

NORTH LINCOLNSHIRE COUNCIL

CABINET

THE ANNUAL REPORT OF THE LOCAL SAFEGUARDING CHILDREN BOARD 2011-12

1. OBJECT AND KEY POINTS IN THIS REPORT

- 1.1 To receive the Annual Report of the Local Safeguarding Children Board for 2011-12.

2. BACKGROUND INFORMATION

- 2.1. The Local Safeguarding Children Board (LSCB), the body that exists to manage multi agency approach to child protection, is required to publish an annual report summarising its activities.
- 2.2. The North Lincolnshire LSCB Annual Review report for 2011-12 reviews the strategic priorities of the LSCB Business Plan 2011-12 and summarises the priorities being taken forward during 2012-13.
- 2.3. During 2011-12 the LSCB worked within three priorities derived from the North Lincolnshire Children and Young People's Plan 2010-13. These were:
- a. **Ensuring safe practice across the workforce.** e.g. the LSCB training programme had a strong take-up from all agencies, including the voluntary sector.
 - b. **Empowering children and young people to keep themselves safe.** e.g. the Anti-Bullying work, involving children from schools and colleges in North Lincolnshire in combating bullying within their schools; participation with children who are subject to a child protection plan, an initiative that attracted Ofsted to write an article for their national best practice database.
 - c. **Ensuring effective prevention and early intervention services, systems and processes are in place.** e.g. revising the safeguarding strategy for disabled children; reshaping services to improve access to early help and prevention.
- 2.4. The Annual Report is able to present a very positive picture of progress on each of these priorities, which of course is supported by the findings of the Ofsted Safeguarding and Looked After Children Inspection carried out in April 2012.

- 2.5. The Annual Review ends by presenting the strategic priorities for 2012-13. These are:
- a. Embedding the early help offer
 - b. Keeping children safe from child exploitation
 - c. Reducing harm from neglect and emotional abuse
 - d. Reducing harm from domestic violence
- 2.6. These priorities are being addressed through the continuing work of the LSCB.
- 2.7. The Review has been agreed by the LSCB and is published on the LSCB website:-<http://www.northlincs.gov.uk/childrenandyoungpeople/safeguardingchildren/lscb/>

3. OPTIONS FOR CONSIDERATION

- 3.1 To receive the LSCB Annual Report 2011-12

4. ANALYSIS OF OPTIONS

- 4.1 None. For information only

5. RESOURCE IMPLICATIONS (FINANCIAL, STAFFING, PROPERTY, IT)

- 5.1 None – for information only

6. OTHER IMPLICATIONS (STATUTORY, ENVIRONMENTAL, DIVERSITY, SECTION 17 - CRIME AND DISORDER, RISK AND OTHER)

- 6.1 None – for information only

7. OUTCOMES OF CONSULTATION

- 7.1 The work of the LSCB has a strong strand of consultation and involvement of children and young people and their families; this is outlined in the Annual Report.

8. RECOMMENDATIONS

- 8.1 To receive the North Lincolnshire LSCB Annual Review 2011-12.

DIRECTOR OF PEOPLE

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Background Papers used in the preparation of this report -

“North Lincolnshire Local Safeguarding Board Annual Review January 2011 – April 2012”

Annual Review

January 2011 – April
2012



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Forward by the Chair

Welcome to the Local Safeguarding Children Board (LSCB) Annual Review 2011 - 2012. It is the annual review of the strategic priorities of the LSCB Business Plan 2011-12 and a summary of the priorities we are taking forward into 2012-13.

Partnership working is the foundation for all the work to safeguard children in North Lincolnshire. There is a strong multi agency commitment to safeguarding children and young people and a proven history of working together. There is a clear-shared vision and value base, and central to this is empowering children to let us know what it is like to grow up in North Lincolnshire and how we can help them to stay safe.

Within the Annual Report the voices of children and young people resonate loudly and I am very proud to report on the achievements of the children and young people in 2011 - 2012. There are more exciting initiatives planned for the next year which will be directed by children and young people and will build upon the commitment they are showing to safeguard each other.

There have been many developments at national level, including the publication of Professor Munro's final report into child protection.

North Lincolnshire's LSCB is already in a strong position to implement the recommendations of Professor Munro's report, building on improvements which have already been made. These include:

- Early intervention and support which is in place through the formation of the Localities and Partnerships service supporting those vulnerable children, young people and families who have been identified as requiring additional support.
- A framework to support identification and intervention within early help through the continued use of the Common Assessment Framework.
- A professional development structure that supports and builds upon the expertise of the social work profession.
- A multi agency professional development structure through the LSCB training programme.
- A framework in place to support the implementation of Risk Principles identified in the LSCB Business Plan 2011 through the implementation of the North Lincolnshire risk analysis model.
- Agreement on the role of the Principal Social Worker.

Later this summer the review of Working Together to Safeguard Children 2010 will be released for consultation. It is anticipated that this will be significantly rewritten with a refocus on priorities and service delivery. We believe that with the changes already implemented through the

transformation programme within the Children & Young People's Service in North Lincolnshire over the last twelve months, that we are in an excellent position to implement any proposed changes.

Safeguarding children and young people is a complex and difficult task. However it is an area of work, which carries huge significance and importance. North Lincolnshire's LSCB is determined to move forward in developing multi agency child centred systems in order to ensure that safeguarding of all children and young people is the main priority across the partnership. In particular, we are focussing on four strategic priorities for 2012-13: Embedding the Early Help Offer, Keeping Children Safe from Exploitation, Reducing Harm from Neglect and Emotional Abuse, and Reducing Harm from Domestic Violence.

I hope you find this review informative and that you will agree that the North Lincolnshire's LSCB, working together with children, young people and professionals are making a significant difference to safeguarding in North Lincolnshire.

Edwina E Harrison

Edwina Harrison
Independent Chair North Lincolnshire LSCB



Edwina Harrison, Chair of LSCB opening the Anti-bullying awards event

National Drivers for Safeguarding

Safeguarding children and young people is a priority. The legislative and statutory context which underpins safeguarding children and young people includes:

- Children Act 2004
- Child Poverty Act 2010
- Equity and Excellence: Liberating the NHS 2010
- Fair Society, Healthy Lives 'The Marmot Review' 2010
- Localism Act 2011
- The Munro Review of Child Protection. Final Report A Child Centred System and A Child Centred System The Government's Response to the Munro Review of Child Protection 2011
- Safeguarding Children and Young People from Sexual Exploitation Action Plan 2012
- Welfare Reform Bill 2012
- Working Together to Safeguard Children 2010*

*We are anticipating a rewrite of Working Together to Safeguard Children in 2012; this will impact nationally upon LSCB's multi agency guidance and procedures.

Nationally, children aged 0 to 5 are the most vulnerable to abuse and neglect. Disabled children are over represented in Serious Case Reviews. The Baby Peter case, Lord Laming's The Protection of Children in England (2009) and the subsequent action plan, the completion of Professor Munro's report (The Munro Review into Child Protection: Final Report, A Child Centred System 2010) and the government's recommendations have refocused attention on the ability and capacity of all services to work together, communicate more effectively, provide the appropriate level of professional judgement of risk and intervene effectively to safeguard children. This provides the context for all services safeguarding children and young people while strengthening the role of the LSCB in ensuring we implement Munro by providing effective scrutiny and challenge with a strong emphasis on audit, quality assurance and rigorous Serious Case Review.

About the Local Safeguarding Children Board (LSCB)

THE ROLE AND PURPOSE OF THE LSCB

The LSCB is the statutory body to ensure relevant organisations co-operate to safeguard and promote the welfare of children and young people in North Lincolnshire. LSCBs were established by law under Section 13 of the Children Act (2004) The Core Functions of LSCB's are set out in the Local Safeguarding Children Board Regulations and are described in Chapter 3 of Working Together to Safeguard Children (2010).

These are:

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

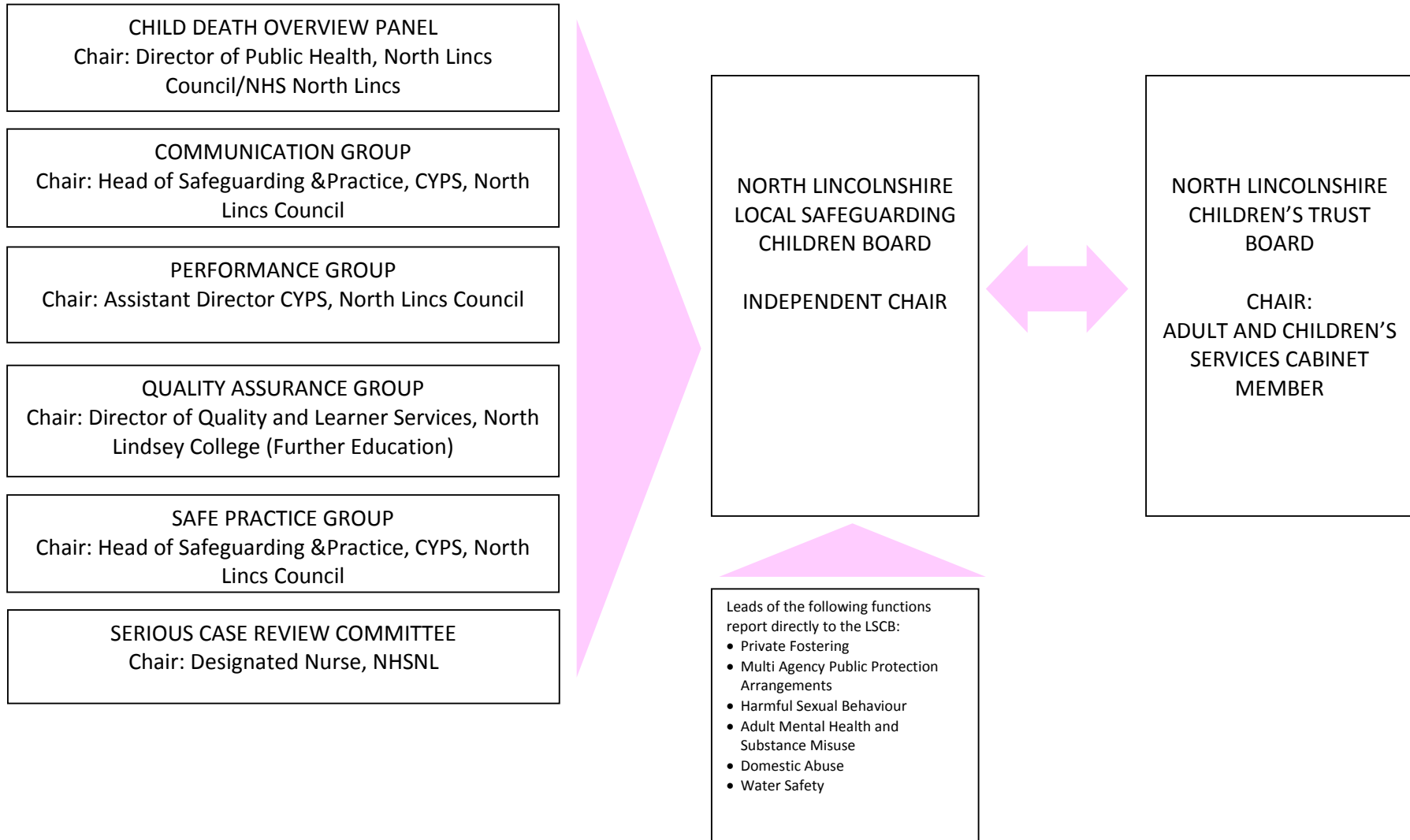
Section 11 of the Children Act (2004) places duties on named agencies to safeguard and promote the welfare of children. These duties are defined as protecting children from maltreatment, preventing impairment of children's health and development and ensuring that they are growing up in circumstances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

The primary goals of the LSCB are:

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

A Local Government Improvement and Development Agency (LGID) peer review of safeguarding, undertaken in December 2010, helped to shape a priority for the LSCB in 2011, which was to improve the strategic framework for safeguarding and partnership working. This involved sharpening of roles and contributions within the whole partnership framework including re-examining and streamlining partnership structures. In 2011, the LSCB, in consultation with the Children's Trust Board (CTB), completed a review of the partnership arrangements, in line with the LGID peer review recommendation and the priority actions that had been identified following the Annual Review of the LSCB for 2010. The LSCB structure was revised to describe more closely the core functions of the LSCB and the action group structure was streamlined from 9 groups to 6, with each group representing a statutory core function of the LSCB (see diagram below).

Figure 1: LSCB Partnership and Accountability Arrangements



PARTNERSHIP AND PLANNING ARRANGEMENTS

The Children's Trust Board (CTB) has the strategic lead for the priorities within the Children and Young People's Plan 2010-2013, including the commissioning and development of services to safeguard children and young people. The primary objective of the LSCB is to monitor and evaluate the effectiveness of those services, their quality and the difference they make to the children and young people of North Lincolnshire. The CTB and the LSCB bring all the relevant partners to be able to agree joint plans and protocols, joint funding and commissioning, integrated team and joint working to keep children safe. Safeguarding and partnership working in North Lincolnshire is robust and effective.

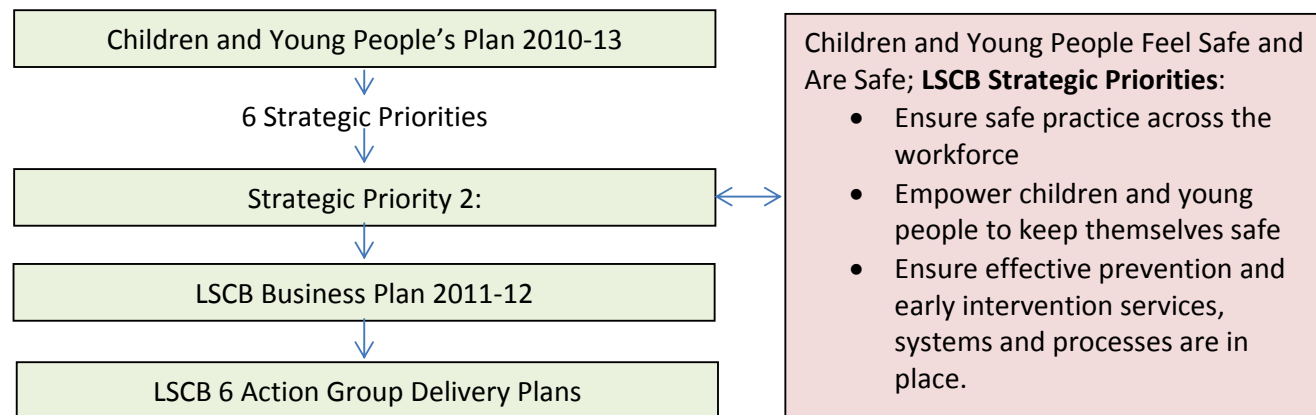
The LSCB is independent of the CTB and continues to provide strong leadership in order to deliver the safeguarding priorities, as set out in the Children and Young People's Plan 2010-2013 (CYPP). The link between the Children's Trust and the LSCB is effective and there is a clear reporting structure in place between the two Boards.

The LSCB has a consistent membership where all statutory partners are represented at a senior level. In addition the LSCB has a range of consistent membership from non-statutory partners and two lay representatives. All Board meetings are well attended. The Board has an action group structure in place, which is supported by strong multi agency commitment and attendance. All action groups are chaired by Board members.

Partner agencies contribute in kind and, where necessary in cash, to underpin the work of the LSCB. The LSCB Development Day in the Spring 2012 brought partners together to consider and identify the safeguarding priorities for the LSCB for the coming year. They are: Embedding the Early Help Offer, Keeping Children Safe from Exploitation, Reducing Harm from Neglect and Emotional Abuse, and Reducing Harm from Domestic Violence. These LSCB strategic priorities support progress on the CYPP Strategic Priority 2: Children and Young people Feel Safe and Are Safe.



Fig 2: Safeguarding planning hierarchy



The LSCB takes as its strategic priorities the three priority actions under CYPP Strategic Priority 2: Children and Young People Feel Safe and Are Safe. It sets out its own business priority actions in the LSCB Business Plan 2011-12 which outlines what the LSCB needs to do to achieve its strategic priorities, further its own development and fulfil its core functions.

Child Protection activity is the primary responsibility of the investigating agencies; the Police, Children and Family Support Service and Specialist Social Work Service but it is quite clear that the recognition of and responses to child protection issues are a matter for partnership working, led by the LSCB and the Children's Trust. Prevention activity is also led by the LSCB and Children's Trust, and the responsibility for action is held much more widely among a broader range of partners. Specific attention is being paid to the interface between adult's services and children's services where there are safeguarding implications; for example services for domestic violence and mental health are traditionally focussed on adult need though there are significant implications for children and young people within the family.

Led through the LSCB Communications Group, there is a strong commitment to the participation of children and young people, ensuring that their views are listened to and acted upon at an individual, service and strategic level. We have a Children's Trust 'Celebrate and Engage' Children and Young People Strategy in place and an underpinning Children and Young People's Service Participation Plan.

PERFORMANCE MONITORING

The six core function action groups report directly to the LSCB on a quarterly basis regarding their progress against the LSCB Business Plan Priorities. In 2011 the LSCB strengthened the role of the Serious Case Review Panel and it became a sub-committee of the LSCB, reflecting its regulatory basis alongside the Child Death Overview Panel.

The chairs of all of the LSCB groups complete a quarterly action log outlining the progress against the priorities and the impact made as a result of the LSCB Business Plan. This update report is presented to the LSCB at each meeting in order that the Board can be assured that the partnership is functioning well to deliver on the safeguarding priorities.

The LSCB has a robust performance management framework that is built around a multi-agency data set based on the government's proposed data set following the review of child protection undertaken by Professor Munro. This monitors the performance of all key agencies in safeguarding children and the effectiveness of how well agencies are working together. The LSCB receives a report every quarter, which identifies areas of performance against national and local indicators and also progress against the LSCB Business Plan priorities.

The LSCB Performance Group plays a significant role in supporting the LSCB in monitoring and evaluating the effectiveness of what is being done to safeguard children and promote their welfare. The role of the Performance Group is to analyse the information from the multi-agency data set in order to understand the story behind the performance, whether there are any areas of challenge or further development and highlight these for the LSCB to take further action. A further refinement would be to bring the 'turning the curve' methodology more fully to bear on the effectiveness of the partnership in delivering better safeguarding outcomes for children, families and communities.

THE IMPACT OF THE MUNRO REVIEW INTO CHILD PROTECTION

The Review into Child Protection commissioned by the Government and undertaken by Eileen Munro 2011, has been central to LSCB planning and development within 2011. The LSCB has embraced the opportunity to build a child-centred system that:

- Values professional expertise
- Shares responsibility for the provision of early help
- Develops social work expertise and supports effective social work practice
- Strengthens accountability and shares learning.

The Government endorsed the changes recommended by Professor Munro which the LSCB is keen to fully embrace and implement. The recommendations stress that a system must be centred on the child or young person, instead of being over burdened with compliance upon rules and procedures. The needs and experiences of children and young people are the fundamental focus that drives the system and the practice of professionals operating within it. The challenge for the LSCB throughout 2011 and 2012 has been to build a system characterised by:

- Children and young people's wishes, feelings and experiences being placed at the centre of planning, development and monitoring of safeguarding services.
- A relentless focus on the timeliness, quality and effectiveness of help given to children, young people and their families.
- The availability of a range of help and services to match the variety of needs of children, young people and their families.
- Recognising that risk and uncertainty are features of the system where risk can never be eliminated but it can be managed
- Trusting professionals and giving them the scope to exercise their professional judgment in deciding how to help children, young people and their families.
- Truly valuing and acting on feedback from children, young people and their families.
- Continuous learning and improvement, by reflecting critically on practice to identify problems and opportunities for a more effective safeguarding system.

The LSCB has made significant progress with the implementation of Munro in the following areas:

- The voice of children and young people is clearly audible through the forums and consultation processes we have in place. We have strengthened the consultation processes for children subject to a Child Protection Plan and Child in Need Plans.
- A review of Social Work Services has been undertaken to shape services to offer robust Senior Social Worker supervision and development of Social Workers who will have an extended career progression opportunity whilst staying in front-line service delivery.
- Systems to support flexible working have been strengthened so that staff are free to spend as much time as possible in direct contact with children and families.
- Reshaping of services and multi-agency commitment to prevention and early intervention has ensured that the early help offer is deliverable and that preventative services are available at a locality level.
- A single point of duty has been implemented which manages requests for support from Child and Family Support Services (CFSS) and referrals for Social Work Services. The "Getting in Touch" guidance has been revised and reissued to multi agency services.

- Co-location of Police and Social Work Services is in place and operating effectively. There is good information sharing with Health.
- There are robust training plans through the LSCB and the Children and Young People’s Service (CYPS). The Children and Training Programme supports the continuing professional development of staff.
- There is a no blame culture underpinned by risk principles that are built into operational practice through a risk analysis model and a systems review model for learning lessons from experience.
- The Head of Safeguarding and Practice delivers a “Principal Social Worker” role.
- The Council has undertaken a review and created a Director of People who will hold the Director of Children’s Services role, supported by the Assistant Director for Children’s Services, to ensure capacity to meet safeguarding and Looked After Children priorities.
- The Council has continued to invest in Children’s Services and front line delivery for safeguarding and Looked After Children.

THE LSCB NEWSLETTER

Communication and awareness raising is a key statutory function of the LSCB and, as part of the Board’s commitment to ensuring that staff are kept up to date with lessons from national and local reviews and policy and practice developments, a quarterly newsletter is produced. The newsletter is disseminated across every agency represented on the LSCB including all schools, childminders and the voluntary and community sector.

The newsletters also provide the opportunity to inform agencies about the work that individual services are doing and the impact it is having on children and young people. In addition we have had young people themselves produce articles that inform staff about their experiences within services and the support that has helped them.

The newsletters signpost staff to key policy and strategic documents relevant to their practice and to information available on the LSCB website.



VALUES AND PRINCIPLES THAT UNDERPIN SAFEGUARDING CHILDREN IN NORTH LINCOLNSHIRE

Leadership and direction is the cornerstone of the LSCB and the review of Child Protection by Professor Munro identified that the LSCB has a key role to play in scrutinising the work of local agencies, including early intervention to safeguard children and young people and prevent the escalation of needs to the extent that they require targeted intervention. In addition, Munro also identifies that the LSCB has a significant role to play in the development of multi-agency training and workforce development.

In 2011 the LSCB revisited the values and principles that agencies should be working to in the light of the Munro review and endorsed the following:

The Board will conduct its work to ensure that:

- Families receive timely and responsive support at the earliest point of intervention
- A child has the right to grow up in its own family and be supported where it is safe to do so
- We believe that families in need of intervention can make changes
- That all staff are fully equipped with a wide range of communication and engagement skills
- Children and young people should be supported to thrive in their own family networks
- We will be honest and clear with families about concerns and what needs to happen
- Every child should have stability and permanency in their lives
- Children have a right to be safe, protected and are supported to keep themselves safe
- We will be child focused in our work and ensure that staff are competent in communicating and engaging with children
- Vulnerable children will be a priority for all services and be involved in the decisions that affect their lives
- Staff will value and respect children and young people as individuals, whilst remaining alert to abuse and neglect
- We acknowledge risk in safeguarding children and strive to be fair, proportionate and proactive in maintaining and promoting children to live with their families
- We will not seek to apportion blame when things have not gone as well as they could, but we will learn from each other
- Adults working with children and families will be tenacious, committed and not give up.

North Lincolnshire Local Safeguarding Children Board 2011

Delivering Our Three Strategic Priorities

1. Ensure safe practice across the workforce

Strategic Priority	LSCB Business Plan Priority Actions	Impact
Ensure safe practice across the workforce	<ul style="list-style-type: none"> • Agencies comply with safeguarding training requirements • Staff in all agencies have access to learning from serious case reviews and are informed of any policy changes • The arrangements for specialist SUDIC paediatrician safeguarding children are effective • LSCB procedures for undertaking Internal Management Reviews are reviewed • Agencies are held to account on their arrangements for safeguarding children and young people by reporting to the LSCB and or participating in a calendar of audits • Safeguarding partnership arrangements are streamlined and agency accountability increased • Munro recommendations are implemented (see also pages 10-12 above) 	<ul style="list-style-type: none"> • 100% compliance: completed staff events held, quarterly newsletter disseminated • Completed: consultant of the week model in place and operational • Completed: procedure in place and approved by the LSCB • Completed calendar of audits in place and undertaken and learning disseminated to people working with children • Completed revised LSCB structure in place and operational • Completed Munro recommendations are incorporated into all Action Groups Terms of Reference and new Munro Performance framework is in place

Overall

We have a high performing safeguarding system with all key indicators showing strong performance. The numbers of children subject to a child protection plan remained low during the year, with very strong multi-agency involvement on the key aspects of the child protection system – assessment, child protection, case conferences and core groups.

The North Lincolnshire LSCB believes in the importance of challenge and development in order to develop outstanding safeguarding responses. Highlights in 2011-12 include:

- A new, revised performance framework, underpinned by the development of shared case audit systems to look at multi-agency front-line practice.

- A programme of Challenge Events, specifically designed to allow an in-depth review of the LSCB's approach to important issues.

Local Peer Review of Safeguarding

In 2011 the LSCB Safe Practice Group undertook a North Lincolnshire peer review of safeguarding processes in the Police, Health and Social Work Services. The purpose of the review was to assess the level of priority given to supporting frontline staff in child protection work in terms of training, support, procedures and guidance and overall staff morale.

An outcome of this peer review the LSCB agreed to again reinforce access to procedures and guidance and undertake a specific consultation exercise on the emotional impact of child protection work for staff.

In 2011 the LSCB ran a communication campaign to multi agency professionals to reinforce awareness about the LSCB procedures. This is part of an on-going campaign to keep staff up to date about procedures and guidelines. Posters were distributed across all agencies and a desktop campaign was implemented for local authority staff so that every time staff logged onto their computer their desktop image was about the LSCB procedures.

Safeguarding Training across the Workforce

The LSCB provides a comprehensive range of safeguarding training for multi-agency staff, including the voluntary sector and Elected Members. The training offered via the LSCB is in line with statutory requirements, addresses local and national priorities and supports on-going workforce development. Each LSCB course is subject to evaluation and feedback in order to ensure that the courses are of excellent quality, delivered by skilled and knowledgeable trainers and facilitate best practice. The evaluation and feedback from the courses identifies that LSCB training continues to be highly valued, supports the on-going professional development of staff and is used within their practice.

In the LSCB Business Plan 2011-12 the LSCB identified that *"Each agency will ensure that those who must, have undertaken Safer Recruitment and Child Protection Foundation Training"*. The LSCB delivered 6 foundation training courses in 2011 for multi-agency staff and as a result all social workers are compliant with Foundation training and Safer Recruitment training. All schools are compliant with Safer Recruitment training and have someone trained in Foundation training and this is in addition to the Awareness Courses they are delivering in-house. Foundation training was delivered to over half of Early Years staff in 2011 - 2012.

For 2012 the LSCB have revised the Foundation training course, in line with developments around the Munro Review into child protection. Locally we are adopting a model for development of practice by Patricia Benner called From Novice to Expert and the LSCB training programme will be built around this model and facilitating development of what Munro refers to as expert practitioners.

The development of the LSCB training calendar and strategy is a consultative process and each year the LSCB holds a consultation session with multi-agency professionals to plan the training calendar for the subsequent year. Multi agency staff have the opportunity to voice their views on the safeguarding training needs that arise within their agencies to support their on-going practice.

Training and Development for the Voluntary and Community Sector

The LSCB has a good relationship with the voluntary and community sector and through partnership with Voluntary Action North Lincolnshire and Safer Neighbourhoods, has offered a variety of training and development opportunities for the sector.

In March 2011 the LSCB held a 1-day conference for the voluntary and community sector. The purpose of the event was to raise awareness of the key areas of safeguarding children pertinent to the sector. The feedback from delegates was excellent. They reported that the event had provided a good opportunity to raise awareness of current key issues in relation to safeguarding children relevant to their area of work and it provided a wide range of information. In addition the delegates also reported that the event had provided them with the opportunity to network and develop further relationships with other groups and the statutory sector. The LSCB has developed a specific awareness training package for the voluntary sector and runs evening sessions for people working with children and their families.

The LSCB training calendar is available to all voluntary and community sector staff and there is no charge for the training. The Training Coordinator has strong links with the Voluntary and Community Sector and is a Child Exploitation and Online Protection (CEOP) Trained Ambassador. She has delivered a wide range of E-safety training to statutory agencies as well as the community sector. This support was also delivered to concerned parents and they were helped to set up privacy settings and taught about safe use.

Serious Case Reviews

There have been no serious case reviews in this period.

Best Practice Health, Police, Social Care meetings

These meetings were established to ensure that safeguarding procedures and thresholds are understood and multi-agency practice with regard to safeguarding children is continually reviewed and improved. The group membership includes Police operational and management staff, Health including paediatricians, named and designated doctors, designated nurses, social care duty and intake managers. The group has reviewed and improved practice regarding medical examination of children who are subject to sexual abuse and reviewed and developed protocols on 'honour-based' violence. This group reports to the LSCB Safe Practice Action Group, which reports directly to the Board.

Multi Agency Moderating Panel

The multi-agency moderating panel has been in operation for three years. The role of the panel is to audit and quality-assure contacts and referrals to children's social work as well as initial and core children's social work assessments, decision-making by social work managers and interventions on random and selected cases. The panel is chaired by the Head of Safeguarding and Practice and has regular membership from the Police, Health (Primary Care Trust and Acute Trust), Schools, Voluntary Sector (Action for Children) and the Youth Offending Service. The purpose is to ensure that all contacts and referrals are appropriate and are dealt with effectively. It has facilitated a continual improvement in these processes and in the communication and understanding between agencies with regard to safeguarding.

The findings that have emerged from the moderating panel are:

- Case recording and the team leader briefings on social care records are evident
- There is evidence of good interagency working
- Initial and Core Assessments are of a good standard with a clear child focus
- The recording of children's views is evident
- Case supervision is conducted and is up to date
- Risk analysis on cases is clear and balanced.

The areas for further development identified are:

- Confirmation about where some correspondence should be stored on Carefirst
- Multi-agency training on working with parents who have a learning disability
- Ensuring feedback to individual workers and their supervisors around case issues.

These issues have been addressed in the LSCB training calendar for 2012 - 2013 and all managers briefed social work staff on where correspondence should be stored on Carefirst.

LSCB Multi Agency Case Audits

One of the functions of an LSCB, as set out in primary legislation and regulations, is the requirement to *"Monitor and evaluate the effectiveness of what is done by the local authority and Board partners individually and collectively to safeguard and promote the welfare of children and advise them on ways to improve."*

In 2011 the LSCB established a Quality Assurance Group to implement a calendar of audits that would support the LSCB in effectively fulfilling this function. A local audit tool and audit process was developed to undertake multi-agency case audits. The cases for audit are randomly selected by the LSCB Strategic Coordinator from a 3-month period and are then reviewed in detail to ensure they meet the required standards in the audit tool. The case audits facilitate on-going learning and development and the outcomes of these audits are reported regularly to the LSCB.

Frontline workers involved in the cases are invited to participate in the audit meetings. The audit of the cases examined practice from Children's Social Care, the Police, Health Services and where relevant the Youth Offending Service. The results of the case audits demonstrated:

- There is evidence of good multi agency working including information sharing and multi-agency involvement in strategy discussions
- Management oversight of cases and supervision was demonstrated on all cases
- Visits were undertaken in line with statutory requirements
- There was appropriate information sharing between agencies indicating that practitioners were clear about the thresholds for sharing information and legislative requirements
- There was a good standard of case recording in case files from all agencies
- Assessments and child protection enquiries were conducted in an appropriate and timely manner
- Excellent examples of culturally sensitive engagement with children and families.

The following themes were identified:

- Cases were often extremely complex with themes of violence and substance misuse
- There was excellent engagement with families by practitioners in circumstances where families were hostile, aggressive and resistant

Feedback was given to individual workers and supervisors regarding specific issues where necessary. Substance misuse training has been further developed in the LSCB training calendar for 2012 – 2013 to encompass the physiological affects of substance misuse on parenting capacity. The themes from the case audits have been shared with practitioners at a staff information event and have been included in the LSCB training plan for 2012-13 to promote the on-going development of staff across all agencies.

The feedback from the staff involved in the audits identified that they benefited from this reflective process, which enables them to discuss their cases and move their safeguarding practice forward. The audit of cases has resulted in further development of joint supervision on cases between health and social care staff.

Review of North Lincolnshire Child Protection System

North Lincolnshire Council Children and Young People's Service undertook an internal review of child protection cases between 2009 and 2011 and reported the outcome of this to the LSCB. Four key stages of the child protection system were examined over the 2-year period, which gave a good insight and understanding of the effectiveness of frontline practice and multi-agency working to protect children and young people from harm in North Lincolnshire. The four stages of referral, assessment, intervention and review have each been examined through case audit, practice evaluation, analysis and consultation with frontline staff and services users.

Overall, the review and evaluation of the child protection system has revealed that it is effective, practice is competent and multi-agency working is procedurally compliant. This is underpinned by a broad range of child protection and safeguarding training, which is highly valued as evidenced in peer reviews and the most recent unannounced inspection. The overall quality and functioning of the child protection work is sound. Where some improvement was needed e.g. quality of child protection written plans and risk assessments, work has already been completed or is in progress.

Research Findings by University of Lancaster on Children and Families referred to North Lincolnshire Children's Services.

Research, led by Professor David Thorpe from the University of Lancaster, was undertaken on behalf of the Yorkshire and Humber Association of Directors of Children's Services on referrals to local authority social work services within the Yorkshire and Humber region. The research looked at the extent to which the child protection and assessment framework procedures were being applied and considered the outcomes for children and families. The report by Professor Thorpe provided a valuable insight into how North Lincolnshire manages referrals.

The researchers noted that *'Much of the work ... was exemplary with clear evidence of workers using relationships as the primary tool to develop and maintain confidence and trust even in situations which at times were very worrying.'*

And that 'North Lincolnshire is...the only [local authority] area that has shown any degree of success nationally and certainly regionally (in implementing CAF). Indeed in all other departments researched since 2006 with the single exception of North Lincolnshire the CAF implementation procedures have always made matters worse'

The research findings demonstrated some important positive aspects of social work practice in North Lincolnshire which were:

- We operate a calm and considered response to information that might not normally be expected
- We intervene with families in less intrusive and potentially damaging ways, promoting effective engagement
- We build trusting and honest relationships with families even in the most difficult of circumstances
- We make in-house service offers rather than referring on or signposting.

Finally the research concluded that: *'Social worker-client relationships and reductions in unnecessary assessments are currently at the forefront of Munro's thinking about the future of social work with children and families. On the basis of the research, North Lincolnshire appears to be well-positioned to respond to changes which are likely to take place in the near future.'*

The research will support on-going practice development in 2012-13 and the work to be undertaken to fully implement the Munro recommendations. The research will also enable us to build upon our success regarding the CAF and the further development of early intervention.

Section 11 Audit

One of the priority actions within the LSCB Business Plan 2011-12 was to conduct an annual Section 11 Audit. The LSCB has a locally developed audit tool in place that reflects Section 11 statutory guidance. In 2011 agencies were asked to submit their audits and also attend a Section 11 challenge session. The Section 11 Challenge Session was chaired by the independent Chair of the LSCB and involved a panel which included the Cabinet Member and the two Lead Members for Children and Adult Services, the LSCB lay representative, two non-executive directors from NHS North Lincolnshire, the vice chair of the LSCB, a young person who had previously been in care, the Strategic Coordinator for the LSCB and the Partnerships and Planning Manager for the Children's Trust.

All agencies represented on the LSCB returned their audits, 93% of audits were available for the day of the challenge session. This constituted a 50% improvement in return-rate from the previous year. All but one of the partner agencies was able to attend the challenge session and that agency submitted a report.

The section 11 audit demonstrated that:

- There were no gaps in agencies statutory requirements and processes were in place to safeguard and promote the well being of children and young people
- Procedures were in place and well embedded across all agencies to safeguard and promote the welfare of children and young people
- Structures were in place that demonstrated a strong commitment across agencies to safeguard children and young people.

The outcome of the section 11 challenge event was that agencies each had an individual action plan in place and they are reporting progress against this routinely to the LSCB. A follow-up event was planned for (and held in) May 2012. The audit has led each agency to review and tighten-up their practice where necessary, for example going beyond statutory requirements to encompass best practice. Agencies have also reviewed and improved information for young people about staying safe and for staff about their responsibilities (for example through improved training programmes).

The format North Lincolnshire used to undertake a Section 11 Audit has been shared across the region by the Independent Chair of the LSCB, as this is an excellent example of how the LSCB can challenge agencies in a meaningful way that promotes reflection on what agencies have in place and how their safeguarding arrangements can be further developed.

Child Witness Service

North Lincolnshire's LSCB continues to work with Hull's LSCB to commission the Child Witness Service which was awarded the prestigious European Award (in the Social Welfare category) by the Society of Local Authority Client Executives (SOLACE) in 2010.

The service relies on the commitment of all the partners across Humberside and, in particular, on the continued enthusiasm and dedication of the 'volunteer professionals' from a range of agencies who give their time to support young witnesses.

The service continues to be highly valued by children, young people and their parents/carers. It helps to safeguard the welfare of young people called to give evidence as witnesses and helps to secure convictions by providing the support required for children and young people to confidently give good evidence.



2. Empower children and young people to keep themselves safe

CYPP Priority Action	LSCB Business Plan Priority Actions	Impact
<p>Empower children and young people to keep themselves safe</p>	<ul style="list-style-type: none"> • The harm caused by bullying is reduced • The harm to children as a result of domestic abuse is reduced • Children are enabled to feel safer on the street and in parks • Children are involved in activities to make them feel and keep safe • Children are enabled to keep safe on line • Communication and awareness is raised regarding water safety and suicide prevention • Munro recommendations are implemented (see also pages 10-12 above) 	<ul style="list-style-type: none"> • Children report a 50% reduction in bullying since 2007(Adolescent Lifestyle Survey 2010) • Anti-bullying Guidance revised and disseminated to all schools Repeat referral rate for MARAC is better than target not to increase but has risen slightly from 2011/12 from , 28.6%,to 29.8% in 2011/12. • Children Feel Safe Consultation group with 40 (average) children and young people regularly involved • The Cool Club (Child In Need Consultation Group) in place and informing service development • 82% of children and young people said they felt safe on line (ALS 2010) • 80% of children and young people said they have received E safety training (ALS 2010) • Water safety information disseminated at local events and delivered in schools • Free swimming lessons continue to be available for all children and young people in North Lincolnshire • Police and Social Work Services are co-located at the Duty Suit • Robust multi-agency LSCB training plan is in place • Good partnership work between Hospital Staff, Community Health and Social Work Services to continue to improve practice with regard to safeguarding • Increased commissioning of new services for early help

North Lincolnshire is proud of its strong commitment to the participation of children and young people and ensuring that their views are listened to and acted upon at an individual, service and strategic level. A strong framework of user involvement continued to be developed throughout 2011-12.

The LSCB has very strong links with schools and children and young people are influential in setting priorities in relation to safeguarding and also in local initiatives to keep themselves and each other safe.

LSCB Logo Competition

In 2011 the LSCB ran a competition across all schools and colleges in North Lincolnshire to design a new logo for the Board. Head Teachers supported the competition and they reported that it was an excellent way of raising awareness of the LSCB with children and young people in school. The LSCB received over 300 entries from children of all ages and had a very difficult task to narrow down to one winner and two runners up. The winner and runners up were invited to the LSCB meeting in September 2011. All three children attended with their parents and Head Teachers and the Independent Chair of the Board awarded them with a prize. The school with the winning logo was also presented with a plaque to display in their school. From the entries an academic calendar was developed, and each entry related to a specific safeguarding message. All schools across North Lincolnshire have received a calendar as a thank you for their support. The winning logo is now used on all LSCB information.



Children and Young People Anti Bullying Board

Children from across schools in North Lincolnshire meet each term to discuss what they are doing to combat bullying in their schools. Locally a Children and Young People Anti-Bullying Board has been established and involves children and young people from four schools, a local college and a local independent school. The aim of the group is to promote the 'student voice' and give children and young people an opportunity to review the work of the Anti-Bullying Lead and to plan priority actions for the 2012 that link to the LSCB Business Plan 2011-12 and the Children and Young People's Plan 2010-13.

The Anti-bullying Board decided on the following headings and actions:

- **Reduce the harm caused by bullying** - create a children and young people's version of the anti-bullying RAG (red/amber/green traffic light assessment) to be used by students in school to check schools are focusing on reducing the harm caused by bullying and to promote safeguarding week
- **Enable children to be involved in activities to make them feel and keep safe** - sharing with schools the successes of anti-bullying week by promoting anti-bullying through meetings and newsletters

- **Engage children and young people in positive activities** - introducing the student safeguarding/anti-bullying coordinator's role, creating an appropriate job description and organising a student safeguarding termly newsletter.

Domestic Violence

In 2011 North Lincolnshire was approached to take part in a Department For Education funded project called Enhancing the MARAC process delivered by the Foundation for Families. We are one of 10 LSCB's nationally who are involved in this project. The purpose of the project is to develop frontline workers' generic skills and confidence in working with families affected by domestic abuse. It is based upon a reflective practice approach whereby we analyse interventions with victims and perpetrators of domestic abuse. We have a steering group in place that has multi-agency representation and cases analysed so far have identified some training opportunities which the Foundation for Families delivered in March 2012. The work around this project is planned until March 2013 and Huddersfield University will be conducting the evaluation of the project and the impact.

In 2012 we are undertaking the Home Office Quality Assurance Scheme on the MARAC and we are one of only four local authorities asked to do this.

Cyber mentors and E safety

North Lincolnshire was one of the first local authorities to train young people to be Cybermentors in partnership with Beat Bullying in 2009. Cybermentors are young people who have undergone specialist training and can support other children and young people on line regarding any issues and concerns they have. Children and young people tell us that other children are a good source of support.

The LSCB has been a trail blazer regarding e safety training and initiatives. Innovative work has continued in relation to e safety in 2012. We developed specialist training for early years settings which was rolled out over 2011. A specialist programme was developed for child minders and early years providers and we have delivered training to 56 professionals to help them teach very young children about safe on line behaviour before they even start school.



Children Feel Safe Group (children 5 – 18 from local schools and colleges)

The Children Feel Safe Group was originally established in 2010 and over the last year the group has gone from strength to strength in taking a lead regarding priorities and actions empowering children in keeping each other safe. The group has an average of 40 representatives from schools across North Lincolnshire. It was created to ensure that a wide range of children and young people had their say in developing 'safer places' for them to use. The group has been actively involved in setting the priorities of the LSCB Business Plan 2011-12 and they have shaped officers' thinking in respect of what makes children feel safe. They have set themselves the ambitious challenge to develop a guide for children and young people on how to stay safe.

In 2011 the e safety lead for the Yorkshire and Humber Grid for Learning attended the Children Feel Safe consultation group to talk about e safety. At the meeting there were 40 children and young people of all ages. The group discussed ways to help children stay safe on line and young people themselves gave very good advice on what they thought other children and young people needed to know. Using this information the LSCB developed a top ten tips for a Facebook flyer for children and young people. We have disseminated the information widely across schools, to over 300 children and young people at a local event and across all agencies. The impact of e safety work is demonstrated through the responses to the Adolescent Lifestyle Survey and other consultation we have undertaken with children, who say they generally feel safe and informed about how to keep safe on-line.

The Cool Club (CIN Consultation Group)

We have established a consultation group of children and young people subject to child protection plans and children in need plans. They have been consulted about professionals who work with them, their plans and what to do if they are worried about their safety in or outside of the home. The group have told us that they are well informed, feel safe and know who to talk to if they are worried about their own or other children's welfare. They have designed a child's version of a Child In Need and Child Protection Plan in a format that clearly states any problems, how to resolve them and how they will know the problem is resolved. They have been working with a group of social workers to take this forward and we piloted this with social workers in April 2012.

Water safety and suicide prevention

Within 2011 the LSCB undertook specific awareness raising activities regarding the dangers of water safety. In September 2011 the LSCB distributed a water safety message on free swimming bags to 350 children.

In response to two unexpected child deaths in 2010 as a result of suicide, the LSCB commissioned some specialist training for multi-agency professionals working with children, young people and their families. The course was re-commissioned in 2011 and a further 41 members of staff have undertaken this training. In 2011 the LSCB established an Emotional Well-being Group to explore what support is available to children and young people to promote positive mental health. The group includes Samaritans who have attended open days at John Leggott College to raise awareness of mental health and the support available.

The Targeted Mental Health in Schools (TaMHS) project is operational across schools in North Lincolnshire. The project supports front line staff to be more skilled in dealing with identified vulnerable students. There have been 18 schools who have engaged with the project and each have worked with the Advisory Office in creating an action plan which identifies their focus areas and the interventions and training necessary to support their students. Evaluations of the project have concluded that it has been highly regarded and has had a positive impact in supporting children and young people who have specific issues related to their emotional well-being or mental health. The impact has not just been on individuals, but also upon relationships with parents and on the whole school approach to supporting the emotional well-being of children and young people.

3. Ensure effective prevention and early intervention services, systems and processes are in place

CYPP Priority Action	LSCB Business Plan Priority Actions	Impact
<p>Ensure effective prevention and early intervention services, systems and processes are in place</p>	<ul style="list-style-type: none"> • Disabled children and BME are a priority • The harm caused by children who display harmful sexual behaviour is reduced • Children and young people being killed or seriously injured on the roads is further reduced • Vulnerable children are safe living away from home • Munro recommendations are implemented (see also pages 10-12 above) 	<ul style="list-style-type: none"> • Strategy for Disabled Children and action plan in place • Training with local Mosques to increase awareness of safeguarding children undertaken and safeguarding guidance document produced and disseminated to Mosques and BME groups • Harmful Sexual Behaviour Panel established • Protocol in place for dealing with harmful sexual behaviour effectively • Multi-agency referral pathway for children with harmful sexual behaviour is in place to a 'virtual' team of relevant professionals • 23 multi-agency staff received specialist training in Assessment, Intervention and Moving-on model (AIM) in managing harmful sexual behaviour • 50% reduction in number of children killed or seriously injured on the roads • Slight reduction in the number of children and young people slightly injured as a result of road traffic accidents. • Developed a local protocol, minimum standards and practice guidance for children living away from home in residential schools, external social care placements, including foster placements. Approved by the LSCB in May 2011 • Reshaping services/ multi-agency commitment to prevention and early intervention ensuring access to early help offer & preventative services.

Making disabled children a priority

The LSCB recognises the additional vulnerability of disabled children. Safeguarding disabled children continues to be a high priority and we have a specialist social worker for disabled children co located in Social Work Services duty team. In February 2012 the LSCB agreed a Strategy for Disabled Children, the action plan identifies the robust arrangements we have in place to safeguard children.

Disabled children have many opportunities to shape and contribute to service delivery and one of these is via the Thumbs Up Group. In 2011 the group worked on a project to address the issues of bullying. During 6 weeks of work the group produced a photo story, poster and leaflet; materials which could then be shared with the wider community to get across the anti-bullying message. Children and young people produced the 'Bully

flower' and the 'Friendship flower' materials which illustrate by key words what bullies and what friends can be like. The project materials are suitable to be used by a variety of ages and disabilities in aiding them to understand bullying.

In November the young people were nominated for a 'Young Voice' award and were successful in having all their hard work on this important issue recognised. The children and young people attended a presentation ceremony at the Plowright Theatre where, in addition to their leaflets and posters being distributed, they were awarded the 'Anti-Bullying Champion Award'. Each of the children and young people received a certificate presented by Councillor Rob Waltham and a group trophy. Following the presentation, the group also held a showcase event to share their contribution to the anti-bullying agenda with their families and professionals from within North Lincolnshire Council.



Working with BME Groups

In 2011 the LSCB has worked with a local Mosque and Madrasah to develop a specific training package and guidance booklet for Madrasahs. The training was developed through consultation with a Mosque and the advice of a local Islamic Academic. In addition, we researched information from the National Muslim Parliament and another LSCB who had undertaken work with Mosques. The feedback has been excellent and requests have been made for further sessions to be delivered including training to local parents and carers.

Harmful Sexual Behaviour Panel

The Harmful Sexual Behaviour Panel was established in September 2011 and comprises of Child Adolescent Mental Health Services, NHS North Lincs, Education Psychology, Social Work Services, YOS, Action for Children, Police, Probation and it is chaired by a clinical psychologist. The panel meets on a monthly basis, takes referrals and offers advice, support and guidance to professionals on harmful sexual behaviour.

We have also established a practitioners group with representatives from the agencies above, which meet to plan assessments, interventions and supervision arrangements on individual cases. The entire panel and practitioners group have completed training through the independent organisation GMAP, Greater Manchester, on assessment and intervention following the AIM assessment and good lives intervention model. The panel reports directly to the LSCB. The panel is having a positive impact on the management of children and young people who display this type of behaviour, for example through AIM risk assessment and direct work with children and their parents, it has shown to improve the behaviour of individuals and the safe care plans within the home.

Children and young people killed or seriously injured on the roads is further reduced

In 2011-12 North Lincolnshire Road Safety Partnership has continued to deliver training to young people to prepare them to be safe road users. All new parents receive an in-car safety and advice pack through midwifery services and children's centres and one to one advice and guidance is available.

The impact of the advice and support being delivered is demonstrated through the reducing numbers of children killed or seriously injured as a result of Road Traffic Accidents (RTA). There has been a 60% reduction since 2010 of the number of children killed or seriously injured as a result of a RTA. There has also been a 50% reduction in the number of children and young people slightly injured as a result of a RTA. Although the numbers remain low for North Lincolnshire these results demonstrate that children and young people are year on year safer on the roads in North Lincolnshire.



Vulnerable children are safe living away from home

Work was undertaken to develop a local protocol for children living away from home in residential schools, external social care placements, including foster placements. This was completed and the protocol approved by the LSCB in May 2011. As part of this protocol we have introduced monitoring visits, which are over and above statutory visits and within 2011 - 2012 we have undertaken monitoring visits by a Special Educational Needs designated officer to 9 out of 13 residential special school provisions and no concerns were identified.

Locally a matrix of safeguarding checks has been developed that is applied to all our preferred providers of accommodation for children in care and in residential schools. The matrix considers:

- the quality of safeguarding and child protection policies and procedures which are in place
- the quality of safeguarding and safer recruitment training which is in place
- whether the unit has designated officers for safeguarding
- whether there are adequate complaints procedures in place
- whether children have access to advocates or a trusted adult.

All children are placed in provision that is rated as good or better by OFSTED.

Summary of the challenges and priorities for the LSCB for 2012-13

The LSCB Development Day held in the Spring 2012 reviewed progress in implementing Munro recommendations and national and local priorities for safeguarding and identified a four key strategic safeguarding priorities and challenges for the LSCB and the CTB in 2012 -13.

STRATEGIC PRIORITIES 2012-13
Embedding The Early Help Offer
<ul style="list-style-type: none"> • Build upon early help offer and remodelling of the Common Assessment Framework • To ensure cases are managed within Children and Young People’s Service and co-located locality teams • Ensure performance reports and quality assurance systems review and report the prevalence and outcomes of early intervention to the LSCB • Equip CFSS staff and those working at the lower level to operate within the risk analysis model and are able to sustain work with families where there are lower level neglect, substance misuse and domestic violence issues • Review the use and effectiveness of the “risk principles”
Keeping Children Safe From Child Exploitation
<ul style="list-style-type: none"> • Continue to raise awareness and target services to prevent and reduce child exploitation through the implementation of the strategy for tackling sexual exploitation, E-safety and awareness raising • Ensure performance reports and quality assurance systems review and report the prevalence of child exploitation and outcomes of intervention to the LSCB
Reducing Harm From Neglect And Emotional Abuse
<ul style="list-style-type: none"> • Quality assure referrals to Social Work Services to ensure the referrals are appropriate and timely • Develop specialist interventions to reduce emotional abuse and neglect • Equip staff at all levels to work with and understand substance misuse and violence when working with emotional abuse and neglect • Quality assure cases to ensure there is no delay in securing long term change and/or alternative permanence, in the child’s timescale • Review impact of Family Nurse Partnership and Children’s Centre programmes to address parent/child physical, emotional, economic, health needs and well being
Reducing Harm From Domestic Violence
<ul style="list-style-type: none"> • Ensure performance reports and quality assurance systems review and report the prevalence of domestic violence and outcomes of intervention to the LSCB • Review and evaluate current interventions and work implemented in 2011 - 2012. • Review the current policy and ensure we operate the risk principles and risk analysis model to target interventions at the appropriate level with children who experience domestic violence • Develop MARAC to build in outcomes for children as part of the review of multi-agency work

Conclusion

2011-12 has been a significant year in the life and work of the LSCB. Reshaping the LSCB has strengthened its effectiveness in bringing partners together to focus on safeguarding children. Learning from audits, inspection and research has broadened and deepened the evidence base on which safeguarding services in North Lincolnshire are developed. Engagement with children and young people has brought a richness and relevance to consideration of what works in safeguarding children and what they can do for themselves to feel and be safer. Developing a more thorough and effective performance framework has equipped managers with the tools to be able to monitor progress in implementing more effective systems and practices.

The challenge of meeting the Munro agenda has been addressed with willingness and enthusiasm in North Lincolnshire. This report outlines many of the actions taken to achieve a truly partnership approach to all aspects of safeguarding children. However, no agency or manager in North Lincolnshire is complacent. Despite the progress already made and the endorsement of our approach through inspection, audit and research, we are only too aware that there is much more that can be done. The priorities for 2012-13 outlined above provide an indication of this strategic direction. It can only be accomplished if our partnerships remain strong and the commitment of all partners in the CTB and LSCB continues to challenge and drive engagement and improvement in safeguarding across the board. The further development of 'turning the curve' in relation to safeguarding will bring all partners to the table to continue and further develop their unique contribution to the safety of children and young people.

After all safeguarding has always been, and remains, everybody's responsibility.



'working together to keep children safe'

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