

**NORTH LINCOLNSHIRE COUNCIL**

**HEALTH & WELL BEING BOARD**

**Local Safeguarding Children Board Annual Review Report 2014-2015**

**1. OBJECT AND KEY POINTS IN THIS REPORT**

- 1.1 To present the LSCB Annual Report for 2014-2015.

**2. BACKGROUND INFORMATION**

2.1 The LSCB has a statutory requirement to publish an annual report on the effectiveness of child safeguarding and promoting the welfare of children in the local area. The report should be submitted to the Chief Executive, Leader of the Council, local Police and Crime Commissioner and the Chair of the Health and Wellbeing Board.

2.2 The Statutory guidance set out in Working Together to Safeguard Children 2015, states that the annual review report should be a rigorous and transparent assessment of the performance and effectiveness of local safeguarding arrangements.

2.3 The Annual Report outlines the progress made in respect of LSCB statutory functions including:

The Board's duties in respect of:

- Developing policies and procedures to safeguard and promote the wellbeing of children;
- Training of persons working with children
- Communication and awareness raising about safeguarding children
- Undertaking reviews into child deaths
- Undertaking serious case reviews

2.4 The Annual Report also includes progress against LSCB priority areas which are:

- Reduce the harm from exploitation of children and young people
- Reduce the harm from neglect

2.5 The headline achievements within the report are:

- i) The LSCB is an effective board with consistent leadership, membership and management.
- ii) The LSCB's Independent Chair has developed effective relationships with key partners to support strategic co-operation regarding children's safeguarding matters across the Humberside sub-region.

- iii) The LSCB was well coordinated in 2014-2015, and the reach of the Board is wide with good engagement of schools and the voluntary and community sector.
- iv) There are effective challenge arrangements in place which include themed audits as well as a traditional audit of the effectiveness of partner agencies against their statutory duties to work together to safeguard children.
- v) The Board has been assured of the focus and commitment across partner agencies to improve the identification of child sexual exploitation (CSE) and to provide support for those at risk of and who are being exploited.
- vi) In 2014-2015 the LSCB delivered 44 different training courses to 3970 children's workforce professionals from a range of partner agencies. All courses were rated as good or better by delegates.
- vii) Local arrangements remain in place to keep children's safeguarding procedures up-to-date as well as further developing practice guidance and protocols on specific areas of practice.
- viii) The LSCB has comprehensive arrangements in place for consultation and collaboration with children and young people, in order to ensure that the voices of children are at the centre of LSCB work and that their ideas and views shape service delivery.

2.6 The LSCB has made good progress against the 2 LSCB priorities for 2014/15:

#### **Reduce the harm from child sexual exploitation**

The LSCB CSE Strategic group oversaw the successful implementation of the CSE action plan and response to the Scrutiny Panel recommendations.

A Multi-Agency Child Exploitation (MACE) Risk Management process has been established in North Lincolnshire to add value to the child protection process.

#### **Reduce the harm from neglect**

The LSCB has commissioned research by the University of Huddersfield to underpin the North Lincolnshire Neglect action plan, and in parallel has provided training to almost 2000 children's professionals in recognising the signs of neglect. North Lincolnshire LSCB has also participated in the NSPCC 'Coping with Crying' parental education programme that targets all new or expectant parents.

### **3. OPTIONS FOR CONSIDERATION**

3.1 To receive the Annual Review Report 2014-2015.

3.2 The Annual Review Report will also be presented to the Police and Crime Commissioner, the Chief Executive of the Council, the Health and Wellbeing Board, the Clinical Commissioning Group and the CYPP.

4. **ANALYSIS OF OPTIONS**

4.1 None; for information only.

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

5.1 The LSCB has asked all agencies to consider their role in Early Help and how they contribute to safeguarding children at the lowest level to prevent families becoming in need of higher level intervention.

6. **OUTCOMES OF INTEGRATED IMPACT ASSESSMENT (IF APPLICABLE)**

6.1 Not applicable.

7. **OUTCOMES OF CONSULTATION AND CONFLICTS OF INTERESTS DECLARED**

7.1 The LSCB Standards Board has approved this report.

8. **RECOMMENDATIONS**

8.1 To receive the LSCB Annual Review report 2014-2015.

DIRECTOR OF PEOPLE

Civic Centre  
Ashby Road  
Scunthorpe  
North Lincolnshire  
DN16 1AB

Author: Tom Hewis

Date: 27/10/15

**Background Papers used in the preparation of this report:**

LSCB Annual Review Report  
Working Together to Safeguard Children: A guide to interagency working to safeguard and promote the welfare of children 2015.



North Lincolnshire  
Local Safeguarding Children Board

# Annual Report

1 April 2014 - 31 March 2015



Local Safeguarding  
Children Board



[www.northlincs.gov.uk](http://www.northlincs.gov.uk)

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# 1. Foreword by Independent Chair Edwina Harrison

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I am very pleased to present this Annual Report on behalf of all the agencies represented on the North Lincolnshire Local Safeguarding Children Board.(NLLSCB) You will find

information about these agencies throughout the report.

Working Together is the key guidance which should be followed by LSCBs and all agencies working to protect children. The revised version was published in March 2015 and this is what it says about LSCB Annual Reports:

*“The Chair must publish an Annual Report on the effectiveness of child safeguarding and promoting the welfare of children in the local area. The Annual Report should be published in relation to the preceding financial year and should fit with local agencies’ planning, commissioning and budget cycles. The report should be submitted to the Chief Executive, Leader of the Council, the local police and crime commissioner and the Chair of the health and wellbeing board.”*

The processes for submitting the Annual report as outlined above are well established in North Lincolnshire and include my regular meetings with the Chief Executive of the Council, attending full Cabinet and the Overview and Scrutiny Committee. It is also discussed with the Police and Crime Commissioner, the Chief Constable and the Clinical Commissioning Group (CCG)

As well as explaining whether NLLSCB has carried out its responsibilities the report is intended to highlight

any issues in provision so that agencies can use it to inform the commissioning of any services which impact upon children and young people. This includes services for adults as of course most children live in families.

There are many demands on the time of NLLSCB members and in response to suggestions from Board members in we set the LSCB and the Local Safeguarding Adults Board (LSAB) on the same day, with a handover period during which joint themes and action could be worked on. It was also useful for the LSAB Independent Chair and I to spend some time observing the two boards. However, it became apparent that for those people who were on both boards it was less productive so we now meet on separate days but with one joint session each year.

Inevitably this year has been dominated by the events in Rotherham and the reports which have been produced since then which highlight the terrible and systematic abuse of a large number of children and the failure to protect them. In my Foreword to the Annual report last year I mentioned the North Lincolnshire Council Scrutiny report on Child Sexual Exploitation. This was a thorough Inquiry which pre dates these events and showed the quality of the services and also the commitment of the Council and its partners to develop the best possible services for these very vulnerable children.

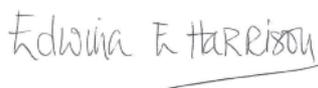
As in previous years I can comment with confidence on the work which takes place to listen and respond to the views of children and young people in North Lincolnshire. I attended the Annual Healthy Relationships conference and was, as always

impressed by the confidence of the young people in being able to talk about difficult issues which affect them. The reason they can do so, and thus gain confidence themselves is because they are given the support and understanding to do so in their schools and other environments. This is very much part of growing up in North Lincolnshire as you will read in this report.

Along with many other members of the LSCB and Children's Services I also attended the Annual Looked After Children concert. We were all impressed by the amount of talent and the warmth of the support for each other. The commitment of those who are caring for them also shone through—although I am not sure that I ever want to hear the theme from "Frozen" again!

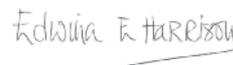
Each year the LSCB decides on the priorities for the year, outlines what it intends to do in the Business Plan and then in the Annual Report reviews what has been achieved. One issue on which we have focussed on is how to know whether people really are working together so that children and families get a "joined up" service and whether information is fully shared between agencies. So, after reviewing what we were already doing it was decided to introduce a new process in which the NLLSCB members learn about specific cases and then speak directly to those who are working with the family including the Social Workers, Health Visitors and schools. This will really keep us in touch with what is happening at the "front line" in safeguarding children and I look forward to reporting on it next year.

My thanks to Ewart Gibbs who is the outgoing Deputy Chair of the LSCB although he remains an active member of the LSCB representing Primary Headteachers.



**Edwina Harrison**  
Independent Chair, North Lincolnshire Local  
Safeguarding Children Board

## Signatures of Board members to Annual Review



Edwina Harrison  
Independent Chair



Denise Hyde  
Director of People, North Lincolnshire Council



Mick Gibbs  
Assistant Director Children and Young People's  
Service, North Lincolnshire Council



Karen Pavey  
Assistant Director Adult Services  
North Lincolnshire Council



Peter Thorpe  
Assistant Director Education,  
North Lincolnshire Council



Becky McIntyre  
Assistant Director Prevention and Commissioning,  
North Lincolnshire Council



Scott Young  
Chief Superintendent, Humberside Police



Catherine Wylie  
Director of Risk & Quality Assurance, Clinical  
Commissioning Group



Kit Sargent  
Assistant Principal, Quality Improvement & Student  
Support, North Lindsey College



Sue Bond  
Head Teacher Secondary and Virtual Head

## Signatures of Board members to Annual Review, continued



Maureen Fitzimmons  
Head of Service CAFCASS



Trevor Laming  
Assistant Director Technical & Environment  
Services, North Lincolnshire Council

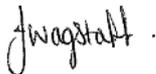
Stuart Minto  
Chair of CSE Strategic Group and CSE Lead for  
North Lincolnshire Council



Jackie Green  
Director of Humber, North Lincolnshire and  
Yorkshire Community Rehabilitation Company



Tom Hewis  
Principal Social Worker – Safeguarding Practice,  
North Lincolnshire Council



Joanne Wagstaff  
Representative for Children & Families,  
Kaleidoscope, North Lincolnshire Independent  
Visitors and East Riding Young Carers Projects



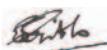
Yvonne Briggs  
Vice Principal, John Leggott College



Julie Lodge  
Nurse Consultant for Safeguarding Children,  
RDaSH



Craig Ferris  
Head of Safeguarding, Northern Lincolnshire and  
Goole NHS Trust



Ewart Gibbs  
Head Teacher, Leys Farm Junior School



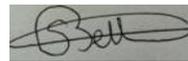
CLr David Rose  
Cabinet Member for Children, People Directorate,  
North Lincolnshire Council



Frances Cunning  
Director of Public Health NHS NL, Chair of CDOP



Tyson Truelove  
Community Safety Manager, Humberside Fire and  
Rescue Service



Scott Belton  
Lay Representative



Safaya Monaghan  
Lay Representative



Sarah Glossop  
Designated Nurse for Safeguarding Children  
Northern Lincolnshire, Chair of SCR Group,  
Advisor to the Board, representative for NHS  
England



Mark Hall  
Locality Quality Manager East Midlands  
Ambulance Service



Nick Hamilton-Rudd  
Head of Humberside NPS (North and North East  
Lincolnshire)



Ann-Marie Brierley  
Principal Social Worker - Case Management, North  
Lincolnshire Council representing Youth  
Offending Service and Family Justice Board.



Dr Suresh Nelapatla  
Designated Doctor, Northern Lincolnshire and  
Goole NHS Trust



Katie Newborn  
Manager LSCB

## 2. Executive Summary

The purpose of this Annual Report is to evaluate and report on the effectiveness of safeguarding arrangements for children and young people in North Lincolnshire

### How did we do?

The report presents evidence of strong partnership work and engagement by all agencies in safeguarding children in North Lincolnshire in 2014-15. The Local Safeguarding Children Board (LSCB) has been proactive at strategic, governance and operational levels. It has built partnerships, scrutinised and challenged multi agency practice through audit and provided a comprehensive range of training to front-line staff working with children and young people. Evidence of impact is shown through the LSCB's Learning and Improvement Framework, performance information, consultation and participation with children and young people and the achievement of its business priorities for the year.

### Governance and Accountability

The LSCB is an independent body that has a distinct and separate role but also works with other key partnerships including the Children and Young People's Partnership and the Health and Well Being Board to safeguard children and young people. An effective LSCB is one where all partners are engaged, fully contribute to the work of the Board and are experienced in its work. The LSCB in North Lincolnshire has had a consistent and experienced leadership, management and representation for a



number of years. The LSCB's Independent Chair has robust relationships with key partnership leaders in the Council and Police and other LSCB Independent Chairs. These arrangements have supported a strong leadership in tackling key overarching issues in Humberside, promoting commitment and necessary challenge in safeguarding children.

The LSCB was well coordinated in 2014-2015, through a robust structure of Board and function group meetings. All relevant agencies are represented on the Board and supporting groups and the reach of the Board is wide with good engagement of schools and the voluntary and community sector. The LSCB oversees a number of function groups, linked to the Business Plan, which are co-ordinated and managed by a small team with support from partner agencies. The function groups are:

- Child Death Overview Panel
- Communications Group
- Performance Group
- Quality Assurance Group
- Safe Practice Group
- Serious Case Review Sub Committee
- Child Sexual Exploitation Strategic Group

The LSCB has a robust process for auditing agency's compliance with their Section 11 duties as set out in the Children Act 2004. In 2014-2015 we undertook the first of a themed Section 11 Audit and Challenge session to ascertain how well agencies and organisations were meeting their duties in respect of tackling the LSCB priority area of child sexual



exploitation. All agencies represented on the Board participated in the challenge. This session resulted in the identification of a number of common themes, which the Board will take forward through an action plan.

Other ways that the LSCB has held agencies to account for their role in safeguarding children and young people have been through the Schools Safeguarding Audit. This has enabled the LSCB to receive assurance about essential safeguarding practice across all schools and colleges in North Lincolnshire and alternative provision where we have children attending education. Building on the success of the School Safeguarding Audit, we piloted an Early Years audit across a number of settings this year. This will be rolled out across the sector from September 2015.

### Activities and impact on children who require early help, children in need, children at risk of harm and children in care

In North Lincolnshire, we have a continued commitment to targeted family support as a means to prevent many children and families requiring statutory services. The headlines for 2014 -15 are:

- North Lincolnshire Council continues to maintain its twelve Children Centres;
- The council has expanded its volunteer scheme (Horizons) to support families;

- It has also targeted positive activities for youth and met 100% of its target;
- A thirty per cent increase in 634 early help assessments completed (634 in 2014 - 15);
- More children, young people and families are being supported with targeted services to over 700 children in 300 families.

For those who needed more than targeted support, children's social work services received 2,456 referrals. 725 of these were identified as being in need of a social work services. There were 121 children and young people subject to a child protection plan. This is a slight increase from last year and reflects the national picture. However the rate of children subject to a Child Protection Plan in North Lincolnshire (42.9 per 1,000) remained consistently lower than both the England average (52.1 per 10,000) and statistical neighbours (45.9 compared to 52.1 per 10,000). The largest number of children on a child protection plan in North Lincolnshire is due to neglect. There has been a slight increase in children on a child protection plan due to sexual abuse.

Six of our children in care are in a privately arranged fostering placement (compared to five last year). 178 children are being looked after by the local authority, which is slightly higher than last year, although consistently lower than comparators. Children living away from home can be extremely vulnerable and this includes children who are living in private fostering arrangements. The LSCB monitors the effectiveness of arrangements for children who are privately fostered.

In 2014-2015 51 children lived outside the local authority area. This is the lowest rate for the past four years and compares favourably with the England average and statistical neighbours.

### External feedback from inspectorates during 2014 -15

Ofsted inspected both of North Lincolnshire's children's homes during the year. Both were judged as "Good" overall, although both were judged "Outstanding" for safeguarding.

In their most recent inspections, North Lincolnshire's 12 children's centres have been judged "Good," several with "Outstanding" features including safeguarding.

The majority of children in North Lincolnshire have access to "Good" or better early years provision, schools and colleges.

In 2014 North Lincolnshire were invited to participate in an Ofsted good practice survey examining effective leadership in social care, which highlighted a number of areas of best practice. These included our work to recruit and train social workers, case audit and how we seek the views of children and young people.

### Learning and Improvement Framework

The LSCB's Learning and Improvement Framework aims to ensure that the Board embeds a culture of learning that continues to drive quality and improve outcomes for children and young people. The consistent refinement, development, reflection and evaluation of training ensures that we maintain training that is of high quality, up to date with contemporary safeguarding issues and supports practitioners in their roles.

The components of the Learning and Improvement Framework are:

- LSCB training and development activity and evaluation of impact
- Case audit
- Learning from the serious case reviews
- Learning from the Child Death Overview Panel

Each year the LSCB agrees and implements a training programme that outlines the training and

development opportunities that the Board will facilitate each year. In 2014-2015 we delivered 44 different courses and 202 training sessions (see Appendix 1). We trained 3,970 multi agency professionals, which is a significant increase from last year. We continue to have a good representation of multi agency staff at LSCB training with particularly good take -up by education staff, children and young people's services staff and the voluntary and community sector.

The number of serious case reviews North Lincolnshire undertakes continues to be low. The LSCB has a robust and transparent process in place and its commitment to appreciative enquiry allows us to promote good practice, rather than just learning when things go wrong. This enables us to proactively learn and develop practice, which safeguards children.

In 2014 - 15, the LSCB Case Audit Group undertook a programme of multi-agency case audits to identify what worked well and where there was learning. The group also reviewed a case, which did not meet the criteria for a Serious Case Review (SCR) but where there was an opportunity for learning.

In 2014-2015 the North Lincolnshire Child Death Overview Panel (CDOP) reviewed 11 child deaths. This number has remained static for the past four years. The aim of the panel is to identify learning and try and reduce future similar deaths of children.

### Policies and Procedures

During 2014 - 15, the LSCB has locally developed and updated multi agency policies and procedures, often in response to national initiatives and drivers. The key themes covered by new or updated documents in 2014-2015 were:

- Local guidance on working with families where neglect is a factor
- Procedures relating to the Modern Slavery Act
- Procedures relating to new statutory guidance on Keeping Children Safe in Education
- Briefings on the Serious Crime Act 2015
- Guidance on the 2015 briefing What to do if you are Worried about a Child
- Information Sharing Guidance

- Revised guidance on Working Together to Safeguard Children 2015

As a result of learning from case audits the LSCB also developed and published two practice guidance documents to support local multi agency professionals in their work:

- Neglect guidance
- Engaging challenging families guidance

In 2014-2015 two additional and significant national drivers were Female Genital Mutilation (FGM) and Prevent. The LSCB raised awareness of these issues in order to proactively tackle them.

The LSCB has been at the forefront in recognising and tackling FGM and has taken a number of steps taken strategically and operationally to raise awareness of this issue across North Lincolnshire. This includes:

- Setting up a working group up to look at how we approach FGM across all agencies;
- Ensuring that information about FGM has been circulated across agencies and that agencies are provided with advice and guidance about what they should do if they are worried a child may be at risk;
- Identifying local FGM Champion who works across the professional and public community to raise awareness and deliver training;
- Training 130 people across health organisations including doctors, midwives, health visitors, schools and children's services;
- Developing an information pack for new communities moving to North Lincolnshire, which includes information on FGM and its consequences.

The LSCB has worked collaboratively with Humberside Police to raise awareness of Prevent, particularly in encouraging schools to train their staff and students in recognising this issue. It has delivered training to schools, Governors, colleges and other agencies that work with children, young people and their families. The LSCB ensures that it has up to date policies and procedures available for professionals on the website and it monitors the impact of these through performance management information which is presented to the Board each quarter.

The post of Local Authority Designated Officer (LADO) was created in April 2006 in line with the statutory requirements in Working Together to Safeguard Children 2006. The 2015 update of Working Together set out a requirement for the LSCB to have clear policies for dealing with allegations against people who work with children. North Lincolnshire has one LADO and two deputies. These arrangements are compliant with the Working Together 2015 guidance. The LADO is responsible for:

- Providing advice, information and guidance to employers and voluntary organisations around allegations and concerns regarding paid and unpaid workers;
- Managing and overseeing individual cases from all partner agencies; and
- Ensuring the child's voice is heard and that they are safeguarded.

## Consultation and Collaboration with Children and Young people

The LSCB continued its strong history of consultation and collaboration with children and young people in 2014-15. The feedback it received consistently showed that children understand why the service is involved and feel safer as a result of it. Ninety-nine per cent of children asked felt that they could have their say. The voice of the child and the requirement to include them and consult with them as part of their plan is an essential element of practice and again the data demonstrates that for children in North Lincolnshire this is a standard that is maintained.

The LSCB continues to commission the Child Witness Service in partnership with Hull and East Riding. This year marked the service's 20th anniversary. The service remains a model of best practice.

## Specific priorities

In 2014 – 15, the LSCB made progress against its specific priorities as follows:

### 1. Reduce the harm from child sexual exploitation

The LSCB achieved all its planned actions in this area in 2014-15. Specifically, it introduced the Multi-Agency Child Exploitation MACE Risk Management process in North Lincolnshire. This brings agencies together to discuss current cases and plans, perpetrators and locations. It identifies issues that require escalation and/or a change in policy. Underpinning the MACE is a strategy that offers a global and strategic response delegated to LSCB Lead Officers and a case specific framework.

### 2. Reduce the harm from neglect

The LSCB identified a number of actions it needed to take in 2014-15 to tackle neglect. It has met all these actions and has trained almost 2000 staff in recognising the signs of neglect. North Lincolnshire LSCB has also participated in the NSPCC Coping with Crying parental education programme that targets all new or expectant parents. In total 496 parents have been part of the pilot and the feedback from parents has positive. Other headlines in 2014-15 is that the LSCB has put in place a new escalation process, whereby any organisation can escalate concerns if they feel that the family are not receiving the support from a service they require. The impact of this is that in the last year, there have been no issues escalated to the LSCB Independent Chair as a fundamental part of the process is resolving issues at the lowest level.

## What do we still need to do?

The LSCB's Business Plan priorities for 2015-16 set out what it needs to do as follows:

### Priority 1: Reduce the harm from child sexual exploitation

- Implement the CSE Strategy and action plan
- Evaluate quality of assessments, plans, review and impact

### Priority 2: Reduce the harm from neglect

- Conclude research with Huddersfield University and implement the findings through the Neglect Strategy group.
- Implement the Neglect Strategy and Action Plan.
- Evaluate quality of assessment, plans, review and impact

### Priority 3: Performance Manage and Quality Assure Early Help

- State and agree agency roles and responsibilities for early help to the LSCB
- Implement performance and quality assurance systems for assessments, plans and reviews
- Develop a system to monitor referrals re-directed for early help and measure the impact.

## How will we know if we have made a difference?

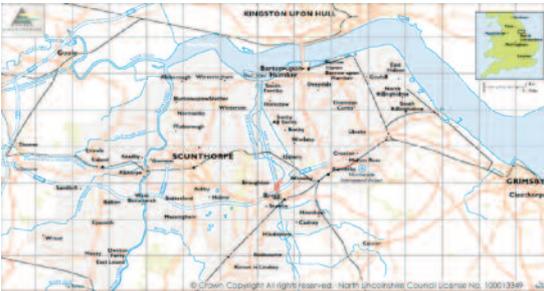
The LSCB will know if it is making a difference in 2015-16 if:

- The children subject to Multi Agency Child Exploitation show reduced levels of risk;
- Offenders discussed at Multi Agency Child Exploitation are disrupted and prosecuted;
- Children and Young People say they know how to and have access to help and protection;
- Referrals to specialist services evidence assessment and early help;
- Early help is proactive in supporting families;
- Families whose children are made subject to a child protection plan for neglect make positive progress;
- Children reach their developmental milestones at 2.5 and 5 years of age;
- The children recommended to be supported through early help have an assessment and plan;
- Children referred to specialist services who should have had, have an assessment and plan
- Reduced re-referrals to children and young people's services; and
- Reduced number of re-referrals where there is no evidence of early help

# Full Report

## 3. Local Background and context

### Background and context of North Lincolnshire: The population we help



North Lincolnshire covers an area of approximately 85,000 hectares on the southern side of the Humber estuary. The authority includes a large agricultural area that encompasses small market towns and villages, as well as a substantial urban area that includes the town of Scunthorpe.

The area has a population of 168,600. This has risen steadily with a growth of 9.2% since 2002 which is slightly higher than regional and national growth rates (6.3% and 7.7% respectively). Projections indicate a continuing growth of approximately 9% over the next 25 years.

The population of children aged 0-19 years is currently 39,122 (ref: JSNA 2015), this constitutes 21% of the total population. The birth rate in North Lincolnshire has levelled off in line with national trends and birth rates are highest in the most deprived areas and among BME communities. Approximately 19% of children in the area are living

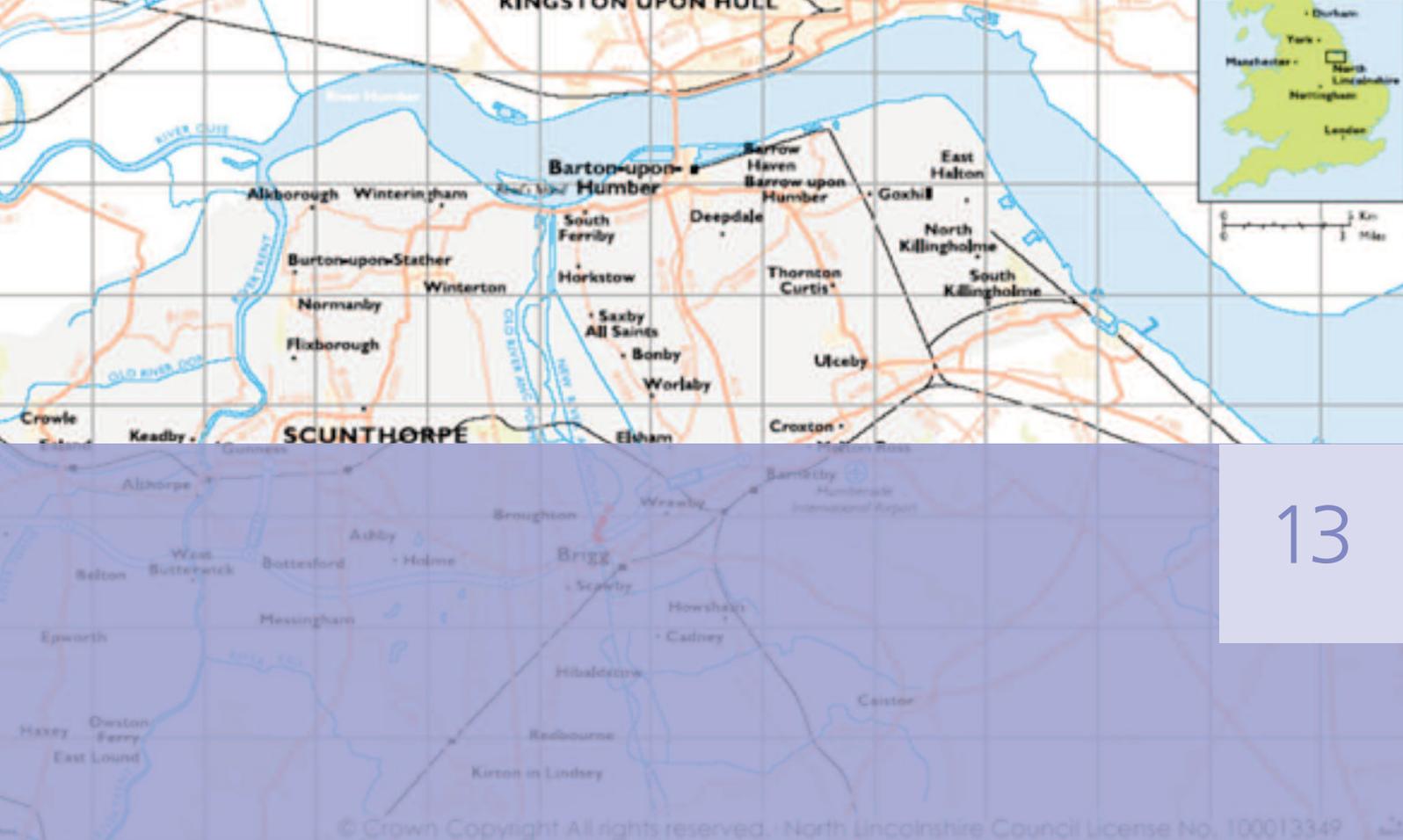


in poverty, which is slightly less than the Yorkshire and Humber average

The BME population in North Lincolnshire is 7.3%, which is lower when compared with other parts of the country. The largest percentage increase in growth has been in respect of other white ethnic groups which includes Gypsy or Irish/Traveller ethnic group. Currently over 60 different languages are spoken across North Lincolnshire, the most common being Bengali, Urdu, Punjabi, Hindi, Portuguese, Somali, Turkish, Arabic and Polish. More than 53% of the BME communities live in the Northern part of Scunthorpe.

In 2014 there were a total of 4,510 children attending North Lincolnshire schools with identified special educational needs, (SEN), including 807 children with statements of SEN. This is a reduction on previous years representing 19% of school children in North Lincolnshire. The majority of these children are educated in mainstream settings, 28.5% in maintained special schools and 8.8% in independent special schools. This is a higher rate of integration in mainstream schools than nationally, (47%).

Nationally it is estimated that 7% of children have a disability, as defined under the Disability Discrimination Act 2010. Applied to the local population of 0-19s, this suggests approximately 2,740 children and young people in North Lincolnshire with a disability. Of these, 1.6% are reported to have a disability or long term illness that



significantly limited their day to day activities. Nationally, it is estimated that 1 in 10 children aged 5-15 years have a clinically diagnosed mental health disorder, which interferes with their social relationships and capacity to learn and applied to local population estimates this suggests that there are at least 2100 children in North Lincolnshire with a mental health disorder which could meet clinical diagnostic criteria. Locally 217 children received were seen by a consultant psychiatrist last year and 4794 received a consultation by CAMHS.

The third local adolescent lifestyle survey (North Lincolnshire Council 2013)- undertaken of 9-17 years olds in North Lincolnshire identified that the majority of children and young people have a positive outlook on life, are confident and feel that they have a lot to be proud of. A minority of children and young people have concerns and worries about a number of issues in their life. The most significant worries for them were achieving their potential, exams and choosing the right options. A smaller minority worried about issues such as their family life, how they looked and being popular. However the vast majority said that they could talk to their parents or staff in school about their worries.

National research (Ref: Biennial Study of Serious Case Reviews M Brandon et al 2009-2011) identifies the increased vulnerability of children living in households where a parent has a substance misuse problem, poor mental health and domestic abuse. The local estimate is that there are between 800-1180 of children under the age of 19 who may be affected by a relative's substance misuse. (Ref: JSNA 2015)

Local performance data indicates that approximately 1 in 4 of all referrals to children's social work services cite domestic abuse as the primary issue and approximately 80% of cases considered at MARAC are adults with children.

Nationally it is estimated that a quarter of women referred for mental health treatment have a child under 5 years of age. In addition it is estimated that between 50-66% of parents with a severe and enduring mental illness live with their children. It is estimated nationally, that between 10-20% of new mothers will experience mental ill health during pregnancy or in the first year after birth, with up to 30% experiencing some of adjustment disorder, this can affect the bond between mother and baby. (Ref: JSNA 2015).

### Information about the children who require early help, children in need, children at risk of harm and children in care

North Lincolnshire remains committed to Early Help, this has seen a continuation of universal services, maintaining all 12 Children Centres and also expanding our volunteer scheme Horizons to support families. In addition we have refocused and targeted our positive activities for youth, built upon the families' initiative and our local family support offer to successfully coordinate services to families where we met 100% of our target. In 2014-2015 there were 634 early help assessments

completed across North Lincolnshire, a 30% increase on the year 2013-2014. More children, young people and families are being supported with targeted services to over 700 children in 300 families. This includes children and young people where their parents have poor parenting capacity and or who neglect their children, families which struggle to manage and manage large sibling groups and those where parents have a mental health issue or low level substance misuse issue and or domestic abuse. In 2014-2015 children's social work services received 2,456 referrals and out of these there were 725 children had been identified as being in need of a social work services.

A continued commitment to targeted family support as helped to prevent many children and families requiring statutory services.

There were 121 children and young people subject to a child protection plan, which is a slight increase from the previous year where there were 109 children and young people the subject of a child protection plan at 31st March 2014. This reflects the national picture in respect of an increase in children becoming subject to a child protection plan. However the rate of children subject to a Child Protection Plan in North Lincolnshire (45.9 per 10,000 at 31st March 2015) remained consistently lower than both the England average (52.1 per 10,000) and statistical neighbours (57 per 10,000). The biggest cohort of children subject to a child protection plan in North Lincolnshire are as a result of neglect, there has been a slight increase in children subject to a child protection plan as a result of sexual abuse. In 2014-2015, six children remained in a privately arranged fostering placement and which was an increase from five from the previous year.

North Lincolnshire had 178 children are being looked after by the local authority (a rate of 50.1 per 10,000 children). This was an increase from 170 (48 per 10,000 children) from the previous year end data however year on year consistently lower than comparators.

Of the 178 children being looked after by the local authority;

- Nine children and young people lived in residential children's homes, of whom fewer

than five lived out of the authority area

- Fewer than five children and young people lived in residential special schools, of whom fewer than five lived out of the authority area
- 150 children and young people lived in foster families, of whom 36 lived out of the authority area (15 with North Lincolnshire approved foster carers and 19 with agency foster carers)
- Five children and young people lived with parents, of whom fewer than five lived out of the authority area
- Fewer than five children were unaccompanied asylum seeking children.

In total, in 2014-2015 51 children (or 28.7%) lived outside of the local authority area. This is the lowest rate of children living outside of the area for the past four years and compares favourably with England average at 36.4% and statistical neighbours at 30.3%. Of these 51 children and young people, 32 lived in the adjoining authorities of Lincolnshire or North East Lincolnshire with 29 living less than 20 miles from their home address. 22 children and young people out of 178 (10.7%) lived more than 20 miles from their home address which is below England average at 13% and statistical neighbours at 14.9%. North Lincolnshire has a robust process for ensuring external placements are safe including stringent checks, visits and locality based risk assessment

In respect of permanence arrangements for children and young people from 01/04/2014 to 31/03/2015 :

- 16 children were adopted
- Five children became subject of special guardianship orders
- 62 children and young people ceased to be looked after.
- Five children ceased to be looked after and moved on to independent living
- We did not have any children and young people who ceased to be looked after and that are now living in houses of multiple occupancy.

## The inspection findings for North Lincolnshire Services to Children

North Lincolnshire has two children's homes  
Children Home One was inspected on 26th and 27th January 2015 and received an overall grading of Good:

- The quality of care was judged Outstanding
- Safeguarding was judged Outstanding
- The outcomes achieved for children and young people were judged Good
- Leadership and management was judged as Good

Care home Two is an overnight short break service for disabled children was inspected on 20th January 2015. They also received an overall grading of Good:

- The quality of care was judged as Outstanding
- Safeguarding was judged as Outstanding
- The outcomes were judged as Outstanding
- Leadership and Management was judged as Good

NLC 12 children's centres – have been judged 'good' in their most recent inspections – several with outstanding features including safeguarding.

NLC last inspection of the Fostering Service on 1st September 2012 judged the service as Outstanding  
The last inspection of the Adoption Service 24th July 2009 judged it as Good

The last Safeguarding and Looked after Children inspection was June 2012 :

Safeguarding Services:

Overall effectiveness – Good

Capacity to Improve – Outstanding

Services for Looked After Children:

Overall effectiveness – Outstanding

Capacity to improve – Outstanding

The vast majority of children have access to good or better early years provision, schools and colleges.

In 2014 North Lincolnshire were invited to participate in an Ofsted good practice survey examining effective leadership in social care. The findings of this survey

"Joining The Dots" can be accessed via Government Website as an Ofsted publication. North Lincolnshire received extremely positive feedback and had areas of best practice highlighted in the publication. These included the work in the area to recruit and train social workers ( the SWEEP project), Case Audit and how we seek the views of children and young people:

### North Lincolnshire Council – social work in education and employment project (SWEEP)

The SWEEP provides a unique practice placement experience for social workers in training and is designed to offer a varied and supportive personalised learning opportunity for each student. Set up in partnership with a local secondary school, it was created to support, educate and enhance the development of social workers in training. The inclusion manager from the school works with a professional educator to deliver training, advise students in respect of early help and link social work development with education.

The project has increased the number of student placements across North Lincolnshire and has provided students with a more varied experience across the child's journey and in a variety of settings. These include schools, universal and targeted provision, specialist services and statutory child protection work. Students have access to a resource library, computers and regular support and practice forums. The project has become self-funding as the income generated from student placements funds the post of the professional educator. The system has been successful at attracting high-quality students who want to remain with the authority. Low staff turnover, no agency workers, low sickness rates and fully staffed teams all indicate that the project has played a part in successfully recruiting and retaining a dedicated and committed workforce.

### North Lincolnshire – case audit framework

The case audit meeting process had been developed in North Lincolnshire to enhance existing processes and to increase the involvement of leaders at every level, from the director to frontline staff. The director chairs the monthly meeting which provides oversight, analysis and challenge of practice, identifying any areas for learning and development.

The process includes feedback from team managers on case audits, live audits completed during the meeting, feedback from children and families, compliance data and direct practice observations.

This process has led to improvements in outcomes on individual cases as well as increased clarity about expectations. As a result of this process, the principal social worker worked with practitioners and managers to agree the 'standards for effective casework', which are now used as a benchmark for all audits and direct observations. They ensure that staff work towards common standards of excellence in their practice.

### North Lincolnshire Council – listening to feedback on child protection conferences

North Lincolnshire has transformed its child protection conference process following consultation with children and families, evaluation of current practice and feedback from Local Safeguarding Children Board training.

Partner agencies were involved in the development, implementation and evaluation of the new process using a peer review approach. Child protection conferences are now more clearly focused on constructive working relationships, critical thinking and risk analysis balanced with information about

safety, competencies and strengths. This information is projected onto a whiteboard during the conference to allow 'live' analysis to take place.

As well as changes to the process a number of practical changes were also made. These included making the room less formal, building in reading time before the conference and altering the agenda to allow the families' views to be considered first.

Further feedback from children and families has been very positive, especially in relation to feeling more comfortable and empowered. Performance information indicates that this approach is having a positive impact in enabling plans to be progressed in a more timely manner

### North Lincolnshire Children and Families Feedback Framework (CFFF)

been used to influence individual plans or working practices within specific teams, there was no consistent way of gathering this information across the whole service and using it to inform future learning or service development. They developed the CFFF to tackle this.

The key concept of the framework is that staff use creative and user-friendly methods to gain feedback from families based on five core questions:

- Do you understand the reason we are involved?
- Are you given a chance to have your say?
- Is what we are doing making you/your children safer?
- Do you understand the plan?
- Is there anything we could do to improve?

They record the feedback, making reference to how and where the answers were gained.

Every child and family will give their views at least once every three months and also at key points within the progress of their plan. Independent chairs also undertake the process during child-in-care reviews and child protection case conferences to ensure that there is independent gathering of views. The information is collated on a monthly basis and fed into the monthly case auditing meeting, which is chaired by the director and attended by senior managers. At this meeting managers ensure that any individual responses have been followed up as necessary. They also identify any themes for learning or service development and determine how these will be addressed.

They commented in verbal feedback that North Lincolnshire had stability and consistency, strong relationships with partners, shared vision and priorities.

## 4. Statutory and legislative context for LSCBs

Each local authority is required to have an LSCB as set out in Section 13 of the Children Act 2004.

Section 14 of the Children Act 2004 sets out the objectives of the LSCB which are:

- (a) to coordinate what is done by each person or body represented in the Board for the purposes of safeguarding and promoting the welfare of children in the area; and
- (b) to ensure the effectiveness of what is done by each such person or body for those purposes.

Regulation 5 of LSCB Regulations 2006 sets out the functions of the LSCB which are:

- 1(a) developing policies and procedures for safeguarding and promoting the welfare of children in the area of the authority, including policies and procedures in relation to:
  - (i) the action to be taken where are concerns about a child's safety or welfare including thresholds for intervention;
  - (ii) training of persons who work with children or in services affecting the safety and welfare of children;
  - (iii) recruitment and supervision of persons who work with children;
  - (iv) investigation of allegations concerning persons who work with children;
  - (v) safety and welfare of children who are privately fostered;
  - (vi) cooperation with neighbouring children's services authorities and their Board partners;
- (b) communicating to persons and bodies in the area of the authority the need to safeguard and promote the welfare of children, raising their



awareness of how this can best be done and encouraging them to do so;

- (c) participating in the planning of services for children in the area of the authority; and
- (d) undertaking reviews of serious cases and advising the authority and their Board partners on lessons to be learnt.

The LSCB is required to produce and publish an annual review report, which outlines the effectiveness of the LSCB in meeting its core functions and safeguarding arrangements in the area, the performance of services and the LSCB and the achievements and challenges for the Board.

This annual review report follows the expected format of what it should and provides a robust and transparent assessment of the performance and effectiveness of safeguarding children in North Lincolnshire.

### National Drivers

Safeguarding children is heavily influenced by the social context surrounding it. In 2014-2015 the national drivers, all informed by research, reviews or an Ofsted thematic review were:

- Tackling child sexual exploitation
- Promoting good mental health of children and young people
- Driving up performance and practice of local authorities and partners in safeguarding.
- Prevent
- Female Genital Mutilation

There were several key documents that shaped how agencies were recognising and responding to CSE.



These were:

- Independent Inquiry into Child Sexual Exploitation in Rotherham (1997 – 2013), Professor Jay 2014
- The sexual exploitation of children: it couldn't happen here could it? Ofsted 2014
- Report of the Inspection of Rotherham Metropolitan Borough Council February 2015 Louise Casey CB
- Real Voices child sexual exploitation in Greater Manchester An independent report by Ann Coffey MP October 2014
- "If it's not better, it's not the end" Inquiry into Child Sexual Exploitation in Gangs and Groups: One year on March 2015

The reports continued to emphasise the importance of tackling CSE and there was more to be done by LSCB's and agencies working with children and young people. The reports called for sufficient attention, acknowledgment and action to be taken to reduce the harm from CSE.

The LSCB embraced the messages from these reports undertaking a local position statement against the recommendations from these reports and ensuring that we utilised the areas of learning in our local CSE Strategy.

In 2014-2015 the potential vulnerability of adolescents, not only in respect of CSE but also in respect of risks they face and support they need to promote good emotional wellbeing and mental

health was reinforced. This moved contemporary perspectives away from the notion that teenagers are resilient as a consequence of their age, to recognising the distinct challenges they can face. There is an increasing recognition of the importance of early help and support in respect of promoting good mental health. As research demonstrates that one in ten children need support or treatment for mental health problems and that 75% of mental health problems in adult life commence by the age of 18 years. The way in which services are designed and delivered in respect of intervention for mental health problems was also questioned in the report *Future in Minds* and recommendations made in respect of how and where services are delivered to children and young people.

The Government issued a range of methods by which practice should be driven up and reported against, which included revised statutory guidance, a revised inspection framework, which included an evaluation of LSCB's and amendments to legislation. Through the Serious Crime Act 2015, the powers to intervene with CSE, Female Genital Mutilation, extremism and terrorism were embedded and statutory guidance: *Keeping Children Safe in Education*, *Working Together to Safeguard Children 2015* and *Information Sharing*, all articulated the requirement on multi agency professionals to address these issues. The LSCB kept abreast with the significant messages and changes resulting, the annual review describes how the messages from these reports have been taken forward locally.

## 5. Governance and accountability



The LSCB chair is accountable to the North Lincolnshire Council Chief Executive, board members and the children and young people we safeguard. The LSCB Business Plan 2015-2017 sets out the core functions of the Board and the arrangements by which they will be met. In addition it identifies the priorities for the LSCB and the arrangements for implementing and evaluating the impact the Board will make in these areas.

The LSCB is an independent board which contributes to the planning and receives feedback from the Children and Young People's Partnership and the Health and Well Being Board, with all three sharing a collective agenda to safeguard children and young people. This is further supported by the Independent Chair having a robust network of leadership arrangements with the Director of People, the Chief Executive and Lead Member for Children, the Police and Crime Commissioner, the Chief Superintendent of Humberside Police and other Independent Chairs for LSCB's in the area. These arrangements have supported a strong leadership in tackling key overarching issues in Humberside, promoting commitment and necessary challenge in safeguarding children.

The Independent Chair retains strong linkages with the Association of Independent Chairs to ensure we share and receive information and learning.

The LSCB core functions and the function groups were co-ordinated and managed via a small team within LSCB with support from partner agencies. The

core functions form the basis of the Business Plan. A summary of the statutory responsibilities of each function group is set out below:

### Child Death Overview Panel

The Child Death Overview Panel, is a statutory requirement, has a duty to:

- Collect and analyse information about the deaths of all children in their area with a view to identifying:
  - Any matters of concern affecting the safety and welfare of children in the area of the authority including any case giving rise to the need for a serious case review, and any general public health or safety concerns arising from deaths to children.

The Child Death Overview Panel is responsible for putting in place procedures for ensuring the overview of an unexpected death of a child

### Communication Group

Through the Communication Group, the LSCB discharges its statutory duty to communicate to children, persons and bodies across North Lincolnshire of the need to safeguard and promote the welfare of children, to raise their awareness of how this can best be done, and to enable children to stay safe and encourage the public and partners to keep children safe.

### Performance Group

The Performance Group is responsible for monitoring overall performance across all of the function groups

that report directly to the LSCBN.ational and local performance indicators, key areas for performance focus for 2014/15 were early help, child protection, missing children, CSE, bullying, self harm and domestic abuse. The Performance Group is also required to monitor the effectiveness of the systems that underpin safeguarding children and the child's journey through those systems.

#### Quality Assurance Group

Through the Quality Assurance Group, the LSCB discharged its statutory duty to monitor and evaluate the effectiveness of practice by the Local Authority and Board partners individually and collectively to safeguard and promote the welfare of children and further develop multi agency practice as a result of the learning from case audits. As part of this, the Quality Assurance Group is responsible for ensuring that joint audits of case files and audits of section 11 and safer recruitment were undertaken.

#### Safe Practice Group

As part of the statutory functions of the LSCB in regard to thresholds, policies and procedures, the Safe Practice Group discharges the LSCB duty to develop procedures for safeguarding and promoting the welfare of children in the area, encompassing:

- Action to be taken where there are concerns about a child's safety or welfare under both section 17 and section 47 of the Children Act 1989
- Setting out thresholds for referrals to

children's social work services of children who may be in need, and processes for robust multi-agency assessment of children in need

- Agreeing processes for multi agency management of children in need
- Agreeing local protocols regarding children suffering sexual exploitation, domestic abuse, parental substance misuse and mental health issues, female genital mutilation, forced marriage and honor based violence, children missing from school, children who may have been trafficked and children who are living away from home
- Training of persons who work with children or in services affecting the safety and welfare of children
- Recruitment and supervision of persons who work with children
- Training of persons who work with children or in services affecting the safety and welfare of children
- Investigation of allegations concerning persons working with children
- Safety and welfare of children who are privately fostered.
- Co-operation with neighbouring authorities

#### Serious Case Review Sub Committee

The Serious Case Review Sub Committee is required to ensure that the statutory functions of the LSCB regarding serious case reviews are met

## The Structure of the LSCB, 2014-2015



and that they are undertaken in accordance with statutory guidance as follows:

- To undertake reviews of serious cases and advising the authority and their Board partners on lessons to be learned

**Serious case reviews are undertaken when a child has died or been seriously injured and abuse or neglect is known or suspected and there have been concerns about the way in which agencies worked together.**

#### Child Sexual Exploitation Strategic Group

The Child Sexual Exploitation Strategic Group reports to LSCB and functions under the direction of the governmental supplementary guidance, 'Safeguarding Children and Young People from Sexual Exploitation' (2009) which is supplementary to Working Together to Safeguard Children 2015. The Group led on the issue of sexual exploitation, to drive work forward and ensure effective cooperation between agencies and professionals.

The Group was responsible for the effective strategic leadership of the multi agency response to CSE that identifies prevalence, trends, themes, patterns and secures improved outcomes for children and young people.

The Group was tasked with developing and ensuring the implementation of the strategy, action plan, policy and procedures relating to sexual exploitation.

The group also had the responsibility for implementing the recommendations for LSCB's from the Ofsted thematic review into CSE which are:

- ensure that partners evaluate and ensure that they have sufficient resources to manage CSE, missing, child trafficking and the links to Harmful Sexual Behaviour, MAPPA and other abuse.
- ensure that an appropriate level of child sexual exploitation training is available to all professionals in the local area who require it; specialist training should be targeted on those working with children and young people at risk of or suffering from child sexual exploitation; attendance for both should be monitored with follow-up action taken where professionals fail to attend
- evaluate the impact of training with a focus on how it makes a positive difference to keeping children and young people safer
- analyse trends and profiles to inform practice
- include information relating to child sexual exploitation activity in their performance framework this should enable a clear understanding of how prevalent child sexual exploitation is in their area and how effectively agencies are responding.
- ensure that the local authority and its partners have a comprehensive action plan in place to tackle child sexual exploitation through prevention, protection and prosecution. To hold partners to account for the urgency and priority they give to their collective and individual contribution to the child sexual exploitation action plan
- critically evaluate how effective the activity and progress of each of the LSCB members is against the action plan and publish these findings in the LSCB annual report

## 6. NLSCB Compliance with statutory duties



### North Lincolnshire Local Safeguarding Children Board

An effective LSCB is one where all partners are engaged, fully contribute to the work of the Board and are experienced in its work. The LSCB in North Lincolnshire has had a consistent and experienced leadership, management and representation for a number of years. The Independent Chair of the Board continued her tenure through 2014-2015, providing the Board with continuity, strong organisational memory and stability to take forward the priorities in 2014-2015. Board member representation remained unchanged.

Humbleside Probation Trust and Humbleside Police went through reorganisation. However, these agencies ensured consistency as far as possible regarding representation and engagement in the work of the Board. Where organisations have undergone change, this has been communicated at each Board, to ensure that safeguarding children has remained high on everyone's agenda.

The membership of the LSCB is compliant with statutory requirements, the Board benefits from representation of sufficient seniority and experience in safeguarding and the LSCB. The Memorandum of Understanding outlines the requirements on Board members and the effectiveness of individuals in discussed in their annual appraisal with the Independent Chair. This document is reviewed and updated annually and ensures that Board members are clear about their roles and responsibilities on the Board and the role and function of the LSCB.

Representation and attendance at the Board is good and is monitored each quarter.

For a large part of 2014-2015, we had one lay representative for the Board as we recruited new lay representatives. In January 2015, we appointed two new lay representatives and the one existing lay representative retired from the Board. There is an induction booklet for all new representatives on the LSCB, which all new members received and it outlines the requirements and expectations on them and the key information they need to be conversant with in order to support their effective functioning on the Board. Individual sessions can also be arranged with the LSCB Manager as part of the induction process.

The LSCB was well coordinated in 2014-2015, through a robust structure of quarterly Board meetings, quarterly Standards Board meetings, action groups and statutory function groups to take the work of the Board forward. All relevant agencies are represented on the Board and supporting groups and the reach of the Board is wide with good engagement of schools and the voluntary and community sector.

### Challenge and scrutiny- section 11 challenge

The LSCB has a robust process in place in respect of auditing agencies compliance with section 11 duties as per the Children Act 2004. The Board has implemented section 11 challenge for a number of

years now and monitors compliance with section 11 duties. The Board made a decision to build upon the section 11 audits and audit against LSCB themes and priorities, in addition to undertaken the routine section 11 audit.

In 2014-2015 we undertook the first of a themed section 11 audit and a challenge session was held in relation to how well agencies/ organisations were meeting their duties in respect of tackling child sexual exploitation, a Board priority area. Board members were asked to attend an individual agency section 11 interview, with the Independent Chair, the Director of People, the lay representative and two young people who are members of the Youth parliament. Board members were sent a series of questions prior to the event on their strategic approach to CSE, how their organisation/ agency ensures staff recognise and respond to children at risk/ suffering CSE and what support is available for children and young people in respect of CSE. Board members only had 3 working days to prepare for the challenge event. All agencies represented on the Board participated in the challenge.

The common strengths identified from the Challenge session across all agencies were:

- ✓ Board members were able to present a comprehensive account of how CSE is being championed and actioned within their organisation/ agency.
- ✓ All Board members demonstrated that CSE

was promoted as an LSCB priority within their organisation

- ✓ Board members and members of their organisations are part of the Strategic and operational groups that are leading and directing multi agency approaches to CSE at both case level as well as strategic level in North Lincolnshire.
- ✓ Board members demonstrated that training and development activity aimed at promoting awareness and understanding of CSE was a priority area and that it was being delivered to their staff.
- ✓ Board members had circulated the Warning Signs and Vulnerabilities checklist within their agency/ organisation to their staff
- ✓ Board members were clear about the thresholds for referral to specialist services as well as the use of the early help assessment framework for cases that did not meet the threshold for referral.

Each Board member had their own specific actions identified as a result of their interview with the panel, however there were some common themes which the Board will need to take forward:

- continued enhancement of the range of supportive approaches that agencies can undertake at a lower level through a promotion of resources for people, such as the Bewise Material, See Me Hear Me framework

- Continue to support the work on healthy relationships so that young people are empowered to make informed choices and can identify when something does not feel right.
- Continue to promote enduring support by all agencies to children and young people before they make a disclosure and afterwards to help them integrate and rebuild their lives.
- Further enhancement of intelligence gathering and sharing on potential or alleged offenders through the multi agency intelligence hub and single point of access. It was recognised that this is a strength locally, however the event had encouraged other agencies to think further about they can enhance their contribution to this.

These are all incorporated into the action plan in place and this impact of this will be reported in section 7.

In March 2015, the Board held another section 11 challenge in relation to the requirements set out in Working Together to Safeguard Children 2015, and agencies were asked to demonstrate that organisations have met their duties under Section 11 of the Children Act 2004. Each Board member was asked to prepare a written response to set questions. This information was then presented to the LSCB at the end of April 2015. There was a 100% return rate to the audit. Board members were asked the following specific questions and the summary from the feedback is below:

**1) Please outline the role of your agency in safeguarding children**

All agencies represented on the LSCB demonstrated that they are clear about their safeguarding responsibilities, as set out in legislation as per section 11 of the Children Act 2004 and statutory guidance Working Together to Safeguard Children 2015. Agencies are clear that Safeguarding children has a wide remit from early intervention through to responsive safeguarding.

*As school leaders our role in safeguarding children is far reaching.*  
**School representative on the LSCB**

*The service has a number of statutory functions and roles set out in legislation and guidance, there are also very specific responsibilities on individuals which are reflected in our delegation of responsibilities framework. We are statutory partners of the LSCB and involved in all aspects of the work that underpin it.*

**Children and Young People's Services,  
North Lincolnshire Council**

All Board members are also clear about their role, function and contribution to the LSCB.

*We work in partnership with multi agency partners, sharing information and investigating cases of abuse and we are active members of the Local Safeguarding Children Board.*

**Humberside Police**

**2) What have you done as a result of being part of the LSCB in respect of safeguarding children?**

In the audit, organisations reflected their contribution to safeguarding in three areas:

- Compliance with section 11 requirements
- Their contribution to the LSCB and ensuring its effective functioning
- Support and services offered to children and families and ensuring LSCB priorities are implemented in practice.

Board members reported that their agency operates in accordance with statutory guidance and LSCB procedures. Organisational leadership and supervision is in line with section 11 requirements, training and recruitment of staff is also in line with requirements.

*Particular attention has been given to enhancing organisational training. All CCG staff have been in receipt of training commensurate with their role with a focus on NLLSCB key priorities.*

**North Lincolnshire Clinical  
Commissioning Group**

Board members described the contribution of their organisation to the LSCB and action groups. Commitment and contribution to the LSCB is expected and delivered by agencies, both in terms of the Board and work streams.

*Humberside police actively participate in all LSCB meetings. In particular Humberside Police take the lead in the Multi Agency Child Exploitation meetings.*

**Humberside Police**

The section 11 audit demonstrated that Board priorities were also priorities within agencies represented on the LSCB, in particular CSE. In addition, as a result of the regular updates Board members receive on key national issues, things like preventing extremism are high on their radar and they ensure that staff also aware of their responsibilities in these areas.

*Through active membership of the LSCB, sub-groups encompassing the wider safeguarding agenda College activities are continually reviewed and developed. An example of actions resulting from membership of the LSCB is the recent refresher training on 'Prevent' in association with the area's designated Police Officer, with a College roll out of WRAP.*

**North Lindsey College**

*We have revised the Families Initiative and Child and Family Support Services to become a strengthening families service, which is built around tackling key issues such as neglect, early help, CSE and is based on a solution focused approach.*

**Children and Young People's Services**

### 3) What difference has it made to the lives of children and young people?

The management and reduction of risk was a significant theme across agencies regarding the difference their contribution has made to the lives of

children and young people. This highlights how the LSCB risk principles are enacted across agencies. In addition where services were adult focused, the impact of their intervention on the safety and wellbeing of children was reflected in their response.

*The remit of the national Probation Service is to protect the public, reduce re-offending and support victims of crime. Through the above activity, safeguarding is central to strategic decision making and operational case management to ensure the robust collaboration with partnership agencies to manage the risk of serious harm towards children.*

**National Probation Service**

*Systems are in place to highlight additional service needs when children attend at the hospital and are on a child protection plan.... As a result children have had speedier and more effective single and multi agency interventions.*

**Northern Lincolnshire and Goole NHS Foundation Trust**

Partnership working also contributed to improved outcomes for children and young people and agencies recognised the importance of this in making a difference for children and young people.

*First time entrants to the Criminal Justice System are at the lowest level. Figures for North Lincolnshire show that there has been a reduction from 86 2010-2011 to 47 in 2014-2015. In working with partners we ensure active involvement with youth diversion activities, continue with Respect Courts, joint patrols and Corporate Parenting.*

**Humberside Police**

Joint accountability and shared responsibility was a key theme throughout the section 11 audits. When LSCB's were first introduced in 2006, they were tasked with promoting that safeguarding is everybody's responsibility. The section 11 audits continue to demonstrate that this ethos is promoted

and practised within the work of agencies who each take on their responsibility to work together to safeguard children.

*Cases managed through the MAPPA framework facilitates the safeguarding responsibilities of relevant authorities and provides further accountability to a collective approach to the management of safeguarding practice*

**National Probation Service**

The audits also demonstrated that performance information was essential in enabling agencies to demonstrate the impact of their effectiveness for children and young people and that this information was used routinely. What is of significance is that many agencies used direct feedback from children and young people to provide a measure of impact but also to contribute to service development:

*The CRC recognises that in its core work with adult offenders there are opportunities to focus on improving outcomes for children and young people including, where offenders are parents/ carers or have significant contact with a child, or are seeking contact with a child...*

**Humberside Lincolnshire and North Yorkshire Community Rehabilitation Company**

*We measure performance through a variety of ways, through feedback from children and families, performance management systems, case audit and audits of compliance. The information consistently demonstrates that our performance is good, that families are clear about why we are involved with them and feel that they can contribute to their plan, there is good management supervision and high quality work is delivered to children and their families.*

**Children Services**

*There is evidence that children contribute to the planning and evaluation of services through the Patient Engagement Team who arrange visits to primary schools.*

**East Midlands Ambulance Service**

#### 4) **Have there been any organisational/ financial changes which have impacted on your ability to safeguard children?**

Most agencies reflected that there had been challenges for them over the last year either through organisational change and financial constraints, as a result of austerity measures. However all were clear that safeguarding children continued to be a focus and priority. Health organisations reported that they were the least affected.

For some agencies changes brought the opportunity to refocus and further strengthen the support for children and young people:

*Humberside Police have recently undertaken organisational changes across the whole force. The protecting Vulnerable People Unit has moved to one operating model ...the unit has recently seen a significant increase in resources.*

**Humberside Police**

*We have transformed services to continue to enhance the quality of the services to children and young people. We have been clear about the national and local priorities and how we need to address them with political leaders who have supported the service developments.*

**Children Services**

The results of the section 11 audit demonstrates that has good engagement by partners, that it coordinates the work of partners in safeguarding children and effectively monitors those arrangements. Safeguarding children is a priority for all agencies and they are signed up to and implementing LSCB priorities, committed to making

a positive difference for children and young people in North Lincolnshire. The LSCB is highly influential and there has been sustained good practice in safeguarding over a number of years.

### Challenge and Scrutiny- Schools Safeguarding Audit

Each year schools undertake a safeguarding audit, which enables the LSCB to receive assurance about essential safeguarding practice across all schools and colleges in North Lincolnshire and alternative provision where we have children attending education. At school level, the Annual Safeguarding Audit supports governors in their statutory duties to: evaluate their school's safeguarding practices and to inform school improvement planning; ensure that key people within the school, including the full board of governors, know how effective the school is in ensuring pupils feel safe and are safe; contribute to the area wide intelligence on safeguarding in schools. In 2014-2015 the schools audit was updated to include specific requirements on schools as set out in statutory guidance Keeping Children Safe in Education 2014.

The audit was distributed at the beginning of the September term 2014 to all primary, secondary, post-16 and independent / alternative providers in North Lincolnshire. It was a requirement that audits were completed by a Governor and the Designated Safeguarding Lead for the school. This ensured that the Governors had an overview of the school's procedures and provided the relevant support and challenge to the school. The audits were then presented at a meeting of the board of governors for ratification, before being returned to the LSCB.

100% of schools and alternative/ independent provisions completed the audits. Schools report that the audit process helps them to evidence their compliance with statutory duties and many schools use the audits in inspection readiness. There are no schools in North Lincolnshire judged inadequate for behaviour and safety.

At an area wide level, the learning from the Annual Safeguarding Audit is used to inform:

- the priorities for training and development for school and post-16 provider staff and governors within the LSCB training plan
- the targeted approach to schools and providers that require further support to embed effective safeguarding practices

In 2014-2015 the main themes for further action were:

- to succession plan for the next generation of Special Educational Needs Coordinators
- to develop expectations and understanding of case audit within governor training
- to work with schools to develop a PSHE audit
- through the refresh of the LSCB safeguarding audit for 2015/16, further strengthen the LSCB's expectation on schools and colleges for PHSE and SRE and build in relevant learning from serious case reviews for schools.

### Early years audit

Building on the success of the school safeguarding audit, an early years audit was piloted this year. The audit was piloted across a number of early years providers and as a result the audit will be rolled out across the sector in September 2015.

### Evidence of Impact - LSCB Learning and Improvement framework

The LSCB is required to have a learning and improvement framework in place that outlines the mechanisms and culture by which the Board will support and embed a culture of learning that continues to drive quality and improve outcomes for children and young people. The Framework is on [www.northlincspsc.co.uk](http://www.northlincspsc.co.uk). The components of the learning and improvement framework are:

- LSCB training and development activity and evaluation of impact
- Case audit
- Learning from the serious case reviews
- Learning from the Child Death Overview Panel

## Training

The LSCB training strategy 2013-2016 is promoted on the LSCB website and contains the theoretical model which underpins the LSCB training programme, the roles and responsibilities of agencies and how we intend to deliver comprehensive training that enhances the skills and knowledge of the children's workforce.

Each year the LSCB agrees and implements a training programme that outlines the training and development opportunities that the Board will facilitate each year. The LSCB safeguarding training programme is extensive and ensures that training is delivered on all LSCB priority areas that enhances the core skills of the children's workforce, is based on key methodologies that underpin effective safeguarding and develops and enhances professionals' understanding of key safeguarding issues.

In 2014-2015 we delivered 44 different courses, these are contained in appendix 1.

In addition to the courses in the LSCB Training Programme the LSCB Training Coordinator delivered bespoke course to schools, faith groups, parents and voluntary groups.

In 2014-2015 we delivered a total of 202 training sessions and we trained 3,970 multi agency professionals. This is a significant increase from the previous year, as the demand on LSCB training continues to grow for both voluntary and statutory agencies. We continue to have a good representation

of multi agency staff at LSCB training with particularly good take-up by education staff, children and young people's services staff and the voluntary and community sector.

The LSCB training programme is designed to:

- develop expert practitioners
- equip people to identify and support children and young people at the earliest point of possible intervention
- promote a positive experience by children and their families of the services they receive because of how professionals have engaged and work with them
- embed core values and principles of how we work with children and families across multi agencies
- promote a confident and competent workforce

In line with the theoretical model that underpins LSCB training we believe that the expert practitioners we have operating in North Lincolnshire should be sharing their knowledge and expertise through supporting the delivery of local courses. However we also recognise the value in commissioning national leads and experts on key safeguarding issues, that can deliver training to key staff which can then be cascaded. As a result 81% of LSCB courses are delivered by local professionals and 19% by commissioned 'national leads/experts'. The commissioned courses are delivered by national leads such as Sara Swan MBE in respect of child sexual exploitation and national organisations such as ACT, Barnardo's, the Lucy Faithfull Foundation and GMAP.

What we did	Feedback	Results	What we developed as a result of qualitative feedback
Delivered training on areas of safeguarding, national and local priorities to 3970 multi agency professionals	Grade the knowledge and skills of the presenters	94% of delegates graded the knowledge and skills of the presenters as excellent. 6% graded the knowledge and skills of presenters as very good	<ul style="list-style-type: none"> <li>• A Level 2 Neglect and the Impact on the Child course</li> <li>• A Level 1, 2 and 3 for Domestic Abuse and the Impact on the Child</li> <li>• A Freedom Programme trainer course</li> <li>• Introduced a Young people and Intimate partner violence course</li> </ul>
	Grade the level of learning you have gained from the course	62% of delegates graded what they had learnt from the courses as excellent. 34% of delegates graded what they had learnt as very good 4% graded what they had learnt as good.	
	Grade how the training will contribute to your performance at work	71% of delegates graded how the course would help them in their work as excellent. 24% of delegates graded how the course would help them in their work as very good. 5% of delegates graded how the course would help them in their work as good.	

The training coordinator for the LSCB has undertaken specific areas of work that have supported the learning and improvement framework as detailed below:

- ✓ The Child Sexual Exploitation Awareness Course was rolled out to many agencies including all four watches of the Humberside Fire and Rescue, the Multi-Faith partnership and other faith groups, the Licensing, Trading Standards and Environmental Health teams.
- ✓ The Staying Safe Conference for Primary and Secondary school children at which the Office for the Children's Commissioner attended was delivered.
- ✓ Work with the regional safeguarding trainers group to organise and deliver a conference on Learning Lessons from Serious Case Reviews.
- ✓ Work with other agencies to revise the safeguarding training packages they are delivering in house
- ✓ Delivered training to students in colleges on health and social care courses in respect of safeguarding
- ✓ Disseminated training resources to schools for Safe Internet Day
- ✓ Provided information and advice to schools and other agencies regarding their safeguarding training needs
- ✓ Provided individual advice to safeguarding leads across agencies regarding training and continuing professional development requirements
- ✓ Organised and chaired LSCB trainers forum
- ✓ Delivered training to foster carers on e - safety and safeguarding awareness
- ✓ Developed and delivered training for school governors
- ✓ Delivered training within schools on safeguarding, early help, CSE, FGM, Prevent and e safety

- ✓ Developed and implemented a mandatory e child sexual awareness course for all council employees
- ✓ Contributed to and promoted the new LSCB website

The LSCB holds a consultation workshop for multi agency staff to review the training programme from the last year and agree the areas of focus for the up and coming year. The result of this is that it ensures all agencies can contribute to the development of the programme and increases ownership and commitment to it. The priorities for 2105-2016 identified at this workshop are:

- Supporting good mental health and emotional wellbeing, in particular support regarding self harm
- Creative methods for engagement and communication with children and young people
- Promoting and supporting good attachments for children and young people

In 2015- 2016 we will be developing training around these issues.

The LSCB Board members are committed to their

own ongoing training and development and, as such, they commit to two Board development sessions per year in which Board members have the opportunity to have a reflective and constructive space to work together on key strategic issues and challenges. In the last year the Board has focused on:

- Signs of safety
- Promoting effective practice particularly in respect of early help

As a result of this the board has committed to implementing signs of safety across North Lincolnshire in 2015-2016 and the continued focus and drive to promote early help.

### Case Audit

The LSCB Case Audit Group has undertaken a programme of case audits undertaken in 2014-2015 as part of the Board's Learning and Improvement Framework.

The LSCB Case Audit Group was tasked with undertaking multi-agency case audits, involving its local partners, working to agreed terms of reference and reporting to the Quality Assurance Core Function Group.

Theme of audit	Areas of compliance	Feedback from families	Learning from audit	Progress/ action taken
<ul style="list-style-type: none"> <li>Interface with housing services</li> <li>MARAC and interface with safeguarding children</li> <li>Children placed in Health in Tier 4 provision</li> <li>Mental health and self harm</li> <li>Neglect</li> </ul>	<ul style="list-style-type: none"> <li>✓ The timeliness and effectiveness of planning and decision-making within assessments.</li> <li>✓ The risk analysis undertaken and how this contributes to planning and decision-making</li> <li>✓ The effectiveness of planning for children and young people.</li> <li>✓ The effectiveness of working together between services for children and services for adults, such as mental health, learning disability, drug and alcohol services.</li> <li>✓ The effectiveness of information sharing and multiagency working.</li> <li>✓ The effectiveness of support services provided for children and parents, including their contribution to the assessment.</li> <li>✓ application of thresholds</li> <li>✓ retained focus in the child</li> </ul>	<p>understood why services were involved with them</p> <p>preferred community based support</p> <p>valued support to help them understand and respond effectively to their child's behaviour</p>	<p>The importance of holistic assessment and support where a child/ young person is self-harming</p> <p>Importance of GP in triggering early help</p> <p>Community support to prevent entry into specialist provision</p> <p>Importance of section 85/86 as conduit for young person being seen as a child in need</p> <p>Importance of parental history in early help assessments to inform plans</p> <p>Importance of early help for teenage parents</p> <p>Understanding of the impact of loss and bereavement on parent/ child attachment</p> <p>Importance of home based support for people with mental health difficulties</p> <p>Support for low self-esteem, body image and bullying for children and young people</p> <p>Importance of understanding patterns of behaviour regarding domestic abuse</p> <p>Importance of health and police information in the MARAC process to inform risk assessment and challenge self-reported behaviour</p>	<ul style="list-style-type: none"> <li>✓ Guidance drafted for assessing and intervening where children and young people self-harm</li> <li>✓ Report presented to Integrated Working Group re commissioning of community based support re mental health</li> <li>✓ Learning from audits shared through Safe Practice Group, newsletter, named professionals, early help transformation group</li> <li>✓ Guidance on neglect developed and disseminated across agencies and put on LSCB website</li> <li>✓ Guidance on section 85/86 of Children Act 1989 developed and disseminated across agencies and put on LSCB website</li> <li>✓ Commissioning specification revised to re commissioned services to reference early help requirements</li> <li>✓ Training disseminated on key findings from audit</li> <li>✓ Senior manager review of MARAC undertaken</li> </ul>

## Serious Case Review

A key mechanism for learning, identified in statutory guidance (Working Together to Safeguard Children 2015) is through undertaking reviews of cases, some of which are required in legislation, Serious Case Reviews. The Board can also undertake other types of reviews, which do not meet the criteria for a serious case review, that can provide valuable lessons about how organisations are working together to safeguard and promote the welfare of children.

The different types of review are:

- 1) Serious Case for every case where abuse or neglect is known or suspected and either:
  - a child dies; or
  - a child is seriously harmed and there are concerns about how organisations or professionals worked together to safeguard the child;
- 2) child death reviews,
- 3) reviews of a child protection incident which falls below the threshold for an SCR; and
- 4) review or audit of practice in one or more agencies.

In 2014-2015 we undertook a review of a case which did not meet the criteria for a SCR but where there was an opportunity for learning. The methodology for the review was based on the local model we have in place, outlined in the Learning and Improvement Framework. The audit involved health services, education, children's social work services and the police who attended a two day event to audit the case records and identify lessons of good practice and learning points. The audit examined 'live' electronic records across these agencies.

Theme of audit	Areas of compliance	Learning from audit	progress/ action taken
Neglect	<ul style="list-style-type: none"> <li>✓ Good evidence of multi agency working, which was responsive to concerns and assessed needs for support and protection. Child protection planning was put into place</li> <li>✓ Good evidence of information sharing in accordance with expectations and requirements</li> <li>✓ The focus of practice was child centred</li> <li>✓ Strategy discussions were held and responded to allegations and appropriate services were put into place</li> <li>✓ Case records were well written</li> <li>✓ There was evidence of risk analysis to inform planning and action</li> </ul>	<p>The overuse of the term 'chastisement' rather than assault/ physical harm</p> <p>Influence of culture on assessment and professional judgement</p> <p>The importance of multi-agency strategy discussion meetings to ensure joint decision making</p>	<ul style="list-style-type: none"> <li>✓ Learning from audit presented disseminated to managers and senior officers</li> <li>✓ Guidance on attendance at strategy meetings developed and has been implemented</li> <li>✓ Strategy discussion meetings in place and being undertaken routinely with multi-agency representation secured</li> <li>✓ Feedback session held for professionals on 3 March 2015 on the learning from the case including use of word 'chastisement'.</li> <li>✓ A compliance report for the LSCB produced which outlines compliance with attendance at strategy discussions by agencies</li> <li>✓ A review of strategy discussion form was undertaken in partnership with other agencies</li> <li>✓ Training on cultural awareness was commissioned and delivered in April 2015 as part of the LSCB training programme</li> </ul>

## Child Death Overview Panel

The LSCB has a statutory function to review child deaths which is outlined in Working Together 2015, Chapter 5. The reviews of child deaths became compulsory on 1st April 2008.

The LSCB function as set out in Regulation 6 of Local Safeguarding Children Boards Regulations 2006 in relation to the deaths of any children normally resident in their area is :

- a) collecting and analysing information about each death with a view to identifying
  - (i) any case giving rise to the need for a review mentioned in regulation 5
  - (ii) any matters of concern affecting the safety and welfare of children in the area of the authority and
- b) any wider public health or safety concerns arising from a particular death or from a pattern of deaths in that area

and

- c) putting in place procedures for ensuring that there is a co-ordinated response by the authority, their Board partner and other relevant persons to an unexpected death.

The death of each child is a tragedy and it is with respect that the following information is presented.

In 2014-2015 the CDOP reviewed 11 child deaths.

In 2013-2014, the arrangements for chairing rapid response meetings and final case discussions was transferred over to the consultant of the week, the LSCB Chair has challenged the Clinical Commissioning Group on the robustness of the arrangements for chairing rapid response meetings. The CCG have responded to this and a short review of the process will be undertaken, in addition the Chair has requested an assurance report each quarter from the CCG.

Reason for death	expected / unexpected death	percentage with modifiable factors	Learning points	Progress/ action taken
18 % Acute medical or surgical condition	81% of the cases reviewed the children had died unexpectedly	no modifiable factors	Further enhancement of quality of form B's Form B's to be completed on cases that are subject to a Trent Review	<ul style="list-style-type: none"> <li>✓ Process and quality expectations reinforced, quality monitored by SUDIC nurse</li> </ul>
45%Chromosomal, genetic and congenital anomalies	19% expected deaths		Additional question regarding whether a mother takes folic acid in pregnancy to be included on Form B's	<ul style="list-style-type: none"> <li>✓ Form B's are issued to relevant local agencies as well as participating in the Trent Review</li> </ul>
27%Perinatal/neonatal event			Deliver training on the impact of the previous death of a child and the possible impact on parents when they have a subsequent child born who requires specialist treatment.	<ul style="list-style-type: none"> <li>✓ National form so not able to be amended , however a prompt note regarding the question about folic acid has been added to the letter accompanying the form B</li> </ul>
9% infection			Reminder to be sent to pharmacies to remind them of protocol regarding inhaler administration Humberwide wide protocol regarding skeletal surveys to be produced	<ul style="list-style-type: none"> <li>✓ training delivered</li> <li>✓ Completed through medicines management</li> <li>✓ Work is underway between North and North East Lincolnshire and procedure is being consulted upon</li> </ul>

## The Impact On The Outcomes For Children And Young People As A Result Of The Learning And Improvement Framework

The measures we would use to demonstrate impact of the learning and improvement activity are:

- the confidence of employees as a result of training opportunities
- feedback from children and young people about the services they receive
- feedback from children and young people in the adolescent lifestyle survey
- data on serious case reviews and child deaths
- The confidence of employees as a result of training opportunities

The course evaluations evidence that multi agency attendance at LSCB training is good. In addition the impact of practice on practitioners skill, knowledge and confidence is also good. The Learning and Improvement framework of the LSCB aims to ensure that the Board embeds a culture of learning and that we apply double loop learning. The consistent refinement, development, reflection and evaluation of training ensures that we maintain training that is of high quality, up to date with contemporary safeguarding issues and supports practitioners in their roles.

### Feedback from children and young people about the services they receive

The LSCB performance data includes feedback on 5 key questions children's services ask children, young people and their families about their experience of the service. The results consistently identify that children understand why the service is involved and feel safer as a result of it. Good engagement with children and young people is an essential skill of the workforce, good engagement means that professionals are able to communicate effectively with children and young people and help them understand what they are concerned about and why, and this data indicates the success of the service in achieving this. The performance data demonstrates that 99% of children asked felt that they could have their say. The voice of the child and the requirement

to include them and consult with them as part of their plan is an essential element of practice and again the data demonstrates that for children in North Lincolnshire this is a standard that is maintained.

### Feedback from children and young people in the adolescent lifestyle survey

The Adolescent lifestyle survey results identify that children and young people in North Lincolnshire are healthier, are taking less risks and there is a reduction in drug, alcohol and smoking and under age sexual activity. In addition young people are worrying less about bullying than in recent years and the proportion of pupils that worry about being bullied has fallen significantly and is at its lowest level for 10 years. The survey also identifies that the majority of young people have a positive outlook on life and report having good support networks, including access to peer mentors in school. Where young people do have worries they are associated with doing well at school and exams. 1 in 5 Year 11s say they feel stressed every day by this and half of Year 11s say they worry about not achieving their potential at school. This information provides an indication of how safe they feel and are.

### Data on serious case reviews and child deaths

The number of serious case reviews North Lincolnshire undertakes continues to be low, we have a robust and transparent process in place and our commitment to appreciative inquiry means we want to promote good practice, rather than just learning when things go wrong. This enables us to proactively learn and develop practice, which safeguards children.

The ethos behind the child death overview panel process is to try and reduce future similar deaths of children. We have continued to have a static number of child deaths per year and in 2015-2016 work to undertake a 4 year analysis will help us consider how we can reduce this number further.

## Next Steps For 2015-2016

The audit process is an extremely valuable process which enables the LSCB to assess the effectiveness, compliance and impact of intervention by agencies. As a result the LSCB is seeking to enhance the audit process and in 2015 the case audit process will be changing so that LSCB board members have an increased line of sight to direct frontline practice, further enhancing the learning and improvement framework.

The LSCB needs to continue to review the effectiveness of the CDOP arrangements through a quarterly report by the CCG.

The Chair of the Panel has arranged for a statistical review of child death data through Public Health to further consider themes and trends over a 4 year period to consider any further local approaches that can be taken to prevent child deaths, as within the year there appears to be little commonality between the deaths.

## Policy and Procedures

The LSCB has locally developed and updated multi agency policies and procedures. At each meeting Board members are updated on new legislation/guidance that has been issued and what action needs to be taken locally as a result. The key documents issued in 2014-2015 that had implications for the LSCB are described below with the action taken.

As a result of learning from case audits the LSCB developed and published two practice guidance documents to support local multi agency professionals in their work:

- Neglect guidance
- Engaging challenging families guidance

In addition the Board developed a Serious Case Review delegation of responsibility guidance to specify the particular roles and functions of individuals and groups when a serious case review has been commissioned and the Board also updated the complaints procedure for the LSCB.

There is a programme of review in place for all procedures to ensure that they are kept up to date. All our procedures are developed by our local experts to ensure that they remain operationally sound and based on good practice as well as statutory requirements.

In 2014-2015 two significant national drivers were : Female Genital Mutilation and Prevent. LSCB's were required to raise awareness of these issues in order to proactively tackle them.

### Female Genital Mutilation

The Government has over recent years strengthened awareness-raising of this form of abuse and the expectations on agencies to prevent and intervene and also to enhance the sanctions and consequences on individuals who would arrange or undertake this activity.

The LSCB has been at the forefront in recognising and tackling this type of harm to women and children and there have been a number of steps taken strategically and operationally to raise awareness of this issue across North Lincolnshire.

The LSCB ensures that information about FGM is circulated across agencies and that agencies are provided with advice and guidance about what they should do if they are worried a child may be at risk. As part of this, the LSCB updated the Early Help Strategy, which is the threshold document for North Lincolnshire to include information about FGM and what to do if someone suspects a child may be at risk. This has been circulated widely across all agencies. In addition we updated the guidance for schools in response to the statutory guidance Keeping Children Safe in Education and written a briefing paper for schools on their responsibilities. This has been circulated to all schools.

We have published information and the statutory guidance on FGM on the LSCB website. We have circulated widely Home Office resources and leaflets on this issue and included updates in the LSCB newsletter.

Key Document	Date of publication	Action taken	where located
In the child's time-professional responses to neglect – Ofsted Thematic Survey	March 2014	Local guidance on working with families where neglect is a factor develop and approved by the LSCB. included in neglect training	✓ Document circulated to multi-agency professionals and put on the LSCB website
Modern Slavery Act	March 2015	Trafficked and unaccompanied children procedures developed and agreed by the LSCB Included in training commissioned Briefings delivered at the safe practice Group and the procedures	✓ Procedures circulated to professionals and put on the LSCB website.
Keeping Children Safe in Education- statutory guidance	March 2015	Document circulated to all schools with a briefing on the implications. Elements from the requirements included in the schools safeguarding audit.  Template policy for schools updated in line with the guidance an recirculated to schools.  Document shared with Prevent Silver group and FGM lead to take forward the specific requirements in these two areas.  Briefings delivered at Head Teachers forums on the document and implications and arrangements schools need to have in place.  Training updated to include document and key issues	✓ Procedures circulated to professionals and put on the LSCB website
Serious Crime Act 2015	March 2015	LSCB informed of implications, and briefing sessions held for professionals on the implications in respect of Prevent, CSE and FGM  Information included in training	
What to do if you are worried about a child 2015	March 2015	Guidance promoted and circulated across all agencies	✓ Put on LSCB website
Information sharing guidance 2015	March 2015	LSCB information Sharing guidance updated and circulated across agencies	✓ Put on LSCB website
Revised Working Together to Safeguard Children 2015	March 2015	Guidance promoted and circulated across all agencies  LSCB policy tracker updated and programme updating policies commenced. (Completed by July 2015)	✓ Put on LSCB website

The LSCB has a local FGM Champion who an expert in the area of FGM. In 2015 she became a lay representative on the LSCB. She works consistently across the professional and public community to raise awareness of this form of abuse to women and children, in addition she delivers specialists training on FGM as part of the LSCB training calendar. In 2014-2015 130 people across health organisations including doctors, midwives, health visitors, schools and children's services have received training on FGM. In addition as part of her work she has:

- Presented information on FGM to children and young people at Stay Safe Conference
- Worked with a group of PHSE leads to develop teaching resources on FGM to be delivered across schools in North Lincolnshire
- Disseminated information at a local event led by VNEWS group where FGM information was available and shared with approximately 300 women who attended the event.
- Delivered presentation to the Crown Prosecution Service on FGM on behalf of the Justice Diversity Panel
- Delivered a presentation to the Safe Practice Group to members

The LSCB set up a working group up to look at how we approach FGM across all agencies.

As part of raising awareness in the community on this issue, we are part of a women's group who is made up of representatives across all aspects of the community, called VNEWS. FGM is a topic we sensitively discuss and we have approached establishing a support group for women affected by this issue. In order to progress this, the FGM lead will be visiting other areas to explore the support they have in place.

The LSCB has developed an information pack for new communities moving to North Lincolnshire, which includes information on FGM and the consequences if this practice is carried out, or arranged to be in the UK or on UK residents.

### **Prevent**

Reducing the risk to children and young people from being groomed into extremism has continued to be a

national priority and a local priority. The LSCB has a long history of shaping and influencing Prevent and encouraging agencies in recognising extremism as a safeguarding issue. The LSCB has worked collaboratively with Humberside Police to raise awareness of Prevent, particularly in encouraging schools to train their staff and students in recognising this issue. Schools have recognised the importance of Prevent and their responsibilities as outlined in Keeping Children Safe in Education 2014. As part of a rolling programme of training a number of schools were trained in Prevent as well as Governors, PHSE leads and both colleges. In addition training has been rolled out across other agencies who work with children, young people and their families. The LSCB ensures that it has up to date policies and procedures available for professionals on the website and it monitors the impact of these through performance management information on Channel referrals to is presented at each quarter to the Board. The Prevent Duty Guidance issued by the Government in March 2015, will come into effect 1st July 2015, the LSCB is involved in the Silver Prevent Group that will prepare for the implementation and roll out of the guidance.

### **Private Fostering**

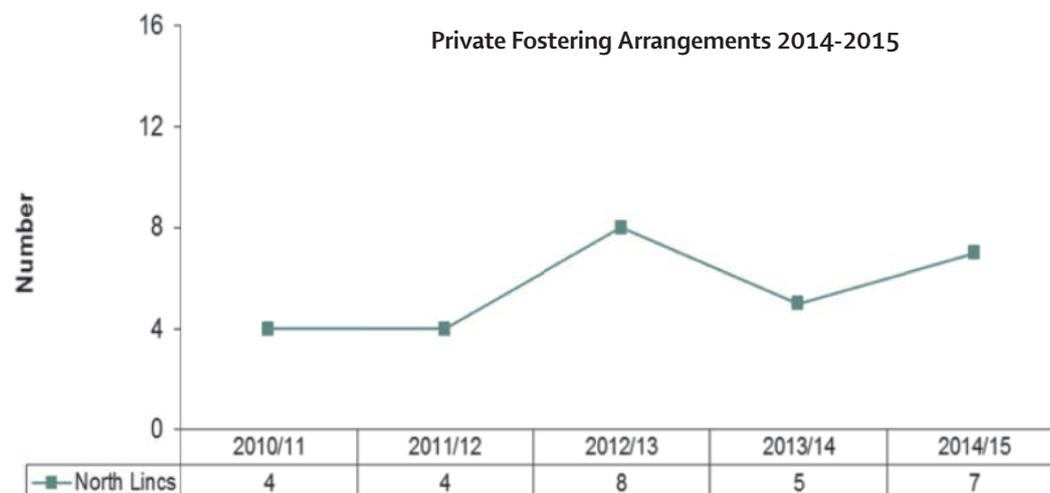
Children living away from home can be extremely vulnerable and this includes children who are living in private fostering arrangements. The LSCB has a requirement to monitor the effectiveness of arrangements for children who are privately fostered and this was a requirement placed on LSCB's as a result of the Inquiry into Victoria Climbié. The Children Act 1989 defines children as privately fostered if they are under the age of 16 years (18 years if disabled) and they are cared for and accommodated by a person who does not have parental responsibility and is not a close relative and they do so for longer than 28 days.

There is a duty on any person who proposes to foster a child privately, any person involved directly or indirectly or a parent to inform Children's Services of any child who they know is or is going to be privately fostered. Following this Children's Services will undertake an assessment and ensure the placement is appropriate and monitor the safety of the child. In addition each private fostering placement will receive

support by a qualified social worker from the Fostering team.

In 2014-2015 North Lincolnshire Council supported 15 children in private fostering arrangements, 10 of these were new notifications. At the end of the year there were 7 children who remained subject to private fostering arrangements. Nationally there has been an increase in the numbers of private fostering arrangements of 100 more than the previous year. Awareness raising regarding the duty to notify Children's Services of private fostering arrangements and the support offered is essential. Between 31st March 2014 and 1st April 2015 the local authority provided information to the public including by:

- Information continues to be provided on the Council Website; this includes targeted information for parents, carers and children
- Information being regularly updated and published through the Council social media (Facebook, Twitter), the internal Council computer screensaver and News Direct paper.
- Information published in School Governors Newsletter
- Information posters continuing to be provided to local schools and academies.
- Targeted promotional campaigns continue to take place, including a dedicated Private Fostering Awareness Week in September 2015. It is planned that this takes place on an annual basis.
- An Awareness Raising Event taking place through the Multi-Faith partnership.
- Information sharing continues to take place at local partnership events attended by voluntary groups.
- Posters and leaflets have continued to be distributed throughout North Lincolnshire including shops, GPs and local businesses.
- A presentation to the Youth Council to share information in relation to Private Fostering and engage the young people in spreading information directly to other young people via school Peer Mentoring Networks.
- Leaflets provided to outreach youth workers introduction packs.
- Leaflets and posters distributed to South Humber Racial Equality Council, SHREC team in order to reach members of black and minority ethnic (BME) community who may otherwise not be aware of requirements in relation to Private Fostering.
- Presentations at local schools in North Lincolnshire including schools with a significant BME population, to deliver child focussed interactive training in respect of Private Fostering.
- Attendance at the V-News Women's Group (women's networking group).



### Managing Allegations

The post of Local Authority Designated Officer (LADO) was created in April 2006 in line with the statutory requirements in Working Together to Safeguard Children 2006.

In 2015 Working Together was updated and it is a requirement of the LSCB to have clear policies for dealing with allegations against people who work with children.

An allegation may relate to a person who works with children who has:

- behaved in a way that has harmed a child, or may have harmed a child;
- possibly committed a criminal offence against or related to a child; or
- behaved towards a child or children in a way that indicates they may pose a risk of harm to children.

Local authorities should put in place arrangements to provide advice and guidance on how to deal with allegations against people who work with children to employers and voluntary organisations. Local authorities should also ensure that there are appropriate arrangements in place to effectively liaise with the police and other agencies to monitor the progress of cases and ensure that they are dealt with as quickly as possible, consistent with a thorough and fair process.

All agencies should ensure that arrangements are in place to ensure that any allegations about those who work with children are passed to the LADO without delay.

The LADO is responsible for:

- Providing advice, information and guidance to employers and voluntary organisations around allegations and concerns regarding paid and unpaid workers.
- Managing and overseeing individual cases from all partner agencies.
- Ensuring the child's voice is heard and that they are safeguarded.

Ensuring there is a consistent, fair and thorough

process for all adults working with children and young people against whom an allegation is made.

- Monitoring the progress of cases to ensure they are dealt with as quickly as possible.

In North Lincolnshire there is one LADO with two deputy LADOs, our LADO arrangements are compliant with WT15.

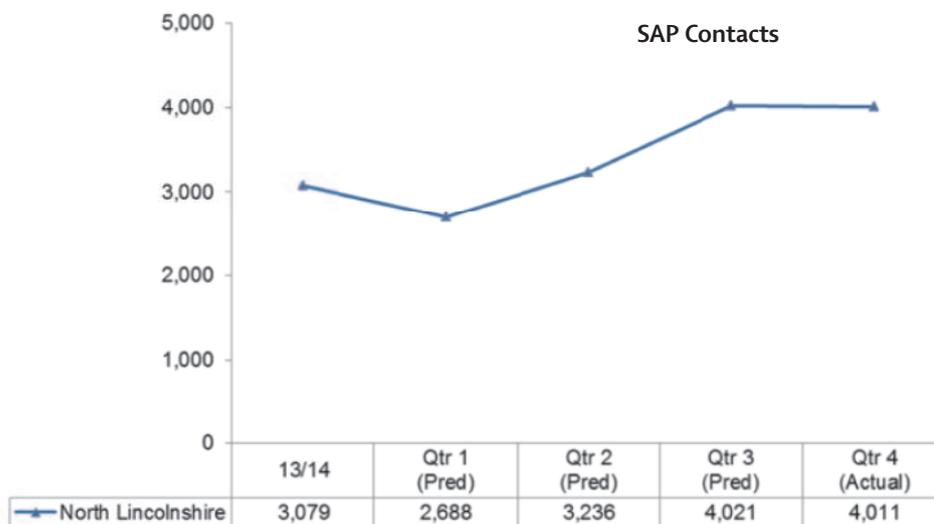
Within 2014-2015 there were 29 referrals that were scoped into the LADO process, which is in line with previous years.

The LSCB continues to deliver training to multi agency professionals in respect of managing allegations and their roles and responsibilities and in 2014-2015 we trained 25 individuals.

## 7. Evidence of Impact



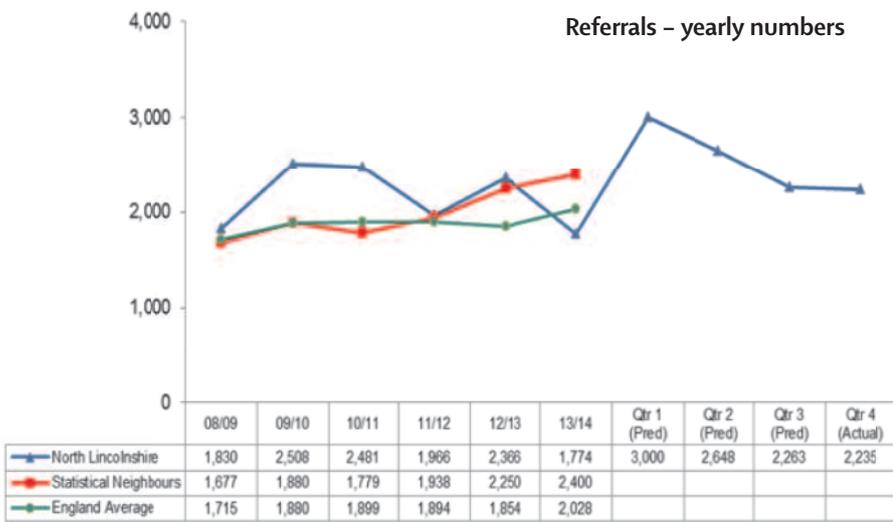
### Evidence of Impact - Performance Information



North Lincolnshire Children and Young people's services offers a single access point where members of the public and agencies can access a qualified social worker for advice and guidance. It also enables one point of access to targeted family support or social work services. It is expected that agencies accessing the single access point have undertaken an early help assessment, offered support and agreed next steps with their supervisors/line manager - other than when this is for child protection referrals



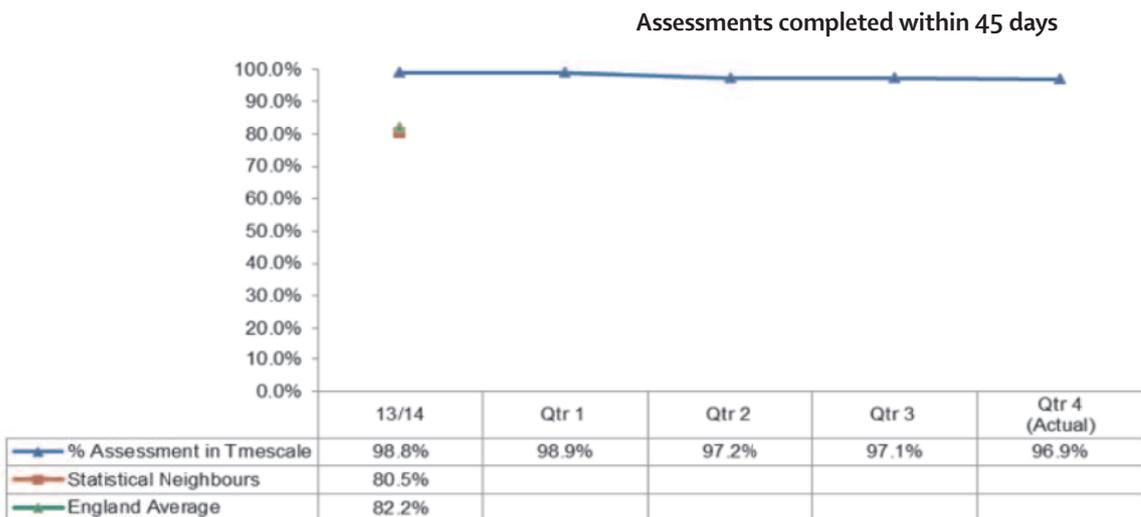
Referrals – yearly numbers



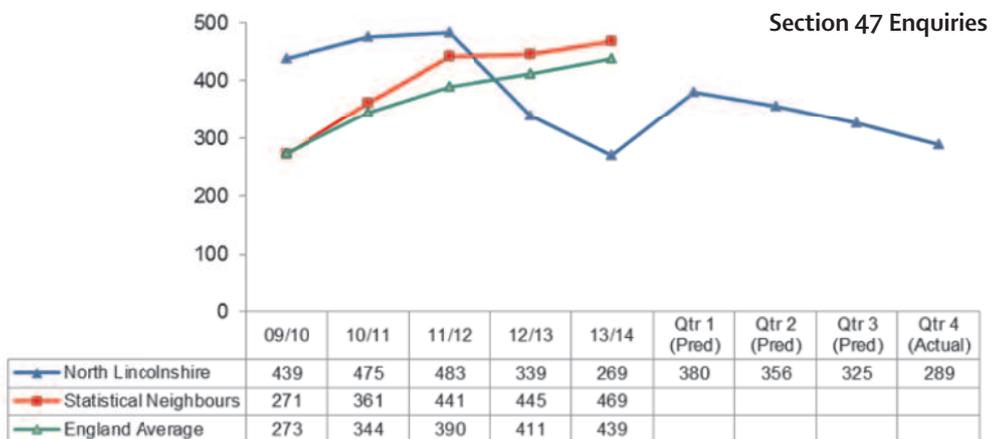
In 2014-2015 we have continued to see an increase in the number of referrals to social work services. It is recognised that media attention, policy, social factors and national challenges can have a direct effect of professional and public activity and concerns re safeguarding, which can result in people making more referrals. The experience of North Lincolnshire is mirrored across the country as outlined in ADCS report November 2014.



This continues to show good practice and that referrals are dealt with promptly.

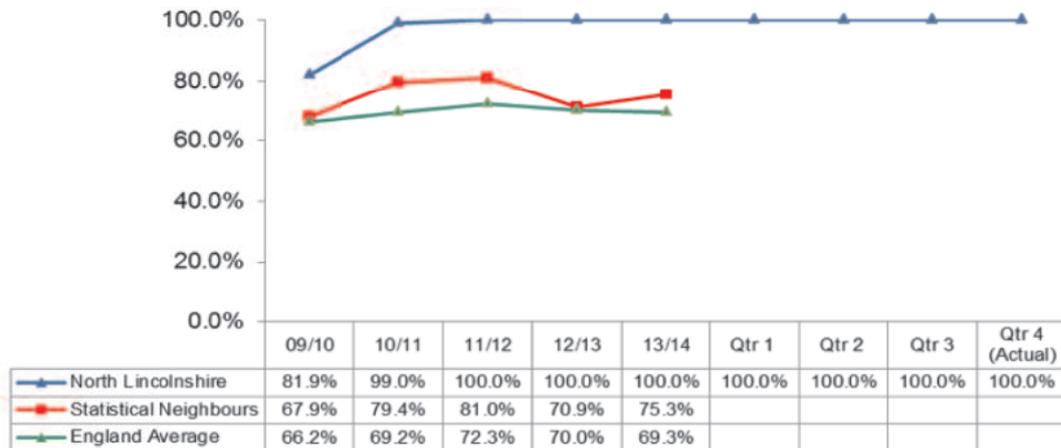


The performance is good with timely assessment and management oversight



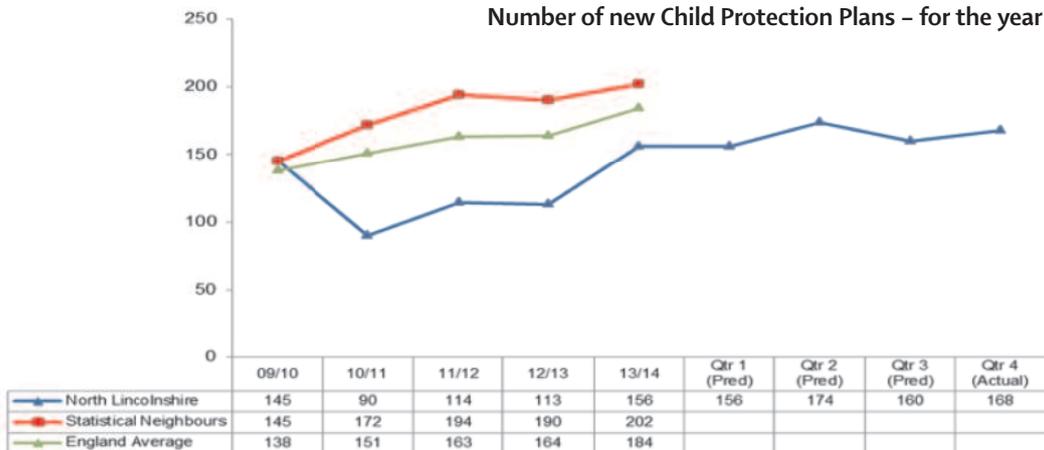
Overall the number of section 47 child protection enquiries show a reduced number, however the number of initial child protection conferences and children been made subject to a child protection plan is increasing therefore indicating that the targeting of cases that need to be managed through this statutory process is right

Percentage of initial child Protection conferences completed within 15 days



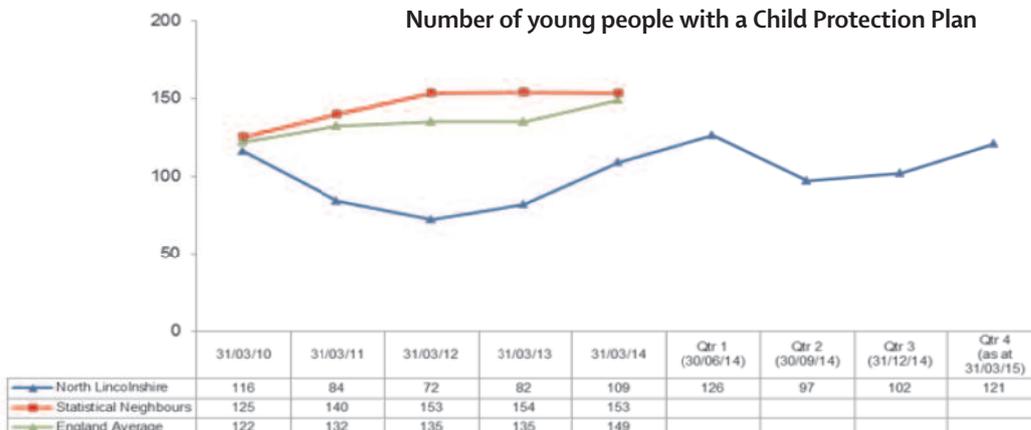
This demonstrates good practice

Number of new Child Protection Plans – for the year



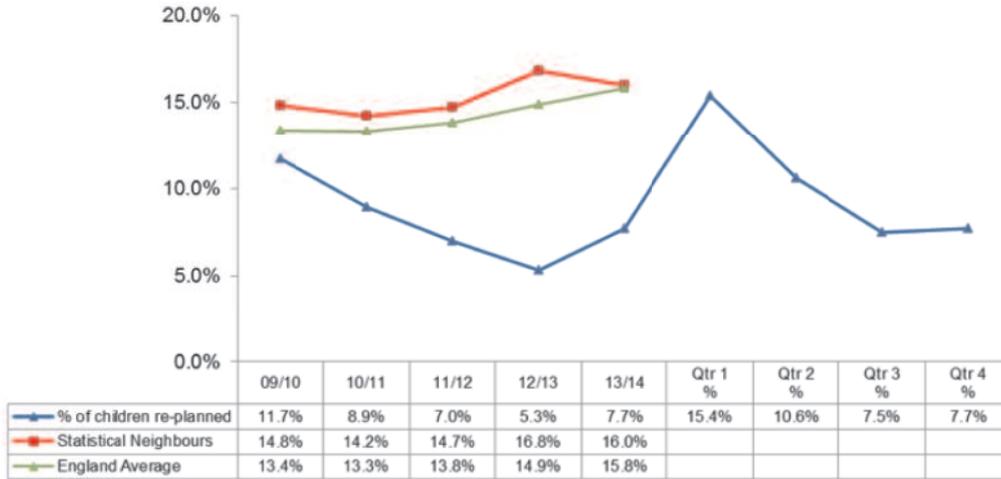
In 2014-2015 the number of children subject to a child protection plan increased. The increases in North Lincolnshire were children subject to a plan for neglect and subject to a plan for sexual harm.

Number of young people with a Child Protection Plan



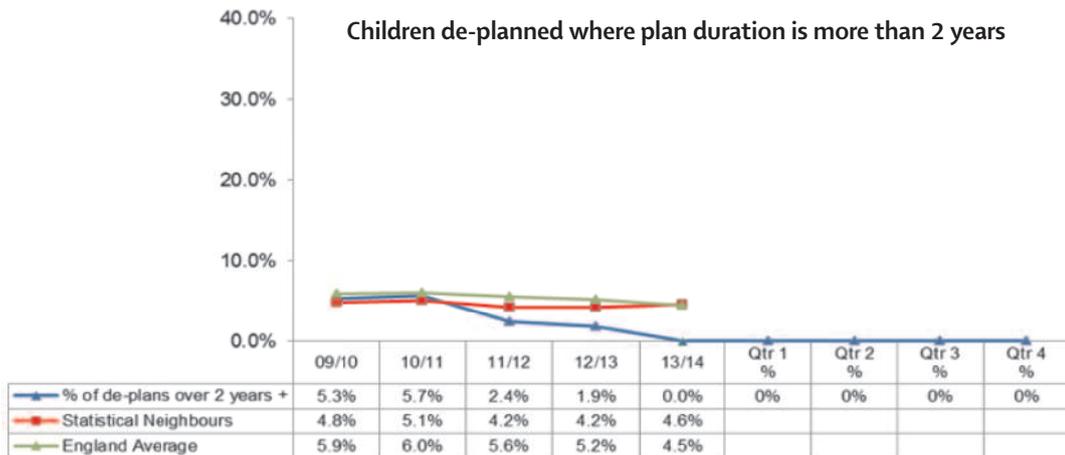
Although we have seen an increase we remain much lower than statistical neighbours or the England average.

Children becoming the subject of a child protection plan for a second or subsequent time



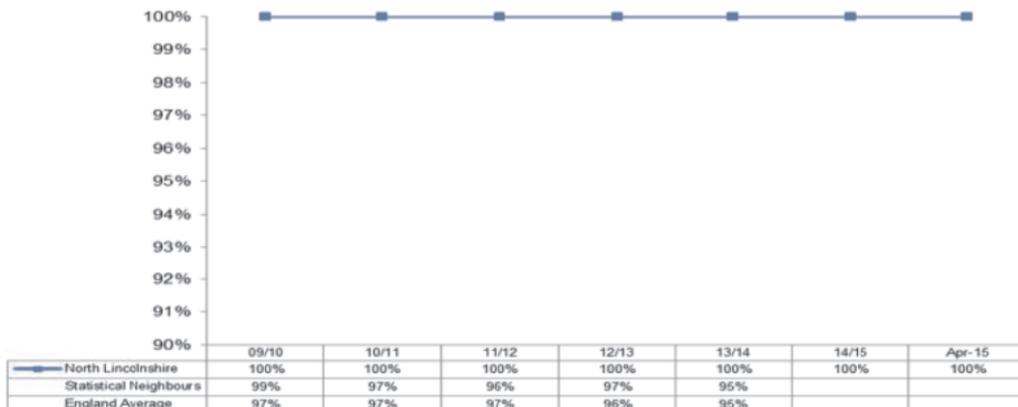
Performance in this area compared to statistical neighbours and the England average continues to be good, this has been maintained over a number of years. For those who are re-planned it is often many years between plans and the reason for the first and second plan mostly different in nature.

Children de-planned where plan duration is more than 2 years



This is managed through an enhanced risk assessment process and shows good practice.

Children protection plans reviewed in timescale



We continue to maintain consistent procedural compliance to ensure that all plans are reviewed in timescale.

## Evidence of Impact - Consultation and participation with children and young people

Consultation and collaboration with children and young people is very important to the LSCB and we have a strong history of consultation and feedback underpinning our work, as well as working in partnership with children and young people on stay safe activities. Below is the summary of the work we have undertaken in 2014-2015:

Activity	Number of children and young people	feedback	Action /progress
<p>The Cool Kidz Club participation group set up four years ago to enable consultation with children who are in need or receiving child protection services. Recognised by Ofsted as good practice</p>	<p>15-25 children per session</p>	<p><b>Their experience of the first time they met their social worker</b></p> <p>The children who participated in the consultation reflected that the following was important to them:</p> <ul style="list-style-type: none"> <li>• First impressions were very important and that the social worker who presented smartly and with a happy face.</li> <li>• The approach of the worker who explained what they were there to do for example 'making me happy again'. They sounded kind, made the child smile and the child felt that they would make them safe</li> <li>• The worker talked to them in private and that they listened</li> </ul> <p><b>What their ideal social work visit would consist of</b></p> <p>The majority of children requested that they are visited at home rather than at school. Within the home children would like the visit to happen in their bedroom whilst they were playing with their toys. This was because this is where they felt the most comfortable and at ease as it was their own space.</p> <p><b>Child Friendly child protection plan</b></p> <p>80% have seen their child friendly and those who had not were too young to understand a child friendly plan.</p> <p>All responded that the plan is working - and explained the changes made in their household</p> <p>The plan should be more colourful</p> <p><b>Attendance at case conference</b></p> <p>stated who they wanted to attend the conference and what they felt it would help them with</p>	<ul style="list-style-type: none"> <li>✓ This feedback has been delivered to social workers in staff events to inform them of the views of children and the importance of their approach especially in respect of ensuring they provide:</li> <li>✓ The name of the social worker</li> <li>✓ Why they were visiting</li> <li>✓ What was happening and whether meetings were going to be nice</li> <li>✓ This information has been fed back to social workers and shared at a staff development workshop</li> <li>✓ Information reported back to the social work services and the Independent Review Service</li> <li>✓ Plan made more colourful</li> </ul>

Activity	Number of children and young people	feedback	Action /progress
5 consultation questions when attended a case conference	3900	<p>100% understand why social work services are involved with them</p> <p>100% feel they are given a chance to have their say</p> <p>97% state that what the service is doing is helping them feel safer, the 3% who did not , stated that they did not feel unsafe in the first place</p> <p>100% state that they understand their plan</p>	<ul style="list-style-type: none"> <li>✓ Reported and included in the LSCB performance management framework</li> <li>✓ Reported into Children and Young People's services Quarterly Performance Review</li> </ul>
Children in Care Council	36 children and young people	<p>They have been consulted on:</p> <ul style="list-style-type: none"> <li>• The recruitment of foster carers</li> <li>• The recruitment of staff within children and young people's services</li> <li>• The assessment of carers</li> <li>• The design and use of a number of forms, procedures, guides and leaflets</li> <li>• The Corporate Parenting Pledge</li> <li>• NICE standards for children in care in North Lincolnshire</li> <li>• Delivered a presentation at World Social Work Day event</li> <li>• The design of the Spaces of Safety poster for the LSCB</li> </ul>	<ul style="list-style-type: none"> <li>✓ The feedback from children in care continues to drive up improvements in Children and Young People's Services.</li> <li>✓ In addition celebration events are held to celebrate the success and attainment of children in care.</li> </ul>
Staying Safe Conferences - two held per year: one for primary schools and one for secondary schools, designed and run by children and young people	240 children and young people	<p>Based on what children and young people state they want information on the following topics were covered at the events:</p> <ul style="list-style-type: none"> <li>• LGBT, diversity and equality</li> <li>• Child sexual exploitation</li> <li>• Body image</li> <li>• Drugs and alcohol</li> <li>• Positive thinking by Samaritans</li> <li>• Fire Safety</li> <li>• Internet Safety</li> <li>• Developing friendships through circle time</li> <li>• Using exercise to promote emotional wellbeing</li> <li>• First aid</li> </ul> <p>85% of young people who attended from secondary schools and 94% of children who attended from primary schools said that the conference was very positive and that they would go back and share the information with others</p> <p>Consulted at the event on what was good about being a peer mentor. They reported back the positive aspects of it eg supporting someone , giving advice and improving their life. Discussed issues they found tricky which were some problems making them feel sad judging someone.</p>	<ul style="list-style-type: none"> <li>✓ Newsletter produced and circulated across all schools</li> <li>✓ Feedback reported to the Children Feel safe Group and planning commenced for 2015-2016</li> <li>✓ Anti bullying newsletter produced and circulated which shares good practice across schools</li> <li>✓ Report on feedback presented to LSCB</li> <li>✓ Fed back to schools to ensure peer mentors receive appropriate support</li> <li>✓ Feedback incorporated into training for peer mentors</li> </ul>

Activity	Number of children and young people	feedback	Action /progress
<p>Young Amplify Event on behalf of the office of the Children's Commissioner North Lincolnshire hosted the event. The purpose of the event was to consult about things that help children feel safe. 4 local children and young people attended the event</p>			<ul style="list-style-type: none"> <li>✓ The feedback is included in the safety project that the OCC is completing.</li> <li>✓ Feedback has been shared across local schools</li> </ul>
<p>Anti bullying work</p>	<p>Across all schools in North Lincolnshire there are the following</p> <ul style="list-style-type: none"> <li>• mini mentors in place</li> <li>• buddy mentors</li> <li>• peer mentors</li> <li>• healthy relationship mentors</li> <li>• SEN mentors</li> </ul>	<p>Combined total of 6482 children and young people The Primary Lifestyle Survey which 793 children took part in identified that:</p> <ul style="list-style-type: none"> <li>• The majority of the children surveyed had high levels of health and wellbeing including feeling safe and supported</li> <li>• The vast majority of children said they felt safe in their local area, including; walking home from school and playing out in their area.</li> <li>• The vast majority of children recognised the positive and healthy aspects of relationships, such as treating each other with respect and feeling happy and comfortable in each other's company.</li> </ul> <p>The Adolescent Lifestyle Survey in which 5689 young people took part in identified that:</p> <ul style="list-style-type: none"> <li>• The majority of children and young people have a positive outlook on life. Most are happy and confident and feel they have a lot to be proud of.</li> <li>• The proportion of pupils who reported worrying a lot about bullying in the last month has fallen considerably in the last 10 years, down to 9% – compared with 13%, in 2010, 15% in 2007 and 20% in 2004. Falls were greatest amongst Year 7s – down from 24% in 2007, 21% in 2010 to 11% in 2013. Rates were even lower amongst the older age groups.</li> <li>• 68% were aware of peer mentors in their schools. This compares with 77% in 2010, and is due largely to a poor response to this question in 3 schools.</li> <li>• Just over half, 54% said they had access to school counsellors, the same proportion as in 2010, and 37% cyber mentors, although this varied significantly between schools.</li> <li>• 13% of pupils said they have talked to a peer mentor about bullying. Of these, 61% said it had made a difference.</li> </ul>	<ul style="list-style-type: none"> <li>✓ The results have been shared with schools, local strategic partnerships and incorporated into plans and strategies</li> </ul>

Activity	Number of children and young people	feedback	Action /progress
<p>North Lincolnshire Youth Council. North Lincolnshire has a very active and influential youth council</p>	<p>40 children and young people</p>	<p>LSCB engages with the Youth Council through:</p> <ul style="list-style-type: none"> <li>• inviting members to be part of section 11 challenge event, on the panel</li> <li>• presenting information to the Youth Council for their view eg FGM, CSE, feedback from the Stay Safe conference</li> </ul>	<ul style="list-style-type: none"> <li>• As a result of the Stay Safe Conference the Youth Council were provided with feedback regarding the issues raised at the conference re body image that arose.</li> <li>• The Youth Council established a working group , chaired by a young person to promote positive body image, individuality and celebrating diversity. As a result of their work the brand Be Unique was produced.</li> </ul> 
<p>LSCB poster campaign to challenge gender stereotypes</p>	<p>Across all secondary schools</p>	<p>The engagement by students was excellent and we had seven finalists. •</p>	<p>The winning poster was designed by the council's publications team and presented to the school. Poster were distributed to secondary schools</p> 

## Evidence of Impact – LSCB Business Plan priorities

### Reduce the harm from child sexual exploitation

Reducing the harm from child sexual exploitation has continued to be a priority for the LSCB. The LSCB has had a CSE Strategy in place since 2012, this was revised in January 2015 and is overseen by the LSCB, CSE Lead Officers Group. The current strategy and action plan is informed by both national and local drivers, research, reports, inspections, scrutiny and feedback from children, young people and their families.

The LSCB Annual Review report for 2013-2014 and the Business Plan 2014/15 identified CSE has a priority, agreed actions and these were further enhanced by a local Scrutiny review of CSE in 2014. Individual cases have been managed through formal process and guidance (Working Together 2013) and enhanced by first localised practice to meet and share information and toward the end of 2014 the introduction of the MACE process. The MACE process brings agencies together to discuss current cases and plans, perpetrators and locations to add value in terms of: connectivity, bespoke action planning over and above those implemented day to day and identifying issues that require escalation for additional resources and or policy change. The LSCB has adopted a two pronged approach to tackle CSE, one through the LSCB Strategy that offers a global and strategic response delegated to LSCB Lead Officers and the second a Case Specific Framework that incorporates Working Together 2013, supplementary guidance in managing complex cases and case specific escalation process from the MACE.

### 2014/15 LSCB Actions

#### **Further develop evidence based approaches to intervening and supporting children and young people at risk or suffering CSE.**

- ✓ Used research, reports and evidence based practice to underpin developing work
- ✓ Developed a menu of resources that can be used and tailored to the specific needs of the individual child/ young person.
- ✓ Implemented the North Lincolnshire Risk Assessment Framework to ensure a qualitative element to the Individual Case Planning and MACE
  - Equipped Staff to work with children and their

families affected by CSE using materials such a Bewise

- ✓ Implemented a preventative model based upon work by PACE
- ✓ Utilised proven resources available for schools and youth groups to promote resilience and empower children and young people to keep themselves safe and know when something is wrong and how to seek help.
- ✓ PHSE leads have developed lessons plans and resources for primary year 6 and secondary school students on CSE and healthy relationships.
- ✓ The “DAY programme” was updated and “Escape the Trap” was implemented in secondary schools. This helps secondary school children understand what healthy and unhealthy relationships are within the context of CSE and Domestic Abuse.
- ✓ We have built upon peer mentoring to underpin approach to healthy relationships and delivered local stay safe conferences led by children for children.
- ✓ There is an established and joint funded post abuse therapeutic provision that has capacity and works with victims

#### **Further develop consultation arrangements and collaboration with children and young people at risk of or suffering CSE, ensuring that the voices of children and young people continue to inform and shape the delivery of service and support**

- ✓ Consultation is undertaken as part of their involvement with the service and ensures that the plans are informed by their views and experiences.
- ✓ Undertook primary, secondary and college lifestyle survey
- ✓ Children on a plan express their views via family feedback framework
- ✓ In addition the CSE lead consults directly with children and young people and also with their social workers. The themes from the consultation undertaken are:
  - Almost all children understand their plan and why social workers are involved
  - The majority of children and young people state that they have a stable and trusting relationship with their social worker

- Almost all children and young people say that they understand CSE and can recall and recite work undertaken with them on it, however they do not feel that they are victims of it. However they can identify peers they believe are victims, which is followed up through referral.
- Some young people say that they think that there are too many people involved in their plan
- The feedback has resulted in changes to individuals plans based on what children have said as well as how we respond strategically, particularly in relation to intelligence sharing around peers.
- The MACE meeting themes and analysis are reflected upon across issues from all cases discussed in the day and these are reported to the CSE strategic group. As a result positive activities were developed as part of the plans for a number of young people to provide good experiences for them, build their self esteem and divert them from exploitative situations.
- ✓ Emma Jackson a survivor of CSE delivers presentations and training to staff and undertakes bespoke work with children.
- ✓ Emma Jackson is commissioned to offer monthly advice and guidance to NLC Social Work services on specific cases.. This is a reflective space where practitioners can think creatively and carefully about interventions and support. The advice Emma provides is considered as part of the planning and intervention undertaken with specific young people.

***Develop a specific risk assessment that is based upon qualitative information and informed professional judgement regarding CSE, that will embed in the Risk Analysis Framework (RAF)***

- ✓ North Lincolnshire built upon the recognised risk analysis framework to ensure these are qualitative and analytical with regard children at risk from CSE
- ✓ Implemented Warning Signs and Vulnerabilities checklist, to identify emerging needs - vulnerability factors in relation to CSE

- ✓ Enhanced our Early help Safeguarding Strategy and Threshold document to include CSE
- ✓ Trained Staff in wider agencies to use the NL RAF
- ✓ Developed MACE to incorporate RAF to ensure this was analytical and didn't rely solely upon scoring.

***The Multi agency management oversight through the MACE meeting:***

- ✓ MACE sits within an agreed accountability framework and compliments statutory process
- ✓ The MACE meeting introduced in November 2014 built upon early work and information sharing practice
- ✓ The MACE includes all partner agencies
- ✓ The MACE adds value to established safeguarding practice by enabling a wider connectivity that considers, victims, perpetrators and locations.
- ✓ The MACE acts as a conduit to the Senior officer Group/Chief Officer Group

***Further enhance preventative approach to CSE through roll out of education empowerment programmes on health relationships to year 6 upwards, social media campaigns and awareness raising with children and young people.***

- ✓ North Lincolnshire embarked on a programme of delivering healthy relationship training to children and young people a four years ago and builds upon peer and buddy mentoring
- ✓ Over 1000 children have been trained
- ✓ Implement "Escape the Trap" programme which is a specific programme for vulnerable children and young people which covers CSE and domestic abuse.
- ✓ NLC service to children supports schools to deliver the education prevention programmes..
- ✓ All schools have access to resources and advice and guidance.
- ✓ Some schools commission "Big Talk Education"
- ✓ All secondary schools have had CSE awareness raising this being delivered to students across a number of year groups from year 8 onwards.

- CSE specific Media campaigns have been run within schools

***Build upon the work we have undertaken with the local community to ensure a collaborative approach to preventing CSE.***

- ✓ We have a Communication and Engagement strategy which has enabled us to deliver comprehensive and consistent messages about CSE to professionals, parents, children and young people and the public. This has been done through a variety of activities:
  - The development of the LSCB website which contains specific sections for children and young people, parents and carers and professionals.
  - A poster campaign developed and delivered across all agencies and public venues about recognising CSE
  - We have published an article in Direct magazine a publication that went to every household in North Lincolnshire.
  - We have rolled out of the regional Crimestoppers campaign which was launched in 2015. Community engagement in LSCB priorities through implementation of safe places scheme
- ✓ We have rolled out of child sexual exploitation training to community groups, faith groups, voluntary groups and private industry.
- ✓ Following direct work with parents from Eastern European communities a specific information pack was produced and made available to people from new communities moving to North Lincolnshire
- CSE is a priority for the Community Safety partnership
- The Scrutiny report was a independent review and made public with an action plan presented to Cabinet.
- ✓ The LSCB has an action plan in place that has been developed from:
  - Local needs assessment through the problem profile in place and learning from local cases and feedback from children and young people
  - Learning from national reports, enquiries and research
  - Learning from national high profile cases
  - Learning from best practice through the National Working Group
- Information and requirements in respect of CSE is promoted through the LSCB website, newsletter, staff briefing and training.
- ✓ The LSCB has a comprehensive training programme in place in respect of CSE, which has awareness and specialist training courses available, including understanding victims and perpetrators.
- ✓ As a result we have delivered face to face training to over 400 multi agency professionals. This includes staff in 53 schools, foster carers, child minders, community services, adult services, health services, social workers, family support workers, the fire service and police.
- ✓ Updated safeguarding awareness training to include a section on CSE and in 2014-2015 this was delivered to 39 schools (698 teaching staff). We also trained 509 staff in it across other sectors including mental health services, children and young people's services community services, community recreational services, cultural services, diversity services and customer information services.
- All our training is evaluated and information used to further enhance courses (see section 6) In 2015-2016 we want to increase the reach of training and so are developing an e learning course on CSE that can be rolled out extensively.
- ✓ The LSCB has in place robust procedures in respect of missing children and the risks to children who go missing, all children are offered an independent advocate interview with the vast majority of children taking this up.
- ✓ The independent advocate is highly skilled in picking up, reporting and tracking children who go missing and are at risk of CSE
- ✓ The LSCB updated its threshold document in January 2015, the Early Help Strategy and this includes guidance in respect of CSE.

### Reduce the harm from neglect

Reducing the harm from neglect is a local priority for the LSCB and the Children's Trust Partnership, embedded within the two strategic plans that underpin these partnership Boards. Neglect is closely associated with parenting capacity and research on the brain has established the physical, cognitive, social and emotional difficulties that can be exhibited by children who have experienced neglect in their early years. The importance of early intervention and timely and decisive action to reduce the harm from neglect is crucial. Support to promote parenting capacity and attachment between parents and their children is important in tackling and preventing neglect.

Information from the DfE identifies that neglect is the most common form of maltreatment in England. In England 43% of child protection plans are made in response to neglect. In North Lincolnshire the figure is 45% in line with the national average. Research into serious case reviews (Brandon et al 2012) identifies that neglect features in 60% of serious case reviews.

In North Lincolnshire there are 33,407 children living here and 11,984 of these children live in the most deprived areas in North Lincolnshire. We have 80% of 0-2 year olds registered and seen at the 12 Children's centres. There are 92% of children seen for their one year review by a health visitor by the age of one year and last year 643 children had an early help assessment undertaken with them and 134 of these were children under the age of two years. Locally and nationally we know that there is still more to do to tackle neglect.

The LSCB annual review report 2013-2014 identified a number of actions to be undertaken by the LSCB to tackle neglect.

#### **Implement the findings of the research undertaken by Huddersfield University regarding the local issues and challenges with neglect**

- ✓ Huddersfield University have been commissioned to undertake qualitative research into local practice with families where neglect is a factor. The report will be presented to the LSCB in Autumn 2015

#### **As part of the local universal approach to preventing neglect respond to the findings of the research and develop a local strategy on neglect**

- ✓ A local strategy for tackling neglect has been

developed and will be agreed by the LSCB in Summer 2015, this will be further updated when the findings of the research have been received

#### **Implement a specific assessment and intervention framework for neglect- early help neglect guidance**

- ✓ Partnership working with the Health and Well-Being Board embedded and a shared priority of promoting early help
- ✓ The early Help Transformation Group has been established under the auspices of the Health and Well-Being Board to lead, champion, innovate and implement the early help priority.
- ✓ The LSCB has published the Early Help Strategy, which also contains the threshold document.
- ✓ The Risk analysis framework is in place and is built on a strengths based, solution orientated approach
- ✓ Procedures relating to Early Help are in place
- ✓ Training on early help in place and focuses on the principles which have been agreed locally that should underpin early help, in order to promote the value base by which early help should be provided.
- ✓ Neglect guidance developed and circulated to all agencies
- ✓ case audit process in place to evaluate how agencies are supporting children and families in the early help arena.

#### **Ensure staff are trained in knowing the difference between chronic and reactive neglect and that they have the range of knowledge and skills required for effective early intervention**

- Training programme which includes the following courses to support professionals intervening effectively regarding neglect:
- Early help which supports professionals in understanding their roles and responsibilities and assessment skills.
- Basic awareness course on neglect and the impact on the child
- Specialist course on neglect and the impact on the child
- Specialist courses attachment based practice with

adults and children

- lead professional and chairing skills

In 2014-2015 we trained:

- 31 multi agency professionals in early help- over the years we have trained almost 2000 people
- 15 professionals in lead professional and chairing skills
- 59 multi agency professional in level 1 and 2 neglect training.
- 35 people in attachment based practice with adults and children

All our courses are evaluated as good or higher and professionals report that it a positive impact on their practice, please see section 6.

***Develop evidence based interventions that underpin the parenting capacity framework that drives outcomes focused interventions and supports sustained change regarding neglect***

There are a number of approaches that underpin how we tackle neglect:

- ✓ **The Family Nurse Partnership** - The Family Nurse Partnership is a voluntary home visiting programme for first time young mums, aged 19 or under and dads. A specially trained family nurse visits the young parents , from early in pregnancy until the child is two. In North Lincolnshire the FNP has been running for 3 years, there are 3 FNP nurses in North Lincolnshire with a case load of between 22-23 cases.
- ✓ The impact of the programme is:
  - participants report a 44% reduction in emotional or physical abuse by a partner or someone close to them
  - A 47% rate of engagement with fathers in the pregnancy stage of intervention
  - a higher rate of breastfeeding initiation than the general rate of North Lincolnshire
  - 100% immunisation rate
  - 62% parents stated that they were smoking fewer cigarettes: the majority of babies reaching

developmental milestones as evidenced by the Ages and Stages questionnaire

- 97% of parents with a high mastery score at the end of the programme, indicating increased confidence and competence.
- ✓ **Coping with Crying** - this is a parental education programme targeting all new or expectant parents within the ante-natal period with the aim of reducing non accidental head injuries to babies. North Lincolnshire were invited by the NSPCC to participate in the pilot project in 2014. The pilot involved ensuring as many new parents as possible were able to see a film about how vulnerable their babies head was, the dangers of shaking babies and the stress involved with crying babies , encouraging them to seek further help. The film was incorporated into existing antenatal support programme and further advice and information is given to parents. In total 496 parents have been part of the pilot and the feedback from parents has been:
  - *'it was a good film and made me aware of what can happen'*
  - *'we have learnt that babies heads are soft and the simplest actions can damage them for life'*
  - *'The film makes you realise and tells you that its not the baby's fault. Definitely show to others'*

The pilot is subject to formal evaluation by the NSPCC and we are awaiting the result of this before we can roll out further in 2015-2016.

- ✓ **The 2-2.5 year integrated review**- This is an integrated review of children aged 2-2.5 years which aims to bring together the Early Years Foundation Stage process check with the Healthy Child Programme 2.5 year health and development review. 3 pilot sites have been selected across North Lincolnshire and all health visiting staff trained in the Ages and Stages questionnaire. A key element of the process is ensuring that children who are not meeting developmental milestones as expected have a plan in place to support their development and this will link in with early help assessment and

intervention. The results from the pilot will be evaluated and reported on in 2015-2016.

- ✓ Signs of Safety- The Signs of Safety is an innovative strengths-based, safety-organised approach to child protection casework. In January 2015, the LSCB held a development session to consider the signs of safety approach and potential adoption of the approach in North Lincolnshire. The Board agreed that locally we have an eclectic approach to our work, taking in a number of different methodologies and approaches, however this would be a particularly helpful one in tackling neglect. An implementation plan is being put together for roll out of training in 2015-2016.
- ✓ The Transformed Child Protection Conference Model

This model has been in place since 2013:

- it utilises an informal structure to a conference removing tables that create physical barriers to create a collaborative space
- Information is displayed on a large screen during the meeting for all participants
- Risk and protective factors are discussed and agreed
- It promotes excellent engagement by families
- Feedback after conferences by families indicates that 100% felt that they were able to contribute and 100% stated that they understood the plan.
- ✓ Over the last year through case audit and the Safe practice group we have reinforced messages from research and included in the guidance produced how the essential elements of an assessment of parenting capacity should include fathers and family history in order to consider the impact on the child. In addition we continue to reinforce that professionals in assessments do not just report adult behaviours but consider and specify the impact of these on the child.
- ✓ We continue to audit cases to look at the quality of the plans and a new case audit framework for the LSCB to be implemented in 2015-2016 will enable Board members directly to audit cases.

- ✓ Guidance on difficult to engage parents produced and disseminated
- ✓ Performance management information on neglect is integral in the LSCB performance management information , information analysed and used to inform future planning. We know from our data that when social work services intervene with families within a statutory context it is effective, in that children do not remain on child protection plans for more than 2 years, hence they are preventing drift and sustained change is facilitated as children do not come back onto a plan in less than 2 years. Over 2015-2016 we want to transfer the effectiveness of work through early help.
- ✓ Escalation process in place whereby any organisation can escalate concerns if they feel that the family are not receiving the support from a service they require. Over the last year we have not had to escalate issues to the Independent chair as a fundamental part of the process is resolving issues at the lowest level, reinforcing the strength of our partnership working.

## 8. Cooperation with other LSCBs

The LSCB continues to commission the Child Witness service in partnership with Hull and East Riding. Hull hosts the service, however volunteers from North Lincolnshire support children from this area. In 2014-2015 56 children and young people were referred to the service, an increase of 16 from the previous year. 57% of the children were victims of a crime and 4 were witnesses. 70% of the children referred were aged 14-15 years. 30 of the children referred were allocated a support officer. The other 26 children and young people, the defendant submitted an early guilty plea, so they did not need to go to court. Each child received the level of support commensurate with their needs.

Feedback is collated from children and young people about the support they receive and it identified the following:

- 100% felt the police listened to what they had to say
- 98% said that they felt they were treated well by the police
- The vast majority of children and young people said that they were upset, anxious or nervous about going to Court and 89% said that their worker helped them a lot, no child or young person felt that their worker did not help at all.
- 100% said that the service helped them from a little to a lot

In addition parents were also asked about their experience of the service.

- 85% of parents rated the support by the worker as very helpful and provided information to them
- 95% of parents stated that they were told of the verdict on the day and 89% given additional information they required.

The LSCB has commissioned the Young Witness Service for many years and this year marked the service's 20th anniversary. The service remains a model of best practice.

We continue to be part of the regional safeguarding Board Managers Group and the Regional Training Group, where we continue to meet and share good practice across the Yorkshire and Humber region. In 2014-2015 we were involved in organising a regional LSCB conference on Serious Case Reviews led by Sue Woolmore and Professor Ray Jones.

The Independent Chair of the LSCB meets each quarter with other Independent chairs from across Humberside, with the Directors of Children and Chief Superintendent of Humberside Police.

At LSCB manager level there is a Yorkshire and Humber Regional Managers Group that meets each quarter to share ideas, challenges and best practice.

## 9. Funding for the Board

The funding of the LSCB is identified in section 15 of the Children Act 2004, which states:

- (1) Any persons or body specified in subsection (3) may make payments towards expenditure incurred by, or for purposes connected with a Local Safeguarding Children Board established under section 13-
  - (a) By making payments directly; or
  - (b) By contributing to a fund out of which the payments may be made
- (2) Any person or body specified in subsection (3) may
  - provide staff, goods, services, accommodation or other resources for purposes connected with a Local Safeguarding Children Board under section 13
- (3) The persons and bodies referred to in subsections (1) and (2) are-
  - (a) The in England by which the Board is established
  - (b) Any person who is a Board partner of the authority under section 13(3) (a) to (h)

## 10. The Future of the NL LSCB

In 2014 -2015 the Independent Chair and Assistant Director for Children's Services were involved in the Local Government Association's LSCB Diagnostic Peer review. Their involvement in this facilitated learning from other areas and making proposals as to how we could improve the functioning of the LSCB.

In January 2015 the LSCB agreed a new operating structure to assist in strengthening role and function. This framework includes:

- LSCB Core Function meeting - 3 per year
- LSCB Multi Agency Case Audit – 3 per year
- LSCB Standards Board – 6 per year
- LSCB Sub Committees/Core Function groups x 4 including: CSE Strategy Group, Neglect Strategy Group, CDOP and SCR.
- LSCB Task & Finish identified by the LSCB
- Annual Workshop on Communications and Safe-Practice / Training with production of annual plan.
- Performance Scorecard, Private Fostering and Vulnerable Groups directly overseen by LSCB Core Function meeting via LSCB Managers report or specific lead officer reports on an annual basis.
- Lay Member, Community Engagement and involvement of Young People as set agenda for Core Function meeting

- One developmental specific issue for each Core Function meeting
- Set agenda with any additional actions, timescales and oversight agreed by LSCB.
- Any integrated commissioning Issues or partnership working to respective ICP and or IWP
- Any single agency issue unresolved to Chief Officer

In 2015-2016, the LSCB proposed a new staff support structure to underpin the support in ensuring the core functions of the Board are met. This will involve two Business Support Officers to work with the LSCB Manager and will be implemented in 2015-2016.

### Business Plan Priorities 2015-2016

#### Priority 1: Reduce the harm from child sexual exploitation

##### Actions

- Implement the CSE Strategy and action plan
- Evaluate quality of assessments, plans, review and impact

The LSCB will know if it is making a difference if:

- The children subject to Multi Agency Child Exploitation show reduced levels of risk

- Offenders discussed at Multi Agency Child Exploitation are disrupted and prosecuted
- Children and Young People say they know how to and have access to help and protection

**Priority 2: Reduce the harm from neglect**

**Actions**

- Conclude research with Huddersfield University and implement the findings through the Neglect Strategy group.
- Implement the Neglect Strategy and Action Plan.
- Evaluate quality of assessment, plans, review and impact

The LSCB will know if it is making a difference if:

- Referrals to specialist services evidence assessment and early help
- Early help is proactive in supporting families
- Families whose children are made subject to a child protection plan for neglect make positive progress
- Children reach their developmental milestones at 2.5 and 5 years of age

**Priority 3: Performance Manage and Quality Assure Early Help**

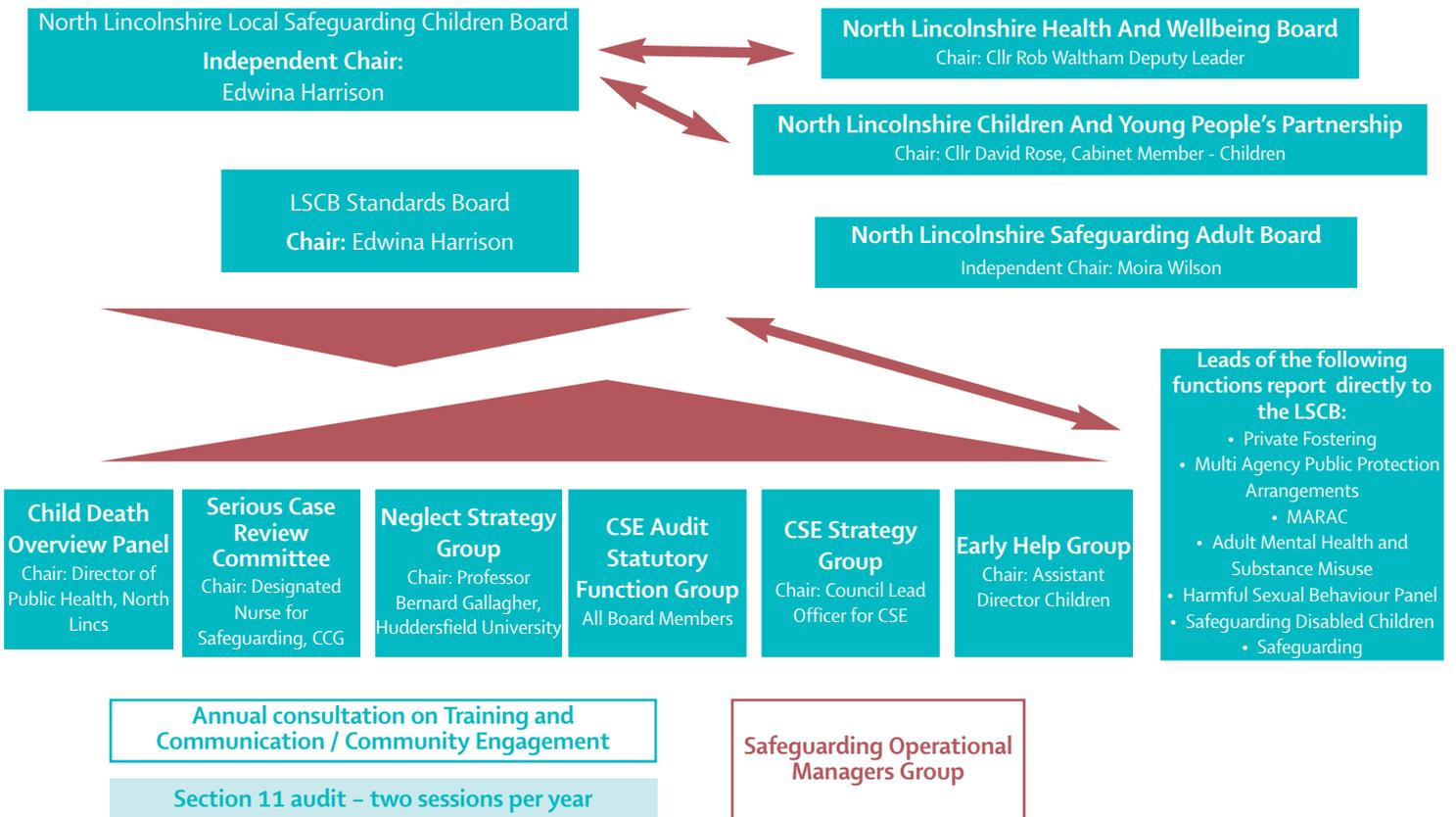
**Actions**

- State and agree agency roles and responsibilities for early help to the LSCB
- Implement performance and quality assurance systems for assessments, plans and reviews
- Develop a system to monitor referrals re-directed for early help and measure the impact

The LSCB will know if it is making a difference if:

- The children recommended to be supported through for early help have an assessment and plan
- Children referred to specialist services who should have had, have an assessment and plan
- Reduced re-referrals to children and young people’s services
- Reduced number of re-referrals where there is no evidence of early help

The revised structure for the Board is:



# Appendix 1 – LSCB training courses delivered 2014-2015

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Course Title	Number of Courses
LSCB Assessing Risk and Building Safety	2
LSCB Awareness of Child Sexual Exploitation	3
LSCB Best Practice in Recording	2
LSCB Child development & vulnerabilities of babies	2
LSCB Child protection & substance misuse	2
LSCB Child Protection Awareness	14
LSCB Child Protection Foundation	6
LSCB Child Protection Where Neglect is a Factor Level 1	2
LSCB Child Protection Where Neglect is a Factor Level 2	2
LSCB Child Sexual Exploitation	4
LSCB Child Trafficking	
LSCB DASH	2
LSCB Domestic Abuse + Impact on the child Level 1	2
LSCB Domestic Abuse + Impact on the child Level 1	2
LSCB Domestic Abuse + Impact on the child Level 2	1
LSCB Domestic Abuse + Impact on the child Level 2	2
LSCB Domestic Abuse + Impact on the child Level 3	2
LSCB Domestic Abuse + Impact on the child Level 3	2
LSCB Domestic Abuse Level 1	2
LSCB Domestic Abuse Level 2	2
LSCB Domestic Abuse Level 3	2
LSCB Early Help Awareness Raising	3
LSCB E-Safety think U know	5
LSCB G-MAP AIM2	1
LSCB G-MAP Enabling YP Engagement in Intervention	1
LSCB G-Map Intervention/Planning - Good Lives	1
LSCB Hate Crime & Prevent Agenda	2
LSCB HSB Briefing for Education Professionals	1
LSCB Information Event	1
LSCB Lead Professional	2
LSCB Managing allegations against people who work	3
LSCB MARAC	2
LSCB Missing from Home and Care	1
LSCB Prevent	14
LSCB Safeguarding Adolescents and Risky Behaviour	2
LSCB Safeguarding Awareness Level 2 Update	1
LSCB Safeguarding Disabled Children	2
LSCB Safer Recruitment	3
LSCB Female Genital Mutilation	3
LSCB Support Children who Experienced Bullying	1
LSCB Train the trainer	2
LSCB Trauma Awareness	1
LSCB Understanding Sex Offenders	2
LSCB Understanding Victim/Perpetrator Perspective	2