work with children
- Adults who pose a risk to children are managed
- Children are safe on-line
- Children are safe in the community
- Prevention of accidents in the home
- Prevention of accidents on the roads

The LSCB has functions set down in statute and guidance. These are:

- Scrutiny and audit of safeguarding delivery
- Developing and disseminating safeguarding policy and procedure
- Communicating safeguarding information and messages
- Promoting the welfare of children and young people
- Managing the process of child death overview (CDOP)
- Managing the process of serious case review (SCR)

Whilst the last two functions on this list (CDOP and SCR) are carried out by standing panels under the LSCB, the remaining functions have been brought within the remit of the Action Groups and are delivered by them. The LSCB monitors delivery through their relationship with the Safeguarding Partnership, which reports to both the CTB and the LSCB. In this way, the LSCB and CTB can retain their independence whilst making most efficient use of the resources available to a relatively small authority such as North Lincolnshire.

Fig. 2 below shows these arrangements diagrammatically.



4. The role & purpose of the LSCB

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The following table presents a summary of the main business priorities for the LSCB in 2010, together with a resume of progress and impact.

Table 2 – LSCB Business Priority Summary

LSCB Business Priority	Achievements	Impact
Ensure that children, young people, their parents and communities participate in the review and development of improved outcomes	Implemented	A full programme of communications and events has taken place and children have reported to and attended the LSCB. See section Empower children and young people to keep themselves safe, [page 11]
Update LSCB policies and procedures	Milestones met	Policies are available on the website to the whole children's workforce to inform on how to safeguard children and young people. www.northlincs.gov.uk/lscb
Implement a programme of audit and scrutiny of safeguarding practice	Milestones met	Practice audits have been completed and reported to the Board. For detail see section Implement a programme of audit and scrutiny [page 27]
Continue to identify and develop a programme of workforce training to ensure safe practice	Milestones met	The Training plan has been implemented and there has been a 30% increase in training activity to meet new demands. Staff have reported that they have benefited from having this training, which was evident within LGID peer Review, local peer review and via the UICRA. For further impact information see section Training and workforce development [page 11]
Implement a new structure of accountability arrangements for the LSCB in line with statutory guidance 2010	<p>The LSCB secured an Independent Chair in April 2010, allowing it to exercise its local challenge function effectively.</p> <p>The LSCB appointed 3 Lay Representatives to support stronger public engagement, and challenge and help make links between the LSCB and community groups.</p> <p>Memorandum of Understanding in place.</p> <p>Partnership and Governance arrangements were revised and fully implemented.</p>	<p>Independent challenge to the Board</p> <p>Better diversity of experience and knowledge on the full Board and action groups.</p> <p>All meetings have been quorate.</p> <p>There is a stronger commitment to partnership.</p> <p>Better clarity of the roles of Board members.</p> <p>Effective governance of safeguarding priorities.</p>

5. CYPP priorities 2010

The following table presents a summary of the Children and Young People Stay Safe priorities for 2010, together with a resume of progress and impact.

Table 3. – CYPP Stay Safe Priority Summary

CYPP Stay Safe Priority	Action Detail	Achievements	Impact
Ensure Safe practice across the workforce	All staff working with children have been safely recruited and have the skills and training to do their job	Milestones met	<p>Unannounced Inspection of Contact Referral and Assessment identified that staff and managers had the training and skills to undertake referral contact and assessment and safeguard children with a good understanding of equality and diversity. The inspection also identified that there was good joint working.</p> <p>Revision of Standards for Safer Recruitment procedures undertaken as part of revision of LSCB multi agency guidelines and procedures.</p> <p>Safer Recruitment audit undertaken see section 6.4.1.3</p> <p>Programme of safer recruitment training delivered</p> <p>100% of schools have undertaken safer recruitment training.</p> <p>The Workforce Strategy is in its final draft stage and work around Common Core Skills and development Framework is also in its final draft stage</p>
	All staff share one vision, use a common language, have common core knowledge and skills and know how to safeguard children	Milestones met	<p>The LGID review identified that there was a good, shared and understood vision for children and young people across all agencies. It also identified that the CAF was well established and understood, however there was a need to develop middle managers responsibilities to ensure that there was uptake of it. See section 6.3.2.2</p> <p>There is a programme for multi agency training regarding early identification/ assessment and safeguarding children, these are well attended, highly valued and support the shared understanding across agencies.</p> <p>538 people have been trained in CAF.</p> <p>There is a programme of multi agency safeguarding training in place see section 6.1.1</p> <p>There are multi agency quality assurance processes in place through the Moderating Panel. 150 cases have been examined which evidences that there is good understanding of safeguarding, good evidence of keeping the child in focus and good information sharing. Areas of further development were in relation to uptake of Common Assessment Framework and early intervention prior to referral to specialist services.</p> <p>Multi agency attendance at the Children’s Trust Event in June 2010, over 80 people attended to consult on the CYPP priorities.</p> <p>80/81 schools in North Lincolnshire have staff trained in Common Assessment</p> <p>In 2011 the LSCB will hold 3 multi agency for practitioners information days per year</p>

CYPP Stay Safe Priority	Action Detail	Achievements	Impact
Empower children and young people to keep themselves safe	All children know a trusted adult whom they can talk to and vulnerable children receive the support they might need to keep themselves safe	Milestones met	<p>There is a longstanding 'Independent Visitors' scheme in place delivered via Action for Children this means that all children in care have access to an independent visitor including children in external placements.</p> <p>At all children in care reviews it is explored whether children have someone that they can talk to who could advocate for them and the review information demonstrates that children do have someone they can talk to.</p> <p>The Children's Advocate visits all children's homes on a regular basis to visit individuals and to drop in a home's meetings.</p> <p>Inspections of children's homes ensure that complaints folders and information is checked.</p> <p>There is a good, strong Corporate Parenting Group with Elected members having regular contact with children and young people. An area of further development is via the submission of a Scrutiny report for Corporate Parenting.</p> <p>All schools have a Child Protection Coordinator in place and from all schools inspected in 2010 no school was judged unsatisfactory for safeguarding. A key measure of this is how safe children feel in school.</p> <p>In 2011 a school survey will be undertaken on whether all children in school have a trusted adult whom they can talk to.</p> <p>See section 6.2.1.4 for information on Cyber mentors</p> <p>See section 6.2.2.2 for work around anti bullying</p> <p>See section 6.2.1.5 for information about consultation undertaken with children & young people about their safety.</p> <p>All schools in North Lincolnshire have a School Council in place to ensure that the views of children and young people are heard in school and they are able to influence and shape change</p>
Ensure effective prevention & early Intervention services, systems and processes are in place	All children and young people are safe in their community.	Milestones met	See section 6.2
	The voices of children & young people are heard so that services can be designed and delivered to meet their needs	Milestones met	See section 6.2

CYPP Stay Safe Priority	Action Detail	Achievements	Impact
	<p>All settings have staff trained to be early identifiers so that children, young people and their families are supported at the earliest point of need and are supported to develop increased resilience to reduce reliance on specialist help</p>	<p>Milestones met</p>	<p>There have been 3081 people trained in safeguarding children. There has been Awareness Training for all Head Teachers and Governors and the plans to reshape services are designed to strengthen the preventative services workforce and offer an early point of contact for universal services.</p>
	<p>Children are supported at the earliest point to remain with their family where it is safe to do so and children who are in care have the same opportunities and outcomes as their peers</p>		<p>See section 6.2.1.9</p>
	<p>Children in Care are involved in identifying their care needs and are able to have a choice of placement</p>	<p>Milestones met</p>	<p>See section 6.2.1.9 and section 6.4.2.2 and 6.4.2.3</p> <p>In 2011 there are plans in place to increase post 16 support and accommodation, there are a further 16 beds within North Lincolnshire planned and a further 6 via a Young Mum's Project.</p> <p>There are plans in place to increase the capacity of the paid foster care scheme and a placement strategy is being developed to ensure sufficiency of placements.</p>
	<p>Services know who the vulnerable children are in their service. These children and young people are tracked and monitored. They receive individual support that is informed by research. This maintains well being by maximising resilience and promoting protective factors. Children and young people achieve improved outcomes that demonstrate that gaps with their peers have been closed.</p>	<p>Milestones met</p>	<p>There is a reinvestment in restorative justice to reduce the impact of negative behaviours. See sections 6.3.1.5-6.3.1.10 and sections 6.3.2.1-6.3.2.3</p>

6. LSCB Evidence, activity & achievements for 09/10

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The following section presents a range of evidence, activity and achievements for the year, set against the Priority Actions of the safeguarding Strategic Priority contained in the CYPP and the business priorities of the LSCB.

6.1 Progress against CYPP Priority Action: Ensure safe practice across the workforce

6.1.1 Training and workforce development

The LSCB continues to deliver a comprehensive training programme. The LSCB delivered 63 courses in 2010 and trained 747 multi-agency professionals in child protection and specialist areas of safeguarding. The evaluation and feedback on LSCB courses continues to evidence that courses are rated very highly and support the development and competence of practitioners.

Training is organised annually in response to feedback from all partner agencies and from lessons learnt from Child Death Overview Panel, Serious Case Review and national safeguarding issues. For example we have commissioned specialist training on the prevention of self harm and suicide in children and young people as a result of unpreventable suicide tragedies in North Lincolnshire. For the past four years we have held courses on lessons learnt from local and national serious case reviews and also delivered specialist training for authors of individual management reviews. We have held specialist courses on responding to child neglect and Domestic Violence and its impact on the child, due to the increasing numbers locally of children who are placed on a child protection plan in the category of neglect. In addition we have run specialist courses on Forced Marriage, Honour Based Violence and Female Genital Mutilation.

Work has been undertaken with the Children's Workforce Development Coordinator to develop the common core skills and induction programme, Safeguarding Children module.

The LSCB will need to ensure that the Training Strategy is in line with the Workforce Strategy and ensures that the children's workforce are competent



and effective in working together to safeguard children.

Work has been undertaken to redesign and update the LSCB on line awareness programme and this is in its final draft stage ready to launch April 2011.

6.1.2 Social Work Practice Forums

Social Work Services have developed a fortnightly practice forum for front line social work practitioners in response to practitioners telling us that they would like the opportunity to meet with senior managers to discuss safeguarding practice and methods of intervention. The forum is chaired by the Head of Safeguarding and attended by front line staff, senior social workers and managers. The agenda is defined by social workers, who have so far identified responding to child neglect, domestic violence, engaging resistant families, working with young people who self harm and assessing unsuitable environments as key areas of debate and discussion.

6.2 Progress against CYPP Priority Action: Empower children and young people to keep themselves safe

6.2.1 Consultation groups to support children to feel safe

The LSCB has several consultative groups that it links to for information about how safe children feel in North Lincolnshire, what could be improved to keep them safer and what ideas they have on how this can be done.

6.2.1.1 Worlabby Fab Five

Work was undertaken to identify a group of primary school children to advise the LSCB on keeping children aged 5-9 safe. The group was established in



2010 and worked with the Children Feel Safe Action Group, electing to call themselves the Fab Five. At the September 2010 meeting of the Board they delivered a presentation that focused on the work they have completed in their school about keeping children safe. The Board heard how the Fab Five had developed a consultation form to ask all children in the school about where they felt safe and unsafe, in and around school. The children developed an action plan, which was implemented immediately to resolve issues that were raised. The Fab Five are currently developing a further consultation tool, to use specifically with Reception and Year 1, on keeping safe in school and the community. They are also developing a "keep yourself safe" booklet for pupils and are in the process of organising a "keeping

yourself safe" event with a cluster of other schools. The work is supported by the LSCB.

6.2.1.2 The Feeling Safe Pupils' Consultative Group



The work undertaken with the Fab Five led to the development of the twenty-strong Feeling Safe Pupils' Consultative Group that represents both primary and secondary schools, meeting on a minimum termly basis to discuss safeguarding issues in and out of school. Members from a wide range of agencies on the LSCB met with the group for an interactive staying safe learning day. The pupils raised a range of community safety issues, wanting better street lighting and to feel safe in parks. The Service Director/ Assistant Director of Neighbourhoods and Environment agreed to meet with the group to look at how best to take their issues forward.

6.2.1.3 Children who have experienced a Child Protection Plan

8 children and young people joined the consultative forum to advise on their experiences of attending child protection conferences in 2010. Overall the young people told us that they felt able to participate in conferences and most importantly reported feeling safer for having attended the conference. They made some suggestions about improving the process, which are now a part of the Independent Reviewing Service improvement plan.

6.2.1.4 Children keeping safe on line from bullying

In North Lincolnshire there are currently 17 trained Cyber mentors who provide advice and guidance to children and young people across the UK on how to keep themselves safe. Some of the Cyber mentors attended the Safe On Line Group to discuss anti bullying. They informed the Group about the work they have been doing with Beatbullying, a national organisation who we commissioned to train children and young people in supporting other children on line. Beatbullying have expressed how impressed they are by the work North Lincolnshire has been doing locally and reported that we were the first region to have trained Cyber mentors who are actively supporting children and young people. The Cyber mentors have worked with North Lincs TV, supported through funding from the Yorkshire and Humber Grid for Learning (YHGFL), to develop a DVD about bullying. In 2011-2012 there will be a further roll out of Cyber mentors training, supported by Beatbullying, to deliver a Train the Trainer model locally, and Mini Mentors training for primary school children.

The Tellus 4 results for North Lincolnshire demonstrate that children are less concerned about bullying than they reported in Tellus3. Between the Autumn term of 2009 and the Spring term 2010 there was a 26% reduction in bullying reported by children in primary and secondary schools.

6.2.1.5 Community engagement of 231 children and young people

On behalf of the LSCB, a local voluntary action Street Talk Team, comprised of staff specifically recruited to consult with children and young people, undertook a



consultation exercise with 231 children and young people at a local event in North Lincolnshire. The children and young people were asked about what they considered to be risks to their safety, what could be done about it and by whom. The results identified that the children have a positive view of the police, particularly community support officers, and think that they are key people within the community to offer support and help. The results identified that there was a negative perception of teenagers and this is something that as a community we need to address. In addition children and young people stated that improvements could be made to some of the local parks, for example better lighting so that they can play longer in an evening. Overall the issues raised by this group of young people were similar and consistent with those from the pupil consultation group and action has been undertaken to progress this with relevant service areas within the council.

6.2.1.6 Safety through Sport

Street Sport is an initiative, run by North Lincolnshire Council Sports Play and Development Team, to engage with young people aged 8-19 years in identified areas of youth crime and anti social behaviour. In the last year the project has engaged with 998 young people in this age group. The project is supported by the voluntary sector, leisure services, youth services, police, and children's services.

The outcome has been a decrease in crime and anti social behaviour at times when street sport activities take place. Young people have produced a DVD and have themselves reported that the project keeps



them away from becoming involved in anti social behaviour and from alcohol and drugs. Our local police show that calls for service to address youth crime and anti social behaviour in the last 9 months of 2010 is down by 550 on the same period last year.

North Lincolnshire is also a key partner in the Humberside Sports Partnership which has developed policies and procedures for safeguarding children in sport. The Partnership received an advanced award from the Child Protection Safety in Sport Unit for its policies and procedures for safeguarding children.

6.2.1.7 The Great Youth Debate

An annual event in the council's calendar, the Great Youth Debate is held at the council's headquarters in Scunthorpe. Children and young people from the whole of North Lincolnshire are offered the opportunity to attend the event, where there is a market place of stalls giving information on topics such as e-safety, sport, recreational activities, careers advice, volunteering opportunities and advice about smoking cessation, alcohol, drugs, sexual health. The event has open debate sessions throughout the afternoon, where children and young people can speak with Elected Members, the LSCB, and officers from other agencies about any of the key issues that they want to discuss. The LSCB attended the open session on e-safety, where concerns were raised by the children and young people about Facebook. They told us that peer pressure to go on Facebook and the lack of guidance about how to use it safely were concerns for them. They also felt it was not safe for young children who signed onto it. The information

from the debate has been reported back to the E safety group who will be working on developing advice and guidance for children and young people regarding the issues raised.

6.2.1.8 The Thumbs Up Group for disabled children

The group is a consultation group for children who have a range of disabilities from moderate to profound, aged 6 to 18 years. They have made a significant contribution towards keeping disabled children and young people safe. Their safeguarding activities include:

- The children being involved in a Thumbs up conference
- The development of a 'Keep Safe This Summer with Thumbs Up' booklet which was distributed to some school children, the children who use the Cygnets and all foster carers
- The development of a 'Keep Safe This Winter' booklet, which was distributed in local schools, to foster carers and the Cygnets Short Break Centre
- Involvement in the recruitment process to appoint staff at the Cygnets

In addition to this work, the group offers the opportunity for the children and young people to develop their social skills, independence skills, peer group relationships and undertake specific activities such as card making, growing and selling vegetables and undertaking work on anti bullying.

The success of the group has meant that other children want to join it.

6.2.1.9 Safeguarding Children in Care

The Third Joint Chief Inspectors report (2008) raised concerns regarding the choice of placements available to children in care nationally and the involvement of children and young people in decisions that affect their lives. Locally children in care are consulted on an individual basis as part of their care plan reviews. Questions asked are aimed to ascertain whether children are happy with the review process and feel that they have the opportunity to express their views, take part and are listened to. The feedback in 2010 demonstrates that:

- Most children said they were given time to speak to their Independent Reviewing Officer (IRO) before their Review, if they wanted to.
- All children said the date and place of their Review was OK.
- All children said the right people were invited to their Review.
- All children understood what was being planned for their future.
- All children knew how to make a complaint.

In addition to the consultation, as part of their care plan, every quarter children are asked about a particular topic. This is undertaken with their workers when they undertake their statutory visits. For example, one topic that was consulted upon in 2010 was 'Experiences of Entering Care'. Feedback given by children and young people demonstrated that:

- Most young people said they knew the reasons why they came into care.
- Most young people said they were given good information when they entered care although some said they would have liked more information about where they were going
- Nearly all said they felt listened to at their planning meeting
- Most children said they were able to take their favourite things with them

The action that has been taken in response to this feedback is:

- Service Managers, Team Managers and Senior Social Workers from Children in Need/ Safeguarding and Referral Management were sent copies of the report outlining the information



gained from the children and young people in regard to their experiences of entering care. This has been cascaded to Social Workers within all the teams including Children In Care to ensure that when children enter care they understand why they are entering care.

- A pack for all Foster Carers now has an information booklet about them, their home and their routines within the home. The booklet includes photographs of the foster carers, their home and a picture of the bedroom the child will use. It is shared with all children and young people who are placed with the family

A particular area of focus for 2010 was the development of a best practice guidance document for staff working with children placed away from home. The guidance covers:

- the effective communication and consultation with children and young people who are living away from home
- the commissioning process for individual placements to ensure that they are high quality and support the child or young people placed there
- the monitoring and evaluation processes that are required to ensure that placements safeguard the child effectively and support their ongoing development, ambitions and transition to adulthood.



A group of children and young people who are in care, were consulted on it at an event in July 2010. The feedback from these children and young people was included in the document and they identified the following points:

- Adults who support young people should make sure that they keep appointments and strive to deliver what they promise.
- There are often too many changes – of placement and of key workers – and we will seek to keep these to a minimum.
- For some young people, being placed away from home can be a positive experience, for example, by giving them a fresh start with a new school, etc and so we will remember this when considering options.
- For other young people continuity is important and sometimes they may be placed away from North Lincolnshire but actually travel back each day to attend school. We will help to make these arrangements work.
- Some young people would value having somebody nearer their own age, such as a peer mentor, who may have a better understanding of what they are going through. Increasingly young people rely on mobile phones and many prefer to send a text to people such as their social worker rather than going through a reception number. We will enable this to happen whenever appropriate

The best practice guidance document for children placed away from home will be presented to the LSCB for approval in May 2011.

In 2010 CYP Specialist Services reviewed their commissioning contracts with all social care placements to ensure that they were in line with key requirements within Working Together 2010 and LSCB procedures, for example ensuring that units are fully compliant with LSCB standards for safer recruitment. A programme of monitoring visits has continued throughout 2010. This will be developed further in 2011 and local staff will undertake themed audits within placements. All external placements will be included in the routine audits that are part of the LSCB calendar of audits from April 2011.

We also commissioned Action for Children to carry out a review of the safeguarding of all children and young people in external placements. Fifteen children and young people were interviewed as part of the review. All expressed that they felt safe within their placements and knew who to turn to if they needed to talk to someone about their welfare.

6.2.2 Specific work undertaken with children and young people to help them keep themselves safe

Within North Lincolnshire there have been several successful initiatives that have worked specifically with children and young people to empower them to keep themselves and each other safe.

6.2.2.1 Sex and relationship safety

The services of an independent consultative agency called Big Talk Education were engaged to deliver an eight lesson programme to all schools in North Lincolnshire, including faith and academy schools. The programme teaches children and young people about age-related issues concerning sexual activity, sexuality and sexual norms, sex and language, risk taking, alcohol and decision making, parenthood and contraception and STI's. The programme has a data base in place to ensure that children and young people who have missed sessions are identified and the lessons re-arranged for them. This approach was inspired through a conversation with a young mum who had missed out on SRE at school, who said 'well you could check if I'd missed the lessons and then I could catch up later'. The results from this approach are impressive for, in 2010, 99.5% of year 11 students had received over 50% of their SRE.

Big Talk education implemented two other initiatives called Helping to keep your child safe and Lads to Dads. Both of these have continued to run successfully in 2010.

Helping to keep your child safe is a 4 hour course to help parents and carers talk to their children about their bodies, relationships and sexuality. The purpose of this is to help parents understand the importance of talking to their children confidently about their bodies, in order to equip them with age appropriate knowledge that can help keep them safe from sexual abuse and bullying. The course runs monthly in Children's Centres and is well attended, with on average 12 parents per session attending. One parent told us that the course helped her to protect her daughter through the knowledge she gained through attending the course:

'As soon as the touching began my daughter told me immediately as she knew it was wrong, I don't think she would have told me had I not started talking to her and my son as a result of coming on the course'.

The outcome in this particular case was the prosecution of an adult for sexual offences against a child.



Lads to Dads is a course that covers effective contraception and parenthood, designed to change attitudes and empower young men in the selection of contraception in their relationships. The approach is tailored specifically for young males and aims to enable them to see for themselves the relevance of the contraception choice of their partner and increase their confidence in being involved in this choice. Specially trained Youth Workers deliver the sessions to all year 9 and 10 students. The outcome of the lessons has demonstrated a significant shift in thinking. For example, prior to the session 19% of students considered it was just the lads responsibility to carry condoms: after the lesson 88% considered it the responsibility of both partners. With regard to contraception generally, before the session 18% saw it as the girl's responsibility, compared with 89% following the session seeing it as a joint responsibility.

The impact of this work upon teenage pregnancy rates is significant. Four years ago North Lincolnshire had one of the highest rates of teenage pregnancy in the country. This has now reduced by 20%. The annual children's services assessment in 2010 highlighted the fact that the number of young women under the age of 18 yrs who become pregnant is falling at a faster rate than nationally.

6.2.2.2 Anti Bullying

North Lincolnshire has had national recognition for the work it has done on anti bullying over the years. Within 2010 schools continued to be engaged and proactive in raising awareness about bullying and



empowering children and young people to address it or seek help. 100% of secondary schools continue to have peer mentors and 97% of primary schools have buddies (there are only two school locally who do not and the reason for this is that the schools are very small and so it is not required). The Social Emotional Aspects of Learning (SEAL) parents' programme, funded by the DfE, is now in its second year and training for parents has extended to both primary and secondary schools.

The Tellus survey identified that some children did not feel safe on school buses due to bullying. In response, a project called Bus Buddies was developed to look at reducing incidents on school transport. Meetings were held with schools and the local authority Transport Division. Immediate action was taken and peer mentors are used to talk to children about any concerns they have, and action will be taken. This work is ongoing and is part of the focus for the Feeling Safe in School Consultative Group, which reports to the LSCB.

Throughout anti bullying week schools undertook lots of activities to raise the awareness of bullying and how it can be reduced. In one school year 6 pupils organised a special anti bullying assembly at the start of anti bullying week to showcase the work that they had been doing throughout the year. This was attended by lead officers from a number of agencies who are part of the LSCB. The pupils showcased a DVD, developed in school, called 'What could you do' which identifies how to address bullying. The DVD has been distributed to all primary

schools. Pupil led programmes, advice and information guides produced by children and young people, demonstrate to the LSCB the effective arrangements that are in place to support children and young people to feel safe.

6.2.2.3 Awareness raising activity about safeguarding children

The LSCB has a statutory function to raise awareness about safeguarding with children, young people and their families. The LSCB Communication/ Community Participation Action Group, co-ordinated awareness raising activities on a number of key safety messages that were important to local children and young people. Information about the following areas was delivered through school events, community events, publicity and events for people working with children and young people.

- water safety
- safety in sport
- domestic violence
- e-safety
- anti bullying
- what to do if you are worried about a child
- messages to professionals

The LSCB worked in partnership with the Council Water Safety group, which was established in 2008 following a child death in the area due to drowning. The Water Safety Group have developed a Water Safety Strategy to ensure that there is a coordinated approach to water safety in North Lincolnshire. The

strategy includes risk assessment, community awareness campaigns and specific events to raise the public's awareness of the dangers. In July 2010 a public event called 'Rescue Day' was held. This public event was organised by Humberside Fire and Rescue to raise awareness about the dangers of open water.

The LSCB profile at community events and the information distributed, appears to be having an impact upon raising the public's awareness of safeguarding children and young people. In 2010 there was a 23% increase in the rate of referrals from the public to Children's Social Work Services. Consultation undertaken locally identifies that there is a fear of crime by children and young people and that this is higher than the actual prevalence of it. A key area of focus for 2011 will be around dispelling the negative image of children and young people in the media at a local level and supporting them and building their resilience so that they are safe in their community.

6.3 Progress against CYPP Priority Action: Ensure effective prevention and early intervention services, systems and processes are in place

6.3.1 Service Developments

There have been a number of service developments where the aim has been to further improve the safety and wellbeing of children and young people, based on recommendations from national reviews such as the Laming Review 2009, The Protection of Children in England: An action plan. The local implementation of these has meant that multi agency services to children and young people have been better coordinated and more efficient.

6.3.1.1 Co-location of Police and Social Work Services

The co-location of police and social work services in the Referral Management Team (Duty) ensures swift and prompt responses to referrals of significant harm. Humberside Police have conducted a review of North Lincolnshire's co-location and concluded that this is a best practice model to be implemented within the four local authorities within the Humberside Police Authority. Originally Humberside Police had



considered centralising child protection police teams in Kingston upon Hull, but this good practice in North Lincolnshire children's services and the local B division police has demonstrated that local co location was the most effective way of safeguarding and promoting the welfare of children and young people.

'Co-location helps with a more detailed and quicker risk assessment, and leads to a very close professional partnership' - Divisional Commander Humberside Police

6.3.1.2 Multi-agency case audit

As part of ensuring that there is multi agency senior management oversight and scrutiny of cases a multi-agency moderating panel meets on a weekly basis. The panel is made up of Senior Managers within Social Work Services, Designated and Named Health staff and senior managers from other agencies. The purpose of the panel is to review and evaluate randomly selected referrals and contacts to ensure safe practice and appropriate thresholds are maintained and understood throughout the safeguarding arena. A development within 2010, to this process was to establish an additional meeting that considers inter-agency working in long term cases to ensure that drift is not occurring. The panel ensures that cases are regularly reviewed in terms of risk management, multi-agency working and child-focused practice. General findings of the two panels are that assessments, case recording and interagency planning to safeguard children is good. General themes around key areas of work are regularly fed back to staff on an individual basis and



staff are frequently invited to the moderating panel to discuss individual cases.

6.3.1.4 Local peer review of safeguarding services

In 2010 a local peer review between LSCB partners from Police, Health and Social Care was undertaken. Three managers were assigned a group of staff from outside their own agency to interview. The staff were all asked a series of questions to elicit their views on the quality of training, support, supervision and multi-agency working.

The results from the review demonstrate some generic themes:

- Staff report that they have good access to the LSCB multi-agency training and value both the training and the opportunity to network it affords them.
- Staff report that there are good inter agency professional relationships and good inter agency working
- Staff thought that the co-location of the police with social work service's duty was an excellent move and greatly improves joint working between these two agencies
- Staff in all three agencies reported that their work was valued and that there were good support systems from managers and senior managers in their agencies
- All staff reported that they felt confident that their organisation would act on any concerns they might raise regarding children and young people and safeguarding

- Staff are aware of, and do refer to, the LSCB procedures and Working Together to Safeguard Children

The peer review identified areas for further consideration:

- Staff within all services are busy and working to capacity and sometimes struggle to manage
- Staff would value shadowing opportunities with colleagues from other agencies to understand more about each other's roles and build upon the good inter agency work and collaboration that exists
- Staff would like more newsletters and updates from the LSCB covering new guidance, policy and procedure and best practice issues.

6.3.1.5 Services for children who display harmful sexual behaviour

A key area of focus for the LSCB in 2010 has been developing the local support offered to children and young people who display harmful sexual behaviour. A multi-agency group consisting of, CAMHS, Social Work Services, Educational Psychology, Health and the Youth Offender Service working group was established by the Board to develop a local protocol and integrated pathway of support to young people who demonstrate harmful sexual behaviour. The protocol and pathway that has been devised is based upon principles of early intervention and quality assurance so that the needs of children are responded to swiftly and proactively. As part of the implementation of the protocol a multi-agency panel will be established to risk manage all children and

young people with harmful sexual behaviour. The protocol, pathway and panel will be underpinned by the use of local resources and expertise.

6.3.1.6 Support for children and young people who have been harmed

With our health partners, the Local Authority jointly commission the services of Action for Children to provide a multi-disciplinary therapeutic service for children and young people who have experienced significant harm. This may include the carers of children and young people. The project also works to minimise the effects of significant harm and help children and young people remain in safe and stable families.

The target group of children and young people is North Lincolnshire residents up to 18 years old (or, if they have been looked after by the local authority, up to 21 years old). The project undertakes assessments for therapy and may offer one or all of the following to individuals who meet the criteria;

- Therapeutic play
- Counselling
- Family work
- Group work

The therapeutic team offers a wide range of skills and experience, which enables staff to use an integrative approach to meet complex individual needs resulting from the emotional effects of trauma. Stabilisation and processing techniques, in line with current neuroscience research and approaches to trauma work include non-directive therapeutic play, creative therapies, emotional freedom techniques, creative visualisation, psycho education and cognitive behaviour techniques. The aim is to develop a strong sense of self, increased resilience, greater self confidence and self awareness, ability to make informed choices and build healthy relationships.

The project on average deals with 60-70 children and young people aged 5-19 in a year. Case studies and outcome information are positive in terms of children and young people being able to regain control over their lives, reduce the risk of them being further abused and adapt much better to their environment.



6.3.1.7 Support to keep children Safe from Accidents in the home

National research highlights (Stay Safe Action Plan 2008) that statistically children under the age of 5 years are more at risk of injury and accidents in the home. Extensive multi-agency work has been undertaken in the development of 'Hazard House'. Hazard House is an interactive training resource. It is a modified property that is used to demonstrate risks to safety within the home. On site there are training rooms for workshops for professionals. Hazard House was introduced to staff as a pilot across children's services within 2010 and the feedback from this was very positive. Staff reported that they found it immensely helpful in training them on how to assess risks within the home and action taken which can reduce these. A risk assessment tool has been developed whereby any practitioner visiting a family home can undertake a risk assessment in conjunction with the family and identify the measures that need to be put into place to reduce the risks identified.

Within 2011-2012 the roll out of Hazard House will continue and a vision for the venue is that it can be used with parents and carers as part of parenting programmes.

In 2010, the figures for hospital admissions caused by unintentional and deliberate injuries to children & young people was lower than the national average. No child died as a result of an accident in the home.



6.3.1.8 Support to keep children safe from accidents on the roads

In liaison with North Lincolnshire Road Safety Partnership the LSCB delivered a number of successful initiatives within schools and colleges. For example, all new parents booked into the ante-natal unit in Scunthorpe hospital are given information about keeping their children safe within a car. Parents receive an in-car safety pack by specially trained midwifery staff.

A scheme called 'In partnership with parents' is delivered in all infant and primary schools in North Lincolnshire, aimed at key stage 1 students. The programme works with parents and children to ensure that they understand in-car safety. This has been delivered to 799 children in 18 schools to date.

Pedestrian and bike skills training are delivered in infant, primary and junior schools locally. To date 811 children in 19 schools have received pedestrian skills training and 850 children in 56 schools have received cycle training. There are 68 primary, infant and junior schools in North Lincolnshire and there has been 83% coverage of the schools within just one of the initiatives.

All students who attend the two local colleges in North Lincolnshire receive a 'First Car' magazine to inform them about driver safety. In addition Humberside Fire and Rescue deliver driver and passenger presentations to students within the colleges. The coverage of this has been wide, with 950 students having received information in 2010.

As part of their corporate parenting commitment the North Lincolnshire Council Highways and Planning department deliver information and guidance to children in care who are taking their Driver Theory test. In 2010, 5 young people in care received support for their Driver Theory test. The plan in 2011 is to formulate an in-car safety programme to a much wider group of children and young people who are in care.

The impact of the work undertaken continues to be largely positive. The number of children killed or seriously injured is 6, below a target not to exceed of 12. The number of slight casualties is 36, below the target not to exceed 39.

6.3.1.9 Support to keep children safe on line

In line with the E-Safety Strategy, the Safe on Line group of the LSCB has ensured that training is available and delivered to schools and other child care settings. The training has covered a total of 342 staff in a variety of settings that work with children and young people. The course delivered by the Child Exploitation and Online Protection Ambassador is a "train the trainer" programme and following attendance on the course delegates can register with CEOP/ Thinkuknow website for professionals and receive regular material and information which they can use to deliver training themselves in their agencies. The purpose of this is to ensure that as many children as possible receive regular information and guidance about how to keep safe on line.

The CEOP Ambassador has delivered 20 awareness events to parents across 12 schools in North Lincolnshire and so far 200 parents have undertaken the training.

The feedback from parents demonstrates that the training has raised their awareness about how easy it is for strangers to communicate with their child, for example through gaming sites. Parents raised their lack of knowledge about social networking sites and some of their concerns. Most parents did not realise their child left a digital footprint and the potential implications of this for later in life. An outcome from the training was that parents said that they felt more knowledgeable about what CEOP did and more comfortable about reporting issues to CEOP if needed. Many parents said that they felt more confident about talking to their children about e-safety and would advise them about their privacy settings.

There is a regular programme of e-safety training delivered within schools and up to date 75% of students have received e-safety advice.

North Lincolnshire has one of the top twenty CEOP Ambassadors in the country and he delivers regular updates to head teachers to ensure that advice and guidance is available and the e-safety guidance is being embedded in practice.

Specific e-safety training is delivered to Children in Care to advise them on safe internet use and 90% of the children have received it.

In 2010 funding was secured from YHGFL to develop training resources for early years practitioners to use in child care settings. The focus of this project is to teach pre-school children some of the basics about e-safety. This is in recognition that children as young as 3 and 4 years old are using the internet, either within child care settings or within the home. In preparation for the roll out of these resources 38 early years practitioners have been trained and the materials have been developed locally. We have received regional recognition for this work, as we are one of the very few areas who have developed resources for this age group of children. The resources are being presented to the South West Grid for learning. Within 2011-2012 the group will be focusing on



developing advice and guidance on the use of Facebook, in response to the issues raised at the Great Youth Debate. In addition we will be developing guidance and workshops for staff about the safe use of social networking

6.3.1.10 Safeguarding Disabled Children

We recognise the additional vulnerability of disabled children and young people and have put into place a number of actions to respond to this, including the development of a distinct safeguarding action plan for disabled children, designed to embed a consideration of their needs into all services. We have a specialist social worker collocated with the Police and Duty Team and have worked to provide information and advice to parents.

6.3.2 Systems and Process Developments

6.3.2.1 Management of missing children

A multi-agency working group was established to look at integrating systems, procedures and processes in relation to missing children. The group has representation from CYPS Social Work Services, Education Welfare, Humberside Police and NHS North Lincs.

In 2010 the working group developed and presented a Joint Missing Children Protocol to the LSCB for approval. The protocol ensures that there is an integrated multi-agency response when children are missing.



The implementation of the protocol is overseen by the working group that continues to meet on a quarterly basis. The purpose of the group is to monitor the multi agency data on missing children and examine multi-agency systems and processes. The effectiveness of this group is demonstrated by the fact that locally in 2010 we had no children missing long term; most children who went missing did so from home.

All children who go missing are offered an interview to discuss the reasons why they felt compelled to leave, either with a police officer, a social worker or with the independent advocate for children in care. No issues have been identified through the interviews that are in relation to children and young people not feeling safe where they. On an individual basis and a thematic basis any issues identified are addressed and responded to. The LSCB also receives a quarterly report on missing children, including action taken and outcomes.

Further evidence to support the effectiveness of these developments is highlighted in the Ofsted Annual Children's Services Assessment (2010) and the recent unannounced inspection of front line child protection services (2010). These reports state that arrangements for keeping children safe in most services and settings are good and that there was improved practice in child protection investigations following the development of robust monitoring strategies by senior managers. Furthermore services for children who had run away from home or overnight care have improved well and faster than elsewhere.

6.3.2.2 Early Identification and prevention through the Common Assessment Framework

A priority for 2010 has been the ongoing implementation and embedding of the Common Assessment Framework within early intervention and prevention. Information from local figures on the numbers of Common Assessments undertaken indicates that the uptake of the CAF is disproportionate to the rate of referrals.

538 people within the children's workforce have been trained in CAF in the last three years. However, the completion rate of CAFs remains on average 19 per month. This figure has remained static and the Local Government Independent Peer Review found that, although the CAF tool is well embedded and a lot of work has taken place to ensure this. Middle Managers and lead professionals within partner organisations should increase the uptake of CAF.

The impact of this is that Specialist Services are dealing with cases that could more easily have been dealt with at the universal or targeted end of the spectrum of need. This is an ongoing area of work identified within the Improvement Plan that underpins the Children and Young People's Plan. The CAF is the framework that underpins the Children's Trust single organisational model, to ensure that early intervention family support within the community is strengthened and that preventative approaches to safeguarding children are integral within multi-agency service configuration and provision.

6.3.2.3 Safeguarding children from domestic abuse

Research from national serious case reviews highlight the combination of the impact upon children of adult mental health issues, substance misuse and domestic violence.

Therefore in 2010 the Board developed and approved an Adult substance misuse/ mental health protocol, specifically aimed at Adult services, emphasising their responsibilities to safeguard children and young people in the course of their work with adults. The LSCB also delivers training on the impact of domestic violence, parental mental health issues and substance misuse upon children.

Information from local referral activity from 01/04/2010 to 31/12/2010 identifies that of the referrals to Social Work Services duty, 19% of them had issues relating to domestic violence, 4% had issues relating to adult substance misuse and 4% had issues relating to adult mental health. In 2010 Social Work Services updated the Care First recording system in order to provide this further detail on aggregated referrals data. The data above will provide a baseline by which to measure the effectiveness of multi-agency interventions in relation to Domestic Violence, substance misuse and mental health in 2011-2012.

In June 2010 in partnership with the Police and Safer Neighbourhoods a publicity campaign was launched aimed at the victims of domestic abuse, in the context of increased levels of violence expected during the World Cup.

In addition to this the LSCB also ran an awareness campaign at a local gala. The campaign, called 'Expect Respect', was aimed at teenagers to raise awareness of domestic abuse within teenage relationships.

In addition the Domestic Violence Coordinator attended local secondary schools to talk to young people about domestic abuse and where to get help for themselves or a parent/ carer who may be experiencing it.



Locally the MARAC was fully implemented in 2007 and has multi-agency sign up and commitment. From April 2010 to October 2010, 93 cases were brought to MARAC, involving 67 children aged 0-5 years, 50 children aged 6-11 and 44 children aged 12-17 years. At the MARAC meeting there is representation from CYPS Specialist Services to ensure that the impact upon children and their needs can be considered either through CIN or CP processes as appropriate.

We have 2 Independent Domestic Violence Advocates (IDVA) who are placed in the Police Family Protection Unit and in Social Work Services to support the adult victim of domestic violence in keeping themselves and their children safe. The role offers support to high-risk victims of domestic abuse, who are most at risk of homicide or serious harm. The IDVA works from the point of crisis and offers intensive support, as part of multi-agency intervention to victims, children and perpetrators.

In 2011 there are specific initiatives being developed to offer additional direct work to children and young people who have experienced domestic abuse, In particular these are 'The Freedom Programme and Talking to my mum'. The former will be aimed at adolescents who have experienced domestic abuse within their own personal relationships, whilst the latter is aimed at children who have witnessed domestic abuse within their families. We have also trained social workers in the Domestic Abuse and Sexual Harassment (DASH) risk assessment model.



6.3.2.4 Safeguarding and Integrated offender Management

Integrated Offender Management was launched in Dec 2010. It is a multi-agency endeavour based within Safer Neighbourhoods at Shelford House. It falls within the remit of the Safer Neighbourhoods Strategy Board. It extends the operational principles of the award winning Prolific and Priority Offenders scheme managing a list of approximately 100 offenders from North Lincolnshire who represent the highest risk of re-offending. It includes offenders of all ages irrespective of whether there is statutory obligation to supervise. Multi-agency staff comprising of workers from the police, probation service work closely with partnership agencies such as the Drug Intervention Service and Addaction, who are also based within Shelford House. The Youth Offending Service plays a critical role also and attends all the necessary operational meetings.

Early intervention and intergenerational work has always been a staunch commitment of IOM. This was underlined by the placement within IOM of a middle manager from Integrated Youth Support Services. This worker is now in her second year providing a vital link in respect of safe guarding issues in respect of the offenders on the IOM list. This consists of an automatically checking on the Care First and YOS case management systems and wider liaison with Children's Services. It means that concerns are swiftly communicated to the appropriate department and requests for specialist intervention e.g. FIP, Family Support, Sure Start Centres, can be made for the children or siblings of offenders. As MARAC, ASBO

panel, neighbourhood management, women's services and Drug Rehabilitation Requirements are managed within Safer Neighbourhoods as well as the IOM list of offenders, the IOM safeguarding lead within IOM is perfectly placed to provide an enhanced service for all multi-agency work taking place within Safer Neighbourhoods. The provision of this safeguarding lead within IOM is unique and there is no other provision of this nature anywhere in the country.

6.4 Progress against LSCB Business Priorities

6.4.1 Update LSCB Policies and procedures

6.4.1.1 Referral Thresholds

In 2010 the protocol on Understanding Referrals to Social Work Services was revised and agreed by the LSCB. This was distributed to agencies and referenced on all safeguarding children training. In January 2010, there was a significant increase in the rate of referrals to Social Work Services Duty. This continued for seven months with some of the highest peaks following the revision and distribution of the referral protocol. The data demonstrates that overall there has been a 27% increase in the referrals made by professionals within 2010, when compared to the same period in 2009.

6.4.1.2 Managing Allegations

In 2009 the LSCB undertook a serious case review. A recommendation from the review was that the

Managing Allegations against people who work with children procedures should be updated and re circulated. This work was undertaken and the procedures have been disseminated across all agencies and are available on the website. Managing Allegations training is in place and available to all nominated senior officers, operational and strategic managers across multi agencies.

In 2010 we renewed and validated the list of designated staff across all agencies with specific responsibilities regarding the managing allegations processes. 100% of these people have received the updated procedures and are invited to attend a quarterly practice forum. 100% of these people have been targeted to attend the specialist LADO training and currently 63% have done so. The remaining 37% will be targeted in 2011. The impact of the activity undertaken is demonstrated by the referral activity to the LADO:

Year	2007-2008	2008-2009	2009	2010
No. of Referrals to LADO	58	78	72	36

*** the last two annual figures have been measured in calendar years to enable a like for like comparator*

Following the introduction of a new process an increase in referral activity would be expected as people become familiar with the procedures and understand the threshold for referral. The referral activity regarding allegations peaked in 2008-2009 and this has decreased over subsequent years. The figure for 2010 demonstrates that understanding about the process has improved significantly and the referral rate is reducing.

6.4.1.3 Standards for safer recruitment

In 2010 the LSCB revised and re issued the Standards for Safer Recruitment, which is multi-agency guidance. In 2010 the LSCB undertook a Safer Recruitment Audit and overall the audit demonstrated that there is compliance across agencies regarding the checking of application forms, individual's identity, professional qualification and registration and enhanced CRB. The development of policies and procedures, support through training and practice forums all appear to be having an impact



upon referral rates regarding allegations.

6.4.1.4 Whistle-blowing procedures

In 2010 the LSCB revised and re issued the multi-agency whistle blowing procedures, this was in line with Laming requirements 2009. These procedures are available on the website.

A communication campaign for multi-agency staff who work with children, young people and their families was developed to inform them about the revised LSCB procedures, this includes a poster campaign, leaflets, team briefings and workshop events.

6.4.2 Implement a programme of audit and scrutiny

6.4.2.1 Multi agency case audit

A multi-agency case audit tool was developed and approved by the Board in 2010. In August 2010 the Serious Case Review Standing Panel piloted the tool. A case was randomly selected from all children who are subject to a child protection plan, this ensured that practice from across agencies could be evaluated. The audit found good evidence of effective multi-agency working, for example good communication and information sharing with an effective child protection approach. The audit tool was found to be comprehensive however the panel reported that it took a considerable time to complete the tool on one case and suggested that the tool would not be suitable to undertake routine case audits but that it could be used for case audits undertaken in line with section 8.12 of Working

Together 2010. The panel are in the process of exploring other audit tools, which can be modified for multi-agency use. This will be an area of focus for 2011.

6.4.2.2 An Independent Review of young people's experiences who are placed outside of North Lincolnshire

In 2010 we commissioned Action for Children to undertake a consultation with children and young people who at that time were placed outside of the North Lincolnshire boundary in either specialist fostering placements or children's homes. The aim of the consultation was to find out how safe they felt in their placements and whether they had a trusted adult to whom they could talk to if they needed to. The interviews with young people were carried out by two experienced action for children staff who are part of a young carers team. The children were asked a range of questions about feeling safe and knowing who to contact if they are concerned about their placements. They were also asked about their school, contact and support. The report concluded that all of the young people interviewed said that they felt safe in their placement and that they would know who to talk to if they had concerns.

6.4.2.3 An Independent review of placements

In 2010, we commissioned an independent review of the appropriateness of children's placements in North Lincolnshire this was following a notification to Ofsted.

The review examined all existing policies and procedures and examined case files of 11 children

and young people. The independent report concluded that the authority has relevant policies and procedures in place to ensure that appropriate matches are made for children needing placement and that managers are closely involved in the decision making process. The review could not substantiate the complaint that decision making processes are flawed or that children were repeatedly put at risk. Evidence gathered demonstrated that decisions are made by managers and even in emergencies these decisions are ratified by up to three managers. A placement matching and risk assessment form is used when considering placements and there is evidence from the case file review that some very good and highly appropriate matches were made. The independent review recommended:

- That North Lincolnshire council review all placements in residential settings to ensure that current children are placed appropriately in current settings that address their needs.
- That North Lincolnshire continue to ensure that there is a wide range of accommodation options to improve placement choice
- That we should undertake refresher training programmes for residential care staff including risk assessment, restorative justice and safe management of challenging behaviours.

All placements of children in residential settings in North Lincolnshire have been reviewed to assess the appropriateness of placement and whether this meets this child and young person's needs. A group of managers met to examine the placement action plans and examine the matching and risk assessment

documents that accompany a child or young persons placement. Overall these placements are meeting the children's needs and care planning is good. Some improvements were undertaken on the matching and risk assessment form to ensure that all homes adhere to the same minimum standards. We continue to ensure that as far as is possible that there is a wide range of placement options. Residential staff will be targeted to attend risk assessment training courses commissioned for 2011 and we have arranged with an independent provider to deliver training on restorative justice.

We have now developed a draft placement strategy, subject to final approval, to ensure sufficient safe and suitable placements are available to match children appropriately and stay well supported in their placements. We plan to increase placement choice for children who are harder to place and reduce the small number of children placed out of area.

6.4.2.4 Children's Service's peer review undertaken by the Local Government Improvement and Development Agency (LGID)

In December 2010 the LGID undertook a safeguarding peer review and highlighted particular areas of good practice which were:

- Evidence of good information sharing between professionals
- Children and young people are involved in the planning of services
- Statutory policies and procedures are updated regularly by the LSCB
- Clear statement of priorities and plans for safeguarding contained in the CYPP
- Good understanding of safeguarding policies and procedures across all agencies
- Proactive auditing activity within social care with multi-agency input
- Care/child protection planning for children in care or at risk is outcome focused



- Good examples of joint working at frontline including information sharing
- Good practice examples include work on domestic violence, teenage pregnancy and anti bullying
- Robust system of audit and review in place
- Good involvement of children and young people in case work
- Partner commitment to LSCB
- LSCB safeguarding training programme is highly valued
- Section 11 audits undertaken in line with national guidance
- System of partner peer review encouraged
- Co location of police in duty and assessment is working well
- Training provision is comprehensive
- Coping well despite increased referrals
- Strong political and managerial commitment to the children's agenda and safeguarding, backed up by resources
- Corporate parent role is a high profile with elected members
- Elected members have undertaken safeguarding training
- There is an openness to learning through audit, serious case reviews, inspections and scrutiny



The following priorities were identified from the review:

- Improving the strategic framework for safeguarding and partnership working. This will involve sharpening the roles and contributions within the whole partnership framework including re examining and streamlining partnership structures
- Improving and building on locality working. This will include building on good practice in some localities to drive forward the development of locality working. Also ensure that the think family approach is embedded at locality level
- Improving the take up of CAF
- Developing the children's workforce. This involves bringing the workforce closer together with shared training and shared competencies

7. Inspection & performance information

At each LSCB meeting, members receive a comprehensive performance report relating to safeguarding. The report contains latest information on progress on National Indicators; Ofsted additional indicators; Serious Case Review and Child Death Overview Panel activity; the results of any internal review and audit activity; safeguarding results from Ofsted inspections of settings; missing children; bullying, both in care and in schools; Common Assessment progress; domestic violence referrals; information on the case conference system and safer workforce information.

7.1 Ofsted inspection information

7.1.1 The Annual Children’s services assessment 2010

The Annual Children’s Services Assessment for 2010 highlighted that

“Arrangements for keeping children and young people safe are good in most services and settings”. It also noted that “there was improved practice in child protection investigations following the development of robust monitoring strategies by senior managers.” Services for children who have run away from home or care “have improved well and faster than elsewhere.”

7.1.2 The quality of the local resource for children in care

The inspection of our local provision throughout 2010 identifies that regularly inspected services are largely good in terms of their safeguarding outcomes

Resource	Safeguarding Inspection result
Children’s Homes x 4	Good
Adoption Service	Good
Fostering Service	Satisfactory



Following the inspection into fostering services in North Lincolnshire an action plan was put into place to take the service from satisfactory to good. The service improvement plan outlines the steps to be taken to move the service from satisfactory to good. The performance against each of these actions evidences 100% compliance and the improvements have been made. Current evidence indicates that if the service were to be inspected now the evaluation results would be at least good. The action plan also identifies the actions that are being undertaken to progress from good to outstanding.

7.1.3 The quality of child care settings and schools

The Ofsted inspection of early years child minding services and schools evidences that no setting or school in North Lincolnshire has been judged as inadequate for safeguarding



Type of Establishment	Number of inspections	The Effectiveness of Safeguarding		
		Outstanding	Good	Satisfactory
Childminders	29	4% (1/29)	58% (17/29)	38% (11/29)
Childcare on non-domestic premises	13	15% (2/13)	54% (7/13)	31% (4/13)
Children's Centres	1	0%	100% (1/1)	0%
LA Children's Homes	4	0%	100% (4/4)	0%
Primary Schools	19	11% (2/19)	84% (16/19)	5% (1/19)
Secondary Schools	7	0%	86% (6/7)	14% (1/7)
Special Schools and Pupil Referral Units	3	33% (1/3)	67% (2/3)	0%

7.1.4 The unannounced inspection of contact referral and assessment

The inspection, undertaken in Nov 2010 found that there were no priority actions and identified the following strength:

'that staff valued and spoke highly about the many routes available to aid professional development and career progression, this had helped the council to retain social work staff and create stability within teams.'

The service also met requirements of statutory guidance in the following areas:

- Child protection investigations seen by inspectors were timely thorough and focused and carried out by a qualified social worker recording of strategy discussions are clear and include contributions from relevant agencies
- Good quality joint working between the police and social work staff in the integrated duty team, ensured prompt and well coordinated multi-agency responses to safeguard children
- Good arrangements are in place to respond to domestic abuse referrals. This has strengthened safeguarding arrangements for children and families affected by domestic abuse.

- Initial and core assessments include good quality analysis and demonstrate clear evidence of risk and protective factors and actions required to safeguard children. The development of the managers briefing provides clear guidance and direction on the actions to be taken by social workers when conducting assessments.
- Social workers receive good support and regular supervision from managers who are visible and easily accessible on a daily basis to provide advice and guidance to staff when dealing with complex child protection cases
- Children and families are routinely and sensitively involved in assessments, children are seen alone when appropriate and their views taken into account in case planning. Work has been undertaken to capture the views of children who have been subject to child protection enquiries although the impact on services delivery has yet to be evaluated.
- Improved daily management and oversight of contact and referrals has ensured a prompt, risk assessed response to safeguard children. Social workers have manageable caseloads, this has enabled them to spend more time on direct work with children, young people and their families.
- Evidence was seen on individual case files to demonstrate that issues regarding equality and diversity are acknowledged and responded to in assessments. This includes the consideration of the impact of cultural and community factors, ongoing health needs and disability. The use of interpreters to support families where English is not a first language is also available.
- A range of performance management strategies are used effectively within the duty and assessment team by managers at all levels to identify and improve practice and to inform the action planning for the LSCB
- Newly qualified social workers have protected caseloads and are supported through a good induction programme, regular supervision and mentorship arrangements. They benefit from working alongside more experienced social workers and shadowing complex child protection cases.
- Record keeping is up to date and of good quality and most assessments are now being completed



within timescales. The rationale for management decisions are fully recorded in the assessment document in the integrated children's system.

- There are good training opportunities
- The out of hours duty team provide a proactive response and consistent service outside of office hours, linking well with day services. The team are supported by the inclusion of a specialist children with disability social worker
- Common Assessment Framework is well established, but the council has recognised the need to raise the profile to ensure that CAF is used more widely as an effective intervention tool. Training has been prioritised to ensure that team managers within partner agencies are trained to evaluate the CAF assessments and support practitioners.

There were only three areas of development and these were:

- Service user surveys have highlighted dissatisfaction with the services at the first point of contact, due to timely responses of some telephone calls
- Although social workers receive regular supervision, and there is evidence of challenge, supervision is not always critically reflective
- Senior managers use surveys of children, families and professionals to inform the development of the services. However the outcomes of the user specific surveys are not separately evaluated so it is not clear how user views are informing and shaping front line service delivery.



7.2 Performance information

National performance information identifies the following strengths within North Lincolnshire:

- Performance related to Initial Assessments completed in timescale is 17% above the England average and 14% above the statistical neighbour average
- Performance related to Core Assessments completed in timescale is 14% above the England average and 10% above the statistical neighbour average
- Percentage of children with more than one plan in the year is only 11%, 2% better than the England average and 3% better than the statistical neighbour average. This is an improvement for North Lincolnshire from previous years. Of the very small cohort of children who had a re-plan, 50% had moved out of our area and then moved back. Of the other 50% children, the previous plans were a number of years ago.

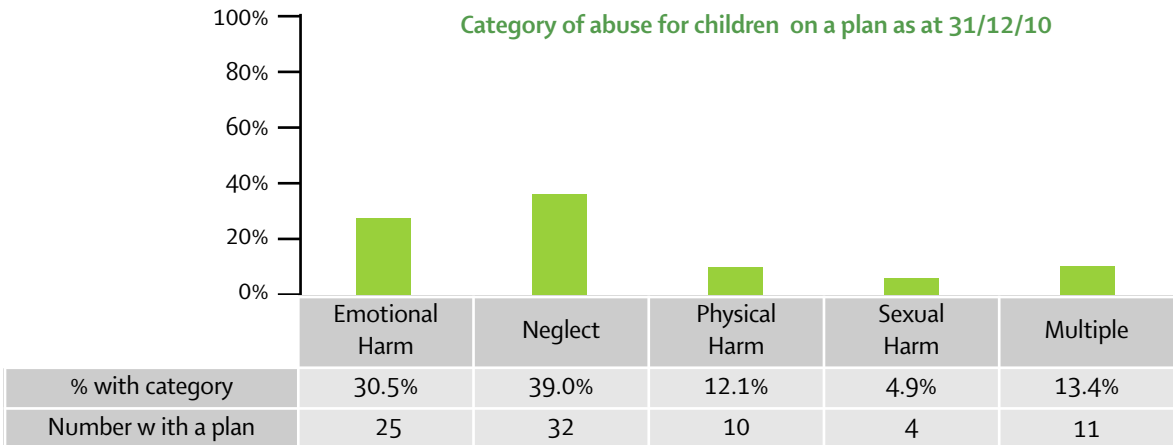
Regarding performance against NI 64 Children with a child protection plan for 2 years or more, the low cohort of numbers distorts the significance of the quality of local practice. Locally there is a process in place when children are approaching the 18 month period whereby managers review the case, the progress and the plans. This good practice has kept children on a plan for less time and therefore kept the numbers with a plan low. 75% of children de-planned in 2009/10 had been on a plan for less than 12 months. In 2010/11, the number of children de-planned who have had a plan for more than 2 years

duration is predicted to be 5.6%, this is lower than the current England average of 5.9%.

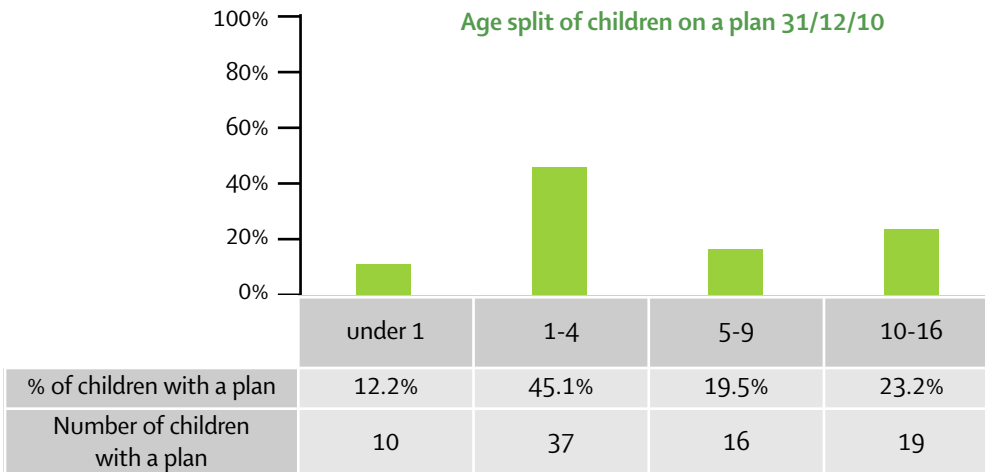
Locally the number of children on a Child Protection Plan has decreased over the last 2 years and at January 2011 was 80, the lowest it has been since 2007. This works out at 27.3 children with a plan per 10,000 population, which is lower than the current England average of 32.4. This is partly explained by additional work undertaken by the Independent Reviewing Service in conjunction with the Service Manager and Team Leaders for the Children in Need Team who have begun to focus on the plans of children on a plan between 0-6 months, 6-12 months, 12-18 months, 18-24 months to ensure that plans do not drift and enhanced risk assessments are undertaken at the 15 and 18 month period. The risk assessment tool has been developed and used by conference chairs and is now being piloted on section 47 and Core Assessments that come to conference. Furthermore the Service Manager Independent Review and Service Manager/ Team Leader Intake and CIN critically evaluate all requests for initial child protection conferences, ensuring that the criteria of continuing risk of significant harm is met and all alternative means of safeguarding the child have been appropriately explored. This helps to as far as possible ensure the right children at the right time for the right reasons are being brought to conference.



The main category of abuse for children with a child protection plan is neglect. In 2009/10, 36% of these children had neglect as the primary category and this is 39% currently.



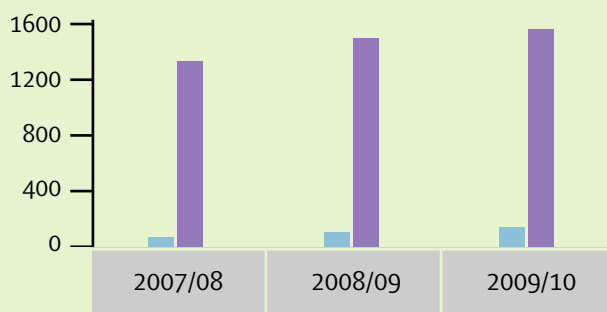
The largest proportion of children with a plan are younger children, with 57% of the children currently on a plan under 5 years old.





Core Function: Private fostering

The table identifies the private fostering figures for North Lincolnshire, we continue to have one of the highest rates of identification of private fostering arrangements nationally and this is due to the awareness raising work that is undertaken.



	2007/08	2008/09	2009/10
NLC	7	13	16
Yorkshire & Humber Region	90	100	130
England	1330	1530	1590

Core Function: Child Death Overview Panel

Childhood death rates remain low in North Lincolnshire, but each child death is a tragedy and we respectfully acknowledge this.

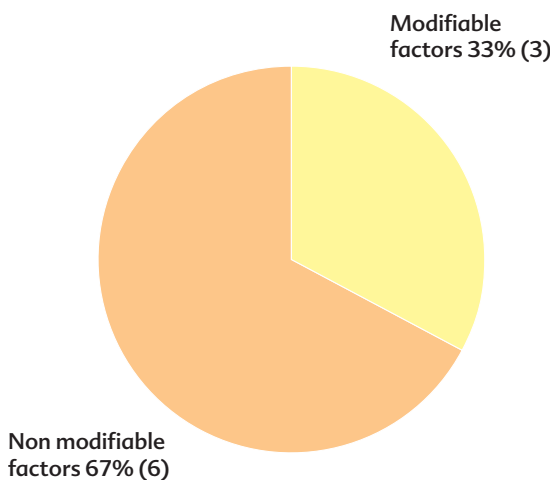
An unexpected child death is defined as:

The death of an infant or child:

- Which was not anticipated as a significant possibility for example 24 hours before the death or
- Where there was a similar unexpected collapse or incident leading to or precipitating the events which led to the death.



Child deaths – modifiable and non-modifiable factors



The causes of unexpected deaths have been as a result of:

- Accidents
- Illness
- Suicide

The causes of expected child deaths have predominantly related to neonatal deaths as a result of extreme prematurity.

The CDOP has reviewed 9 cases this year and the outcomes from these reviews have been:

Further awareness raising activity to be undertaken on water safety particularly the dangers posed within privately owned properties. Within the summer the LSCB ran an awareness campaign about water safety. Free safe swimming bags were given out to 500 children. This was in addition to the work organised by the Water Safety Group.

Specialist training was commissioned by the LSCB on self harm and suicide. This had excellent multi-agency attendance and further courses are planned for 2011. In addition work will be undertaken on revising the suicide prevention strategy. In 2011 work will be undertaken on awareness raising regarding suicide prevention targeted to voluntary groups, youth workers to ensure that staff within the community can pick up and offer support to children and young people who may be experiences emotional difficulties.

These two actions related to the categorisation of whether a case was determined to have modifiable factors or not, as the aspiration is that by undertaking the activity future similar deaths may be prevented.

In 2010 a self assessment was undertaken regarding compliance of arrangements in North Lincolnshire in relation to Chapter 7, Child Death Review Processes, in Working Together 2010. The self assessment identified the strength and robustness of arrangements across all but one area, a SUDIC paediatrician in place. In order to ensure that statutory



requirements were being met, arrangements were in place to undertake some of the functions that would be carried out by the SUDIC Pediatrician. A report was submitted to the Children's Trust Board to ask that NHS North Lincolnshire plan to ensure that the full statutory requirements were in place. Subsequently work was undertaken to commission appropriate arrangements for a SUDIC pediatrician and draft guidance was developed based, this will be finalised in 2011 and implemented fully.

Core Function: Serious Case Reviews

The LSCB must undertake a serious case review when a child has died and abuse or neglect is known, or suspected, to be a factor in the death. In these circumstances the LSCB should always conduct a serious case review into the involvement of organisations and professionals in the lives of the child and family.

In 2010 there were no serious case reviews undertaken in North Lincolnshire.

In 2010 the learning from a Serious Case Review concluded in 2009 was undertaken. The review was graded as adequate and an area of development identified internally following receipt of this grading was developments to Individual Management Review Training. From 2011 onwards, for any Serious Case Reviews being undertaken, all IMR authors will be asked to attend a training session as part of their preparation to commence the work on it.

As a result of an inquiry into a complaint an independent review recommended that the LSCB Internal Management Review procedures as per section 8.17 of Working Together 2010, be reviewed. In 2011 work will be undertaken by the Serious Case Review Standing Panel to update the procedures and develop a locally agreed model by which to undertake reviews, based upon some of the national learning through the Social Care Institute for Excellence and the outcomes of Professor Munro's review into Child Protection.

8. Finance



For the period of 2010 the following agencies contributed to the LSCB Budget

LSCB Budget Confirmation	
Agency:	Budget confirmed:
Humberside Police B Division	£15,000
Children and Young People's Services	£90,999
NHS North Lincs	£37,862
Schools	£26,953.67
CAFCASS	£550
JLC	£768.75
NLC	£768.75
HFR	£768.75
Probation	

9. LSCB cross boundary partnership arrangements

The LSCB is required to work collaboratively with other LSCBs especially those within the region. Within Humberside there are 4 LSCBs. The 4 LSCBs hold a quarterly LSCB Managers meeting to discuss issues and cross boundary arrangements, learning from serious case reviews and child death reviews, cross boundary protocols and procedures, cross boundary practice issues for example managing allegations against people who work with children. The managers meetings also involve Humberside Police and Humberside Probation. In August 2010, we met with Humberside Police Hi Tec crime unit to further develop interagency protocols across the 4 LSCBs and this division of the police.

Child Witness Scheme

North Lincolnshire jointly funds Humberside Child Witness scheme which is based in and run by Hull Safeguarding Children Board. The service provides support and advice for all child/young witnesses. The Service is also available to child/young witnesses who may be required to testify in other types of court proceedings.

The purpose of this service is to reduce the trauma of going to court and enable children and young people to give the best evidence. The support offered to children and young people are home visits to assess their support needs, a young witness pack to assist in their understanding of the court process, a pre trial visit to court to help them familiarise themselves with the court, support at trial including support in the TV link room and post trial support.

The service was identified as a model of good practice by the ministry of Justice.

The feedback from children and young people who have received the service identifies the value placed on the support offered by the service and how it prepared and supported children who were required to attend court.

"If I had not had the supporter, I would have had second thoughts about going to court."

"I asked them to say it in a different way [when questioned at court] but I felt awkward about this. It helped that the supporter had warned me about this. She [the supporter] told me about the routine and what to expect." (The supporter had passed on information that this teenager was dyslexic and the court took care to read the oath out to him).

"She was excellent. She knew how the system worked and we didn't."

10. Summary, challenges & priorities for the LSCB & Children's Trust

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The commitment and membership to the LSCB and action groups in 2010 has been excellent. The outcome of this is that a significant difference has been made to the safeguarding of children and young people and the ownership that safeguarding children is everybody's business and responsibility.

This commitment and the impact of this has been externally validated via a number of sources for example through, peer review, unannounced inspection, national recognition and most importantly the achievements of our children and young people themselves.

Through consultation, participation and involvement of children and young people in the LSCB, and through audit and scrutiny of our work we have agreed a clear range of priorities for 2011-2012.

Within 2011 there will be some significant new national challenges for the LSCB that will need to be built into our work, such as the final report from

Professor Eileen Munro into social work and Graham Allen's review of early intervention. In addition there will be significant learning points from the Biennial Study of Serious Case Reviews 2007-2009 that will inform our practice and training through the next year.

All of this work has highlighted a number of safeguarding priorities and challenges for the Children's Trust related to the future development of the Children and Young People's Plan and the commissioning of safeguarding services in North Lincolnshire.

Priorities raised in the review are within the context of the CYPP priority 'Children and Young People Feel Safe and Are Safe'. The proposed priorities for 2011-2012, which have emerged within the review are:

CYPP Priority	Review Priority for 2011-2012
1 Ensure safe practice across the workforce	Compliance with the Workforce Strategy with regard safeguarding training requirements. Agency staff have access to lessons learned and policy changes.
2 Empower children and young people to keep themselves safe	Reduce the harm caused by Bullying Reduce the harm to children as a result of domestic abuse Enable children to feel safer on the Street and in the Park Enable children to be involved in activities to make them feel and keep safe E Safety Strategy helps children keep safe on line.
3 Ensure effective prevention and early intervention services, systems and processes are in place	Ensure we safeguard Disabled Children Reduce the harm caused by children who display harmful sexual behaviours Further reduce Children and young people being killed or seriously injured on the roads. Ensure vulnerable children living away from home are safe
LSCB Priorities	Review Priority for 2011-2012
1 LSCB Governance and Accountability Arrangements	Streamline the safeguarding partnership and increase accountability of all agencies.
Child Death Overview Processes	Ensure that the proposed arrangements for specialist SUDIC paediatrician safeguard children Ensure communication raising continues regarding water safety and suicide prevention
2 Serious Case Review Function	Review the LSCB procedures for undertaking Internal Management Reviews. Ensure that agencies are held to account by reporting to the LSCB and or participating in the LSCB's calendar of audits
3 Policy and Procedure	Ensure we safeguard children from BME communities within North Lincolnshire.

No English?

For information please call:

08000 193530 (Arabic)

08000 193531 (Bengali)

08000 193532 (Cantonese)

08000 193533 (Hindi)

08000 193537 (Kurdish Sorani)

08000 193538 (Portuguese)

08000 193539 (Punjabi)

08000 193540 (Somali)

08000 193541 (Urdu)

08000 193537 (Polish)

08000 193586 (Russian)

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