

KIRKLEES HEALTH & WELLBEING BOARD	
MEETING DATE: 28th January 2016	
TITLE OF PAPER: Annual Report of the Kirklees Safeguarding Children Board	
1. Purpose of paper	<p>It is a statutory requirement, set out in Working Together To Safeguard Children, HM Gov, 2015, chapt 3, para 16, that the Annual Report of an LSCB is submitted to the Health and Wellbeing Board. The KSCB Annual Report for 2014/15 is submitted to the Board in adherence of this requirement.</p>
2. Background	<p>The Annual Report was produced by the Independent Chair of the Kirklees Safeguarding Children Board and KSCB Unit staff and presented to the KSCB on 25th September, 2015, where it was approved. It has been published on the KSCB website for all partner agencies and made available to members of the public. The report was publicised at the KSCB Conference on 16th October, 2015, to practitioner and managers across children's services. The Annual Report provides both a review of the year 2014/15 and sets out areas for development for the year 2015/16.</p>
3. Proposal	<p>The Health and Wellbeing Board is requested to endorse the Annual Report and proposed areas of development detailed on pages 48-49 which are already in progress.</p> <p>The KSCB has established its priorities for the next year as being a focus on Neglect, Child Sexual Exploitation, Missing Children and Early Intervention and Prevention. The H & W/B Board is requested to endorse these priorities and direct if there are additional safeguarding children concerns that it would want at the forefront of the KSCB work.</p>
4. Financial Implications	<p>None</p>
5. Sign off	<p>The KSCB Annual Report was signed off by Board members, which includes Alison O'Sullivan, Director for Children and Young People Services.</p>
6. Next Steps	<p>A review of this year 2015/16 activities by the Board partners will be reported in the Annual Report to be commenced in April 2016. The Board Business Plan will be revised to reflect the new priorities.</p>
7. Recommendations	<p>The Board is requested to endorse the Annual Report and direct the KSCB if there are additional areas of safeguarding children activity that it would want to feature in the next year work plan.</p>
8. Contact Officer	<p>Caroline Rhodes, KSCB Manager; caroline.rhodes@kirklees.gov.uk; 01484 225161</p>



Kirklees Safeguarding Children Board
www.kirkleessafeguardingchildren.com

Kirklees Safeguarding Children Board Annual Report



April 2014 – March 2015

**Ensuring effective services are provided to safeguard
and promote the welfare of children in Kirklees**

Authors: Bron Sanders & K.S.C.B. Unit Staff
www.kirkleessafeguardingchildren.com

Foreword by Independent Chair

I am pleased to introduce this annual report of the Kirklees Safeguarding Children Board (KSCB), which is the fifth report since I was appointed as the Board's first Independent Chair in April 2010.

The Board: The Board has continued to be given a high priority by our partner agencies in terms of attendance at Board meetings, support for the work of the Board's sub groups, and in particular in this last year in terms of support for undertaking 3 Serious Case Reviews and bringing a 4th one from the previous year to publication. Board members engaged thoroughly in themed discussions at Board level around issues such as child sexual exploitation, and the emotional health and wellbeing of our young people and have continued to operate in a spirit of healthy challenge and support which befits a mature and well established Board. As Chair, I undertook a consultation exercise with individual Board members about their view of the effectiveness of the Board and partnership working and was impressed with depth of thought given and the range of ideas for further improving Board meetings. I shared a report with the Board about the exercise and plan to continue to engage Board members about Board effectiveness in a Development day in the forthcoming year.

Support for the work of the Board: The Board has implemented the planned substantial reductions to the staffing in the safeguarding unit over the last two years in line with budget reductions. This has been a challenging time for the staff and the Board, and has led to a considerable reduction and turnover of staff, and inevitable pressure on partner agencies. I wish to thank both Board members, partner agencies and the staff in the safeguarding unit for their sustained commitment at this time of change, and to welcome the new staff who have joined the safeguarding unit. The reserve fund provided by the local authority and the Greater Huddersfield CCG is enabling essential flexibility and support for a sustained focus on the Board's priorities.

Strategic Links: The Board continues to sustain a strong relationship with the Children's Trust and as a member of the Children's Trust Board I have been able to raise issues and where appropriate provide challenge for some of the Board's priority areas, including CAMHS and CSE. In this last year work has begun on making links with Kirklees Adult Safeguarding Board (KASB) and looking at where the two Boards share common issues and opportunities for collaboration. This has led to further work which will be developed in the coming year on reviewing governance arrangements with KASB and the Community Safety Partnership in relation to issues which cut across the 3 partnerships. Formal links with the Health and Well Being Board (HWBB) remain in place through a protocol and through twice yearly dialogues on safeguarding, including presentation of the Board's Annual Report.

The Board's Priority Theme - Embedding the Learning from Serious Case Reviews: The Board was united in identifying this as its priority in this and the forthcoming year. Undertaking 3 Serious Case Reviews in this year and bringing a fourth one to publication, underlined for the Board both the importance and complexity in ensuring every agency uses the reviews to change individual practice, partnership behaviours and services where needed as well as noting and reinforcing where these things are working well.

Some of the Challenges and Achievements: CSE: The understandable public concern about CSE has led to this becoming a standing item on our Board agenda, and ensuring the Board has both a robust strategy and effective operational arrangements for identifying and dealing with current risks as well as reviewing historical cases. The Board has presented reports on the local position to full Council, and works closely with regional partners to ensure learning and skills are thoroughly shared.

CAMHS: The Board has kept CAMHS arrangements under regular review since the service was re-commissioned, with a view to ensuring that vulnerable children and young people are safeguarded and receive a timely and effective service. This service will remain under review in the forthcoming year.

MASH: The Board has welcomed partners working together towards setting up a Multi-Agency Safeguarding Hub (MASH), which will enhance information sharing and improve early response arrangements for safeguarding. This will be progressed in the coming year.

Female Genital Mutilation (FGM): The Board has received a full briefing about FGM and required partners to raise awareness with their staff and to put in place arrangements for identifying children and families at risk. There is more to be done in terms of engaging with communities in the coming year.

Audit of practice and performance: The Board has continued to develop its work in auditing practice and in overviewing the performance of its partners. A multiagency data set has been put in place, but needs further development and analysis from a second year of data. A programme of thematic audits has also been undertaken, but there is more to be done to ensure the Board is fulfilling its full role in holding partners to account.

Looking Forward: As we move into 2015/16 there are a number of challenges for the KSCB: The work on CSE will continue, but there will also need to be a focus on emerging issues such as trafficking, preventing radicalisation of young and vulnerable people, modern slavery and the dangers of legally obtainable synthetic drugs. Much of this work will need to be taken forward in partnership with the Adult Safeguarding Board and the Community Safety Partnership, who also share responsibilities in some of these matters. As already mentioned the focus on CAMHS arrangements will continue as will the development of the audit and performance overview of partner agencies, and the work to ensure the learning from Serious Case Reviews is embedded in practice.



Bron Sanders

Independent Chair

Section One: Contents

	Section Heading	Page
One	Local Area Safeguarding Context	5
Two	Governance and Accountability Arrangements	6
Three	Progress against Business Plan Objectives 2013-2016 <ul style="list-style-type: none"> ➤ Objective 1: Strengthen and develop the partnership approach to safeguard and promote the welfare of children ➤ Objective 2: The incidence of child abuse and neglect is minimised ➤ Objective 3: Monitor and evaluate the effectiveness of what is done by the Local Authority and Safeguarding Board partners ➤ Objective 4: Communicating the need to safeguard and promote the welfare of children and promote the work of the KSCB ➤ Objective 5: Review and investigate all serious incidents against children in Kirklees ➤ Objective 6: Develop the skills and knowledge of workers in relation to safeguarding children 	14 17 22 29 32 38
Four	The Voice and Influence of Children and Young People	45
Five	Looking Forward 2015/16	48
Six	Appendices: <ul style="list-style-type: none"> 1. Board Activity 2. Budget 3. Statistical and Management Information 4. Progress of the CSE Strategy 5. Multi-agency Training 6. Training provision for Schools and Learning Service 	50 53 54 56 59 60

Section One: Local Area Safeguarding Context

Local Demographics

Kirklees comprises a mix of urban communities and rural areas with areas of affluence and also areas of deprivation. The resident population of Kirklees based on the 2011 census is 422,458. Kirklees has more young people aged 0-15 than the average across England (20.4% compared to 18.9%). Approximately 97,300 children and young people in Kirklees are under the age of eighteen. 28,331 are under the age of four; 26,027 are aged 5-9 and 42,460 are 10 to 17¹.

In Kirklees 20.4% of dependent children live in households whose income is below 60% of the contemporary national medium (Kirklees Observatory 2010)

Kirklees has an ethnically diverse population including people of Pakistani, Indian, Irish, African-Caribbean and Black African heritage who are geographically spread throughout the area. Most recent has been the inclusion of communities of people from Eastern Europe. More than one in eight people are of South Asian heritage, Pakistani and Indian. More than one in three young people in the north of Kirklees are of South Asian heritage, especially in Dewsbury and Batley. The African-Caribbean population is mainly located in Huddersfield.

The Asian/British Asian ethnic groups have a slightly younger age profile compared to all ethnic groups, 26.2% of school pupils were of Asian/British backgrounds (Jan 2013 Kirklees Factsheet).

The largest minority ethnic group in Kirklees is Pakistani the majority of members of the Pakistani community are Muslim. The Indian ethnic group is more diverse with sizeable minorities adhering to the Hindu and Sikh faith, though the majority, like the smaller Bangladeshi community follow the Muslim faith. In total 14.5% of people declaring a faith in the 2011 Census declared themselves as Muslims. Overall Christians (53.4%) were recorded as the dominant religion in the census followed by no religion (23.9%).

In Kirklees there is a rich and changing community landscape which requires adaptable and flexible delivery of interventions and support from statutory, voluntary and community providers to respond as the needs of communities change and new challenges emerge. The Kirklees Safeguarding Children Board has as a priority a focus on children who are most vulnerable and at risk of significant harm. This takes place within the context of a philosophy that early intervention and prevention are the most effective means of protecting children and ensuring their welfare in the long term.

¹ <https://www.gov.uk/government/publications/characteristics-of-children-in-need-in-england-2012-to-2013>

Vulnerable Groups

The KSCB organisations share information and actively work together to identify children and young people who are most vulnerable and at risk of significant harm. Children who have a Child Protection Plan (CPP) are those identified to be in need of protection from either neglect, physical, sexual or emotional abuse, or a combination of these. The plan details the main areas of concern, what action will be taken to reduce those concerns and by whom, and how we will know when progress is being made. As at 31 March 2015, Kirklees had a total of 350 children subject to a Child Protection Plan.

Children in Care are those looked after by the local authority in foster care, residential placements or may be placed with family members. All children in care are subject to regular independent reviews of their care to ensure that their circumstances are reviewed, they are kept safe and their needs are met. The children will each have a Care Plan, Education Plan and Health Plan to ensure all aspects of their needs are addressed, and the progress of these plans is independently reviewed at regular intervals. There were 637 children in care at the end of March 2015. Further information can be found in Appendix 2.

Children can become vulnerable and at increased risk of harm for a variety of reasons. Factors such as repeat missing from home or school episodes can increase the risk to children. Living in households where there is domestic abuse, substance misuse and / or parents with poor mental health can place children at increased risk of harm from abuse and / or neglect. We also understand the long-term damaging effects of neglectful parenting on children. Despite the best efforts of local services to identify and intervene to support children who are at risk of being harmed some abuse or neglect is hidden.

Section Two: Governance and Accountability Arrangements.

The KSCB

The Kirklees Safeguarding Children Board (KSCB) was formed in April 2006. It brings together the main organisations working with children and families including the Local Authority, West Yorkshire Police, West Yorkshire Probation, Health agencies, Schools and the Voluntary, Community and Faith sector. KSCB was established in compliance with The Children Act 2004 (Section 13) and The Local Safeguarding Children Boards Regulations 2006.

The work of KSCB during 2014/15 was governed by the statutory guidance in Working Together to Safeguard Children 2013, which sets out how organisations and individuals should work together to safeguard and promote the welfare of children, and ensure that this work is carried out effectively. The KSCB has a range of roles and statutory

functions including developing local safeguarding policy and procedures and scrutinising local arrangements. The Board provides strategic oversight of safeguarding through quality assurance, reviews of operational performance and learning from serious case reviews.

Working Together to Safeguard Children (HM Gov, 2013) places a responsibility on the chair of the KSCB to publish an annual report on the effectiveness of child safeguarding and promoting the welfare of children in the local area. This report is required to provide a rigorous and transparent assessment of the performance and effectiveness of local services; identifying areas of weakness and their causes and the action that is being taken to address them; lessons from reviews and detail of the board's budget.

This is Kirklees Safeguarding Children Board's sixth report and it covers the period from April 2014 to March 2015. The report will provide evidence of progress against the objectives set out in the business plan. It also focuses on the impact of this progress and identifies where work is still needed and from that sets out future priorities for the board.

This report will be submitted to the Chief Executive of the Council; the Leader of the Council; the local Police and Crime Commissioner; the Chair of the Health and Wellbeing Board and the Children's Trust. The report will be published on the Kirklees Safeguarding Children Board website. A link will be sent to all Board and workstream members to distribute within their agencies.

Independent Chair

The Board is led by an Independent Chair, Bron Sanders who was appointed in 2010 to ensure an independent voice for the Board and to hold all agencies to account. While directly accountable to the Chief Executive, the Independent Chair works closely with the Director of Children's Services and key statutory partners to discuss safeguarding issues.

The Chair also meets twice a year with the Leader of the Council, the Local Authority Chief Executive, the Lead Member and the Director of Children's Services in accordance with a protocol agreed by the KSCB to discuss key safeguarding challenges. The protocol outlines the role of the independent chair and the accountability arrangements. This includes the examination of the annual report and an annual appraisal of the chair's effectiveness by the Chief Executive. The protocol also sets out the relationship between the Independent Chair of KSCB and the Health and Wellbeing Partnership, the Children's Trust and KSCB in accordance with Working Together to Safeguarding Children guidance, 2013.

Regular meetings at regional level take place between the Police and Crime Commissioner and West Yorkshire's Independent Chairs of Safeguarding Boards.

Board Membership

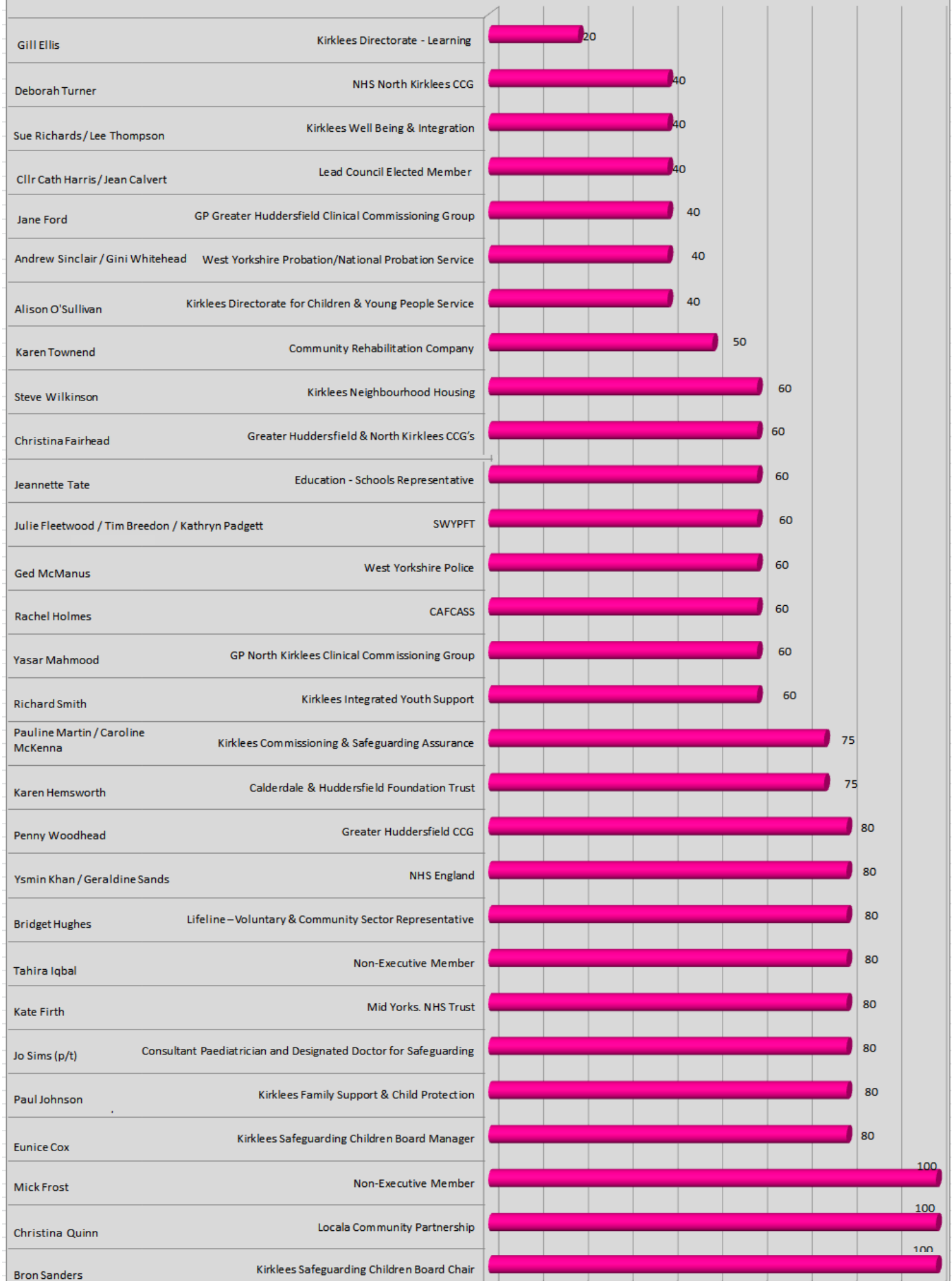
The Children Act 2004 (s.13) sets out the agencies that must be represented on the Safeguarding Board. Kirklees Board's membership reflects the act by inclusion of all named partner agencies. This year the representation to the board has altered in accordance with the changes made to probation services and the board now has two new members, one from the National Probation Service and one from the Community Rehabilitation Company. Other changes have included the retirement of the vice chair of the board, Karen Hemsworth, who has been replaced by Superintendent Ged McManus from the West Yorkshire Police; the decision by NSPCC to no longer be represented on Kirklees board and the change of lead member from Councillor Cath Harris to Councillor Jean Calvert.

Attendance at board meetings is an important part of agency contribution. The table below shows the representation from agencies in Kirklees and the attendance at board meetings during the year.

The board meetings are the forum for reports to be received and for challenges and discussions which progress the Business Plan and the development of safeguarding in Kirklees. A list of the reports considered by the KSCB during 2014-15 can be found at **Appendix 1**.

BOARD MEMBERS & MEETING ATTENDANCE 2014/15

% of possible



Lay Members

KSCB have two lay members who contribute fully to the working of the board and are represented on the Evaluation and Effectiveness workstream and the Child Sexual Exploitation workstream. They comment on the work of the board this year:

Tahira Iqbal

Although professionals are often seen as the primary leads in safeguarding we cannot underestimate the part that parents and guardians, the community, voluntary, business, academic and faith sectors can play in safeguarding children and young people in Kirklees. Over the last year the message that safeguarding children is everyone's business has continued to be a key theme for the Board and one which I have actively supported through personal engagement with some of these sectors.

With continuing budgetary cuts faced by many of the agencies represented on the Board, alongside increasing workloads through changing legislative and political drivers including regional policy and practise, I am reassured that through the Board's ongoing focus on 'organisation and administrative change arrangements' and a collaborative approach with effective challenge brought by Board members, including Michael and myself (as non-executive/ community members), that wider community impact and risk is acknowledged and effectively managed.

Finally, given the many changes that have taken place over the last year, I am heartened by the fact that one of the things that has remained constant has been a view of the primacy of the child in considerations and decisions relating to child care and protection, particularly in relation to serious case reviews and the decision making processes of the Board and its many sub groups.

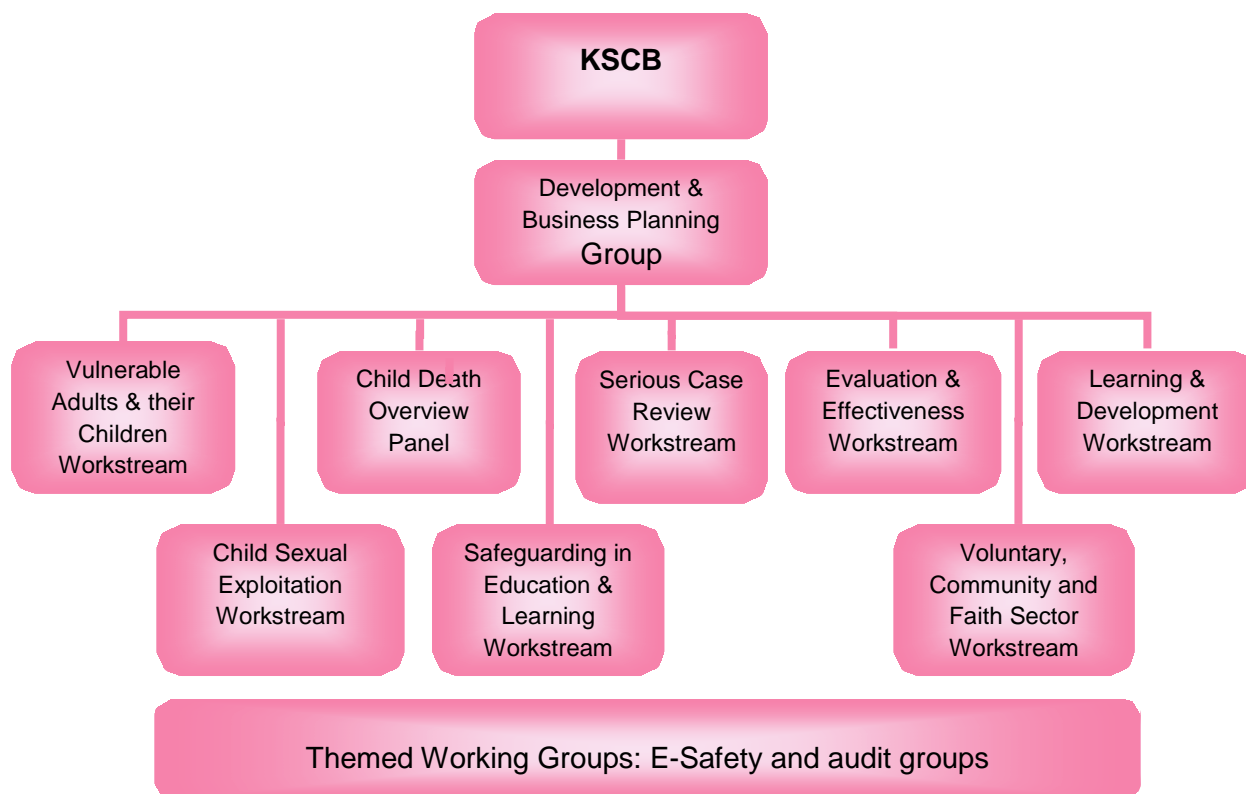
Mick Frost

The Board's unanimous decision to select the learnings from Serious Case Reviews (SCRs) as its particular focus for 2014/15, including follow up on action plans resulting from previous SCRs to ensure recommendations are embedded into practice, reassures me that there is a genuine commitment to continuous improvement. As a lay person, the SCRs, while shocking in the circumstances leading to serious injury or death of a child, bring home to me the importance of Safeguarding Children Boards and their commitment to multi-agency co-operation. As a Board member, I have become well aware of the conflict between wishing to be as public as possible in reporting on SCRs and the need to ensure that the victim or his/her siblings are not adversely affected by full publication. In my 3 years membership to date, I have agreed with the Board's balance in every case.

I am also encouraged by the Board's continuing commitment to addressing Child Sexual Exploitation (CSE) in Kirklees, not least with a strong multi-agency workstream co-ordinating the activity to plans agreed by the Board. There seems to be a genuine openness and determination to drive forward the work in this area.

KSCB Structure

The main Board is supported by a range of sub-groups that enable its functioning.



The workstreams are in place to support the work of the board and to ensure that the objectives set out in the business plan are met. Members of the board either chair or take responsibility for identifying a chair for each of these workstreams. The relevance and effectiveness of the workstreams is reviewed regularly.

All of these groups have a good multi-agency representation and attendance is monitored and challenged where necessary to ensure good multi-agency contribution to the work of the board.

Strategic Links

Health & Well-Being Board

The Health and Wellbeing Board (HWB) was set up in Kirklees in 2012/13. It brings together leaders from the Local Authority, NHS and the Elected Members to provide a shared understanding and planning for local needs, priorities and service developments.

The KSCB reports annually to the HWBB and will hold it to account to ensure that it too tackles the key safeguarding issues for children in Kirklees.

Kirklees Children's Trust

The Kirklees Children's Trust was originally established to meet the requirements of the Children Act 2004 for whole system integration. National requirements have changed and the Trust Board now has a key partnership role for Kirklees. The Trust Board is able to make recommendations about how resources are used to meet the Children and Young People Plan (C&YPP) priorities. The Trust Board agree priorities and actions for children's services across Kirklees ensuring safeguarding underpins all activity and provides a framework for the effective operation of local arrangements. The Trust Board sets the strategic direction for the development of integrated commissioning of services for children and young people. It monitors and evaluates performance against the agreed priorities of the Children's Trust and ensures that actions are taken where outcomes are not improving.

Kirklees
Safeguarding
Children Board

Strategic links have been in place over the last two years between the KSCB and the Health and Wellbeing Board, and are the subject of an agreed protocol. The KSCB chair attended the Health and Wellbeing Board in autumn 2014 to present the KSCB Annual Report and provided a six month update on progress.

There are good strategic links between the Board and the Children's Trust. The KSCB chair is a member of the Children's Trust and attends the Children's Trust meetings to contribute to service planning, to regularly update the Trust on the work of the KSCB and to provide opportunities for mutual discussion and challenge. The strategic links between the two bodies are further strengthened by the lead member of Kirklees Council with responsibilities for children's services chairing the Children's Trust and attending KSCB meetings as a participating observer. The work of the Children's Trust is a standing item on KSCB agenda, providing the opportunity for dialogue between

KSCB and the Trust. The Trust decision summary document is circulated and promotes discussion at KSCB meetings on relevant issues. Issues which have featured in the past year include the Early Intervention Review and Early Help provision, Children and Mental Health Services, the progress of Looked After Children and Care Leavers and the Emotional Health and Wellbeing of children.

The lead officer for the development of the Children and Young People Plan (CYPP) is invited to attend the Board's Development and Business Planning Group where the safeguarding elements of the plan are considered and challenged. These links ensure that the plan reflects the Board's priorities: evidence of this is the inclusion of Child Sexual Exploitation as one of the priorities in CYPP.

The KSCB annual report is formally presented to the Children's Trust and relevant issues discussed and challenged

Links are in place with the Police and Crime Commissioner for West Yorkshire, and 6 monthly meetings arranged to discuss the Board's Annual report and also to jointly review safeguarding issues for the region.

The Kirklees Safeguarding Children Unit

The KSCB employs a board manager; 1.5 safeguarding co-ordinators with responsibility for practice, reviews and standards, Child Death Overview Panel (CDOP), procedures and performance; one learning and development officer (multi-agency training, development and quality assurance); and one safeguarding officer (safeguarding in education advice, support, standards and training), which is funded directly from schools via School's Forum. Since November 2014, a CSE coordinator has a three day per week fixed term contract to support the implementation of the CSE strategy and this is funded via Stronger Families Project. These posts are supported by a business support manager (administration and information) and two business support officers (training, CDOP, workstreams admin).

Budget 2014-15

A full description of the KSCB budget can be found in **Appendix 2** which shows the income from partner agencies for the year and the ways in which it has been used to progress the work of the Board and fulfil statutory requirements. The budget was an area of discussion and challenge for the board during this year as the annual financial contributions from partner agencies were not sufficient to maintain the full complement of staff that had previously supported the work of the board. This year two and a half posts were removed; one in safeguarding support to schools and the second from multi-agency training. The board had agreed that the part time fixed term post supporting the learning from serious case reviews should become a full time substantive post; however due to further reductions to the board budget, this post will not be filled and the part time fixed term post has also been removed. The Board does maintain a healthy reserve provided by health partners to enable it to meet requirements when serious case reviews are initiated and for priority pieces of work agreed by the Board.

Section Three: Progress against Business Plan Objectives 2013-2016

KSCB agreed a Business Plan in 2013, setting out objectives and priorities for the next three years. The six headline priorities remain the same as previous years in accordance with the function of LSCBs. The Business Plan can be accessed at: <G:\Safeguarding\KSCB\KSCB - Business Plan\2013-2016\Business Plan 2013 -2016.pdf>

Objective 1: Strengthen and develop the partnership approach to safeguard and promote the welfare of children:

Partnership working is one of our strengths: we are able to work together to solve problems and there is strong leadership across partners.

Board Partnership Working:

The Board sees itself as committed, stable and mature, and considers that partners can raise issues and challenge each other where appropriate. The Board has prioritised issues for discussion and identified a number of standing items to ensure effective follow up of key issues. Agency change is one such issue - this has enabled all board partners to be kept informed of change and how that may impact on the working partnership and the safeguarding of children.

Partnership with Education:

Changes in education as schools and colleges have become academies or trust schools has been monitored from a safeguarding viewpoint to ensure that these educational establishments have remained clear about their safeguarding responsibilities. The safeguarding officer has continued to provide the same advice and support service, monitoring and training to all, and is now funded through the Schools Forum. The continued positive relationship with schools is demonstrated in their completion of the safeguarding audit and participation in safeguarding training and activities.

Secondary Safeguarding Leads Network

A welcome development in the last year has been the safeguarding leads in high schools taking the initiative to set up a safeguarding network in which the Designated Safeguarding Leads (DSL) can meet on a regular basis and share good practice. This has been supported by the Safeguarding Officer for Schools and has included guest speakers enhancing the knowledge base of the DSLs on specific areas including the PREVENT agenda and CSE.

Partnership in working to establish a Multi-Agency Safeguarding Hub (MASH):

The partnership has worked together to establish a Multi Agency Safeguarding Hub (MASH) which brings together a small number of key professionals from different agencies that have contact with children and families into the same team. The team comprises of social workers, police, health and education staff. It began operating from 1st April after extensive planning to enable the agencies in Kirklees to work together to improve the speed at which information can be shared, collated and analyzed to inform early decisions about next steps, and reduce the time spent in chasing background knowledge about the family. All of this takes place within an environment of security and confidentiality, enabling colleagues to share material safely. The intended outcome from this initiative is that there will be improved outcomes for the children and young people and vulnerable adults through timely and accurate decision making meaning that more families stay together and are resilient in the future, and those who need protection are identified swiftly without the need for repeat referrals.

Partnership in Child Protection Conferences:

The Child Protection Conference process was reviewed and revised last year. The partnership of agencies worked together with the Child Protection Review Unit to re-shape the approach to child protection conferences in line with “Strengthening Families”. This approach has now been reviewed following a full year since implementation. The review was carried out in three parts which included: observation of Child Protection Conferences, individual surveys for family and professionals and interviews with professionals. In summary the review found the Strengthening Families approach to conferences successful in its aim to be more inclusive and engaging for families and practitioners in the decision making process. Some future challenges include: ensuring the conference time is of a reasonable duration; professionals ensuring reports are submitted within the time frames and shared appropriately with parents in advance of the conference and a commitment to appropriate professional attendance and punctuality.

To view the full report click on the link below:

<http://www.kirkleessafeguardingchildren.co.uk/managed/File/Information%20Updates/2014%20-20Strengthening%20Families%20Evaluation%20Report%20with%20cover.pdf>

A newsletter focusing on some of these issues was published in October 2014 and cascaded to all practitioners. To view click on the link below:

<http://www.kirkleessafeguardingchildren.co.uk/managed/File/Newsletter/KSCB%20Newsletter%20Issue%2013%20-%20October%202014.pdf>

Partnership with Adults Services:

It is important that the work of safeguarding children is carried out in partnership with adult services. Consequently there is representation on the Board from adult services, and the KSCB and Kirklees Safeguarding Adult Board (KSAB) work together to maintain good links between staff who work in adult focused services and practitioners in children’s services. The Vulnerable Adults and their Children workstream met three

times this year and provided a progress report to KSCB in July 2014. Its aim is to promote and support effective relationships between agencies that work with vulnerable adults who may be parents and to ensure that safeguarding children is embedded within the practice of all agencies. There has been provision of joint safeguarding training by both boards in relation to safeguarding awareness for elected members and safer recruitment training, level 1 safeguarding and forced marriage training for the voluntary sector. There are links to the voluntary sector services for adults through the chair of the voluntary, community and faith sector workstream who also represents the 3rd sector leaders and KSCB.

To further develop relationships and streamline work the managers of KSAB and KSCB have met with representatives from Kirklees Community Safety Partnerships (CSP) to clarify links between the boards on issues that span across all three. This group is considering the joint approaches to Child Sexual Exploitation, Female Genital Mutilation, Human Trafficking, Forced Marriage, Gangs, Domestic Abuse, Restorative Justice and Prevent.

Partnership Working Across the Region:

The Board also maintains partnership working across the region. This is demonstrated through the board chair and board manager attending regional meetings across Yorkshire and Humber. The Chair of the Child Sexual Exploitation (CSE) workstream and Board Manager attend a West Yorkshire CSE Strategic group. The safeguarding co-ordinator and board manager work with colleagues across West Yorkshire in maintaining joint safeguarding procedures. The Child Death Overview Panel (CDOP) is a joint panel with Calderdale to review the deaths of all children in the two areas. The safeguarding co-ordinator ensures regional and national issues from CDOP are shared locally and contributions are shared nationally from a local perspective. There are strong links between the regional trainers and the network events are attended and joint conferences held. The safeguarding officer for schools is part of Child Abuse and Protection in Education (CAPE) and attends the network meetings.

Partnership Working with the Voluntary, Community and Faith Sector:

The Learning and Development Officer has strong links with Kirklees Community Partnership who administer funds for a range of voluntary and community groups across Kirklees. Groups are required to have a Safeguarding Policy, a designated lead for safeguarding and appropriate training for staff in place prior to any funding arrangements offered by Community Partnerships. Links have also been made with Volunteering Kirklees and Third Sector Leaders alongside links with a range of VCFS groups through the workstream which enables the safeguarding children message to be heard by a wide range of people who are working with, volunteering with or supporting children, young people and their families.

Impact of Partnership Working:

- Improved Governance arrangements and strong links with strategic bodies ensures that safeguarding children is in the forefront of planning and service delivery across partnerships

- Continued strong commitment to the Board by partners ensures that Board business is progressed, key issues are disseminated to partner organisations and partners work together to deliver safeguarding services
- Safeguarding work with schools has kept pace with changing status of schools to keep the focus on vital front line safeguarding arrangements
- The review of the Strengthening Families approach to Child Protection Conferences has identified improvements in partnership working and where further areas could be strengthened.
- Strengthening the partnership work with adult services to include the Community Safety Partnership has resulted in increasing awareness and joint training and has improved the effectiveness of safeguarding arrangements for children living with vulnerable adults.
- Evidence shows that sharing information is vital to better safeguard and promote the welfare of children. Information sharing across partners is already effective in Kirklees. The MASH will bring added value to existing information sharing processes and practice, particularly in relation to grey areas and service responses to repeat referrals for neglect.

Objective 2: The incidence of child abuse and neglect is minimised

The Board has prioritised work to safeguard children and young people who are at risk of abuse and neglect, but the job is never done. New cases are always being referred and new kinds of risks are emerging. This will remain our top priority.

Child Protection and Looked After Children Trends:

In the past two years there has been a small but steady decrease in the number of child protection s47 enquiries commencing. The number has reduced from 2404 in 2012/13, to 2017 in 2013/14, and to 1873 at the end of March 2015. Further analysis will be required to understand this and comparisons will need to be made to the number of initial referrals made.

Following the same trajectory is a small decrease in the number of initial child protection conferences held from 193 to 182 at the year-end 2015.

However, the numbers of children subject to a child protection plan shows a slight increase from 344 up to 350 at 31st March 2015. This could reflect the number of children within families.

There is also a slight upward trend in the number of looked after children which has increased from 613 in March 2014 to 637 as at 31st March 2015. (See **Appendix 3**)

Strengthening Families Approach to CP Conferences:

In October 2013 Kirklees introduced a new approach to the way in which Child Protection Conferences are conducted. The 'Strengthening Families' approach moved away from a formal meeting structure to help families participate more easily in assessing risks to their child's safety and engage more in the development of the child protection plan. It enables professionals to identify risks and assess if the family can instigate and maintain significant positive behavioural change.

In November 2014 the KSCB received an evaluation report of the first full year of implementation of the Strengthening Families approach. The report was compiled through observations of child protection conferences, evaluations completed following the conference by families, feedback from conference chairs and completion of a survey by multi-agency professionals.

Early indications are positive about the new approach with 90% of professionals indicating this was a better way to run conferences and all stating they felt able to participate and 99% felt that their views about how to protect the children were noted by the chair. More importantly, from a parental perspective, 99% felt involved and able to participate in the meeting. A further strength was the formulation of an agreed plan which emerged throughout the conference.

Some of the areas that require further work are around the timeliness of reports into conference from all professionals and attendance and punctuality. The duration of the conferences was also an issue for some professionals, although families felt the time was sufficient for all the issues to be discussed fully.

The full evaluation report can be accessed at:

<http://www.kirkleessafeguardingchildren.co.uk/managed/File/Information%20Updates/2014%20-20Strengthening%20Families%20Evaluation%20Report%20with%20cover.pdf>

Domestic Abuse:

Domestic abuse has been identified as a key risk to children and young people - a common factor in families where children are at risk of abuse and neglect.

In 2013 an Integrated Domestic Abuse Team (IDAT) was established in partnership with children's social care and adults services. Prior to this notifications in respect of domestic abuse were received by Children's Social Care Duty and Assessment Service. These averaged 85 each week for which 10% were responded to as s47 enquiries and the remaining 90% were receiving little or no service. In October 2014 KSCB received a report from IDAT identifying the following key findings:

- A significant reduction in the number of re-referred cases down from 43% to just 14%
- A reduction of referrals into the Duty and Assessment Service (DAAS) Front of House (FOH) enabling better targeting of resources to vulnerable/at risk children.

- Demonstrated that an integrated team is able to respond holistically to need/risk following the principle of “Think Family”
- Pooling of resources is not only more cost effective but crucially provides a speedier and far more targeted service to families.
- Working collaboratively enables the sharing of expertise, skills and knowledge.
- The introduction of a duty service is beneficial to both service users and professionals.

The report evidenced the need to progress the IDAT and for its successes to be considered in relation to the development of the Multi-Agency Safeguarding Hub and the importance of maintaining the current focus on domestic abuse particularly as 40% of the section 47 child protection enquiries undertaken were in relation to domestic abuse and the emotional impact on the children involved.

Child Sexual Exploitation (CSE) and Missing Children:

CSE has continued to be a priority area for the board, and plans have continued to develop as national reports highlight specific recommendations. The workstream which oversees the partnerships strategic response to CSE has further developed the seven point strategy which was approved by the board in January 2014 to incorporate emerging issues and strengthen the approach. Progress has been made with many areas of the strategy particularly in relation to risk assessment, risk management plans and the establishment of clear referrals pathways (See **Appendix 4**). Attention is required within the coming year to raising awareness amongst children and young people through school based programmes, and with individuals and groups in the community groups to ensure that they are aware of the role they can play in disrupting situations that facilitate CSE.

Allegations Management

All agencies working with children must ensure that allegations against people who work with children are responded to as required within Working Together to Safeguard Children (DfE, 2015) and Keeping Children Safe in Education, Statutory guidance for schools and colleges (DfE, 2014). Robust responses to allegations enable the risks posed to children by staff or volunteers within organisations to be minimised.

There was a marked increase in the number of allegations reported during 2014/15. The table below provides the number of reports about staff in the partner organisations for the past 5 years.

	10/11	11/12	12/13	13/14	14/15
Social care	8	11	17	24	28
Education	69	63	66	74	105
Health	5	3	0	7	7
Police	0	0	2	2	2
Vol. Sector	9	27	19	14	22

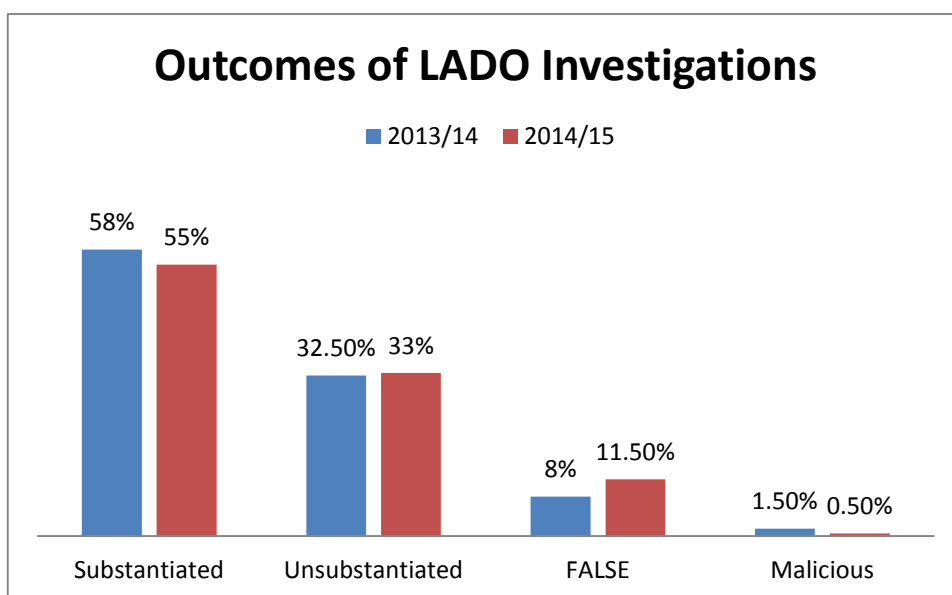
Foster Care	13	15	15	10	26
Faith Setting	2	0	1	2	6
Taxi Driver	1	1	0	2	8
Other	9	10	8	4	3
Total	116	130	128	139	207

The most notable rise in referrals can be seen above to be in relation to school based staff and was predominantly within the primary sector and with regard to allegations of physical harm. The Local Authority Designated Officer identified from his oversight of cases that the requirements from workers to respond to, and manage children who are demonstrating increasingly challenging behaviours at a younger age could account for this pattern and that attention is required to increasing support and training for staff with regard to behaviour management techniques.

One increase of note, whilst small, is the number of taxi drivers about whom allegations were made. This can be linked in some cases to child sexual exploitation enquiries and is seen as an indication of effective communication between the LADO, the police and the licensing service.

Referrals regarding allegations of physical harm by professionals were the highest (89) representing 43% of all referrals and have increased from 62 the previous year, an increase of 43%. Allegations of sexual harm also increased from 39 to 55 and represented 27% of all referrals. There were 31 referrals concerning emotional harm (15 %). These will include circumstances where a professional has responded to a child in a way that has caused the child to become emotionally distressed. There were 32 referrals concerning neglect (15 %). These referrals include circumstances whereby a worker has failed to follow required procedures resulting in a child being potentially or actually harmed.

The outcomes of those cases where investigations have been completed remain consistent as can be seen below:



This would suggest that the thresholds for accepting and responding to referrals are consistent. The investigation following identification of an allegation has however shown a shift towards more being dealt with through internal management enquiries rising from 48 to 100, and fewer resulting in police and/or social care enquiries which have reduced from 62% to 49%. This requires that agencies will need to ensure that managers have the necessary skills and resources to undertake comprehensive investigations and determine the required outcomes to keep children safe. Managers will need to be able to recognise how to gather evidence in a way that can be tested within disciplinary and other processes.

Impact of Work to Minimise Abuse and Neglect:

- Strengthening Families Approach to CP Conferences – The change of approach to conducting conferences has had a positive effect on the participation of parents and family members with 99% reporting feeling able to participate in the conference and having their views noted about how to protect their child, and 96% reporting feeling listened to by professionals. Professionals reported equally positive feedback during the evaluation with 100% reporting feeling able to participate. A further strength was the formulation of an agreed and clear plan which 96.3% identified emerged from the conference and overall 90% felt that this was a better way to run conferences. .
- The evaluation of the Integrated Domestic Abuse Team (IDAT) has demonstrated positive effect with a reduction in the number of re-referred cases down by 29% to just 14%. The integrated team is able to respond holistically to identified needs and risks for children within their families following the principle of “Think Family”
- Significant progress has been made in identification of young people vulnerable to CSE, and the establishment of a clear referral pathway and risk assessment tool. Training has been delivered to all safeguarding and leads for personal, social, health and economic education (PSHE) in all middle and high schools on CSE processes and procedures in Kirklees and to Mosque leaders, at the Women’s Centre and to taxi drivers to ensure that CSE is tackled by professionals and by community members through identification of vulnerable young people and potential perpetrators.
- The procedures and processes for managing allegations are well embedded producing an increasing referral rate as children and young people’s concerns about professionals, volunteers and foster carers are being heard and responded to, including referrals to LADO.

Objective 3: Monitor and evaluate the effectiveness of what is done by the Local Authority and Safeguarding Children Board partners

We have established a multi agency data set to start and build a picture year on year of the effectiveness of services for children and young people. We have a rolling programme of audits of front line practice, and we have a well established regular review (Section 11) of partner agencies' safeguarding arrangements. We have more work to do towards achieving a robust data set across all partner agencies which can impact strongly on improving services. We also have more to do in further developing our programme of multi agency audits and evidencing embedded changes in practice from these.

The Evaluation and Effectiveness (E&E) Workstream is tasked with measuring and monitoring partner organisations' safeguarding performance to identify issues within the services which need action to ensure the safety and welfare of children and young people. The workstream is chaired by the board representative for Locala. The board receives progress reports at each meeting and an annual report on the work undertaken.

Over the past 12 months, the workstream has led, participated in, or reviewed multi-agency audits in respect of:

- Children Subject to Child Protection Plans for a second or subsequent time
- The disproportionate number of mixed ethnicity children subject to Child Protection Plans
- The Kirklees Learning Disability Protocol
- Early Intervention in Kirklees
- Practice in recognising and responding to children and young people at risk of Child Sexual Exploitation (Pilot)

The workstream has also reviewed reports regarding

- Feedback from YOT Inspection
- Mid Yorkshire Trust Training Audit
- Learning Service Survey Analysis
- Locala audit of Common Assessment Framework (CAF)/ Early Help
- CHFT and Locala Audit Plans
- Performance and inspection of local authority children's homes
- Locala protocol for locating children with whereabouts unknown
- Work to improve communication between Psychiatric Services and Health Visitors

Multi Agency Case Audits

Effectiveness of the Learning Disability Protocol - An audit report was received by KSCB in January 2014 evaluating the effectiveness of the Learning Disability protocol which was implemented following recommendations in two previous serious case reviews. The audit found that there was an inconsistent response to those using the consultation process by the Learning Disability Team; the referral for a consultation was not widely used or known about amongst the partnership of agencies and there was some misunderstanding as to its purpose with some professionals thinking it was a referral into the service for an assessment of learning disability rather than a request for a consultation.

The following recommendations were made:

- That the Community Learning Disability Team give consideration to their capacity to fulfil the expectations set out in the Learning Disability Protocol and that Adult Social Care set out their plan to meet this need.
- That a working group revise the Learning Disability Protocol in accordance with the agreed service provision following the consultation with Adult Social Care.
- That the revised KSCB protocol be launched with a greater emphasis on publicity.
- That the use of this protocol in practice is reviewed after 12 months following implementation.

Consultation has begun with the management of Learning Disability Service to consider their capacity to provide a service and what can be expected. Following this a joint working group will develop a new protocol and plan for implementation.

Audit of Early Intervention in Kirklees - An audit report was presented to board in January 2015, the purpose of which was to consider the effectiveness of early intervention in families where mental health, domestic abuse and substance abuse were factors. The report demonstrated mixed quality in respect of assessment and planning and the effectiveness in addressing the underlying issues. Since the completion of this audit, the CAF process within Kirklees has changed. The CAF is now referred to as an EHA (Early Help Assessment), and every external EHA has an allocated EHA Co-ordinator who tracks and monitors the cases and chairs MAST meetings at seven and twelve month intervals. Internally authored EHAs have oversight from deputy team managers who are all Social Work qualified. Assessment and documentation processes are now stored on Care First, which is the same electronic system as social care so there is opportunity to see the whole picture of earlier involvement of agencies.

Recommendations resulting from this report included:

1. There is established practice that where cases referred to the Duty & Assessment (D&A) service do not meet the threshold for safeguarding, but where an EHA is recommended, that D&A Service will notify the EHA coordinator. The group felt that there was no evidence that this was in place (i.e. on case files) and therefore suggest that some mechanism is in place to record these recommendations.
2. There needs to be a process in which lead professionals have consultation with someone who can access all previous concerns, referrals and has access to multi agency information. The audit group felt that the multi-agency checks needed to be more rigorous. The D & A service operate a consultation service, and where it is appropriate to share information, information is shared. Not all professionals use the D & A consultation service for EHA level concerns and may need to be made aware that this service is available for all concerns.
3. If a child has a sibling they also need to be considered within the assessment.
4. The audit group agreed that it would be beneficial to write the CAF in a multi-agency format with the CAF assessment and delivery plan being completed at the first meeting (similar to the Strengthening Families Approach).
5. The paperwork needs to be flexible and inclusive for all agencies. A thorough training package needs to be delivered to all agencies with a focus on a need to challenge the 'real issues'

The author of the report met with the members of the Early Help Assessment team on 3rd September 2014 to discuss the findings of the draft audit report. The actions undertaken as a result of the meeting are detailed below:

- i. The Early Help Assessment Team liaises with Duty and Assessment and is notified of families who do not meet thresholds and are able to help identify a quick response to low level needs which may include an Early Help Assessment. Business Support Officers within EITS have been trained in usage of Care First and other systems to extract information on families' previous history, assessments and involvement with agencies.
- ii. The Early Help Assessment form now requires the author to enter details of all siblings and their presenting issues. Some children may warrant an individual assessment if they have specific needs.
- iii. Documentation allows information from all agencies to be recorded and as part of the Early Help Assessment an interim action plan is produced which is then reviewed at each MAST meeting. Contributions from all practitioners involved are an inherent part of a holistic assessment and is emphasised within the Early Help Assessment training. The Early Identification and registration form is the tool used to gain consent from the parent for this to happen and for checks to be carried out.
- iv. The EHA documentation is more accessible to all agencies and EITS managers have been providing briefing sessions to schools, health and early learning providers on usage of the forms. A rolling programme of training is being delivered by EHA co-ordinators which includes important areas for consideration in the assessment process including considering wider family, analysis of needs,

factors surrounding neglect, building pictures of the history of the family, supporting families where appropriate but being prepared to challenge issues and take action, setting appropriate child – centred outcomes. After each round of training the pool of trainers made up from different organisation meet evaluate the training and update where required.

The Single Assessment was subsequently launched in Kirklees on 1st of June 2015 to further strengthen the early help assessment process and align the pathways with children's social care.

Audit of Children Subject to a Child Protection Plan for a Second or Subsequent Time

An audit report was received by KSCB in January 2015 exploring the numbers of children in Kirklees subject to a child protection plan for a second or subsequent time. During 2014 the performance indicator for children who had been subject of a child protection plan for a second or subsequent time was slightly higher than the projected target; at the same time the total number of children who had been made subject to a plan had reduced in comparison to the previous year and in comparison to the national average, i.e. The number of children on a plan went from 421 to 365 (2013) of which 60 and then 50 (2014) were re-registrations. This equates to 14% in 2013 and 13% in 2014. The percentage of second or subsequent plans nationally was 14% in 2014.

The audit group set out to ascertain the following:

- Whether the characteristics of the children and families, including categories of plans, age and family size were a determining factor for second plans
- Whether there were practices that were good or under developed at supporting children and families to prevent decline into compromised parenting
- The quality of multi-agency contributions to children subject to child protection plans- including whether the risk assessment and therefore de-registration was overly optimistic

Recommendations included:

- Kirklees Safeguarding Children Board should, as a matter of priority, consider the membership of the Evaluation and Effectiveness Workstream and ensure that there is greater clarity given to what is required from members when they audit cases. (This has now been done).
- A pre- set calendar of audit days should be agreed with the Workstream members with key priority themes agreed by the Board. (A programme of audits is in place)
- The Child Protection and Review Unit Manager should conduct regular audits of work where children are subject to Child protection plans over 18mths.
- In cases of long standing neglect where significant harm is a feature and the plan is stuck consideration should be given to completing multi-agency audits to analyse the full extent of neglect on the children concerned.
- All activity to step down from a CP plan should include a period on a Child in Need plan where there are clear indicators of neglect– this would require a change in procedures.

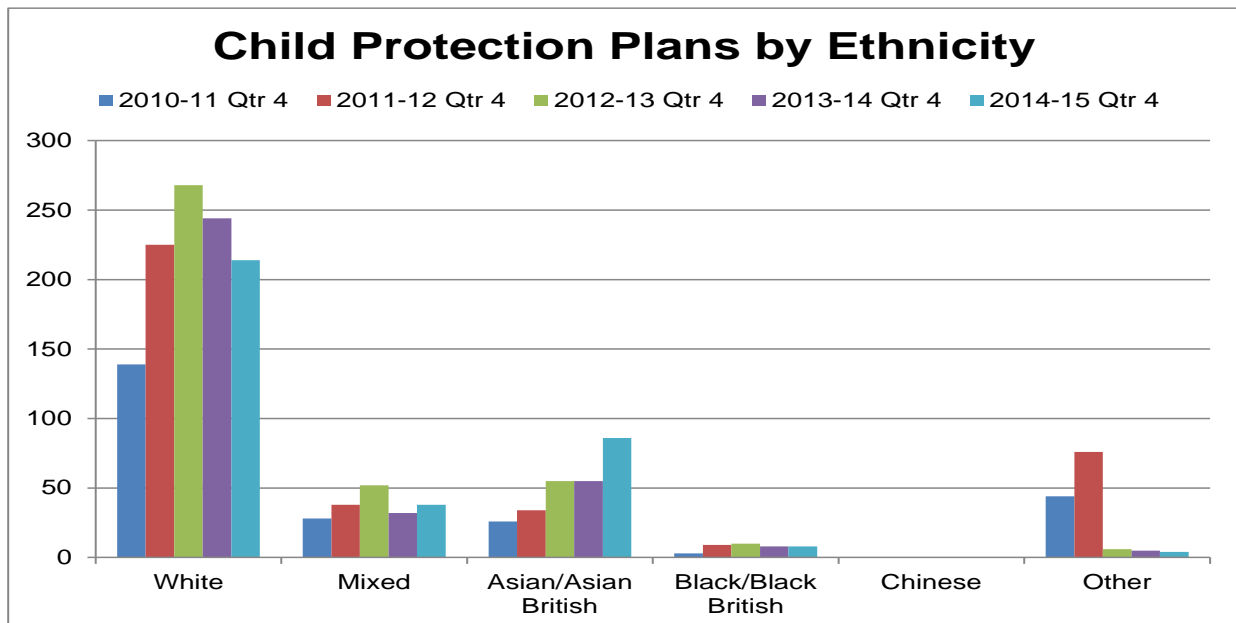
- When a case is de-escalated to Child in Need the case should be managed by a qualified social worker who has the confidence of all professionals involved.
- Children should be the subject of appropriate updated assessments before de-escalation takes place.

Action taken:

An action plan to consider all the above recommendations from the audits has been developed and is being overseen by the Evaluation and Effectiveness workstream

Children who were Subject to a Child Protection Plan and Looked After from a Mixed Ethnic Background –

In previous KSCB annual reports, it was noted that there were a disproportionate number of children who were subject to a child protection plan and looked after from a mixed ethnic background. A report was presented to the board that considered if there were any common features which could contribute to an understanding of why this was so.



Twenty five percent of cases in each category were considered. There was nothing overwhelmingly evident in these cases from which one could conclude professional practice or attitude is different for these children. The report referred to national findings which suggested there are likely to be many different factors that interact to contribute to the differences shown by the statistical analyses which make it impossible to draw straightforward conclusions and the research reviewed provided no simple answer to the question of why disproportionality and disparity exist. This would require a much bigger piece of work, including seeking an understanding of why children from a mixed ethnic background are more likely to be referred to children's social care.

Service Audits

Last year the Voluntary, Community and Faith Sector (VCFS) introduced an online safeguarding survey which has remained open in 2014-2015 and has received a further 9 responses. The key findings broadly mirror the findings from last year with

- 88% of respondents have a designated person for safeguarding
- 88% of groups are accessing safeguarding children training
- 44% (down from 88%) of groups ensured all their paid staff access training, however, again it was concerning that 44% of groups stated only their lead person access training, a clear message that all staff and volunteers in contact with children, young people and their families need to have safeguarding training must be given to the sector
- 44% of respondents had heard of the VCFS workstream (down from 54% the previous year)
- 77% of respondents wanted the KSCB to provide safeguarding training (up from 71%)
- 55% wanted the KSCB to produce model policies and guidance (down from 63%)
- 22% wanted help checking their policies and procedures
- 22% wanted KSCB to organise bespoke events on safeguarding for the sector
- 11% wanted KSCB to speak at events they organise
- 88% have a safeguarding children policy (down from 92%), this is something to monitor to ensure this trend does not continue

The quality of the safeguarding policies appears to have decreased with this year's (few) respondents with

- 66% (down from 92%) including what to do if they were concerned about a child
- 77% (down from 86%) had a statement committing them to safeguarding
- 44% including a definition of what child abuse and neglect is down from 86%,
- 77% (down from 82%) had a section on allegations against staff and volunteers
- 66% down from 80% included the name of their safeguarding lead
- 55% (down from 76%) had the contact details for children's social care

Though the sample size this year is very small this may be a trend that will need to be monitored and addressed and is concerning that this is emerging alongside the publication of a comprehensive guidance document on writing a safeguarding policy and the offer of policy workshops.

This year's survey has also included a question on where groups source their funding. In 2014 KSCB worked with Community Partnerships in Kirklees council to ensure that any funding given to groups in Kirklees was conditional on the group having basic safeguarding requirements in place. This was so effective in driving up safeguarding practice and governance that it was decided the workstream would identify other sources of funding for groups in Kirklees and check to ensure these were similarly

robust in asking for safeguarding training, designated officers and an appropriate safeguarding policy in place.

Schools Safeguarding Audit is undertaken annually by the Safeguarding in Education workstream and scrutinised by the Evaluation and Effectiveness Workstream. The annual safeguarding audit went out to all schools in September 2014. This was done for the first time via the online audit tool site “Survey Monkey”.

The return rate for the audit was 91% with a further 2% submitting partially completed audits. 7% of Schools failed to complete the audit. Previous years had achieved a 100% return with a concerted effort by KSCB staff contacting schools. The 91% in 2014/15 was achieved with no direct follow up engagement with any of the schools completing the audit.

Due to the reduction in number of Safeguarding in Schools Officers from 2 to 1 and the fact that no-one was in this post between December 2014 and April 2015 it was only possible to provide individual feedback to 137 of the 183 schools who participated in the audit.

The following is a summary of the main points identified in the audit during academic year Sept 2013 to July 14.

- Schools are increasingly appointing deputy Designated Safeguarding Leads (DSL) to support the Safeguarding function.
- A small number of staff on the DSL role had not yet attended the necessary training for the role. This is believed largely due to the turnover in senior leadership team members in schools.
- Once in post and having completed their basic DSL training courses, a third of DSL's are failing to attend ongoing level 3 training courses to maintain and develop their safeguarding skills/ knowledge
- Safer Recruitment is taken seriously with a noticeable improvement in staff attending the safer recruitment course.
- E-safety – There is a noticeable improvement in schools' attention to e-safety and many schools evidencing this in their teaching practice.
- Single Central Register – a noticeable improvement in accurate completion.

The issues of Child Sexual Exploitation, Female Genital Mutilation and PREVENT are new items for 2015 and will be included in the next schools safeguarding audit.

Section 11 Audit:

Following a decision to hold the section 11 audit and challenge event every 18 months rather than annually, a section 11 audit did not take place in the year covered by this report but is planned for the forthcoming year.

Inspection:

There have been Ofsted Inspections undertaken in the residential establishments in Kirklees over the last year and all of the children's homes have been rated as good or outstanding.

Objective 4: Communicating the need to safeguard and promote the welfare of children and promote the work of the KSCB

The Board has a comprehensive website which includes information, guidance and training for professionals and the public, and provides regular newsletters to practitioners. Getting safeguarding information to children and young people is a challenge and we need to do more to develop child and young person friendly ways of reaching them.

Campaigns

- "Do you know who you are really talking to"

This Campaign was run through the summer holidays in 2014 and aimed at raising awareness with young people on the dangers of being groomed online. It formed part of the West Yorkshire wide ongoing initiative "Know the Signs" which aimed to highlight the issues of child sexual exploitation and encourage victims to report it. The police, local authorities and LSCB's collaborated to produce a series of messages which highlighted the dangers of chat forums and interactive platforms. Web, Facebook and twitter posts were released which featured an image of two teenagers in an online conversation which subsequently revealed that one was not a teenager but a sexual predator. Schools were provided with a YouTube video, and an online digital banner for use on websites, or on plasma TVs in schools. Schools shared that they got involved in the campaign by delivering the message in assemblies and PSHCE lessons to generate discussion amongst students. The digital banner was also displayed in sports centres and customer services centre across Kirklees. The aim was to display the banner where young people were likely to attend i.e Kingsgate shopping centre, however with no plasma screen this was not possible. Kirklees made the decision to run the campaign a second time in schools in the lead up to Christmas, anticipating many young people would receive tablets and mobile phones in which they could access the internet

Kirklees Targeted Youth Service and Integrated Youth Services have rolled out a programme raising awareness with young people in youth clubs around the issues of CSE, Grooming and trafficking.

Access further information on www.westyorkshire.police.uk/who-r-u-talking-2.

➤ **“It’s never ok”**

This domestic abuse awareness campaign was targeted at 16-24 year olds. It was part of an intervention and prevention strategy, to make young people think about domestic violence and appreciate how issues can escalate. The campaign was launched on 15 December and ran until 30 January 2015. This was driven by the local authority and supported by KSCB.

➤ **National CSE Awareness Day**

The first ever National Child Sexual Exploitation Awareness Day took place on March 18th 2015. The aim was to highlight the issues surrounding CSE; encouraging everyone to think, spot and speak out against abuse and adopt a zero tolerance to adults developing inappropriate relationships with children or children developing inappropriate relationships with other children. This was promoted in customer service centers, on Kirklees social media sites, Heads Up for Schools, and at the University. Partner agencies were encouraged to show their support by posting their messages on their hands which were put on KSCB websites and schools were encouraged to share in the promotion and raising awareness with young people.

The message of CSE, spotting the signs and speaking up, and the local procedures have been delivered to community groups, schools, foster carers and Mosques leaders in line with the communication strategy for the CSE workstream of the Board. There has also been an ongoing training and awareness raising programme through licensing to taxi drivers.

Health partners have continued to reinforce awareness-raising across the health economy in Kirklees by use of corporate screensavers showing CSE Information/posters.

KSCB Website:

The KSCB website is reviewed four times a year by the Business Support Manager and it is updated regularly to ensure content is relevant and current. This year information has been added to publicise the above campaigns and also the following:

- **The CSE e-learning course.** The course is free and can be accessed by going to www.kirkleessafeguardingchildren.com clicking on course management system and this makes provision for all those who work in any capacity with children and young people and equips them to understand the scope and impact of CSE and what to do if they have any concern.
- **Voluntary, Community and Faith Sector Safeguarding Guidance** was developed jointly with Adult Safeguarding Board and launched via the KSCB website in October 2014. The guidance offers advice to voluntary, community and faith

groups on meeting their responsibilities to safeguard adults at risk and children. It includes information on the role of the safeguarding lead, safeguarding training, how to write a safeguarding policy and has model policies for groups across the sector to use. The guidance can be accessed at:

<http://www.kirkleessafeguardingchildren.co.uk/managed/File/Voluntary%20sector/Safeguarding%20guidance%20for%20the%20VCS%20-%20Aug%202014%20final.pdf>

- **Safeguarding in Education.** The Education workstream maintain a Safeguarding in Education page on the KSCB website containing information for schools on updated guidance and relevant links to materials they can use. The website is promoted in all training courses so that school staff know where to access policies, materials and best practice guidance on a broad range of safeguarding issues.
- The e-safety workstream maintains a **Kirklees e-safety blog** which provides up to date information for everyone who works with children and young people, their parents or carers to enable them to remain informed of emerging issues in the e-safety world. <http://shareit.yhgfl.net/kirklees/e-safety/>
- **National campaigns have been supported and promoted on the website including:**
 - Child Safety - in January 2015 the issue of the potential dangers of button batteries was posted and also the website on child safety from Child Accident Prevention Trust.
 - Launch of NSPCC Awareness Campaign on Child Online Safety - Share Aware. The campaign was aimed at parents and carers of children aged 8-12 – the age at which they start doing more online, become more independent and use a greater range of devices. The campaign aims to encourage parents and carers to understand online safety and to have conversations with their children about keeping safe.
 - Awareness raising of Female Genital Mutilation was promoted on the website and the link provided to the e-learning course which was cascaded to agencies advising staff to undertake the training.
 - As any legislative changes or new guidance is published information and links are shared on the KSCB website as well as sending out the information via the board members and the workstreams.

For further information: <http://www.kirkleessafeguardingchildren.co.uk/>

KSCB Newsletter and Briefings:

- A newsletter was written and circulated to partner agencies, to cascade to their managers and front line practitioners, in May and October 2014. This included among other items information about the Learning and Improvement Framework; the Threshold – Continuum of help and support; e-learning courses and multi-agency training; the role of advocacy in supporting young people's contribution to

child protection conferences and the review of strengthening families approach to child protection conferences.

- **Learning from Serious Case Reviews - briefing paper.** This was produced in January 2015, and distributed to partner agencies for use by managers and practitioners as a briefing paper / learning tool with common themes identified in local and national serious case reviews. It was promoted via the website as well as through all the workstreams and the board. Agencies were encouraged to provide feedback on how the information had been disseminated and taken forward within their service.

<http://www.kirkleessafeguardingchildren.co.uk/newsletter.html>

Impact of the Board's Communication:

- Effective and up to date safeguarding information is provided to parents/carers, children and young people, professionals and the wider community and helps keep children and young people safe.
- Practitioners and their managers across the partnership are informed about current safeguarding issues and better able to intervene appropriately.

Objective 5: Review and investigate all serious incidents against children in Kirklees

Partner agencies are thoroughly committed to reviews of serious incidents and are experienced in using a range of approaches to draw learning from them. Embedding learning and changes in practice from Serious Case Reviews is our major priority in 2014/15 and 2015/16.

This objective relates to all types of case reviews that are undertaken on behalf of the board including serious case reviews, child death overview and serious incidents. There are two workstreams one for child deaths and one for serious case reviews (SCR).

These reviews sit under the umbrella of the Learning and Improvement Framework which focusses on learning from a range of sources such as audits and service reviews along with learning from Serious Case Reviews and Child Death Processes. The Learning and Improvement Framework can be accessed at: <http://www.kirkleessafeguardingchildren.co.uk/procedures-guidance.html>

Child Death Overview Panel (CDOP):

Kirklees and Calderdale share arrangements for reviewing the deaths of all children in the area. The panel meets every two months and the coordination and administrative support is shared by both boards. The joint panel aims to better understand how and why children die and through use of these findings, take action to prevent other deaths

and improve the health and safety of the children in the area. The panel is chaired by the managers of the two safeguarding children boards. A full report is received annually by both boards.

The panel met six times during 2014/15 and had appropriate agency representation. There has continued to be difficulty in engaging the Coroner's Office in terms of representation and written reports as required in Working Together 2013. This was pursued by the panel chairs last year and a clear request made for them to fulfil their responsibilities. Unfortunately there has still been no representation or written reports and this was raised at the Safeguarding Board with an agreement that the Chair of the Board will write to the Coroner.

The panel continue to review all cases in a timely manner and record the cause of death and whether there were any modifiable factors. Any learning that arises from these reviews leads to recommendations or actions to ensure improvements are made.

The Joint Annual Report from the Calderdale and Kirklees Child Death Overview Panel (CDOP) was presented to the KSCB in January 2015. The data and emerging issues from the year 2014/15 will be presented to the board later in 2015.

The report presented to the KSCB in January 2015 identified that Infant Mortality rates have been higher in recent years in comparison to both the Yorkshire & the Humber and England & Wales averages. Rates have generally decreased since 2004-2006 and the Kirklees Infant Mortality rate (3 year rolling average) for the period 2011-2013 is now much closer to that of both the Yorkshire & Humber and England & Wales averages.

The Child Mortality rates (3 year rolling averages) show a downward trend for Kirklees in recent years, reflecting that of both the Yorkshire and The Humber and England & Wales trends. The rate for Kirklees is now similar to regional and national rates

A total of 39 deaths of children were reported to Kirklees Child Death Review Team between 1 April 2013 and 31 March 2014. This is the lowest number recorded since the introduction of Kirklees CDOP. Of the 39 reported deaths, 23 have been considered at the Child Death Overview Panel and a conclusion reached in 19 cases (this translates as 49% concluded against the National average of 38%). The remaining deaths will be discussed within the 2014/15 financial year or when sufficient information is available.

Key Issues and Actions were:

- Information in respect of lifestyle and risk factors impacting upon infant mortality has been cascaded via health and public health campaigns, and via Local Safeguarding Children Board websites and newsletters.
- The KSCB Learning and Improvement Framework has been published on the KSCB website. The document references CDOP and the ways in which learning from child deaths is shared and evidenced.
- Links between CDOP and the Serious Case Review process have been clarified within the Communications Strategy of the KSCB SCR workstream

- Local information regarding bereavement services has been shared and published on the KSCB websites.
- Discussions have taken place in respect of suicide cases and any links / common causal factors. Panel representatives have met with agency representatives in Kirklees to discuss issues of emotional wellbeing and the formulation of the suicide prevention strategy.
- A Principal Educational Psychologist from Calderdale attended Panel to discuss critical incidents including suicides and the support available to bereaved children. Information was shared with Panel representatives and it was subsequently confirmed that there are equivalent and similar processes in place in Kirklees.
- A further presentation was delivered by the Clinical Governance Midwife regarding the findings of an audit into cases of HIE (Hypoxic Ischemic Encephalopathy). It was agreed that the number / findings would be reviewed annually by CDOP.
- Specific safety information has been cascaded following local and national concerns. Topics have included cycle maintenance, risk of strangulation from blind cords and rope swings, risk of suffocation with nappy sacks and risk of poisoning from “liquitabs”
- Panel have corresponded with a manufacturer following concerns raised at Inquest that a plant food bottle may resemble a child’s fruit drink (the substance was ingested by a child). Panel was satisfied that the product was safely packaged and not especially attractive to children.
- Panel considered a DfE research brief which recommended the introduction of a standardised national database. This has been anticipated for some time and would be beneficial in respect of consistency of data collection and a mechanism for speedy response to any emerging trends or safety messages.
- Panel also considered the implications of the Working Together to Safeguard Children guidance (2013). There was agreement that little had changed although processes were made clearer via flowcharts. There was also less clarity re: the funding of CDOP’s.
- There were discussions and clarification re protocols surrounding the transportation of children’s bodies and the availability of medical records for children who are hospitalised during periods of respite care.
- The functioning of the CDOP has improved even further in the last year and outperforms the national average on multiple parameters including timeliness of reviews and completeness of data

Recommendations for the coming year focus upon sharing and publicising the lessons from child deaths, improving the quality of agency responses and the introduction of an annual newsletter.

Serious Case Reviews (SCR):

The Serious Case Review (SCR) workstream fulfils the statutory duty of the board in respect of SCRs, including commissioning and ensuring that lessons from reviews are understood and acted upon. The workstream provides the board with an annual report

of learning that has emerged from serious case reviews and the monitoring of actions to improve or amend practice.

The Business Plan set out expectations that the SCR workstream would review actions and plan multi-agency audits to ensure that learning from Serious Case Reviews has been embedded in practice. An audit of the effectiveness of the Learning Disability protocol which emanated from a previous serious case review was completed this year. The audit established that the use of the protocol was not embedded in practice. There were some misunderstandings about the purpose of the protocol and a mixed response for practitioners using the consultation form from the Learning Disability Team, and very low use of the consultation process by practitioners. This has resulted in an action plan which includes the Learning Disability Team reviewing and revising the protocol and providing clarity on what service they are able to provide. This work will be taken forward into 2015.

Current Serious Case Reviews:

The Kirklees Safeguarding Children Board has instigated no new serious case reviews in 2014/15 but has completed serious case reviews that were instigated during the previous year. Two serious case reviews were published in March 2015, together with action plans.

Review 1 was in respect of the death of a 21-month-old child carried out between May and November 2013. The report was completed and submitted to the Board in November 2013 and was published on the KSCB website in March 2015 where it will remain available for a period of twelve months. This review was instigated under the Working Together, 2010, and therefore followed the format set out in that guidance.

Learning from this Serious Case Review included:

- The need for health or social care professionals to seek information about a child's mobility and dexterity when a very young pre-verbal child has suffered an unexplained injury;
- Professionals to avoid any loss of focus on the child's wellbeing prompted by parental distress or other parent/carer characteristics;
- Awareness of the evidence-based knowledge about the potential association between parental family history, mental health and parenting capacity;
- Professionals need to adopt an inquisitive attitude about the role of fathers and other males in the household and their role in family life;
- Professionals should explore parents'/carers' assertions that they have good support from their extended family and friends;
- GPs should be encouraged to consider repeated parental episodes of depression in relation to broader issues of family life, parenting capacity and children's wellbeing;
- GPs should recognise the importance of proactively cross-referencing information with that held by community midwives/health visitors in relation to their role in a network of universal health care providers.

It is acknowledged that learning also comes from identifying good practice and this was identified by the panel and the independent author who noted that throughout the

review there were examples of practice meeting expected professional standards. Two noted in particular were the pro-active response of the community nurse and of the health visitor.

All recommended actions from this serious case review have been completed by the relevant agencies and will be reviewed.

The full overview report and action plan can be accessed at:

<http://www.kirkleessafeguardingchildren.co.uk/kirklees-case-reviews.html>

Review 2 was in respect of serious injury to a young person following a suicide attempt. This review was carried out from March to November 2014 and the completed Overview Report was presented to the Board on 18 December 2014. This serious case review was undertaken using a hybrid model which involved information gathering via written internal management reports and the involvement of front line practitioners and managers in seeking additional information and identifying learning. The report was published in March 2015 and will remain available on the KSCB website for a period of twelve months.

The Action Plan addresses the following:

- The mental health risks associated with new synthetic drugs;
- The impact of long term neglect on young people's emotional and mental health;
- The pitfalls associated with the 'start again syndrome' and need for practitioners to take account of family histories in assessments, especially in long term neglect cases;
- The importance of robust arrangements for the timely management of children with school attendance problems;
- The Board to develop and implement a toolkit enabling professionals to engage effectively with 'harder to engage' young people; and
- To ensure that the referral pathway to Young People's Substance Misuse Services is effective and in wide use by professionals.

The actions identified are currently being addressed by individual agencies and the board and are all underway or completed. They will be monitored and reviewed by the serious case review workstream.

The full report and action plan can be accessed at:

<http://www.kirkleessafeguardingchildren.co.uk/kirklees-case-reviews.html>

Two further serious case reviews have been completed and the findings and recommendations agreed by KSCB. The identified actions have been or are in the process of being addressed. The overview reports and action plans cannot be published as parallel processes are currently underway which may provide additional information to the review. These reviews will be published at an appropriate time.

KSCB Theme: Learning from Serious Case Reviews

The KSCB agreed to adopt Learning from Serious Case Reviews as its theme for this year and 2015/16. This has resulted in a twice yearly “Action Plan Review”. In November 2014 the SCR Workstream, together with representatives from other workstreams, established a process for carrying out regular reviews of existing SCR Action Plans. The first review took place in November and revisited the Action Plans arising from SCRs 021 and 022, completed in 2011 and 2012. All recommendations and actions from these two SCRs were collated onto a single document and updates were requested from all relevant agencies with amendments made to accommodate structural or procedural changes. Where it was identified that the learning had become embedded in practice, actions were removed from the document. Some actions were identified as requiring additional information to assure the review group that the learning had been embedded and this will be considered further in the coming year.

Some actions were identified as requiring short, focused pieces of work such as an audit and these were passed to the Evaluation and Effectiveness Workstream for further development and have been incorporated into their audit framework or performance monitoring. The Action Plan Reviews have been arranged to take place at six monthly intervals, dates having been identified for May and November 2015.

All agencies are responsible for ensuring that lessons learnt are disseminated across their workforce and embedded within their services. The process above will evidence how effective this has been in influencing practitioners and identify areas requiring further action.

Impact of Undertaking Reviews of Serious Incidents:

- Each workstream of the KSCB is incorporating the theme of learning from serious case review as a strand running through action plans for this year. This will ensure that the learning from reviews is included in all developments
- Relevant training courses have been reviewed and amended to ensure that current learning from local SCRs are incorporated and highlighted to remind practitioners of the learning.
- A conference has been planned for October 2015 for practitioners that will emphasise current learning from serious case reviews and will be delivered in a creative way to encourage participants to consider making changes to practice based on learning which will influence outcomes for children.
- Newsletter/briefing papers will be published for agencies to use as a learning tool for delivering the lessons from serious case reviews. They will be encouraged to provide feedback about how they have cascaded the learning and what they will be doing in response to change or highlight good practice.

Objective 6: Develop the skills and knowledge of workers in relation to safeguarding children:

Training and skills development has been a strength in past years through a significant resource input. Despite reduced resources, training and development activity continues to be effectively targeted, planned and delivered by the Board and also by partner agencies, and new ways of sustaining this work have been found to ensure this, including more e learning. The effectiveness and impact of training is monitored.

Multi-Agency Training

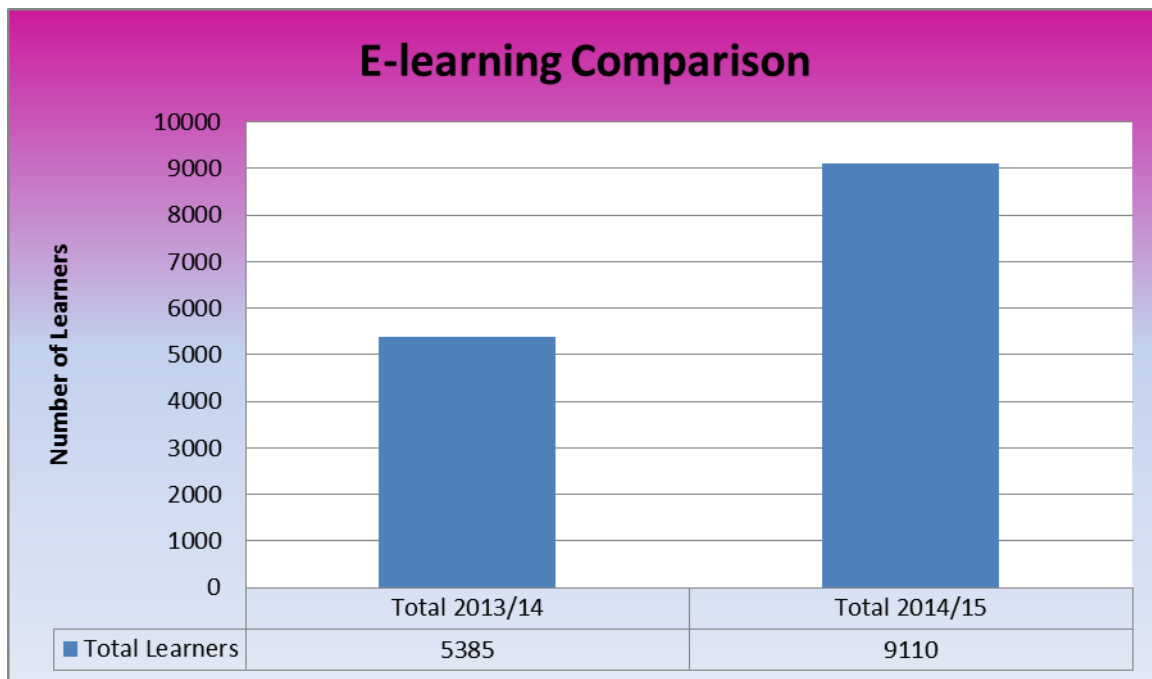
The Learning and Development workstream which oversees the training programme and quality assurance of training has been chaired throughout the year by the learning and development officer without Board level involvement to drive the workforce development agenda.

During 2014-2015 there has been continued high demand for multi-agency training with 1241 people completing safeguarding training through the KSCB (See **Appendix 5**). This training takes many forms and does not include training delivered in-house by partner agencies. This compares with 2899 last year which is significantly less. This is due to the budgetary pressures which resulted in staffing resources being reduced by 50% and some courses being merged to create more effective targeted training. A further challenge was the lack of resources and availability for a training venue. The aim was to access venues through partner agencies as part of their contribution to the working of the board; however this has been problematic and payment for venues has been a necessity. Identifying venues has been time consuming and advanced bookings have not always been reliable – this remains an ongoing challenge.

The majority of the multi-agency training courses are supported by practitioner colleagues from partner agencies. Some of these bring their area of knowledge and expertise to a specific subject in the training and co-deliver with the learning and development officer. This is an excellent example of the partnership working together and sharing resources. In a very practical way it enables the delivery of the training programme. The learning and development officer continues to coordinate a training pool and a train the trainers programme to support the delivery of safeguarding training within single agencies.

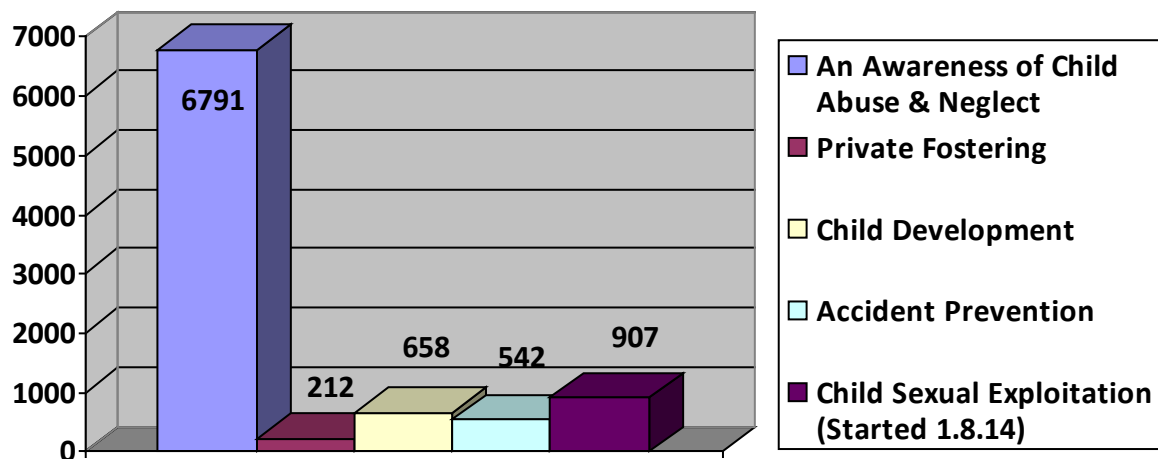
E-Learning

There has been an increase of 33% in the number of people undertaking e-learning courses.



The majority, but not all the participants of the e-learning programmes are from within Kirklees agencies. Professionals from other Safeguarding Children Board areas have elected to undertake the Kirklees e-learning courses including staff from Wales, London, Cheshire, Birmingham, Devon, Portsmouth and Liverpool. A total of 9110 people completed KSCB e-learning courses during 2014/15.

Number of people completing KSCB e-learning



Training for Schools and Colleges:

This year the number of Safeguarding Officer for Schools posts was reduced to one and is funded by Schools Forum. Between January 2015 and April 2015 there was no post holder.

The absence of a Safeguarding Officer for Schools for a quarter of the year had a significant impact on the provision of the Basic Awareness in Child Safeguarding course

delivered to whole school staff groups, the Designated Safeguarding Leads Course and the Safeguarding Governors course. This year 31 safeguarding courses were delivered to 1306 staff in 27 schools, academies and colleges. Some schools access the online safeguarding training for their staff and many use it as part of the induction for new staff. In addition three courses for DSLs and PHSE co-ordinators in schools were provided by the Safeguarding Co-ordinator for CSE and the Learning and Development Officer.

The Designated Safeguarding Leads for schools are able to access training designed to equip them with updated skills and knowledge to enable them to become the safeguarding expert within their setting. The course includes their roles and responsibilities and incorporates input in respect of allegations management, referring to children's social care and completing early help assessments.

The safeguarding officer assists schools with advice and support in their safeguarding responsibilities, particularly when there is new management in the school or where issues arise in safeguarding practice. In these situations face to face support is offered and action plans are put in place to strengthen safeguarding practice.

The safeguarding officers work closely with children's social care and ensure that issues between the two agencies are addressed. Previously this liaison was with the duty and assessment service; this year it has been expanded to include a representative from care management services which provides the longer term social work intervention. This meeting enables any learning and improvement to be identified and addressed early between schools and children's social care.

Conferences:

The Learning and Development Officer together with colleagues from the regional LSCB's hosted a conference entitled "Serious Case Review: What next" which was attended and well received by members of the Serious Case Review workstream and representatives from the Board.

E-Learning Launch:

A new e-learning course was launched in August 2014 on Child Sexual Exploitation (CSE). This was to enable the demand for this specific training to be met and to ensure that anyone who works with children and young people or those working in relevant areas or members of the public can access basic information about CSE and what to do. A taught classroom based course is still available but is promoted for those with a lead on CSE for their agency.

Quality Assurance and Evaluation of Impact:

Significant emphasis has been placed on the on the evaluation of impact by KSCB which includes not only the quality assurance element of course content and delivery but the important outcome of the impact on practice which in turn translates to changing outcomes for children, young people and their families.

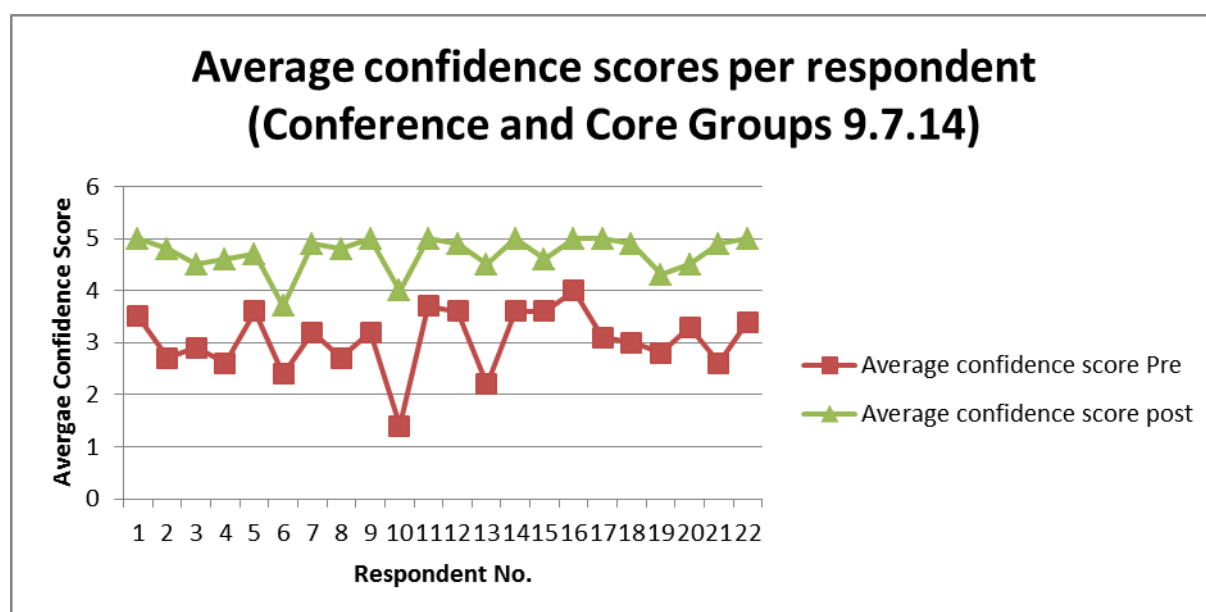
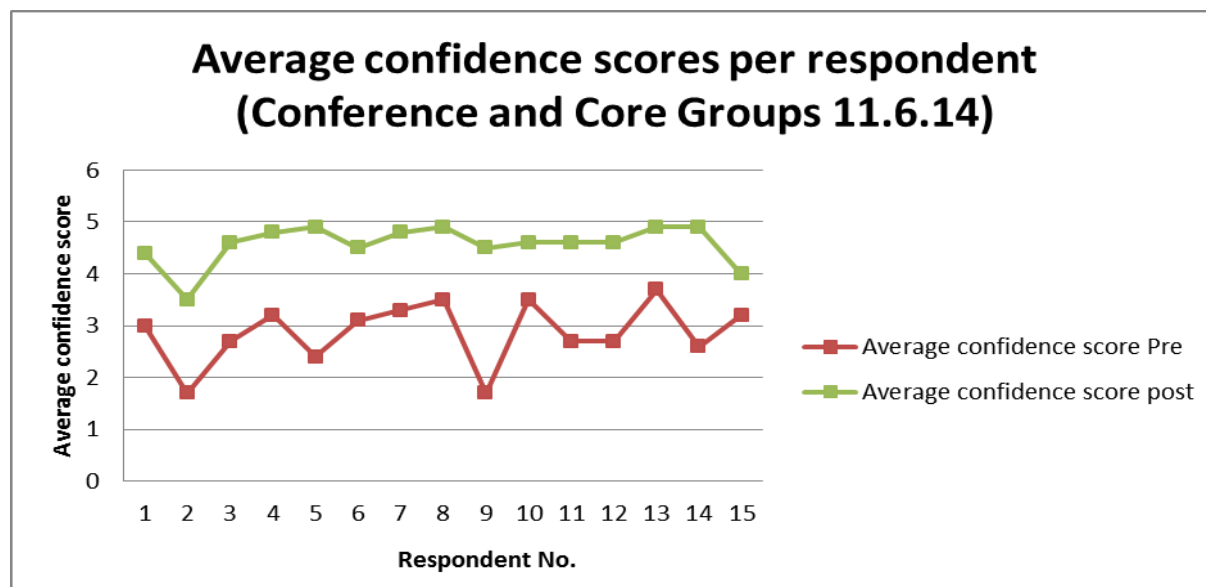
Evaluation of the impact of multi-agency training:

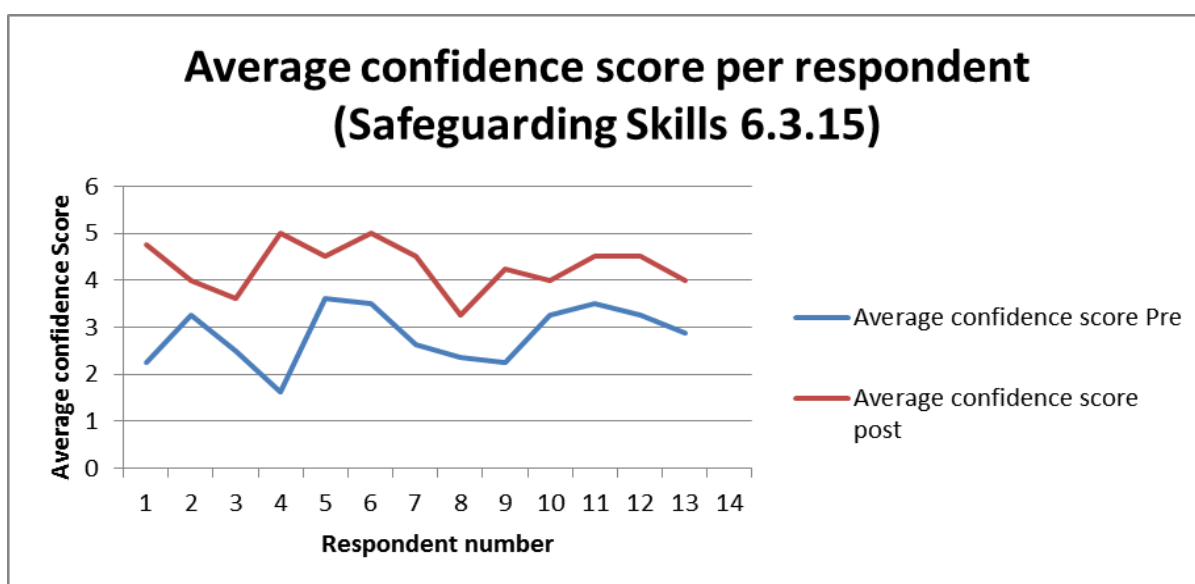
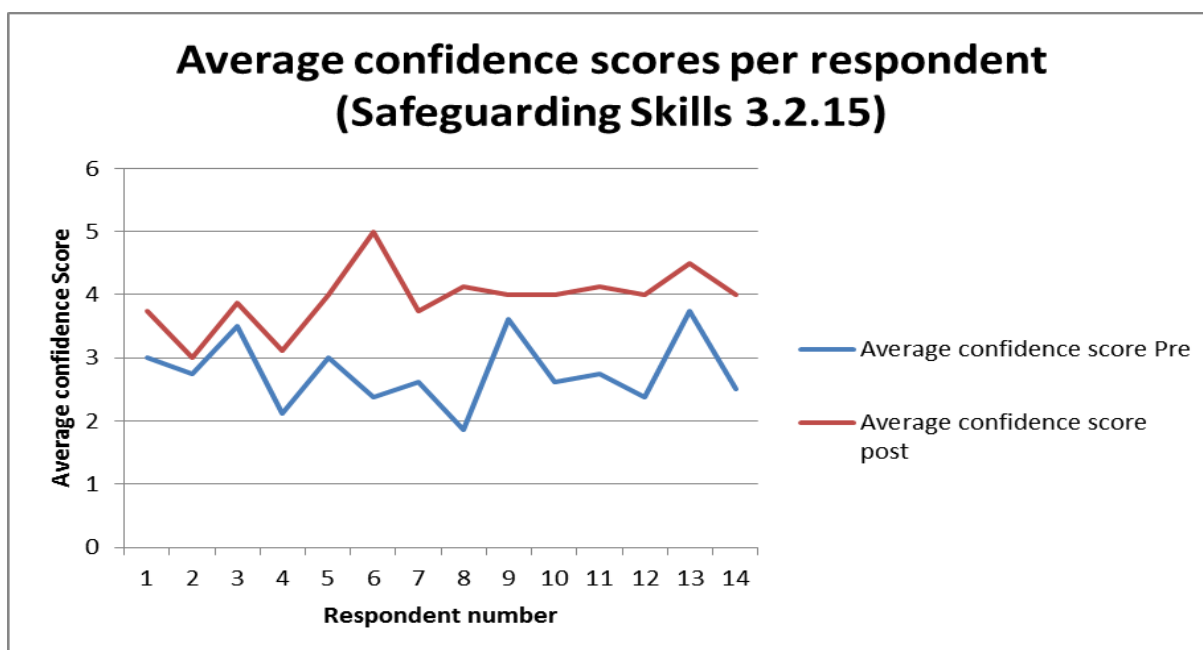
In line with the previous year the board received a report on the evaluation of the impact of multi-agency training. The report indicates information collected at different levels, level one: reaction - a graded score by recipients about the quality of the training. The sheet asks learners to provide an overall score to the course out of 5. This data is collated and is summarised below:

COURSE	% of Learners scoring 4 or 5
Child Sexual Exploitation for Managers	100
Councillor Safeguarding	100
E-Safety Awareness	99
Forced Marriage Awareness	100
Lessons learned using reviews to prevent Serious harm to children	100
Making positive contributions to child protection conferences and core groups	99
Neglect	100
Parenting Capacity: Assessing the Adult, Protecting the child - 2 day	98
Safeguarding Children and Adults Training	97
Safeguarding Skills	99
Safeguarding Skills for Managers - 2 day	98
Safer Recruitment in the Voluntary and Community Sector	100
Sexual Abuse: Dispelling Myths & reducing Risk	100
Working Together to Safeguard Children	100
Working Together to Safeguard Children - Refresher	100

The second level: learning - assesses the degree to which learners have acquired knowledge or skills from attending the learning event. The KSCB reaction sheets have been designed to obtain some of this information as learners will write in the boxes “Something that made me think differently” and “Something I have learnt and will take back to practice”. The thematic review of these comments reveals that what learners are taking away is consistent for each course, thereby evidencing that the learning is not isolated to one individual on one particular date. Matching these themes to the stated aims and outcomes for the relevant course also shows that learners are leaving with the intended learning.

This year “Making a Positive Contribution to Child Protection Conferences and Core Groups” and “Safeguarding Skills” were chosen for analysis, as both were new courses. The results will help the KSCB Learning and Development Officer determine if changes are needed in order to achieve the course outcomes. Both are important courses to ensure that the workforce has the core knowledge needed to safeguard children. The results for both courses demonstrated a clear increase in both confidence levels and knowledge.





The graphs demonstrate that for every learner in every course tested confidence levels increased. For some learners the confidence increase was only slight but others the difference was profound.

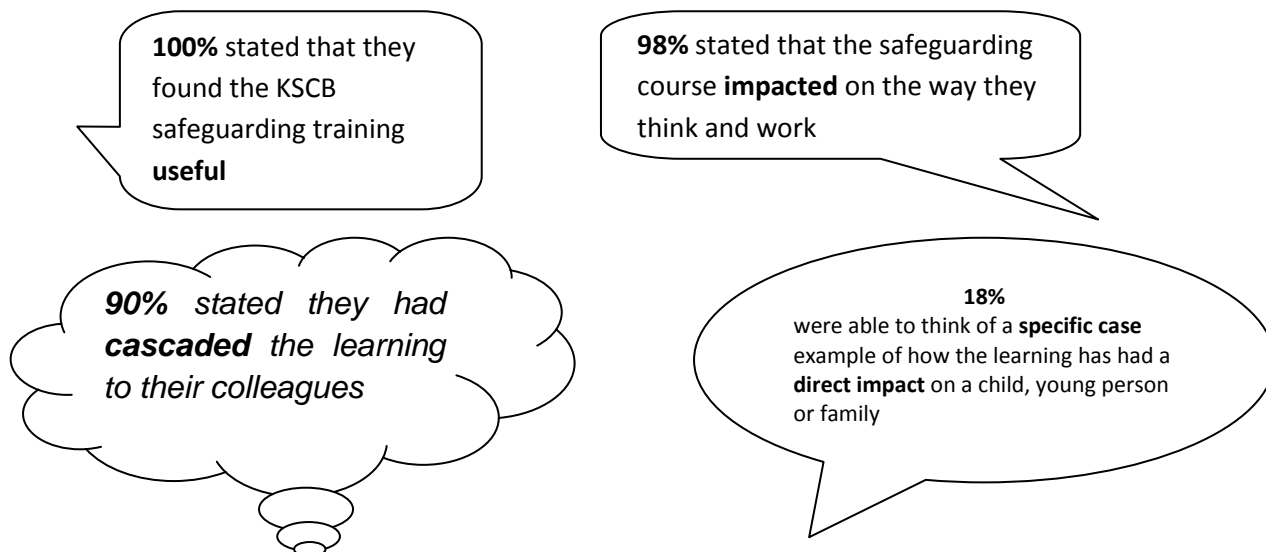
This approach will be used again on two other courses in the coming year. The two courses to be tested this year will be Neglect as this issue will be under increased focus following the launch of the new KSCB Neglect strategy and also the “Lessons Learned: Using reviews to prevent serious harm to children” due to the 2015-2016 KSCB theme being Learning from Serious Case Reviews

Level 3 is about behaviour and is to ascertain to what extent the behaviour of the participant has changed as a result of the training course attended, i.e. has the knowledge and skills that were acquired on the course been put into practice.

As the KSCB trainers often only see a learner once, or a long time elapses between one training course and the next, it is difficult to get feedback from learners about whether they have been applying their new knowledge and skills. In order to try and capture some of this a survey was designed to ask learners about their views and

experiences of KSCB training. This was used last year to great effect and was repeated again this year.

Using an online survey tool, learners were asked a number of questions about the applicability of the training after the event



Level four considers outcomes and the online survey tool has shown that 18% of learners can identify that the training has had a direct impact on the children, young people and families they work with. The survey then asked learners to specify what this direct impact was. The data that came back showed that learners were making clear links between the training and improved practice and outcomes for children. A few examples are given below

- *A family in which the dad is under psychiatry for mental health and anger and history of domestic violence.* "Have worked more collaboratively with the family, the psychiatrist and referred on for support through stronger families which I was unaware existed prior to the training. The family now have more support and the psychiatrist has changed from being non-involved to being actively aware & involved in safeguarding of the children."
- "I was invited to attend a conference a week later and was able to complete and submit the information needed much more professionally due to the training"
- "A parent had made a disclosure and due to the training I felt comfortable in how to deal with the situation best."
- "I am able to fully take part and understand the child protection conferences I have been to since the training."

Impact of Training Activity:

- Evidenced impact of staff increasing knowledge and skills as result of attending KSCB multi-agency training

- Evidenced impact of positive outcomes for children, young people and their families as a result of knowledge confidence gained on KSCB multi-agency training
- CSE e-learning course made available to all to increase awareness of identification and support for young people affected

Section Four: Voice and Influence of Children and Young People

Children and Young People are at the heart of everything we do. Young people provide valuable insight to our audit of agencies (Section 11) and have shown us many times how to engage young people to help keep them safe. We must find more ways of hearing what they say and engage them more in finding safeguarding solutions

Children's Participation in Child Protection Conferences:

Children and young people in Kirklees are encouraged and enabled to participate in child protection conferences so that their wishes and feelings are heard and considered. This can provoke a very powerful response for the parents, one example described by an advocate following a conversation with a mother "she told me how powerful the words had been and it made her realise that she had been neglecting her children's feelings and not listening to them". Another young person spoke about how things were at home to an advocate and when the statement was read out in conference it was the first time the parent realised how much the home situation was affecting their child and was visibly upset. This year 36 young people were in attendance at their child protection conference supported by an advocate; 101 children were represented by an advocate and 28 young people declined a service. There were 86 situations where an advocate was unable to become involved; this was for a variety of reasons including the parents declining, the young person declining, social worker deeming it inappropriate and not being able to contact the family to arrange a visit.

There are concerns about the future budget that supports this service and a resultant reduction in staffing. KSCB will monitor any impact on the effectiveness of this service and its impact on young people.

The voice of children and young people: section 11 challenge event

A report was received by the board in May 2014 outlining all the work that had been undertaken by the Engaging Young Citizens Equally (IYCE) team over the previous two

years of safeguarding projects aimed at listening to young people and ensuring their voices are listened to in developing safeguarding services. It described the role that young people had played in the Section 11 Challenge event in 2013 when agencies were required to present on and be challenged about the findings of their self-audit on delivery of safeguarding.

The Safeguarding Teenagers Roadshow

KSCB received a report on the outcome of the Teenagers Roadshow at its Board meeting in July 2014.

In June 2014 Teenage Roadshows were held in four high schools in Kirklees planned by the Safeguarding in Education workstream with an aim of raising awareness and information sharing with young people on safeguarding issues.

The Roadshows were presented in the style of a Market Place with stalls that the young people could browse. The agencies involved planned the content for their own stall using activities, hand-outs, promotional materials and specialist equipment. The event gave students a chance to access a wide variety of safeguarding information in their own school. The safeguarding stalls were run by professionals who predominantly work with teenagers in Kirklees who were available to answer questions, sign post and share their knowledge on their specialist areas.

The Roadshow helped students collate useful information in order to assist them with any issues or concerns they may have at the present, and also to provide them with vital contacts they may need for future advice.

The stalls included information on:

- Underage/homemade Tattoos
- Teenage pregnancy, sexual health and contraception
- Child Sexual Exploitation
- Self-Harm & Eating Disorders
- Private Fostering
- Police
- Fire Prevention
- e-Safety
- Housing
- Prevent
- Early Help Access
- Lifeline/CRI/BASE
- Integrated Youth Support Service & Targeted support
- Forced Marriage

The feedback received by the young people was very positive

"I enjoyed how confident the lady was talking about sex. Overall I will make good choices. Thank-you"

"You don't see the effects drinking has on your senses, wearing the goggles has made me more aware of the effects excess drinking has on your body senses and helped me appreciate the dangers of drinking too much alcohol "

"I found things out I didn't know and found it very useful"

"A lot of stalls were helpful giving an insight on the things we need to know in our daily lives. "

Feedback from School staff and governors included:

"The issues covered in the Roadshow complemented the PHSE programme and really engaged our students. Students went back into lessons and staff said they were 'buzzing' with all the new information and continued discussing what they had learned with staff."

"The roadshow was fabulous. It has made a difference and we are now working with a couple of young people who have come forward. It is extremely valuable to make such strong contacts with the agencies involved"

"The whole event was extremely well organized, appropriate and thoughtful. The people manning the 'stalls' were informative, approachable and able to speak to the students at a level that was understandable."

Further impact has been young people going home and discussing some of the issues with their parents.

Due to the success and positive impact, the workstream is currently planning roadshows for June 2015 in more and different high schools.

Impact of the Voice and Influence of Children and Young People:

- Young people's participation in their own child protection conferences is a powerful influence on parents and professionals to ensure that the wishes and feeling of the child are kept at the forefront of planning.

- The Teenage Roadshow highlighted the willingness of young people to engage in difficult conversations with confident and well informed professionals to enhance their understanding of their own risk taking behaviours.

Section Five: Looking Forward to 2015/16

In preparing an Annual Report it is inevitable that some planned work has progressed and some new challenges have been identified. This section describes some of the work already progressed and some of the issues and challenges for the coming year.

Child Sexual Exploitation

- A programme for boys aged 11-17 promoting healthy relationships will be piloted in September 2015 and then delivered in other secondary education settings.
- Awareness raising with children in primary schools will commence during 2015/16. Planning has involved a theatre company and voluntary sector organisation.
- Further training for taxi drivers is planned to capture those already licensed and operating in the area.

Female Genital Mutilation

- Awareness Raising with staff in schools is planned as the reporting of FGM becomes a statutory function of teachers as well as health professionals.
- Development of a FGM Strategy for Kirklees to be progressed

Work with the Adults Board and Community Safety Partnership

- Develop closer working relationships with the Adults Safeguarding Board and Community Safety Partnership and progress a joint approach to key areas of work such as domestic abuse, Prevent, FGM, CSE, human trafficking, forced marriage, gangs and restorative justice.

Implementation of the Neglect Strategy

- A launch will take place to bring to attention the learning from Serious Case Reviews which underpinned the development of the Neglect Strategy. The launch will involve 200 professionals who will be invited to contribute to the development of an Action Plan. Changes in practice to be practitioner led.
- The KSCB workstreams will each respond to the Neglect Strategy by incorporating its key messages into their plan of work.
- Multi agency audit of front line practice for children where neglect has led to a child protection plan.

Voice and Influence of Children and Young People

- Young people to be encouraged and supported to participate in the section 11 challenge event and contribute to the analysis of how well organisations are delivering on their safeguarding requirements.

Further Develop Multi Agency Data Analysis

- Build on the multi agency data set to establish a clear picture of the effectiveness of services for children and young people.
- Embed a rolling programme of audits of front line practice
- Undertake a Section 11 audit of partner agencies safeguarding arrangements.

CAMHS

- Initiate an analysis of the CAMHS provision and assess whether it meets the needs of children and young people in Kirklees.

Emerging Risks Identified for Future Audit

- The issues of Child Sexual Exploitation, Female Genital Mutilation and PREVENT are issues identified by the Evaluation and Effectiveness Workstream for 2015 and will be included in the audit plan.

Develop More Diversity in Training Delivery and Evaluation of its Effectiveness:

- Develop short courses and practitioner led seminars
- Continue to train partner agency staff to deliver / co-deliver the KSCB training programme
- Exploration of creative ways to support the continued development of core safeguarding skills i.e. assessment, engagement, planning and challenge
- Work to embed lessons from Serious Case Reviews into practice including practitioner conference to be held October 2015
- Quality assurance of single agency safeguarding training
- Introduce post training evaluation for schools.
- Summaries of the evaluation scores will continue to be collated for multi-agency and schools training
- 2 multi-agency courses will have pre- and post- questionnaires to assess learning

Section Five: Appendices

Appendix 1: Board Activity - Reports presented to KSCB

Date:	Board Update Reports
21 May 2014	<p>End of Year Budget Statement for 2013/14</p> <p>Chair's Appraisal and Objectives</p> <p>YOT Action plan</p> <p>North Kirklees NHS LAC Annual Report</p> <p>Learning and Development Annual Report</p> <p>Voluntary Community and Faith Sector Annual Report</p> <p>E-safety Working Group Annual Report</p> <p>Safeguarding Children & Young People Report</p> <p>Action Plan on Emotional Health and Well-being of Young People</p>
11 July 2014	<p>Investigation into the allegations made regarding Jimmy Savile in relation to The Mid Yorkshire Hospitals NHS Trust</p> <p>Single Assessment Protocol in Kirklees</p> <p>Adoption Update</p> <p>Ofsted's Inspection of Cafcass as a National Organisation</p> <p>KSCB Annual Report 2013/14</p> <p>Working with Vulnerable Parents and their Children Protocol</p> <p>Criteria for Reserve Budget</p> <p>Report on external residential child care providers</p> <p>Safeguarding Teenagers Roadshow</p> <p>Vulnerable Adults & Their Children Annual Report</p> <p>Evaluation & Effectiveness Annual Report</p> <p>Child Sexual Exploitation Annual Report</p> <p>SCR Annual Report</p> <p>Good Practice Example: Removing Barriers to Foster care Recruitment, Kirklees Council</p> <p>Dates of Board meetings for 2015</p>
1 October 2014	Female Genital Mutilation Report

	<p>CQC Transitions report</p> <p>MASH & Local Assessment Protocol Update – TOR & Implementation Plan</p> <p>CSE Update / NWG Network Benchmarking</p> <p>MAPPA Annual Report</p> <p>LADO Annual Report</p> <p>IDAT Team Report</p> <p>Safeguarding in Education Report</p> <p>CAMHS Report</p> <p>Evaluation and Effectiveness Update</p>
28 November 2014	<p>CSE Legacy / historic cases; Outcome of thematic inspection & Missing</p> <p>Early Intervention & Targeted Support Annual Report</p> <p>Stronger Families Update</p> <p>Evaluation of Strengthening Families approach to Child Protection Conference</p> <p>CPRU Annual Report</p> <p>Budget – Update 6 Monthly Out turn</p> <p>Paper on future Budget issues 2015/16</p> <p>Evaluation & Effectiveness Data Set</p> <p>Cafcass Action Plan</p> <p>Business Plan Update</p> <p>Constitution Update</p> <p>Learning Disability Protocol Audit</p> <p>Ethnicity Report</p> <p>EHA Assessment audit</p> <p>Report on Asylum Seeking Families</p> <p>Young Carers report</p> <p>Neglect Strategy</p>
19 January 2015	<p>CSE Amended Strategy</p> <p>CDOP Annual Report</p> <p>Performance & Audits - Performance Data</p> <p>Learning Disability Protocol Audit</p>

	<p>Early Help Assessment Audit</p> <p>Audit of Children Subject to a Child Protection Plan for 2nd or subsequent time</p> <p>Ethnicity Report</p> <p>Bruising Burns & Scalds Protocol</p> <p>Single Assessment</p> <p>Issues from conversations with the Independent Chair</p> <p>Report on Asylum Seeking Families</p> <p>Young Carers Report</p>
--	---

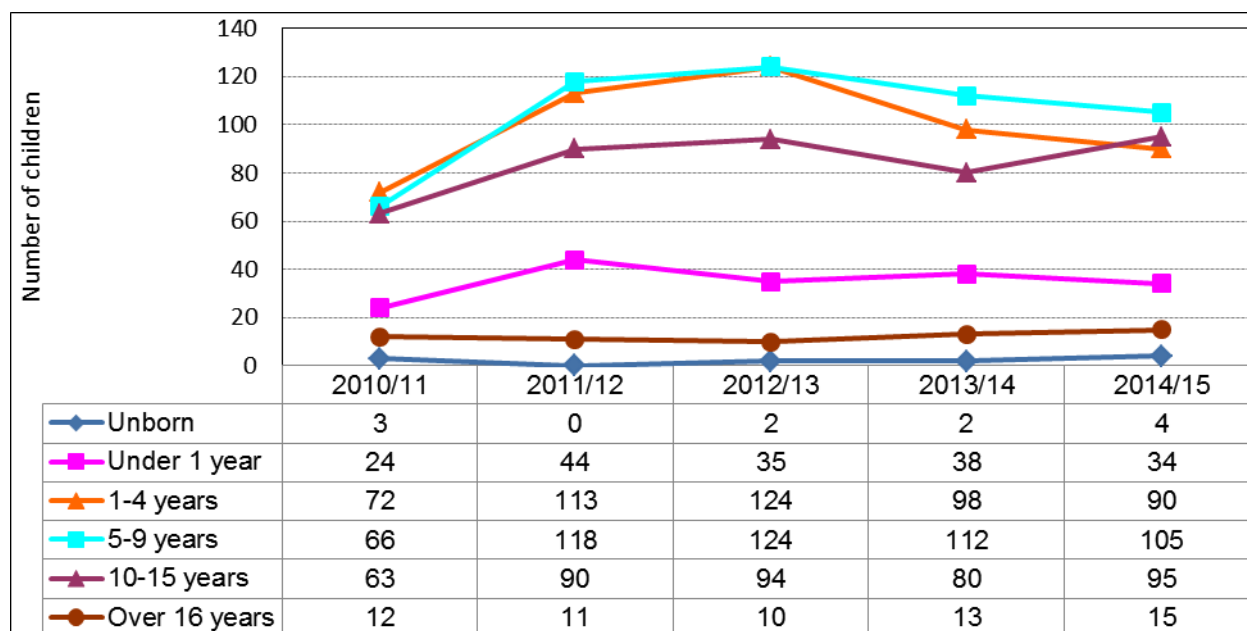
Appendix 2: Budget for 2014/15

EMPLOYEES - SALARIES	298,097.00
SUPPLIES & SERVICES:	
- Stationery, Office Equipment	109.00
- Printing/Promotional Materials	0.00
- Board Chair & Lay Member Expenses	19,716.00
- KSCB Website	3,866.00
- WY Consortium Procedures	1,415.00
- Training - Staff Development	892.00
- Multi Agency Training	1,983.00
- Postage	342.00
LEGAL COSTS	553.30
SCR COSTS:	
-Legal	6206.70
-Authors/Chairs	36,855.00
<u>TOTAL EXPENDITURE</u>	<u>370,035.00</u>
NORTH KIRKLEES CLINICAL COMMISSIONING GROUP	44,086.00
GREATER HUDDERSFIELD CLINICAL COMMISSIONING GROUP	29,390.00
WY POLICE SERVICE	12,344.00
WY PROBATION	4,090.00
CAFCASS	550.00
CONNEXIONS	13,049.00
KMC BASE BUDGET	175,304.00
STRONGER FAMILIES	9,956.00
Total Partners	288,769.00
DSG Funds (for safeguarding officer 2013/14)	48,400.00
School Training Income	9,210.00
Other Income (reserve fund)	23,657.00
Total Other	81,267.00
<u>TOTAL INCOME</u>	<u>370,036.00</u>
<u>RESERVE</u>	
<div> <div>RESERVE TO CARRY FORWARD AS AT 31.03.2015</div> <div>299,016.00</div> </div>	

Appendix 3: Statistical and Management Information

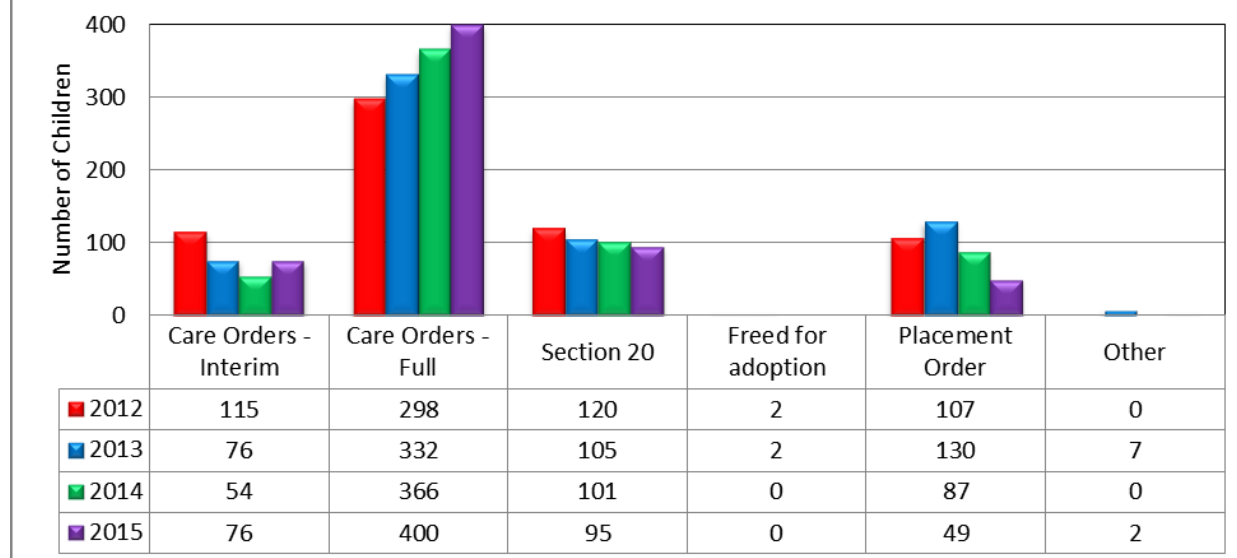
Child Protection Plans – Age Profile

(Source: CIN Census –COLLECT Extracts)



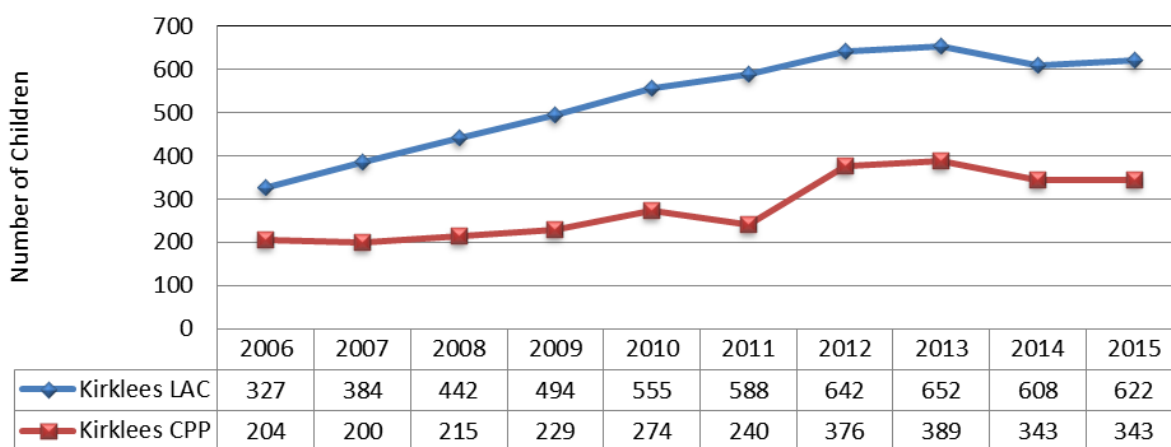
Looked after Children Legal Status at 31st March Kirklees

(Source: LAC annual return - SSDA903)



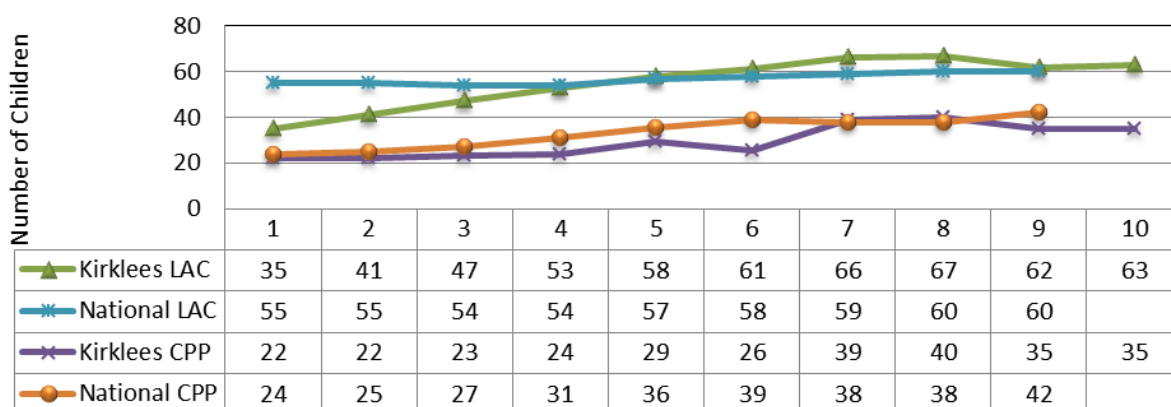
Looked After Children and Child Protection Plans 2006-2015 Kirklees

(Source: LAC annual return - SSDA903 and CIN census - COLLECT Extracts)



Looked After Children and Child Protection Plans 2006-2015 Rate per 10,000 population compared with National

(Source: DFE - Statistical First Releases (Kirklees local figures for 2015, SFR not currently available))



Appendix 4: Progress of the CSE Strategy

1. A multi-agency approach which will work together to reduce the risk to victims and bring offenders to justice

- A definitive list has been established of children that are currently jointly managed. This list is reviewed on a monthly basis.
- Partner agencies have access to tools that assist in the identification of risk and vulnerabilities
- Risk assessment, strategy meeting and risk management plans are in place through multi agency agreement, on all children at medium/high risk CSE. Intelligence and strategy are shared.
- Clear referral process using the pathways has been agreed and established for CSE concerns.

2. A bespoke training plan for schools to identify to pupils and teachers the signs of being groomed for CSE, supported by products which address CSE in the wider community and explore the harm that this offending can have on individuals and communities

- A training programme has been delivered to all safeguarding and PHSCE leads in all middle and high schools on CSE processes and procedures in Kirklees and on awareness raising with students about the issues of CSE. They have also been provided with a range of resources to support this training.

3. A plan for all faith and community leaders to support communities through the damage caused by CSE

- Fifteen Mosque leaders have received training on CSE and additional training for children and parents has been requested. A strategic response still needs to be developed to enable this training to be sustainable within the Mosques.
- Training has been delivered at the Women's Centre and trainers have been identified within the setting to continue delivery of this. The Women's Centre holds CSE awareness event each month.
- Training has been delivered to adults involved in offering supported lodgings to young people leaving the care system.
- Training dates were arranged for CSE briefings to be delivered to foster carers.

4. A support network focusing on families and women/mothers

- Training has been delivered to 12 Offender Managers and Women's Centre staff, by KSCB. The aim of this is to equip them to raise awareness with women across the district who regularly access the women's centre,

promoting it as a hub for reaching women with information about CSE. The evolving women's programme within this service will have a monthly drop in session specifically around CSE to provide information to women.

5. A specific direct work plan aimed at boys between 14yrs and 17yrs to tackle any unacceptable attitudes regarding the sexual abuse of any person

- A programme has been developed and is being delivered by the Integrated Youth Service on Respect and Protect.
- The safeguarding board along with Targeted Youth Support and Youth Offending Team have developed a programme specifically for boys aged 11-17 to promote 'healthy relationships' and challenge unacceptable attitudes about girls and young women that may exist amongst some young men. Websites and immediate access to pornography and sexual violence can distort thinking and values about sex, women and healthy relationships. The programme covers the areas of consent, sexual attitudes, pressure, and healthy relationship. This programme is due to be run in one school as a pilot in September 2015.

6. A partnership response to reduce the opportunities for perpetrators of CSE to abuse children and young people in hotels, bed and breakfast establishments, licensed premises and other commercial premises

- CSE has been embedded across the work of the licencing team. They ensure individuals and establishments are aware of where to access support. The new Kirklees Licensing Policy 2015-2020 has a new section commencing at section 6.24 which relates to CSE and states where licensees can seek advice about risk and reports concerns
- The licensing team now have a well-established process of raising awareness with new drivers applying for a taxi license. As part of safeguarding training which is mandatory, awareness of CSE has now been included and it forms part of the final exam which they have to complete as part of the application process. From April 2014 - March 2015, there have been 252 taxis drivers who have undergone this training, which is delivered by the licensing department.
- As the above programme has only been running for a period of two years there is a gap in capturing taxi drivers licensing prior to 2013. A programme of raising awareness for these taxi drivers is to be delivered.

7. The development of appropriate transition arrangements for young people who have experienced CSE as they move into adulthood.

- There is no statutory responsibility for Adult Services to support young people if they have no social care needs. Fair Access to Care Criteria applies to people coming to Adult Services for support, this is currently set at working within Critical and Substantial Care Needs. However until this

process is fully addressed there have been strategies put in place to address this piece of work.

- Sex Workers Empowerment Education and Training Project are now represented on the CSE Operational Group and can pick up cases and support young people from this meeting.
- There are identified pathways of support in respect of Social Care & Wellbeing for Adults Transitions arrangements already in place for transfer of care for young people with social care needs
- Looked after children 18 to 24 years have access to Personal Assistant's support to promote independence.
- Awareness-raising across Kirklees GP Practices regarding the management of any young person in Kirklees who has suffered from or likely to be at risk of CSE.
- Letter sent to all GP Practices which outlines the possibility of victims and witnesses presenting for help and support, appropriate referrals if necessary, support organisations if necessary and notice of the review of historical cases
- Crime Reduction Initiatives services also offer support provision until the young person is 25 if they are involved with their service.
- Scoping Exercise completed to look at the issues encountered by victims of CSE when transitioning within health services in Kirklees.

Appendix 5: Multi-Agency Training April 2014 – March 2015

Multi Agency Training Provision for April 2013 - March 2014			
Level	Course Name	Total Courses	Total Delegates
1	Awareness of Child Abuse & Neglect – online*	-	6791
1	Child Accident Prevention - online	-	542
1	Child Development - online	-	658
1	Private Fostering - online	-	212
1	Child Sexual Exploitation (Started 1.8.14) – online*	-	907
1	Safeguarding Children and Vulnerable Adults (Basic Awareness)	9	41
2	Working Together to Safeguard Children	21	447
2	Evening Modular Working Together	1	9
2	Working Together to Safeguard Children - Refresher	2	38
2	Making Positive Contributions to Child Protection Conferences & Core Groups	10	202
3	E-Safety	3	62
3	Forced Marriage	4	38
3	Parenting Capacity: Assessing the Adult, Protecting the Child (2 day course)	8	110
3	Safeguarding Skills	5	69
3	Sexual Abuse: Dispelling Myths, Reducing Risks	3	46
3	Lessons Learned: Using reviews to prevent serious harm to children	2	29
3	Neglect	3	50
3	Safer Recruitment for the Voluntary and Community Sector	1	7
3	Child Sexual Exploitation for Councillors	2	26
4	Child Sexual Exploitation for Managers	2	27
4	Safeguarding Skills for Managers (2 day course)	3	43
Total		87	10,354

Appendix 6: Training Provision for Schools and the Learning Service September 2014 – April 2015

Basic Awareness of Safeguarding Course

Date	Target Group	Number of Courses	Number of Schools / Colleges	Number of participants
September 2014 - April 2015	All School Staff	31	27	1306

Designated Senior Person Training (DSL)

Date	Target Group	Number of Courses	Number of participants
September 2014 - April 2015	Roles and Responsibilities of DSL	4	144

Safeguarding Briefing for individual School Governing Bodies

Date	Target Group	Number of Courses	Number of Schools / Colleges
September 2014 - April 2015	School Governing Body	2	35

Prevent in Education Training

Date	Target Group	Number of Courses	Number of participants
September 2014 - April 2015	PREVENT in Education Briefing 3	3	173
	Prevent WRAP Workshop	8	186
	Individual Schools	15	417
Feedback 352 people (84%) felt that their understanding of Prevent improved. 52 people (12%) felt that their understanding of Prevent remained the same. 389 people (93%) felt that they had a better understanding of how Prevent fits into their day-to-day job.			

Child Sexual Exploitation for DSL's & PSHCE Leads

Date	Target Group	Number of Courses	Number of participants
September 2014 - April 2015	CSE for DSL and PSHCE	1	16

Safeguarding Training provided by Safeguarding Officers on behalf of the Learning Service

September 2014 - April 2015			
Date	Target Group	Number of Courses	Number of participants
Safeguarding Governors Responsibilities	School Governors	1	17
Newly Qualified Teachers Safeguarding Adapted versions for primary and secondary staff	Teachers in their first year post qualification	1	14
SCITT	Trainee Teachers	1	8