



**Wiltshire Safeguarding  
Children Board**

# **Annual Report**

## **2015-2016**

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## 1. Chair's Foreword

I am pleased to be able to introduce the Wiltshire Local Safeguarding Board Annual Report. I assumed the role of Independent Chair in February 2016 so this report describes safeguarding arrangements and the work of the WSCB under its previous chair, Cliff Turner.

The report sets out the detail of the work undertaken during 2015-2016 and is able to describe some considerable progress made. The Ofsted inspection provided a useful benchmark for both the progress of the local authority and its partners and the work of the WSCB. Much of their recommendation is now either completed or nearly so.

That said, there remains much to do, of course, and it is in the nature of safeguarding children work that it can never be said to be 'finished'. The 2016-2017 Business Plan sets out our intentions and commitments for the coming year. These developments will of course now take place under the umbrella of [Alan Wood's Review of LSCBs](#). This review has been welcomed by [Government](#) and clearly it is seeking to move quickly to implement its key findings in relation to serious case reviews, to the child death review process and to the statutory framework within which future safeguarding arrangements will take place.

WSCB has also welcomed the review and we are keen to move forward proactively with its implementation. In doing so, we will want to ensure that we retain the good work currently underway in all our sub groups and two recently commissioned – one on child sexual abuse and one on the involvement of children and young people, with a particular focus on internet safety – but also that we look to rationalise work within the Children's Trust and across other key partnerships. This is likely to be a year of significant change.

Mark Gurrey  
WSCB Independent Chair

## 2. Executive Summary

**During 2015-2016 WSCB has progressed key areas of work identified in last year's annual report:**

- Established a Neglect Strategy to improve our response to this form of abuse.
- Early Help has remained firmly on the safeguarding agenda with continued improvements in practice.
- Identified revision needed within our quality assurance framework to provide robust data and context on safeguarding across partner agencies in Wiltshire.
- Continued to drive activity and improvements in relation to Child Sexual Exploitation (CSE) and missing children through the local action plan and in particular have improved our safeguarding and protection of children missing and those at risk of exploitation.

**In addition we have:**

- Improved the skills and knowledge of over 3,000 staff working with Wiltshire's children and young people through the delivery of our training programme and learning events.
- Increased our understanding and oversight of domestic abuse and its impact on children by establishing a Domestic Abuse Sub Group.
- Received an inspection from Ofsted which judged both the Council services for children and the work of the WSCB as 'Requiring Improvement'.

**WSCB now needs to:**

- Assess the impact of the implementation of the new Neglect Strategy across the partnership.
- Embed our new Quality Assurance Framework to deliver an improved understanding and scrutiny of safeguarding and child protection across partner agencies.
- Finalise the delivery of our responses to the recommendations from Ofsted and to monitor the responses from the Council to their recommendations.
- Ensure that the voice of children, young people and their families informs our learning from audits.
- Work with partners to build our local response to the Wood Review.

### 3. Introduction

It is the requirement of all Safeguarding Children Boards to produce an Annual Report on the effectiveness of safeguarding in their local area. The Board will submit a copy of this Report to the Children's Trust Commissioning Executive, the Health and Wellbeing Board, Leader of Wiltshire Council and Wiltshire's Police and Crime Commissioner, who will be expected to respond by giving consideration when commissioning all services for children and young people across the partnership. This report outlines the activity of the Wiltshire Safeguarding Children Board (WSCB) over the year 2015-2016.

How this Annual Report should be used:

- Organisations working with children and young people can use this report to develop their understanding of safeguarding in Wiltshire and the work WSCB is doing to support them and to be aware of the critical safeguarding issues relevant to their organisation.
- The public can use this document to develop their understanding and see how there can be wider community engagement in safeguarding issues.

The report also includes information about how WSCB has addressed its Strategic Priorities during 2015-2016, in Sections 7 to 12.

## 4. Local Area Context

Wiltshire is a large, predominantly rural and generally prosperous county. The county does however contain 12 areas ranked amongst the most deprived 20% nationally, sitting within the Community Areas of Trowbridge, Salisbury, Chippenham and Melksham; **11% of children and young people are deemed to live in poverty, with a proportion living in rural areas and 5,000 children have free school meals.**

There are approximately **110,000 children and young people in Wiltshire** making up 23% of the population. At any one time approximately 15-20% of these will require support for an additional need of some kind and 7% will have a more complex need or disability.

**Wiltshire has one of the highest military populations** in the country and this is set to increase significantly over the next few years with the national army re-basing programme. It is estimated that by 2020 approximately 20% of Wiltshire's population will be associated with the military. WSCB has developed good links with Army Welfare to ensure we are sighted on key safeguarding issues for this population.

Although approximately **89% of Wiltshire's children and young people are white British**, the minority ethnic population is growing in the county with the most increase being within the Eastern European, Middle Eastern and Asian populations, some of whom form part of the military population. As minorities within the population increase it is even more important for the Board to ensure it has oversight of, and appropriate policies, processes and multi-agency practice in place to ensure effective, proportionate prevention and response to such issues as female genital mutilation and the risk to all young people of radicalisation, both domestic and abroad. Such issues have been considered by the Board this year and further work is being undertaken across these and other emerging areas by the Board and sub groups.

There were 2,442 children with special educational needs (a statement or an Education, Health and Care Plan or EHCP) and a further 8,300 who receive a level of SEN support within schools. It is estimated that 7% of the population has a disability.

## 5. Effectiveness of Safeguarding in Wiltshire

### Inspection Feedback

There were two key external inspections of core services as well as the continuing inspection of schools in the County. In addition there was a substantial audit of school based provision completed during 2015-16.

### **Ofsted Single Inspection Framework**

Ofsted inspected Wiltshire Council Children's Services in July 2015 under their Single Inspection Framework. The [report](#) was published in September 2015 and found the services 'Requiring Improvement' with some good elements. There were 11 recommendations and the requirement for an action plan to be in place by December 2015.

Positively, the inspection found no children were being left at risk of harm, that the trajectory for improvement is good and highlighted a strong culture of learning. A number of strengths were noted, including child protection enquiries being 'timely and robust', effective information sharing, and 'outcomes for the majority of children in care improving through good quality education and leisure provision'.

Inspectors found 'Decisions taken in the Multi-Agency Safeguarding Hub (MASH) are appropriate. Immediate risk to children receives a prompt and effective response. The way in which child protection strategy meetings are organised is an area of real strength'. They also noted the re-referral rate had reduced.

Areas for continued improvement include ensuring all families and children who need early help are supported; social care practice is at a consistently good standard and takes account of diversity; targeting the recruitment of adopters for children with complex needs and ensuring care leavers are provided with a copy of their health histories.

One area highlighted was children having access to a permanent social worker to ensure a consistent service – the council has already recruited a high numbers of permanent social workers, committing to lower caseloads and clear career pathways to help them remain at the authority. In May 2016, the numbers of agency workers has reduced to 29.

## **HMIC Inspection of Vulnerabilities**

In October 2015, Her Majesty's Inspectorate of Constabularies conducted a nationwide inspection in relation to vulnerability, visiting all police forces. The vulnerability inspection looked at how forces respond to vulnerability across a wide range of themes. There was a focus on Missing and Absent, Domestic Abuse and Child Sexual Exploitation.

Along with the majority of the 43 police forces of England and Wales, Wiltshire Police was given a 'Requires Improvement' grading in relation to Vulnerability, although the response to Domestic Abuse and Child Sexual Exploitation was deemed as good. The key areas for improvement related to the response to Missing and Absent, namely the risk assessment process and the administration of investigations. Significant work has been conducted since the review to address the areas for concern, with additional training, additional resources and a new IT system to administer incidents and investigations. The Police will be re-inspected in the autumn of 2016 and hope to demonstrate the significant improvements that have been made.

## **Schools Safeguarding and Child Protection Audit and Inspections**

This year 93% of schools submitted an audit return to the local authority and those returns indicated that Wiltshire schools are operating at a high standard in a number of areas, such as having a Designated Safeguarding Lead (DSL) and Deputy DSL in place; the Single Central Record being kept up to date; and complying with Early Years Foundation Stage requirements (Paediatric First Aid and disqualification requirements). The large majority of schools and academies reported to be in line with the statutory requirements in terms of safer recruitment training and whole-school child protection training. It is crucial that all staff and volunteers working with children and young people possess a robust and current understanding of safeguarding. This aspect of safeguarding remains an important focus for Ofsted.

During the 2014-2015 academic year, 48 schools were inspected. No schools were judged to have inadequate (grade 4) safeguarding practice at the time of the visit. 16% of schools' Behaviour and Safety were judged to be 'Requires Improvement'. 69% of the schools inspected received a 'Good' judgement whilst 15% of schools were rating as 'Outstanding'.

## **Children's Social Care**

Referrals accepted into Children's Social Care have remained relatively stable over the last three years; approximately 4,300, which benchmarks well with comparator areas in 2015-2016. The re-referral rate at the end of March 2016 was 19% which compares well to a national average of 24% and a statistical neighbours average of 23%. At any one time around 3,000 cases are open to Children's Social Care covering children in need, children on child protection plans, children in care and care leavers.



There were **385 children with a Child Protection Plan**, as at March 2016 (392 at the same time last year); this number aligns well to comparator areas. The **main category for children being on a plan is neglect** partly due to children living in households which feature domestic abuse, often combined with parental substance misuse and parental mental illness. The proportion of children becoming subject to a child protection plan for a second time within two years was 8%, which equates to 40 children.

At the end of March 2016 there were **419 children in Local Authority care**. This figure has remained relatively stable over the 12 month period and within the expected range. In the last year there has been a continued focus on the timeliness of initial health reviews which had been relatively low. Performance, though showing some improvement, is still variable and this continues to be a priority. The multi-agency Looked After Children (LAC) and Care Leavers' Improvement Group, led by Wiltshire Council, continues to drive forward improvements across the partnership in terms of service delivery and outcomes for children and young people.

At the end of March 2016, there were 30 children with a disability who were looked after by the council and there were fewer than ten disabled children subject to a child protection plan. The numbers are broadly similar to recent years. An increased focus on disabled children is part of Board business for the coming year to ensure the risks to this vulnerable group are being identified and effective early help and safeguarding practice are in place at the earliest stage, particularly in relation to such issues as child sexual exploitation.

### **Serious Case Reviews (SCRs)**

One serious case review was published in 2015-2016 to which WSCB had contributed, Child O Haringey LSCB ([link](#)). There were no specific recommendations for Wiltshire agencies however WSCB has requested assurance in relation to the safeguarding arrangements at the provider where Child O was living when she died.

The Serious Case Review Sub Group considered four cases this year and took one on to full review which will be published in the summer 2016. The work of the SCR Sub Group is discussed more fully on page 20.

### **Child Death Reviews**

During 2015-2016 the Child Death Review Panel (CDOP) identified modifiable factors in eight of the 25 cases that it reviewed across the year. This is in line with the national average of 24% (over a five year period). Further information about the work of CDOP can be found on page 23.

## **Domestic Abuse**

There were **2,638** cases of domestic abuse reported to the police in 2015-2016, of which **78** involved children and young people. The new WSCB Domestic Abuse Sub Group is working to improve our understanding, identification of and response to children and young people impacted by domestic abuse in Wiltshire and to safeguard and ensure good outcomes for them.

MARACs are multi-agency meetings, which have the safety of high risk victims of domestic abuse as its focus. They provide a forum for sharing information and taking action to reduce harm. The primary focus of the MARAC is to safeguard the adult victim. The MARAC will make links to other forums to safeguard children, as well as manage the behaviour of the perpetrator. In 2015-2016, 496 cases were considered at MARACs (up from 424 in 2014-2015). 624 children were in those households.

## **Troubled Families**

This programme has successfully 'turned around' 100% of the families engaged with the programme in Phase 1 meaning these children, young people and families are achieving better outcomes. By March 2015, 510 families were effectively supported through the troubled families programme to achieve positive and sustained outcomes.

Wiltshire joined Phase 2 and has been working with 466 families under the new criteria:

- Parents and children involved in crime or antisocial behaviour
- Children who have not been attending school regularly
- Children who need help
- Adults out of work or at risk of financial exclusion or young people at risk of worklessness
- Families affected by domestic violence and abuse
- Parents and children with a range of health problems

These families are all engaged with the programme, have a Lead worker and receive whole family focussed support.

## **Private Fostering**

Private fostering is when a child under the age of 16 (under 18 if disabled) is cared for by someone who is not their parent or a 'close relative'. This is a private arrangement made between a parent and a carer for 28 days or more. There is a duty on the part of parents and prospective carers entering into private fostering arrangements to notify their local authority and for the local authority to check arrangements.

The number of children being identified as privately fostered continues to be relatively low with 47 being notified during 2015-2016. A number of these come from language students visiting Wiltshire. The WSCB and partners have undertaken significant development work to raise awareness of these arrangements through multi-agency training, publication and dissemination of a Private Fostering Factsheet and scrutiny of the arrangements in place to support private fostering within the local authority. There has been direct contact made with host families and schools (including language schools) to raise awareness of and set out expectations regarding private fostering arrangements. The WSCB will continue in its work to raise awareness of private fostering and ensure that partner agencies are also doing all they can to ensure visibility of these children.

## **Elective Home Education**

350 children are registered as receiving elective home education and Ofsted confirmed that the local authority works effectively with the families.

## **Missing**

In relation to children who go missing, Ofsted highlighted that improvement in completion of return interviews was needed to help reduce the likelihood that a child would go missing again.

There has been an improved focus on Missing Children through the availability of robust and regular data; a clear reporting structure is now established and comes to the CSE and Missing Children Sub Group for scrutiny and challenge. Improvements have started to be seen in relation to the number of return home interviews (RHIs) offered and completed, although more work needs to be done.

- During January to November 2015 there were 1,056 missing/absent episodes involving 454 children under 18 in Wiltshire.
- 242 (53%) of the children who went missing were female.
- 101 (22%) of the 454 children who went missing were in care.
- Cared for children were accountable for a disproportionately high volume of missing episodes (43%).
- Thirteen children went missing/absent on at least 12 occasions (ie on average once a month) and 25 (5.5%) of the children's profiles had a Wiltshire Police CSE Flag, identifying them as being at risk of CSE; the Missing Co-ordinator is embedded with the specialist Emerald CSE Team therefore information sharing to protect these children is well embedded.

## **Child Sexual Exploitation**

Ofsted recognised the well-co-ordinated, multi-agency response to dealing with CSE and states: “Young people now receive a timely and effective response to their need for protection from sexual exploitation”.

The second Partnership Profile (covering January to December 2015) has been completed and has helped us describe to all agencies what sort of CSE problem we are trying to contend with across Wiltshire. This is further discussed on page 27 of this report. The profile tells us that:

- There were 63 criminal offences that qualify under the CSE definition.
- Within Wiltshire there is currently no evidence of gang exploitation.
- The most prevalent model of exploitation is lone offender.
- Average age of offender is 17.
- Average age of victim is 14-16.

## **Allegations**

All LSCBs have responsibility for ensuring that there are effective procedures in place for investigating allegations against people who work with children. During 2015-2016 there were 431 consultations resulting in 150 investigations, an increase on the previous year for both consultations and allegations.

There have been significant improvements during 2015-2016 and a permanent Designated Officer (DOFA) is now in post. An Improvement Plan has been developed to ensure arrangements are fully compliant with the revised guidance issued in Working Together 2015 and this has been further supported by the publication of revised allegations management operational guidance.

Multi-agency Safer Recruitment Training supports practice across the county and awareness raising on the role of the DOFA is threaded through all other WSCB multi-agency courses. In addition Section 11 evidenced ongoing improvements in safer recruitment practice across key partner agencies and additional awareness raising has taken place with schools, including special schools with care provision.

Continued improvement work continues including putting in place robust reporting structures.

## **MAPPA**

Multi-Agency Public Protection Arrangements (MAPPA) are the statutory measures for managing sexual and violent offenders. The Police, Prison and Probation Services (Responsible Authority) have the duty and responsibility to ensure MAPPA are established in their area and for the assessment and management of risk of all identified MAPPA offenders. The purpose of MAPPA is to help reduce the re-offending behaviour of sexual and violent offenders in order to protect the public from serious harm, by ensuring all agencies work together effectively. The MAPPA partnership framework also oversees the management within the community of a further 152 offenders who have either a violent or other 'dangerous' offending history some of whom may present a high risk of harm to children. Ofsted noted in their July inspection that MAPPA arrangements work well in Wiltshire.

As at 2 June 2016 there are 568 registered sexual offenders residing in the community within Wiltshire.

See also the Quality Assurance and Audit Activity section later in this report.

## 6. Governance and Accountability

The WSCB is the key body overseeing multi-agency child safeguarding arrangements in Wiltshire. Its statutory duties are set out in Section 14 of the Children Act 2004 and Working Together 2015; its main objective is to co-ordinate **the activity and ensure the effectiveness of** what is done by each agency for the purposes of safeguarding and promoting the welfare of children in Wiltshire. Although not able to direct organisations, WSCB's role is to influence and hold agencies to account.

The Board is led by an Independent Chair, whose independence is key to being able to effectively provide challenge to local partners. The Chair is supported by a Board Manager and a Business Support Unit.

The past 12 months have seen further embedding of the Board structure including the work of sub groups as was recognised by Ofsted during their inspection in summer 2015. WSCB has continued to hold partners to account and more information about the Ofsted Inspection can be found on page 7.

### The Board and its Structure

The WSCB met six times in the past year and membership has been consistent from statutory partners and other relevant organisations that have a role in safeguarding Wiltshire's children. Attendance at Board Meetings is set out in detail in **Appendix a**. Board members also benefitted from a presentation by the Army Welfare Service.

The main Board is supported by a range of sub groups as illustrated in the structure chart on page 15. Membership of these groups has been rigorously reviewed to ensure that there is the relevant expertise and knowledge to deliver the WSCB Business Plan. Each sub group has Terms of Reference and there are meetings of the sub group chairs with the Independent Chair.

There is a clear expectation that LSCBs are highly influential strategic arrangements that directly influence and improve performance in the care and protection of children. There is also a clear expectation that this is achieved through robust arrangements with key strategic bodies across the partnership. During 2015-2016, engagement continued with Wiltshire Children's Trust and the Health and Wellbeing Board (HWB). Links with the Community Safety Partnership (CSP) have also strengthened through the development of a joint sub group on Domestic Abuse. There were also additional opportunities for WSCB to interface with elected members through the scrutiny functions operating in Wiltshire Council. Working directly and in conjunction with Wiltshire Adult Safeguarding Board remains an area for development to enable a more focussed 'think family' approach.

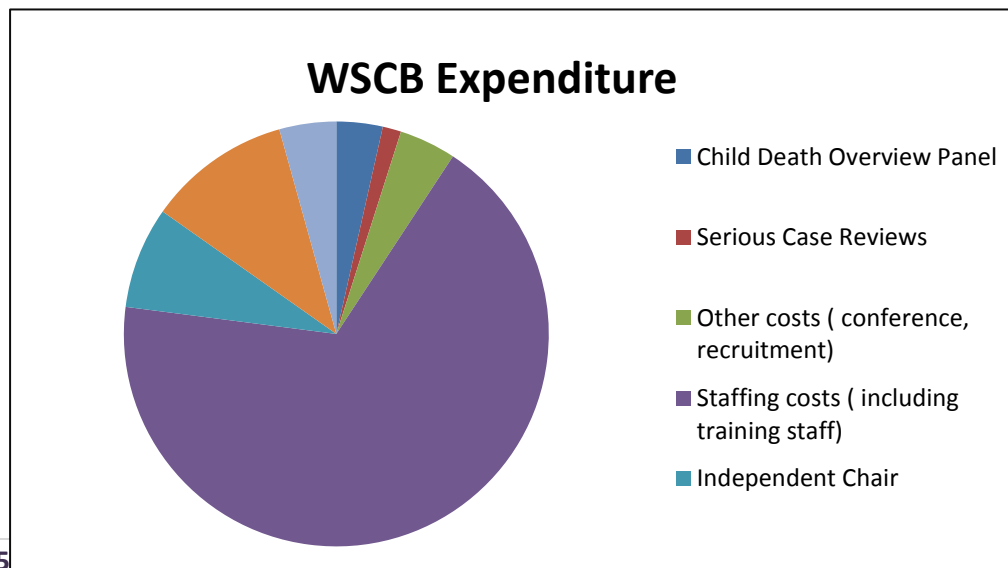
In February 2016 a new Independent Chair was appointed; this has provided an opportunity for WSCB to reflect on its current governance arrangements. There was recognition that whilst there has been a clear improvement trajectory and high levels of commitment and participation, the WSCB needs to become sharper in delivering its business and ensure that its work and scrutiny of the work of others impacts on practice. Therefore, there will be changes to the WSCB governance arrangements and structure during 2016-2017 with a new Executive Board, a more substantial role for the sub group chairs and a clear focus on impact, practice and challenge.

### Priorities for the Future:

- Respond positively to the findings of the Wood Review of LSCBs.
- Embed new governance arrangements.
- Close the gap between WSCB and practitioners on the ground.
- Develop a more effective relationship with WSAB.

### Financial Arrangements

Partner agencies have continued to contribute to the WSCB's budget which supports the running of the Board, in addition to providing resources 'in kind', for example, through the provision of staff to support the multi-agency training programme. Contributions of £254,550 and income from training of £55,000 have ensured that the overall cost of running the WSCB was met.



WSCB was faced with in year reductions in contributions from some agencies this year. This reduction was managed by an under spend on the role of WSCB Quality Assurance Manager as this post has not been recruited to. This role is crucial to the ability of WSCB to develop its quality assurance function and discussions are ongoing to identify funding for this and ensure a sustainable budget is agreed going forward.

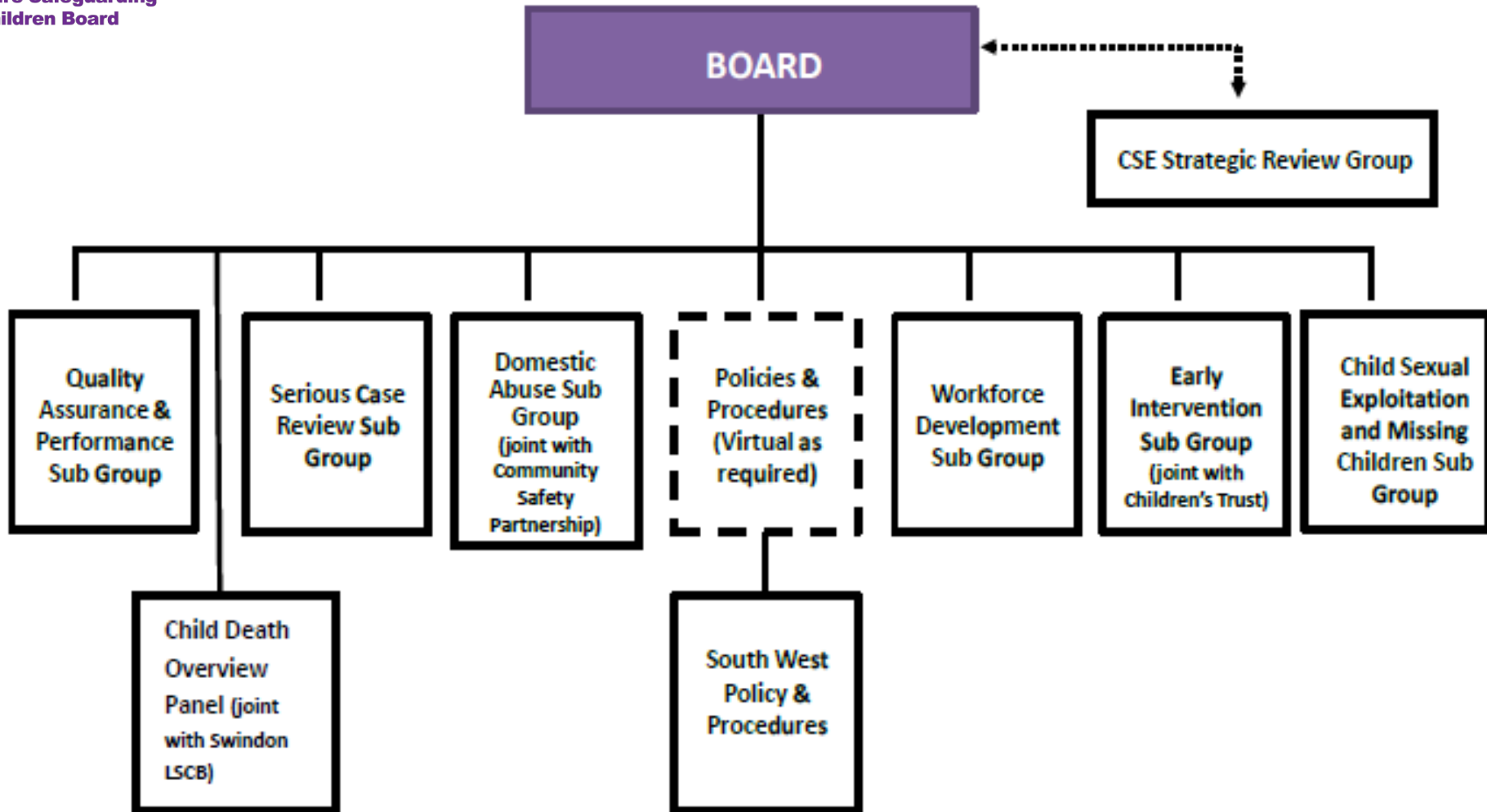
### Priorities for the Future:

- To agree a sustainable budget for future multi-agency arrangements.



Wiltshire Safeguarding  
Children Board

## Wiltshire Safeguarding Children Board Structure





## 7. Ensuring the effectiveness of the WSCB with regards to evaluating impact of the work programme

Wiltshire Safeguarding Children Board was inspected as part of the local authority inspection in summer 2015, with the final report published in September 2015. The overall judgement was 'Requires Improvement', however, Ofsted identified a number of areas of strength:

### They said that...

"WSCB has played a key role in engaging partners in the safeguarding agenda.  
WSCB has effective governance and accountability arrangements in place.  
WSCB has improved consistency of representation at board meetings.  
WSCB promotes the voice of children.  
WSCB has developed a comprehensive audit framework and audits have contributed to improved safeguarding in Wiltshire."

### We still need to...

Improve our evaluative oversight of the performance and impact of all services on outcomes for children.  
Assure ourselves that training needs across the partnership are being met.  
Provide a rigorous assessment of local performance and effectiveness of services.

In addition Ofsted made four recommendations, as set out below with WSCB's response:

1. ***Revise and refresh the Board's dataset to ensure a wider focus on performance with improved partner agencies' data***  
The dataset is under review and an improved format will enable a clear focus on key issues.
2. ***Ensure that the development of child sexual exploitation and missing procedures create a joined up partnership approach, scrutinising the timeliness and quality of missing return interviews to analyse intelligence and develop a better understanding of missing behaviour and wider child sexual exploitation profiling***  
Robust reporting mechanisms are now in place with regular reports received for scrutiny by the CSE and Missing Children Sub Group.
3. ***Ensure that a neglect strategy is developed and, once finalised, integrated into clear multi-agency procedures that are widely***

***disseminated and implemented across the partnership***

A Neglect Strategy has been developed and is now being implemented. We would expect to see its impact over the next 12 months.

4. ***Create a formal means of recording challenges made to partners and their responses, to review progress, evaluate impact on practice, analyse themes and share wider learning***

Scrutiny and challenges continue to be embedded within WSCB governance arrangements and discussions and these will be tracked and recorded as appropriate going forward.

In response, the WSCB Business Plan 2015-2016 was updated and action to progress this work will be reflected in WSCB Business Plan 2016-2017.

## 8. WSCB continues to develop its scrutiny of safeguarding arrangements to better understand the journey of the child

### Section 11

The Section 11 Audit is WSCB's primary audit to examine the safeguarding arrangements within agencies and provides the Board with reassurance that agencies are doing what they can to ensure the safety and welfare of children and young people. Section 11 (S11) of the Children Act 2004 places a statutory duty on key agencies and bodies to make arrangements to safeguard and promote the welfare of children. Currently, on an annual basis, the WSCB undertakes an audit of statutory, commissioned and voluntary sector organisations to establish reassurance that they are compliant with these expected safeguarding standards.

**\*26 agencies submitted an audit and 21 participated in a peer review\***

**Findings:** The audit demonstrated a consistent improvement from the previous year's audit for many agencies. In addition a number of agencies participated for the first time providing WSCB with further assurance in relation to compliance with Section 11 statutory responsibilities. The information reported by partners identified that a number of actions had been completed since the last audit and there were additional areas of further progress. In depth scrutiny showed that safer recruitment is generally being well supported and that partner agencies are further developing their activity and response to this.

**Actions:** Individual agency action plans have been completed to respond to any self-assessed areas requiring further attention. These will be subject to ongoing monitoring and further compliance work will be undertaken in 2016-2017.

In 2016-2017 a review of the current Section 11 process will be undertaken to embed it within a broader quality assurance framework.

### Reviews of Cases

Serious Case Reviews (SCRs) are undertaken to learn lessons and improve the way in which local professionals and organisations work together to safeguard and promote the welfare of children. The WSCB must always undertake a SCR when the following criteria are met under Regulation 5 of the 2006 LSCB Regulations:

*A abuse or neglect of a child is known or suspected; and*

*B either (i) the child has died; or (ii) the child has been seriously harmed and there is cause for concern as to the way in which the authority, their Board partners or other relevant persons have worked together to safeguard the child.*

Where the SCR criteria have not been met, the WSCB can also undertake smaller scale multi-agency case reviews or request an agency to undertake a single agency review. Whatever the type of review, the principles are still the same with the aim being to share information, identify good practice and establish the key lessons that will help to improve safeguarding arrangements.

#### **SCR Sub Group Activity 2015-2016**

- The SCR Sub Group met on six occasions with four cases being formally considered for a SCR.
- The Chair decided to initiate one SCR during 2015-2016 and the report will be published in summer 2016; details of key learning follow below.
- The Chair decided not to initiate a SCR or multi-agency case review in three cases however two agencies were requested to review specific areas of practice on two separate cases.
- One SCR was published in 2015-2016 to which WSCB had contributed, Child O Haringey LSCB. There were no specific recommendations for Wiltshire agencies however WSCB has requested assurance in relation to the safeguarding arrangements at the provider where Child O was living when she died.
- All decisions made by the Chair were communicated with and agreed by the National Panel of Experts this year, however there has been a challenge to a decision made to not conduct a SCR on a case considered during 2014-2015.
- Ten senior managers from partner agencies attended the three day SCIE Foundation Training.

Wiltshire LSCB is committed to ensuring that the learning from SCRs and Partnership Reviews is disseminated as widely as possible to professionals from partner agencies. This will in turn influence and improve practice through shared learning from SCRs and partnership reviews.

To achieve this, a series of multi-agency Area Practice Forums have taken place across the county to present lessons learnt and key themes from serious case reviews undertaken by WSCB, as well as the latest messages from national reviews, research and Ofsted findings.

“Excellent forum for sharing practice with other agencies.” (delegate)

These workshops enable the dissemination of learning to improve practice of professionals and have been attended by 345 delegates in the past year including staff from Army Welfare, Probation and Adult Services:

- 86% of delegates said that they had increased their understanding of the risk of harm to children from violent adults.
- Over 77% of delegates said that they had increased their ability to identify, their understanding of and response to injuries to unborn babies.
- 81% of delegates increased their understanding of the significance of injuries in non-mobile babies and children.
- 87% of delegates said that the session had increased their understanding of Fabricated and Induced Illness and how to respond.
- 90% said that they had provided information to their team or discussed with colleagues as a result.
- 81% said that they had increased confidence in when and how to use the Escalation Policy.

Learning is also shared through the WSCB multi-agency training programme and other formal and informal teaching sessions, both single agency and multi-agency; for example a GP Safeguarding Review will be used for all GP practices and Children's Social Care has revised its practice on supervision of agency staff.

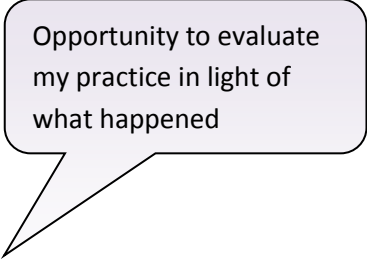
**Priorities for the Future:**

- The current national review of LSCBs is considering their role in commissioning SCRs and recommendations will need to be responded to once published,
- Take forward the learning from SCR Baby J.
- Improve timeliness of decision making in relation to cases referred to SCR Sub Group for consideration.


## SCR Baby J

This case involved injury to a six week old baby whilst in the care of his parents, which were considered to be non-accidental.

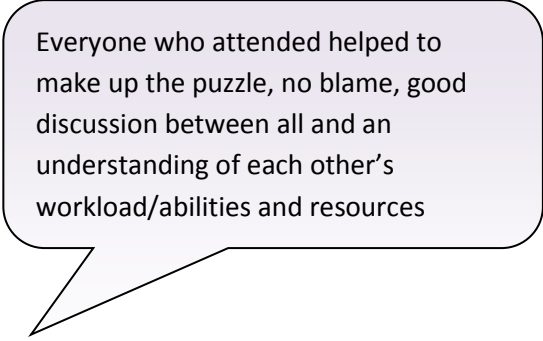
It was conducted using the Partnership Review Model and involved practitioners and managers. Practitioners stated that they found being involved in the process a positive experience highlighted in the statements below:



Opportunity to evaluate my practice in light of what happened



Hearing the difficulties and challenges from other agencies



Everyone who attended helped to make up the puzzle, no blame, good discussion between all and an understanding of each other's workload/abilities and resources

A summary of the learning has highlighted the following:

**Children under one year old** are especially vulnerable, managers should be especially **alert to these cases** and, where appropriate, challenge what might be fixed thinking.

**Building relationships is essential** and those relationships can only be built if there is **continuity of input**.

**Retaining a child focus** is important and it may be necessary to re-consider whether or not to refer to Children's Social Care.

At times when systems are stressed or likely to be overloaded, it is important that **managers are vigilant and provide additional support**.

Communication is only effective if information is **shared, received** and **understood** by the recipient.

## Child Death Review in Wiltshire

**The Child Death Overview Panel (CDOP)** enables the WSCB to carry out its statutory function in relation to reviewing all child deaths to understand why children die. This process can help us to identify factors relating to the safety and welfare of children and this can then be used to inform local strategic planning and interventions to prevent future deaths on a local and national level. This is a joint panel with Swindon LSCB.

### CDOP facts and figures 2015-2016

- There were 17 deaths of Wiltshire children in 2015-2016.
- Five were unexpected deaths and 12 were expected deaths.
- Children under one continue to represent the highest proportion of those who have died, at 47%, which is in line with national data.

As part of its functions, the CDOP is required to categorise the preventability of a death by considering whether any factors may have contributed to the death of the child and if so, whether these could be 'modified' to reduce the risk of future child deaths. During 2015-2016 the CDOP identified modifiable factors in eight of the 25 cases that it reviewed across the year. This is in line with the national average of 24% (over a five year period).

Wiltshire has an agreed and approved Child Death Protocol in place. This agreed protocol ensures that in respect of an unexpected death of any child under 18 years of age there is the ability to provide a rapid joint police and health response 24 hours a day seven days a week.

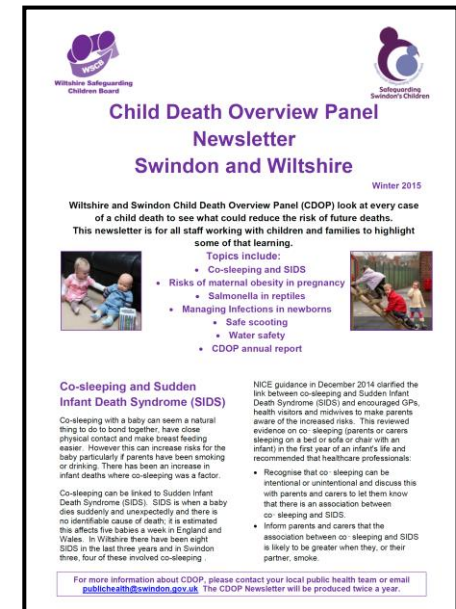
*"The child death overview panel (CDOP) has made improvements to CDOP processes and practice across the partnership, for example updated rapid response procedures are in place. The stability of the partners and chair on the sub group has led to sustained development, with regular comprehensive analysis of cases to understand incidents of child death, themes and patterns."*  
(Ofsted 2015)

The CDOP is confident that all cases are reviewed comprehensively, and that professional challenge remains a central part of the review process.

## CDOP Impact 2015–2016

- Influencing practice through the shared learning from the CDOP case reviews and the follow up from the CDOP discussions.
- Effective communication with respective agencies or providers regarding policies and protocols to influence and reduce future likelihood of increased vulnerability of children.
- Launch of the CDOP newsletter raising awareness amongst health and social care staff of learning from cases.
- Raising awareness with parents and carers through a co-ordinated media campaign on safe sleeping and water safety.
- Water safety continues to be a public health concern and CDOP recommended to the Home Office that a law be passed to ensure private pools are required to be fenced.
- Acknowledgement of the difficulties in helping families who go abroad for experimental treatment and then return to the UK, where professionals here are left to support the family when treatment has failed.
- Importance of communication to receptionists regarding availability of appointments to families of children with complex health needs. This has been achieved through the GP bulletins in Swindon and Wiltshire.
- Highlighted the national shortage of paediatric pathologists leading to extended timescales for post-mortem reports causing additional distress to families.
- Highlighted the importance of good communication with both mothers and fathers who are unable to visit the Neo Natal Unit in the earlier, critical period following birth to ensure that whatever discussions have taken place with the baby's father are repeated to the mother to ensure that she is kept clearly in the picture of events.
- Highlighted the importance of early planning for effective delivery of good palliative care.

The CDOP is confident that all cases are reviewed comprehensively, and that professional challenge remains a central part of the review process.





## Quality Assurance and Audit Activity

The work of the Quality Assurance and Performance Sub Group promotes discussion and investigation and is the catalyst for sharpening processes and procedures. The sub group has continued to provide the WSCB with assurance regarding front line safeguarding practice and services delivery, through a range of activities:

- **The Wiltshire Performance Web** is a framework to assist in scrutinising key areas of multi-agency front line practice (see **Appendix b**) and this year we have followed up on action plans from previous questions reviewed and considered the following question; “Are we proactive in identifying children at risk of sexual exploitation and satisfied we are doing all we can to protect children and young people so identified?”

Review of this question told us that the process for conducting return home interviews is improving however the completion rate remained low. The CSE Strategic Review Group has provided good strategic oversight and the CSE Local Action Plan is focussed in the right areas. Improvements in our collection of data on CSE cases are also needed. Further detail about how we have progressed our work on CSE can be found in the next section of the report.

- **Impact of Audit Activity**

**Private Fostering Audit** told us that knowledge and awareness of agencies is variable. As a result WSCB reissued its [Private Fostering Factsheet](#) as part of a more in depth communication strategy.

**Pre-Birth Protocol to Safeguard Unborn Babies** was updated following audits which indicated that professionals needed clearer guidance on timescales for assessment of unborn babies.

**Strategy and Section 47 Audit** was repeated and this evidenced further improvements in many areas since the previous audit.

- **A range of single agency audits were considered including** Child Protection Referrals to Children’s Social Care from Public Health Teams, GWH, CAMHS Safeguarding Review, Social Care Quarterly Audit Report and Audit of Juvenile Detentions, Police.
- **Escalation Policy Workforce Survey** told us that the majority who responded had not used the policy to date, had good awareness of the policy but poor understanding of the requirement to notify the WSCB. Awareness and understanding of this key policy continues to be raised throughout the multi-agency training programme.

However WSCB recognises that there are also areas where progress has been limited during 2015-2016. The Dataset is too large and not shaped in line with WSCB priorities. Analysis of the Dataset has been limited and not well understood and therefore the reporting to the WSCB has not been as comprehensive or productive as required. A new quality assurance framework is being developed, taking account of data, audit and other impact measures. This will be more closely aligned to WSCB priorities.

The WSCB Quality Assurance Manager left at the end of September 2015 and despite recruitment starting before she left, no suitable applicants have applied to date. Therefore capacity to undertake quality assurance activity has been very limited. A part-time agency post has been agreed until permanent recruitment is achieved.

To be most efficient, clarity is required regarding the working boundaries and agendas of the WSCB sub groups and flow of information between them. A more regular meeting of sub group chairs is being introduced with new terms of reference to ensure business is well managed and each group knows how it needs to contribute to the quality assurance framework.

**Priorities for the Future:**

- To redevelop the quality assurance framework to ensure that data, audit and other information can be collated and analysed to assure the WSCB that children are safeguarded. This needs to dovetail with the WSCB priority areas and is an Ofsted recommendation.
- To identify areas for more intensive multi-agency quality assurance work to either check the robustness of arrangements/processes or to investigate a problem area.

## 9. WSCB is effectively discharging the Child Sexual Exploitation Strategy and Action Plan

Further progress and improvements in our ability to identify, support and protect young people at risk of sexual exploitation have been made during 2015-2016. The CSE and Missing Children sub group has continued to drive this agenda.

The key development has been the launch of Project Gemstone by Wiltshire Police with its Wiltshire based Emerald Team. This is a specialist team dedicated to working with and supporting victims and those at risk of sexual exploitation. The Team is staffed by Police and Social Care with additional support from health professionals, including CAMHS. The next 12 months will provide us with the opportunity to evidence the impact of this new service.

In addition a Missing and Child Sexual Exploitation meeting (MACSE) has been established to focus on CSE perpetrators; previously the CSE business was victim focussed and therefore missed opportunities to disrupt offenders.

*“The recent targeted focus from the board has contributed to strengthened arrangements to identify and support children at risk of sexual exploitation.”  
(Ofsted 2015)*



The second Partnership Profile (covering January to December 2015) has been published and has helped us describe to all agencies what sort of CSE problem we are trying to contend with across Wiltshire. This has enabled us to focus our strategy and target resources at the problems that exist locally. There has also been a notable difference in the way that agencies have contributed with data to inform the profile, which is a significant improvement on last year. Tactical information contained within the report was immediately used by Police and Local Authority to target prevention and enforcement activity at locations in Wiltshire. We now feel reassured that we have a stronger understanding of the scale and type of CSE taking place across Wiltshire.

### The profile tells us that...

- There were 63 CSE offences during 2015.
- Within Wiltshire there is currently no evidence of gang exploitation.
- The most prevalent model of exploitation is lone offender.
- Average age of offender is 17.
- Average age of victim is 14-16.

WSCB is developing a good understanding to the response to CSE by partner agencies through the completion of Section 11 CSE standard by partners. This has provided us with a baseline from which to measure progress during 2015-2016. In addition the Quality Assurance and Performance Sub Group considered the following question – “Are we proactive in identifying children at risk of sexual exploitation and satisfied we are doing all we can to protect children and young people so identified?” – and reported the findings as indicating there was evidence of substantial good practice however a number of areas continue to require improvement.

Furthermore a new Initial Screening Tool has been provided for practitioners. This user friendly tool should encourage greater use and ultimately this should improve assessment of risk and result in more young people being identified at an earlier stage. The multi-agency guidance has also been improved with specific information about CSE and child protection being provided for the first time so that practitioners are clear about how to respond.

**Impact:**

- Increased awareness and understanding of CSE in young people through the delivery of Chelsea’s Choice to Year 9 pupils in 27 secondary schools in Wiltshire; there has been an agreement to fund this for 2016-2017.
- 2015 has seen a shift towards identifying more offenders and targeting and disrupting them.
- Improved CSE flagging systems within both Police and Social Care, ensuring that both victims and offenders are recognised and recorded at the earliest stages.
- Increased awareness across the workforce evidenced by increase in intelligence reports from the police and referrals to MASH.
- Increased awareness across workforce and community (including private leisure clubs and sports coaches) through co-ordinated activity of agencies for the National CSE Day of Awareness with particular emphasis on the NWG ‘say something’ campaign targeted at young people.
- Increased knowledge and understanding through the provision of WSCB one day CSE course and e-learning and specialist training delivered by Barnardo’s.

## Priorities for the Future:

- To understand if awareness raising and training has made a difference to practice.
- Measure the use and impact of the initial screening tool on the earlier identification of young people at risk.

**ARE YOU AWARE?**

It is not ok for someone to expect you or your friends to do things you don't want to. Listen to your instinct; if it doesn't feel right - tell someone.

24/7, FREE, ANONYMOUS, CALL OR TXT  
**116 000**

**#SaySomething**

[www.stop-cse.org/saysomething](http://www.stop-cse.org/saysomething)

The StopCSEng website is owned by StopCSE.org (Registered Charity No. 1129002) and Missing People Health, Registered Charity No. 1050419.

## 10. Prevention of abuse and neglect particularly through 'hidden harm'

A new sub group focussed on domestic abuse was established in September 2015 and is a joint sub group with the Community Safety Partnership. This innovative partnership working enables a focus on how to prevent domestic abuse and its impact in Wiltshire through a timely and appropriate response. Key activity will be focussed on ensuring a co-ordinated, streamlined and multi-agency approach to service delivery; to understand and identify the numbers of children and young people living with the impact of domestic abuse in Wiltshire and to safeguard and ensure good outcomes for them.

A Neglect Strategy is now in place and has been developed in recognition of the fact that across Wiltshire we need to raise awareness of the impact of neglect and its prevalence. There is a large number of children affected by neglect and it is vital that everyone is playing their key role. Identified by Ofsted as a recommendation the implementation of the strategy is developing.

In addition WSCB has provided practice guidance in relation to key practice areas this year, including:

**Pre-Birth Protocol** – to ensure we consider risks and take appropriate action to protect unborn babies.

**Bruising to Non Mobile Children** – to ensure practitioners know how to respond to bruising in babies and children who are not independently mobile.

WSCB also continues to support the online **South West Child Protection Procedures** which was re-launched in February 2016. The new format provides all professionals with easy access to advice and guidance on core practice and procedures in relation to safeguarding and child protection.


**Click on the logo below to take you to the procedures:**





## 11. WSCB has promoted and strengthened the engagement with Early Help and Early Intervention Services and processes


Early help means providing support as soon as a problem emerges at any point in a child's life. For this to work well a range of services needs to be available so support can be put in place before problems get worse and professionals need to understand why 'getting in early' is so important.


This year WSCB Early Intervention Sub Group has ensured, through dual reporting to the WSCB and Children's Trust Executive, that early intervention remains firmly on the safeguarding agenda and maintains its profile with partner agencies.


 A joint conference was held in September 2015 and was attended by 111 multi-agency delegates. The event focussed on what makes good early help practice, promoting greater understanding of early interventions, services and thresholds in Wiltshire and supporting the development of local relationships and integrated working.


 The re-commissioning of Children's Centre Services means that it will be targeted in areas where children and families are in greatest need.


 Re-commissioning of Children's Community Health Services replaced five providers with one to integrate and strengthen services to deliver best outcomes.


 Understanding and developing the role of early intervention in connection with emotional wellbeing and mental health - through the delivery of the CAMHS Transformation Plan.

 CIN Step Down to CAF Audit repeated in April 2016 has evidenced an improvement in practice overall – showing that good practice leads to children and families needing less subsequent social care support. Further work has been identified to continue to improve the child's and family's experience of transitioning to early help.

 Family Nurse Partnership is now in place providing intensive and targeted support for young mothers.

 The creation of the Children Missing from Education Group in response to this being recognised as an area in need of a more co-ordinated and targeted response (especially linked to the risk of CSE) has meant that the most vulnerable children and young people are promptly identified and receive appropriate support.

 Multi-agency training has further developed the skills and knowledge of the workforce; 363 delegates attended and 85% rated the courses as good or excellent.

 684 children and young people have benefited from having a CAF opened for them (April 2015 – March 2016) and in the same period 397 had their CAFs closed as outcomes were achieved.

**Priorities for the Future:**

- Identify the impact of the reduced number of CAFs for the 12+ age group as a result of this being identified as a risk.
- Improving integrated working to ensure children and young people's transitions across thresholds and between services are as smooth and effective as possible.
- To make sure we are working with the most vulnerable children and their families.
- To further develop mechanisms for assuring the quality of early intervention practice.



**12. WSCB continues to provide a comprehensive multi-agency training programme to support front line staff in their work with children and young people who are vulnerable, at risk and suffering significant harm**

The WSCB has provided 106 learning events to over 2,000 staff working with children, young people and their families as part of a comprehensive multi-agency training programme. This has increased their skills and knowledge in relation to...

Child Sexual Exploitation  
Conference and Core Groups: Roles and Responsibilities  
Early Help and Safeguarding  
Domestic Abuse and its Impact on Children  
CAF in Practice  
Child Protection  
Safer Recruitment  
Neglect

The table below illustrates the courses run over the year and number of delegates.

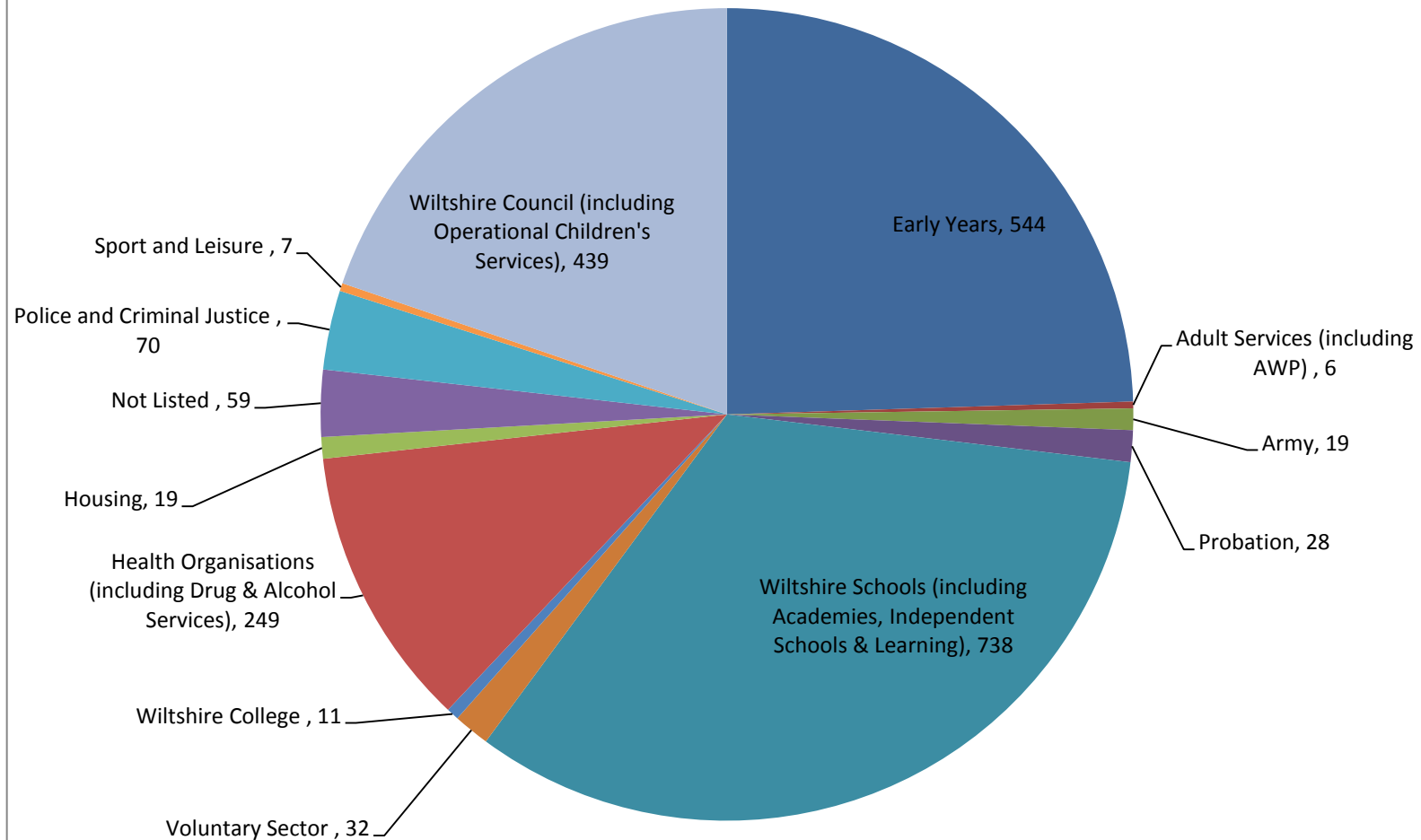
Course	Number of Sessions (2015-2016)	Number Of Attendees	Capacity
Foundation Child Protection	25	527	550
Advanced Child Protection	17	319	374
Child Sexual Exploitation	8	145	172
Conferences and Core Groups	4	64	80
Domestic Abuse	4	66	88
Early Help and Safeguarding	10	218	240
Early Help CAF in Practice	9	165	180
Neglect	5	89	106
Safer Recruitment	10	211	240
Safer Recruitment Refresher	4	72	100
WSCB Area Practice Fora	10	345	400
<b>Total</b>	<b>106</b>	<b>2,221</b>	<b>2,530</b>

The pattern of attendance remains consistent with the previous year with most delegates coming from early years, health, schools and Operational Children’s Services, as set out in the pie chart below. There has been increased engagement from some agencies, for example the National Probation Service, however attendance from other partners remains low.

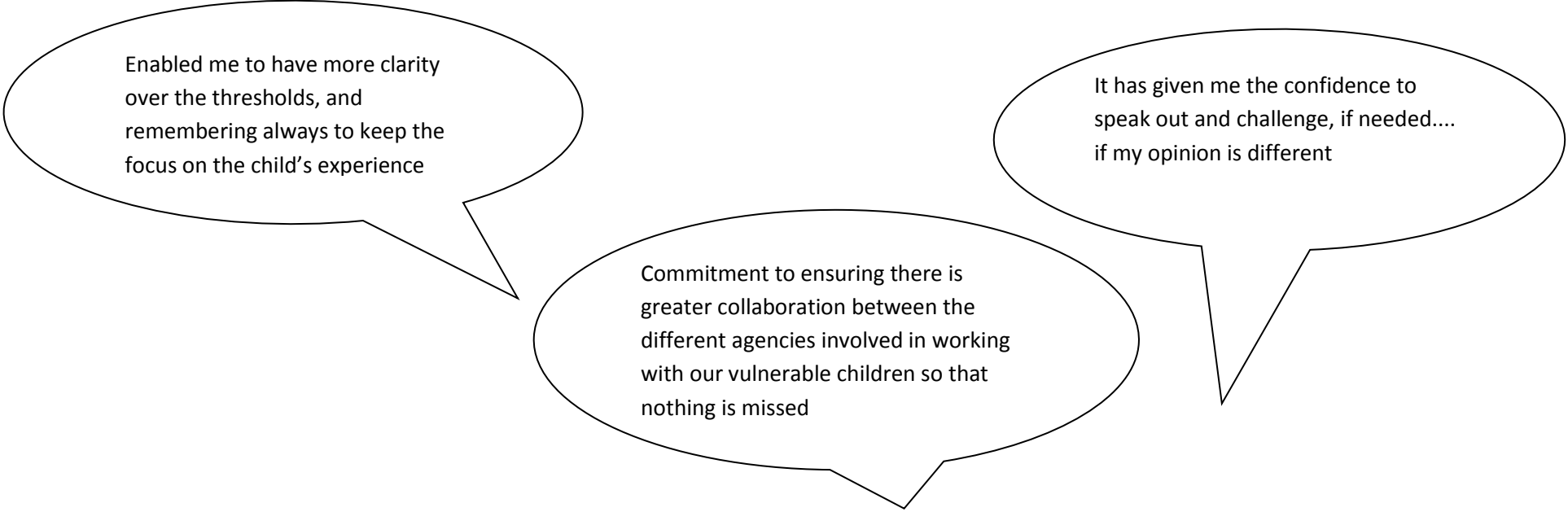
Additional capacity within the training team has enabled WSCB to extend its courses on offer however the programme remains demand led and the demand is particularly high from early years and school staff. As a result, at times during the last year delegates have not been able to access courses as quickly as we would like. A Training Needs Analysis will be completed by agencies in the forthcoming year and this will enable better planning of the training programme to meet the needs of the workforce. This ongoing demand continues to suggest over reliance on WSCB training and WSCB will be working with partner agencies to ensure sufficient and effective single agency training is in place.

WSCB is developing a number of ways to measure impact on practice and will be able to better report on these in the future.

## Whole Year Report 2015-2016 (Total Trained)



95% of all courses have been rated as good or excellent by delegates. In addition free e-learning on child sexual exploitation, safeguarding basic awareness has been available to all and 1,750 courses have been completed by members of the children's workforce.



Enabled me to have more clarity over the thresholds, and remembering always to keep the focus on the child's experience

Commitment to ensuring there is greater collaboration between the different agencies involved in working with our vulnerable children so that nothing is missed

It has given me the confidence to speak out and challenge, if needed.... if my opinion is different

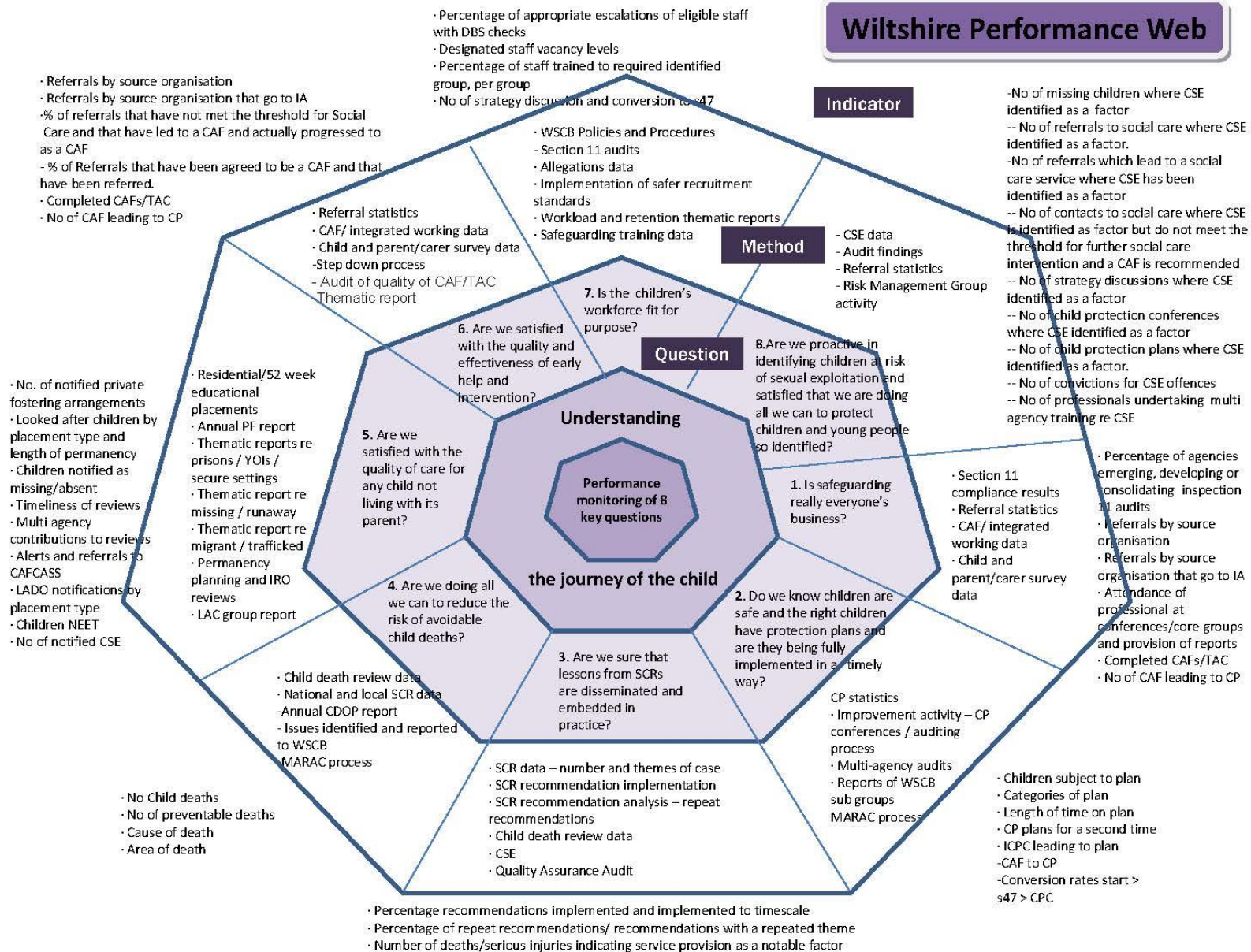
#### **Priorities for the Future:**

- To strengthen training evaluation to be able to evidence impact on practice.
- Strengthen oversight of single agency training.

## 13. Appendices

### a) Board Members and Attendance 2015-2016

Agency	% Attendance (six board meetings during 2015-2016)	Agency	% Attendance (six board meetings during 2015-2016)
South Western Ambulance Services NHS Foundation Trust	33%	Lead Member for Children's Services, Wiltshire Council	83%
Public Health	100%	National Probation Service	50%
Primary Head teacher's Forum (PHF)	83%	Oxford Health NHS Foundation Trust (CAMHS)	100%
Wiltshire Council	100%	Army Welfare	83%
Young Person Representative	66%	Lay Representative	50%
Wiltshire Association of Secondary School Head teachers (WASSH)	83%	Operational Children's Services, Wiltshire Council	100%
Wiltshire Children and Families Voluntary Sector Forum	50%	Salisbury NHS Foundation Trust	100%
Children and Family Court Advisory and Support Service (CAFCASS)	33%	Wiltshire College	100%
Designated Doctor	100%	Health Watch Wiltshire	66%
Early Years, Wiltshire Council	100%	Youth Offending Team	66%
Great Western Hospital NHS Foundation Trust	100%	Community Rehabilitation Company	50%
NHS Wiltshire Clinical Commissioning Group (CCG)	66%	Wiltshire Police	100%
Adult Care and Housing, Wiltshire	50%	Portfolio Holder for Safeguarding, Wiltshire Council	83%
Avon and Wiltshire Partnership	100%	RUH NHS Foundation Trust, Bath	66%



## c) WSCB Contacts

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