Wiltshire Safeguarding Children Board

Annual Report

2016-2017

CONTENTS

WILTSHIRE SAFEGUARDING SNAPSHOT 2016-17

104,000 children *(figure as at March 2017)*
23.6% of the total population

12.0% children living in poverty
7.3% children in receipt of free school mea
8.7% children from forces families
86.3% school children are White British

2,797 children with an Education Health Care Plan as of March 2017
652 new early help cases of children identified and supported through the CAF process in 2016-17

39 children at risk of CSE open to Emerald CSE team as at March 2017
513 children reported as missing,
39% return interviews completed in 2016-17
51 Wiltshire Looked After children reported as missing more than once in 2016-17

10.3% children in state funded schools were classed as persistently absent in 2015-16(Latest figures)
92% schools graded as outstanding or good
95% children are in good or outstanding schools

3,912 referrals, **18.9%** re-referrals to MASH in 2016-17

5,515 single assessments completed by Wiltshire Children's Social Care in 2016-17
89% single assessments completed within 45 working days in 2016-17

2,633 cases open to Children's social Care 2017
397 children on a Child Protection Plan as of March 2017
443 children looked after as of March 2017

826 children supported by MARAC who are living in households affected by high risk domestic abuse as of March 2017
219 Youth Justice Intervention programmes started in 2016-17

56 sexual health needs assessments, with **2** resulting in a referral to MASH

2,793 referrals to Child & Adolescent Mental Health Services, with **2,120** children receiving help

126 allegations investigated against staff and volunteers working with children

16 private fostering arrangements as of March 2017

667 young carers registered with the commissioned support provider as of March 2017

14,016 contacts to Wiltshire Children's Social Care in 2016-17

1. Chair's Foreword

I am pleased to introduce the Wiltshire Safeguarding Children Board's Annual Report for 2016-2017. This is the first full year of my chairing of the Board since I assumed the role in February 2016. During the course of the year I have had regular meetings with the Director of Children's Services (DCS) and other key managers in children's social care; the Lead Member; colleagues in health and the police; the Police and Crime Commissioner and managers from Child and Adolescent Mental Health Services (CAMHS). I have attended WSAB; the Children's Trust; the Health and Well Being Board; both the Secondary and Primary Heads Fora; the MASH Board and visited all the social care offices at least once.

This has been a busy year for the partnership including Wiltshire receiving a Joint Targeted Area Inspection with a focus on domestic abuse. The feedback from the collected inspectorates was very positive and it spoke well about the effectiveness of partnership working in the county. Details of this and other external judgements about services to vulnerable children and their families are set out in the body of the report.

More latterly, we have been engaged with colleagues from the Children's Trust, the Wiltshire Adult Safeguarding Board and from the Community Safety Partnership to actively consider how we can best respond to the findings of the Wood Review, now enacted through the Children and Social Work Act 2017. Detailed guidance is awaited from central government but we have properly taken the view that we need to pro-actively work on the key issues together to ensure we construct something that meets our needs locally. This work will continue and accelerate through 2017-2018 driven by a number of key principles: seeking efficiencies and reducing bureaucracy wherever we can, looking to integrate work with other partnerships as required, retaining and improving our quality assurance work and ensuring that the good work within the various sub groups is not lost.

Finally, I am grateful to all those who gave up their time to contribute to the various sub groups the Board now supports. I have attended all the sub groups and can testify to the commitment and energy evident in all the groups. In particular, I am grateful for the work of Martin Davis, James Dunne, Lucy Townsend, Fiona Finlay, Craig Holden, Leanne Field, Arlene McCarthy, Tracy Daszkiewicz and Carolyn Godfrey for their leadership of these groups. I especially would like to say thank you to all the young people who gave so much time to make the Youth Safeguarding Board a success.

Mark Gurrey, WSCB Independent Chair

2. Executive Summary

During 2016-2017 WSCB has progressed key areas of work identified in last year's Annual Report:

- WSCB is working with partners to build our local response to the Wood Review
- Established a Youth Safeguarding Board to improve WSCB's ability to capture the voice of children and young people
- Responded to and evidenced progress in relation to the Ofsted recommendations following the inspection in July 2015
- Progressed quality assurance activity by establishing a focused and streamlined dataset, walkabouts and oversight of partner agency quality assurance processes

In addition we have:

- Changed the way WSCB is structured and governed to improve decision making and accountability
- Launched a new website providing more accessible information and guidance
- Responded to the recommendations from the Joint Targeted Area Inspection, September 2016
- Improved knowledge and understanding of over 3,000 members of the workforce who have completed online learning or attended multi-agency training
- Established a group focusing on child sexual abuse and a Practitioner Group enabling the voice of the practitioner to impact on the WSCB's work

WSCB now needs to:

- Improve its response to neglect
- Embed and extend the work of the Practitioner Group to ensure Board activity is driven by experience from the front-line
- Put in place a revised Quality Assurance Framework which includes a targeted Section 11 process and progress multi-agency audit activity
- Further develop joint working with the Wiltshire Safeguarding Adults Board (WSAB)

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 2016-2017.

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 2016-2017, 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; **12% of children and young people are deemed to live in poverty, with a proportion living in rural areas. There are 5,000 children who 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 it is sighted on key safeguarding issues for this population.

Although approximately **86% of Wiltshire's children and young people are white British**, the minority ethnic population is growing in the county with the greatest 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 in place appropriate policies and guidance 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 its sub groups.

There are 2,800 children with special educational needs (a statement or an Education, Health and Care Plan (EHCP)) and a further 8,200 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

Joint Targeted Area Inspection

During the autumn of 2016 Wiltshire was inspected as part of a Joint Targeted Area Inspection, established to assess the effectiveness of multi-agency working. Led by OFSTED, along with Her Majesty's Inspectorate of Constabulary (HMIC), Her Majesty's Inspectorate of Probation (HMP) and the Care Quality Commission (CQC), the inspection focused on the partnership's response to children living with domestic abuse. The outcome of the four week inspection was very positive and identified that key agencies in Wiltshire have a "strong and committed partnership across Wiltshire" and that "All of these partners are dedicated to improving outcomes for vulnerable children, including those experiencing domestic abuse".

The JTAI identified many strengths including:

- A strong multi-agency approach to protecting children and to reducing the risk of domestic abuse
- The core business of protecting children is done well and the quality of direct work is good
- High quality safety plans are put in place to ensure the immediate safeguarding of children and victims
- Effective planning was demonstrated through timely assessments
- A good range of services available for families experiencing domestic abuse, with evidence of impact and improved outcomes
- The analysis of risk is considered well by social workers with good oversight by managers

In addition the Multi-agency Safeguarding Hub (MASH) was viewed as a particular strength with Wiltshire's "relentless commitment to improvement", being most evident in the MASH, where there is a service which is "well resourced, well thought out, and represented by a wide range of appropriate agencies". The MASH was found to be an effective arena for information sharing and joint working, ensuring leaders from across all organisations have a good understanding of what is happening at the "front door".

Ofsted recognised that a lot of work is being undertaken to understand the current prevalence and nature of domestic abuse across the county which will be used to update the Domestic Abuse Strategy.

Case study: highly effective practice

The Domestic Abuse Conference Call takes place daily within the MASH. It is chaired by the police. All domestic abuse cases that have occurred within the previous 24 hours are discussed, with partners being sent details of the cases to be discussed prior to the meeting. The DACC has representation from numerous agencies, such as the police, children's social care, adult social care, Storm (housing), Avon & Wiltshire Mental Health, Splitz, Army Welfare (when required) and Probation Services (via an email report).

The purpose of information sharing between the parties to the agreement is:

- to share timely, appropriate and proportionate information to safeguard victims of domestic abuse, including children, young people and family members
- to build on the initial DASH risk assessment completed at the point of incident, and agree on appropriate early interventions
- to ensure that perpetrators and serial perpetrators are identified, enabling more effective risk management for victims.

The key outcomes for the Domestic Abuse Conference Call are:

- people discussed at the DACC receive a rapid response and early intervention
- people discussed at the DACC are less at risk of escalation of domestic abuse
- reduced repeat incidents or re-referrals back into the DACC.

During the DACC observed, 11 cases were discussed. These consisted of one medium-risk case and 10 standard-risk cases. Four of the cases had children living with domestic abuse. Information sharing between the partners was good, risk factors were identified and appropriate actions were set.

The DACC is a real strength for the partnership.

Inspectors highlighted significant progress made in all areas and tabled "minor" areas for improvement to enhance the changes already implemented. These are focused on areas already identified, such as, further developing our progress on capturing the voice of younger children; sharing information with other agencies; and recording decisions and actions.

The outcome of this inspection further demonstrates the impact of the improvement plans put in place following the Single Inspection in 2015. In addition the multi-agency case auditing process that took place as part of the inspection was found to be very effective, particularly as it involved staff at all levels including Senior Executives; many of whom commented on the insight it provided them into the practice of their agencies. This approach to multi-agency auditing is now being embedded as part of WSCB's quality assurance processes.

The full letter can be found on the Government website HERE.

A response to the recommendations has been set out and this will be monitored by the Domestic Abuse Sub Group.

Wiltshire Police Inspection of Effectiveness

In addition to the JTAI, Wiltshire Police also received a rating of 'Good' in an Inspection of Effectiveness by Her Majesty's Inspectorate of Constabulary (HMIC) in October 2016, which included a focus on vulnerabilities. In all the effectiveness categories reported on by HMIC, Wiltshire Police was rated as Good and there were found to be no recommendations or areas for improvement identified in relation to vulnerabilities. Previously the response to missing children had been identified as an area for concern and this inspection acknowledged that significant progress had been made.

The Police published their Vulnerability Strategy, which includes a focus on reducing the unnecessary criminalisation of children.

Schools' Safeguarding and Child Protection Audit and Inspections

The annual Section 175 Safeguarding Audit provides WSCB with a self-completed snapshot of how Wiltshire schools are performing. A total of 98% of all schools in Wiltshire returned the safeguarding audit, which is the highest return rate to date and includes a 100% return rate for local authority schools and academies. This process provides a tool for schools to assess their safeguarding practice but in addition identifies schools doing well or in need of additional support to develop this area of practice. Out of the 27 independent schools, 22 provided a return which is a significant increase on the previous audit.

The returns highlighted:

- Designated Safeguarding Leads (DSLs), Deputy DSLs and Nominated Governor for Safeguarding are in place (statutory since September 2016)
- Compliance with whole-school staff training, induction for new staff and paediatric first aid requirement
- Safer recruitment
- Required procedures in place

Some new questions were asked this year to understand practice in additional areas and returns highlighted the following:

Designated Teacher for Achievement of Looked After Children: there has been a significant increase in take-up of the free training offered by Wiltshire's Virtual School Officers. The requirement to have this role is not well understood by a proportion of schools and requires further embedding into practice.

Oversight and scrutiny of safeguarding by the governing body: governing bodies should ensure that an appropriate level of challenge is in place to ensure safeguarding arrangements are robust. This is an area for further improvement.

Other areas for improvement included statutory requirement for DSLs to complete safeguarding training every two years and ensuring schools' policies are compliant with Keeping Children Safe in Education 2016.

During the 2015-2016 academic year 32 schools were inspected. Of those inspected 88% were judged to be at least 'Good', with 9% judged as requiring improvement. As in previous years, inspection judgements are triangulated with information from the audits to identify schools about which there are concerns.

Designated Safeguarding Leads in schools have benefitted from Safeguarding Update Bulletins and Networks provided by the Safeguarding Advisor for Education and Early Years, Wiltshire Council. In addition a revised and updated Whole School Safeguarding Training Pack was disseminated to all maintained schools providing a structured training manual for whole school training. A further 1,569 senior leaders, DSLs, new head teachers and school staff received training from the Schools' Safeguarding Trainer for Schools.

Early Years' Safeguarding Audit

This year 84% (292) of settings (pre-schools, nurseries and out-of-school settings) and 74% (349) of childminders submitted an audit return, which represents a decrease compared to last year (respectively 96% and 91%). The Child Care Officers were less involved in contacting settings who had not provided a return which may account for the dip.

Audit returns indicated that Wiltshire settings operate at a high standard in several areas, such as:

- Designated Safeguarding Lead (DSL) and deputy DSL in place
- Use of a safeguarding folder
- Staff supervision
- Compliance with paediatric first aid requirements

In addition a high percentage of providers also reported operating at Grade 1 (outstanding) or 2 (good) in these areas:

- Robust child protection procedures in place
- Management of allegations against adults (99% of settings)
- Safer recruitment procedures and vetting (99% of settings)
- Support for children with SEND (94% of settings)
- Child Protection Policy embedded into everyday practice (97% of settings)

Childminders reported operating at a lower standard in almost all areas compared with group settings and are therefore an area where additional support is required to ensure good safeguarding practice. This is already being addressed through bespoke training for childminders developed in collaboration with WSCB.

Children's Social Care

The number of children known to social care has showed a small decrease over the last three years; dropping from 4,300 to just below 4,000 - published national data shows this aligns appropriately with similar areas. The re-referral rate at the end of March 2017 was 19% which compares well to a national average of 22% and a statistical neighbours average of 21%. At any one time around 2,800 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 **397 children with a Child Protection Plan**, as at March 2017 (381 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 10%, which equates to 52 children.

At the end of March 2017 there were **443 children in Local Authority care**. Numbers have increased from 419 in March 2016 but remain low compared to similar areas. The number and rate of children in care in Wiltshire has increased in the last year but at 43 per 10,000 remains below the England average of 60 per 10,000. Given Wiltshire's low levels of deprivation, we would expect the rate of children in care to be below the national average. The age profile of children in care is in line with the England profile as is the placement profile, with 75% of children placed with foster carers.

In the last year there has been a continued focus on the timeliness of initial health reviews which had been relatively low, with an average of 67% completed within the 28 day timeframe across the year. The recruitment of more Community Paediatricians early in 2017 has impacted on this figure and ends the year at 97% showing good improvement; participation also remains high. 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. The figures for LAC placed more than 20 miles from home has been level for the year; 36% is above benchmark levels and our target. This figure is closely linked to availability of placements and foster carer recruitment. Placement stability for long-term placements remains strong with 74% of those children who have been looked after for at least 2.5 years remaining in the same placement for at least two years. This compares well with the national average at 68%.

Wiltshire offers support to care leavers. There are around 200 at any one time and support is provided in relation to appropriate accommodation, education, training and employment as well as continuing to develop skills for life.

Children at risk of Female Genital Mutilation (FGM), Forced Marriage and Honour Based Violence (HBV)

"Inspectors were impressed with the level of consideration given to issues such as female genital mutilation, honour based violence and child sexual exploitation, despite them not being of high prevalence in Wiltshire." (Ofsted, December 2016)

Ongoing training and awareness raising has assisted practitioners to recognise risk in relation to FGM, forced marriage and HBV to ensure that they know how to respond, even though the prevalence remains low in Wiltshire. In 2016-2017, fewer than 1% of cases that were assessed by social care were due to concerns about abuse linked to faith or belief or girls at risk of FGM.

Honour based violence was one of the topics of a Fora event in January 2017 and the delegates who attended all indicated that their understanding of HBV had increased. The Annual Schools' Safeguarding Audit also highlighted increased confidence in school staff in relation to knowing how to respond to FGM.

Children affected by Domestic Abuse

There were 3,312 incidents of domestic abuse reported to the police in 2016-2017, of these there were 1,483 children and young people identified as being present*(* Proxy measure – data only available where the child has been tagged as 'present' on NICHE.). The WSCB Domestic Abuse Sub Group has worked to improve 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, as recognised during the Joint Targeted Area Inspection (see page 7).

"The multi-agency risk assessment conference (MARAC) is well attended by partner agencies and is well led." (Ofsted, December 2016)

MARACs are multi-agency meetings, which have the safety of high risk victims of domestic abuse as their focus and are long established and working well in Wiltshire. 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 2016-2017, 566 cases were considered at MARACs (up from 494 in 2015-2016). 805 children were in those households (up from 652 in 2015-2016). The increase in cases presented at MARAC this year has, at times, required additional resources to be found to meet the need. This has been achieved through extra or longer meetings in order to ensure high risk cases are considered and responded to in a timely way. Training on the DASH risk assessment has been undertaken by a wide range of professionals. This has led to a rise in non-police referrals, which continues to be above the national average, and improvements in the standard of referrals.

Children in 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 anti-social 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 focused support.

Children who are Privately Fostered

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 42 being notified during 2016-2017; 27 of these were relating to language students visiting Wiltshire. However, the notification rate per 10,000 is 3.65, higher than the national average of 2.6.

From July 2016, there has been a designated Private Fostering Worker (part-time). Since October 2016, responsibility for initial visits has transferred to the Fostering Service, Wiltshire Council, with the Private Fostering Social Worker now undertaking both the Single Assessment and the private fostering assessment. This has led to an improvement in the timeliness of both initial and monitoring statutory visits and an increase in the number completed on time, as well as a better understanding of the reasons why initial meetings may not be on time.

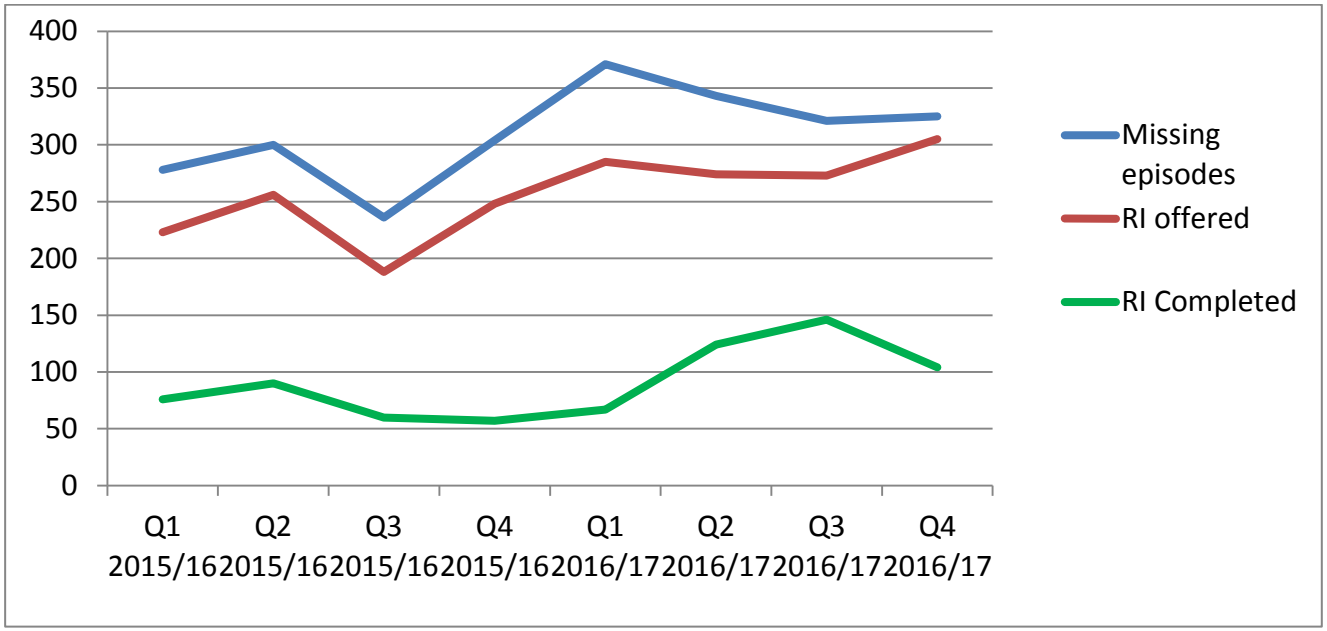
Reporting Period	New Notifications	Actual PF Arrangements starting	Visits in 7 days	% Completed within time	Comments
Apr - Jun 2016	9	6	2	33	x3 notifications did not become PF arrangements
Jul - Sep 2016	27	27	16	59	x5 late notifications x6 seen out of timeline
Oct - Dec 2016	4	2	1	50	Carer unable to meet within 7 day period due to their working pattern x2 Advanced notifications, students not arriving until Jan 2017
Jan - Mar 2017	2	3	3	100	x2 initial visits from notifications from previous period

Notifications from sources other than language schools, where working relationships have been strengthened by the Private Fostering Worker, remain low. An action plan to increase awareness of private fostering is in place, including targeting professionals (particularly schools) to raise their awareness in order to increase mainstream referrals/notifications.

Children who are Missing

Children who go missing are at greater risk of exploitation and abuse and therefore this area continues to be a high priority in Wiltshire. There are two Missing Co-ordinators in post and a robust reporting process is now embedded, providing evaluative oversight of the performance and impact of the work to protect children who go missing. The graph below illustrates the improvements made in the number of Return Home Interviews (RI) due and, despite a dip in the number completed during Q4 due to the skewing effect of two of our top missing young people frequently leaving placement and declining offers of RIs, demonstrates a sustained upward trend.

Improved protection of children who go missing is provided by the weekly Multi-agency Risk Management Panel meetings held for those young people in care who frequently are reported missing and a multi-agency mapping exercise has tracked relationships of children where concerns have been raised in relation to missing and exploitation. These, in addition to the monthly Multi-agency Child Sexual Exploitation (MACSE), meetings have proved a very successful approach to identifying victims and enabling the implementation of disruption tactics. Such mechanisms for intelligence gathering and sharing have also provided better understanding of the reasons why children and young people go missing in Wiltshire, referred to as push and pull factors.



The increase in the number of missing episodes from last year reflects increased reporting attributed to better awareness raising with professionals, including missing briefings with the Safeguarding & Assessment Teams, Foster Carer Support Groups and as part of the Multi-agency Area Forums.

Profile of missing children in Wiltshire 2016-2017

- 1,360 missing episodes involving 513 children under 18 in Wiltshire
- Of the 513 children, gender was equally split between male and female
- 131 (31%) of the 513 children who went missing were in care
- Cared for children account for a high volume of missing episodes (54%)
- 20 children went missing on at least 12 occasions and of those 16 were Looked After Children
- 441 (39%) Return Interviews completed with young people.
- 229 (17%) of Return Interviews offered were declined by young people

Missing incidents reported for children placed out of county have increased on the previous year and represent 11% of missing incidents in Wiltshire. Further improvements to cross border working is required to ensure all children reported missing out of county receive a prompt and relevant service. Wiltshire's Missing Co-ordinators have been leading the work to establish a regional group to improve practice and to identify single points of contact in each local area for missing children.

There is a strong link between child sexual exploitation and children who go missing and information about WSCB's work on child sexual exploitation can be found on page 29.

Children Missing Education

A Children Missing out on Education Group has now been established, led by the local authority (LA) to provide oversight and co-ordination of children and young people whose vulnerability is increased by reduced access to education for a range of reasons. This is in recognition of the increased vulnerability of such children and young people and through discussion of cases, cross referencing of data and information, any safeguarding or exploitation concerns can be identified and support put in place for complex young people. In addition it enables identification of and the ability to act on specific problems such as increased numbers in particular areas or strategic issues.

Recent Department for Education legislation requires all schools to inform the LA when pupils leave or are taken off their school roll. The referrals are checked carefully to identify cases where there may be safeguarding or exploitation issues, these are then followed up by Education Welfare Officers.

Multi-agency Public Protection Arrangements (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. As at 2 June 2016 there are 568 registered sexual offenders residing in the community within Wiltshire. Ofsted recognised that the process is well supported by agencies in Wiltshire and that "Actions are completed in a timely manner and updates are provided that describe the activity undertaken and its impact." (Ofsted, December 2016)

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 with its main objectives being 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 the Board being able to effectively provide challenge to local partners. The Chair is supported by a Board Manager and a Business Support Unit.

Over the past 12 months a number of changes have been implemented in relation to how WSCB operates following the appointment of a new Independent Chair, Mark Gurrey, in February 2016. It was recognised that WSCB needed to become sharper in delivering its business and ensure that its work and scrutiny of the work of others impacted on practice and the child protection system more broadly. To enable a clearer focus on impact, practice and challenge we have:

- Streamlined the membership of the Executive Board to ensure all members are of sufficient seniority to enable prompt decision making and shared accountability
- Established a more substantial role for the sub group chairs
- Delegated areas of business to the Chair and Manager to reduce documents going to the Executive and thereby improve scrutiny
- Put in place new Governance Arrangements setting out how we intend to work
- Established three new groups: a Practitioner Forum, a Task and Finish Group on Child Sexual Abuse (CSA) and a Youth Safeguarding Board. WSCB expects the impact of their work to develop over the next 12 months, however, set out below is the impact and activity highlights of these new groups to date:

CHILD SEXUAL ABUSE (TASK AND FINISH GROUP)

- Established a clear work plan informed by national research and learning from serious case reviews
- CSA Workforce Survey conducted to assess practitioner knowledge and understanding of CSA with plans in places to address gaps identified
- Specific vulnerabilities of looked after children and children with disabilities recognised in developing work
- Developing content for website and guidance for practitioners

YOUTH SAFEGUARDING BOARD (YSB)

- Made a video about the YSB which challenged WSCB to provide more youth friendly material on safeguarding issues, for example radicalisation**. Watch it here:** **Who we are**
- Developed youth friendly pages on WSCB website with the anticipation that more young people will visit the website
- Designed CSE leaflet for young people in Wiltshire to raise awareness and signpost to help and support
- Provided input to the development of the 'On your mind' website, providing support and advice on emotional wellbeing and mental health for young people, and Wiltshire Council's CSE web content

PRACTITIONER FORUM

- Provided a voice for practitioners in the work of WSCB; highlighting barriers to and drivers for good practice and multi-agency working
- Increased awareness of the Emerald Team (Specialist CSE Team)
- Improved understanding of each other's agencies and roles impacting on more effective multi-agency working
- identified the need for Courageous Conversations training to be delivered in July 2017

The Board and its Structure

The new Executive held its first meeting under the revised structure in May 2016 and met a further five times during the year. Membership has been consistent and more considered, for example Salisbury Hospital now represents the three acute hospital trusts. Attendance at Board meetings is set out in detail in **Appendix A.**

The Executive is supported by a range of sub groups as illustrated in the structure chart on page 21. As in previous years membership has been regularly monitored and reviewed to ensure it is relevant and proportionate. Each sub group has Terms of Reference and there are regular meetings of the Sub Group Chairs with the Independent Chair. In addition Full Board meetings have been established this year. We have held two of these workshops,

attended by 95 staff from across the partnership and focused on Domestic Abuse and its impact on children; Triennial Analysis of Serious Case Reviews; Criminal Exploitation.

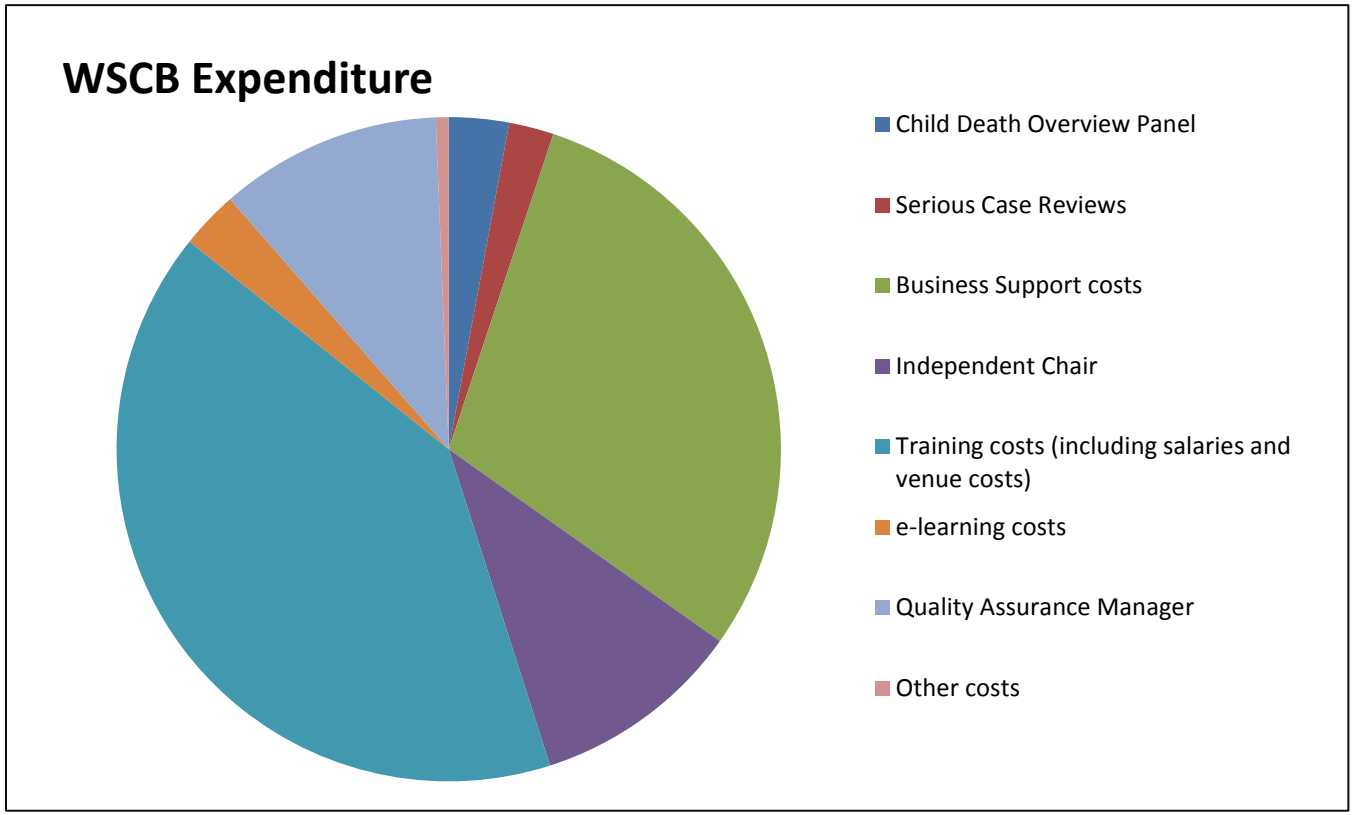
There is a clear expectation that there needs to be robust arrangements with key strategic bodies across the partnership. During 2016-2017, engagement continued with Wiltshire Children's Trust and the Health and Wellbeing Board (HWB). Working directly and in conjunction with Wiltshire Adult Safeguarding Board remains an area to be built on further.

A new WSCB website has improved the availability of relevant and up to date information and guidance with new content added on female genital mutilation, honour based violence and forced marriage in addition to regular updates on the work of WSCB and national information, research and resources. Use of the site continues to grow as do the number of Twitter followers. The content is continuously evolving and developing and feedback has been very positive about the new format: **"**Very informative. Well-presented and easily accessible."

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 £235,740 and income from training of £82,265 have ensured that the overall cost of running the WSCB was met and additional measures have been in place to reduce running costs and charges to attend some courses have increased to support the budget. However, additional contributions to pay for the Quality Assurance Lead were requested from and provided by Wiltshire Council, Wiltshire Police and Wiltshire Clinical Commissioning Group, as it was recognised that this role is crucial to the ability of the WSCB to develop and progress its quality assurance function. Discussions regarding sustainable funding for this role are ongoing and will be considered as part of the review of partnership arrangements currently taking place in response to the Wood Review.

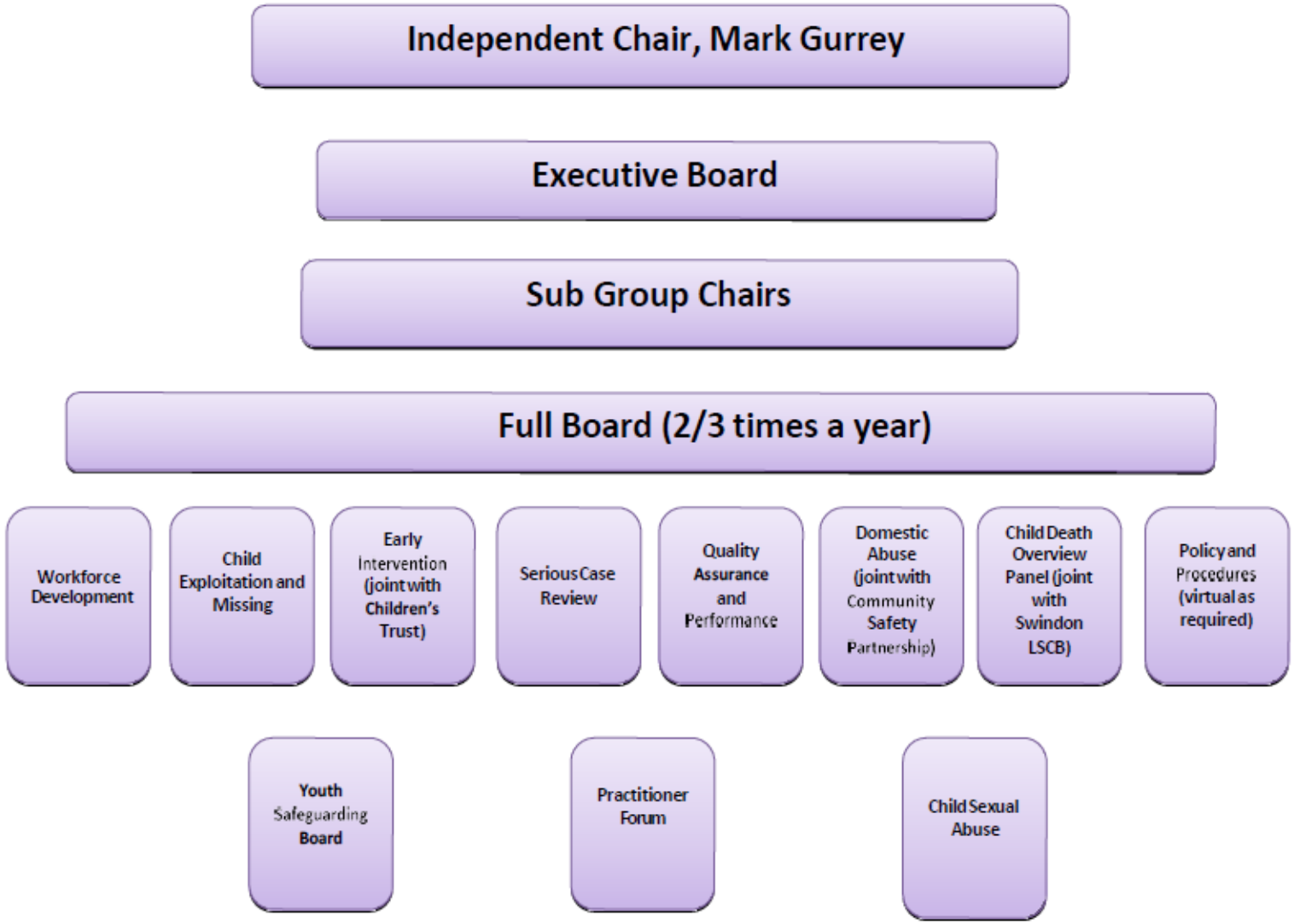
One of the most significant factors for the budget is that almost half of it continues to be spent on the delivery of the multi -agency training programme and statutory partners were asked decide whether they wish so much of their training needs to be met via the WSCB. The collective agreement is to move away from a model of directly provided training with a different and slimmer offer to be considered for the future.



Priorities for the future:

- Sustainable funding for Quality Assurance Lead
- Agreement on delivery model and funding for multi-agency training

WSCB GOVERNANCE STRUCTURE



7. Evaluating impact of the work programme

"The Chair ... has already had an impact in terms of ensuring a focus on practice, streamlining the executive group and ensuring that the voices of practitioners and families influence developments." (Ofsted, September 2016)

WSCB was inspected under the Single Inspection Framework in July 2015. Set out below is the response to the Ofsted recommendations:

Single Inspection recommendation	What we have done
1. ***Revise and refresh the Board's dataset to ensure a wider focus on performance with improved partner agencies' data***	A new focused and streamlined dataset has been in place for 12 months and has enabled us to improve our evaluative oversight of the performance and impact of all services on outcomes for children and provide a rigorous assessment of local performance and the effectiveness of services. Further details on WSCB's quality assurance work can be found on page 26.
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***	WSCB can evidence continued improvements in relation to both missing procedures and CSE profiling. For further details see pages 14 and 29.
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***	The 2016-2017 Business Plan sets out that WSCB would improve practice in relation to the understanding and recognition of and response to neglect. This remains a priority for the Business Plan 2017-2018
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***	This is in place and reported to WSCB Executive. WSCB has challenged: ▪ Wiltshire Football Association asking for assurance in relation to historic allegations of abuse ▪ All schools and early years settings who did not return a safeguarding audit ▪ Avon and Wiltshire Partnership (AWP) in relation to provision of data on parental mental health ▪ Wiltshire Police and Wiltshire Council to ensure sufficient resources in place to use civil measures expeditiously, in particular Sexual Risk Orders ▪ Representations to Home Office regarding extending provisions of Child Abduction Warning Notices (CAWNs) to 16 and 17 year old children

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

Review 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.

Last year WSCB recognised the need to improve timeliness of decision making in relation to cases referred to the SCR Sub Group for consideration. This has been achieved through additional meetings when required to consider referrals to the group.

SCR Sub Group Activity 2016-2017

- The SCR Sub Group met on nine occasions with five cases being formally considered for a SCR or other review
- The Chair decided to initiate one SCR during 2016-2017 and the report will be published in summer 2017
- The Chair decided not to initiate a SCR or local multi-agency case review in four cases however two agencies were requested to review specific areas of practice on two separate cases
- A case review took place with staff from adults' and children's services following a case of post-partum psychosis and learning highlighted the need for clear guidance for accessing mental health services out of hours

Dissemination of and response to learning from reviews:

- WSCB Guidance on Domestic Abuse and its impact on children Factsheet and Working with difficult and distracting parents Factsheet
- Presentation on Triennial Analysis of SCRs 2011-2014: Pathways to harm, pathways to protection at Full Board in September 2016

- Learning 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
- Developing further guidance on bruising on non-mobile babies
- Learning from SCR Baby J presented at WSCB Fora July 2016

SCR Baby J was published in July 2016 and relevant agencies provided WSCB with their single agency action plans in response to the findings. In addition WSCB was asked to consider the findings set out below. Our response includes considering significant system changes and work to progress these is ongoing and link to both the DART (Digital Assessment and Referral Tool) and CSI (Children's Services Integration) projects set out on page 32.

Finding	Our Response
Early identification of the most vulnerable young mothers is an essential element of the safeguarding system and the CAF process is an important part of early intervention. This case indicates the CAF/TAC process is not being used effectively with young mothers and the links with the Multi-agency Pre-birth Protocol to Safeguard Unborn Babies are not well understood.	• Reviewing our approach to early help assessments including developing a family based approach, strengthening the assessing and analysing of risk and protective factors, strengthening Team around the Child processes
This review indicates that there are a number of challenges for staff in implementing the CAF process for young expectant mothers. Further work needs to be done to consider the findings from the 2014 audit and those from this case to determine how the process can be embedded, improved and sustained. This case demonstrates that improvement cannot be easily addressed by further guidance or more onerous expectations.	• Reviewing and revising Multi agency Thresholds Guidance • Improve local knowledge of support and expertise
This SCR highlights that a substantial percentage of staff in this case were not aware of the Multi-agency Pre-birth Protocol to Safeguard Unborn Babies and that it could be used more effectively. Multi-agency partners must consider how knowledge of the protocol can be disseminated effectively within their agencies, consider a range of methods to disseminate the information and monitor its effectiveness.	• Raise awareness of new guidance through WSCB website, WSCB Fora and Key Messages • Establishing Key Messages from WSCB produced after each Executive meeting
The WSCB should recognise that new initiatives such as the Family Nurse Partnership and Baby Steps may not reach families who are resistant to professional intervention.	• Establish an integrated pathway for all vulnerable and expectant new parents, vulnerable babies and under 1s, including reviewing relevant existing guidance • Develop a best practice consent and information sharing guidance
This family was identified as vulnerable early in the pregnancy, however, after the baby's birth this did not influence the nature or quality of service provision. The WSCB should consider how the continuity of services for these families, already identified as vulnerable, can be improved.	

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.

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 2016-2017 the CDOP identified modifiable factors in 25% of cases that it reviewed across the year. This continues to remain in line with the national average of 24% (over a five year period).

CDOP facts and figures 2016-2017

- There were 23 notifications of deaths of Wiltshire children in 2016-2017
- Seven were unexpected deaths and 16 were expected deaths
- Children under one continue to represent the highest proportion of those who have died, at 64%, which is in line with national data

Key Themes

- Importance of following safe sleeping advice, particularly when a child is unwell
- Importance of timely administration of antibiotics when sepsis is suspected
- New sepsis 6 pathway and national early warning system to be embedded within the ambulance service
- Midwifery Service to speak with all families about overwrapping and document that they have spoken to partners and wider family about these issues to ensure the messages are passed on
- Importance of wearing cycle helmets when riding bicycles
- Good communication by using group email updates to include tertiary units, paediatrics, GP and palliative care agencies with permission of the patient and family

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 CDOP is confident that all cases are reviewed comprehensively, and that professional challenge remains a central part of the review process and over the past year they have:

- Written to CAMHS to investigate what the protocol is when prescribing medication to young people and what information is given to parents for possible side effects and response provided assurance that appropriate national guidance is complied with
- Discussed the NICE Guidance "Recognising Risk Factors for Infection in Labour" and wrote to the three hospital trusts within the Swindon and Wiltshire area to check this guidance is followed
- Contacted the South Western Ambulance Service (SWAST) to obtain detail on the protocol that is followed when a site is inaccessible. The Ambulance Service provided a detailed account of how they currently deal with inaccessible locations

Quality Assurance and Audit Activity

The work of the Quality Assurance & Performance Sub Group is key to WSCB's ability "to ensure the effectiveness of what is done". To this end a review of the group, revision of the Terms of Reference and appointment of a new Chair took place at the start of the year. It focuses on interrogating the multi - agency data to provide assurance as to the effectiveness of the system in safeguarding children and challenges partners to improve practice when shortfalls are identified. In addition it commissions and carries out multi-agency audits and receives selected single agency audits in order to have oversight of activity across Wiltshire. The changes have led to a greater understanding of the inter-relationship between different aspects of quality assurance activity and a greater involvement of a range of agencies in the processes; and a better understanding of the quality assurance measures that exist within agencies.

Developing this area of work had been limited by the lack of a Quality Assurance Lead since October 2015; however the appointment of interim agency staff from July 2016 enabled significant progress in a number of key areas:

1. **Consideration and Redesign of the WSCB Dataset**

   The existing dataset was heavy on data and light on interpretation, as recognised by Ofsted in September 2015 and, therefore, needed to be redesigned to enable the WSCB to have a real understanding of the issues and be able to challenge and audit areas of poor practice. The core dataset is now smaller, focused, more relevant and presented more clearly providing a contextual narrative with numbers as well as graphs showing trend data from across the multi-agency child protection system. A dashboard and dashboard summary provide a visual and narrative summary of the analysis of the data contained within the core elements of the document, enabling areas of concern to be highlighted more easily.

2. **Establishing Walkabouts**

   A process of walkabouts in a range of agencies has been introduced to triangulate information gained from data and audit activity, undertaken by Executive members and managers from partner agencies. They are intended to provide intelligence to the WSCB about what is working and what is

not working in terms of safeguarding arrangements across Wiltshire at the front-line and assist the partnership in their common understanding of how child protection arrangements in Wiltshire operate across services. During 2016-2017 five walkabouts took place in...

Army Welfare
Housing Options, Wiltshire Council
Salisbury District Hospital
Wessex College
A GP Surgery

3. Consideration of Single Agency Audits

WSCB requested information about audits relating to safeguarding and child protection undertaken by partner agencies within their organisation; from this, relevant audits were identified to be scrutinised by the Quality Assurance & Performance Sub Group as follows:

- Audit CiN Step up/Step downs
- Audit of School Nurse Child Protection Pathway (Virgin Care)
- Effectiveness of Safeguarding Supervision within Children's Community Health Services (Great Western Hospital NHS Foundation Trust)
- Quality of CAMHS' referrals to Social Care (Oxford Health NHS Foundation Trust)

In addition the MASH Governance Report was received and highlighted a number of improvements including:

- Timeliness of contacts
- Improvements in the number of outcome letters being sent to referrers
- Improvements in the timeliness of sending out actions from strategy discussions

The report also provided information about partner attendance at strategy discussions and a number of agencies were challenged to review why a low participation rate was recorded. Lack of key partner agencies can mean that all the information about the child or young person and their family is not available to inform discussion which can impact on decisions made to protect them. This has also been discussed at Executive Board level and an update has been requested for July 2017.

4. Multi-agency Audit Activity

Multi-agency audit activity has progressed more slowly and this will be prioritised in the future. However, the following audits were undertaken:

1. **High Risk Domestic Abuse Audit:**
   This audit was conducted to support the pending Joint Targeted Area Inspections as well as to provide an opportunity for an internal overview and scrutiny of domestic abuse cases. Six high risk domestic abuse cases were audited and as a result of the learning a clear referral pathway between Splitz Support Service and MASH has been established and there is earlier information sharing with MASH on receipt of a MARAC referral.

2. **Audit of the Implementation of the Safeguarding Discharge Protocol**
   This audit looked at a small number of cases and identified that although in most cases the protocol was followed there were some gaps in knowledge of the protocol.

Priorities for the Future:

This year has seen a change in WSCB's quality assurance activity which needs to be further refined. Membership of the Quality Assurance &Performance Sub Group will be streamlined to ensure that only those who can drive forward the agenda attend. A new Quality Assurance Framework will be set out and a focused tailored approach to Section 11 audits will be adopted. There will be further refinements to the dataset, an emphasis on providing evidence of impact of the work of the WSCB and ensuring that learning for the quality assurance activity taking place feeds back into practice.

There has been a part-time WSCB Quality Assurance Manager since July 2016, however, appointment has been through agencies and therefore, appointees have not been able to provide consistent support to WSCB. This has been a limiting factor in the level of quality assurance work that WSCB has been able to undertake and sustainable funding for the post as well as the ability to recruit a permanent member of staff remains a concern.

Therefore, in order to continue to develop WSCB's scrutiny of safeguarding arrangements to better understand the journey of the child we will:

- Develop the Quality Assurance Framework to ensure that data, audit and other information can be collated and analysed
- Identify areas for more intensive multi-agency quality assurance work to either check the robustness of arrangements and processes or to investigate a problem area
- Provide a local response to the changes to the SCR and CDOP processes, as set out in the Wood Review
- Put in place a tailored Section 11 process

9. WSCB is effectively discharging the Child Sexual Exploitation (CSE) Strategy and Action Plan

WSCB Child Sexual Exploitation and Missing Children Sub Group has continued to drive the activity and improvements in our response to children at risk of or being exploited. The Emerald Team, Wiltshire's Specialist CSE Team, is now fully staffed, including access to CAMHS for therapeutic support. This team is now offering advice on CSE and missing to practitioners and supporting good practice. Performance reporting is developing and this needs to be an area of focus now in order to measure its impact.

Significant improvements to the process for missing Return Home Interviews (RIs) have taken place and where there are challenges to further improvements these are understood and actions to move them forward identified, for example there was a deep dive of missing episodes deemed no further action or no RI. Refer to page 14 for more detail on missing.

The Multi-agency CSE meetings or MACSE have improved information sharing and the cross referencing of cases has enabled an improved focus on the disruption of perpetrators. This was further evidenced by an audit of disruptive activity which identified good multi-agency working including across Community Police Teams (CPTs), Public Protection, legal departments, Housing and Licensing. The results reinforced the importance of timely enforcement being key to the protection of children and highlighted two areas of concern which have been challenged:

- Children aged 16/17 who are not the subject of Care Orders under Section 31 Children Act 1989 can be left at risk without the ability to make Child Abduction Warning Notices (CAWNs): WSCB's Chair has challenged the Home Office in relation to this gap within the legislation and further work is now taking place nationally to understand the impact of this.
- Wiltshire Police and Wiltshire Council were challenged to ensure there are sufficient resources in place to use civil measures expeditiously, in particular Sexual Risk Orders.

Awareness raising has continued and all but two of Wiltshire schools hosted performances of Chelsea's Choice. Agencies also participated in the National CSE Awareness Day in March, for the third year running, focusing on vulnerable groups such as boys and children and young people with special educational needs or disability.

Arising from a need identified in the WSCB 2015-2016 Business Plan, all agencies in Wiltshire were asked, for the second year, to complete a self-assessment audit on their response to CSE as part of the Section 11 process. In addition a workforce survey was carried out to assess whether the awareness raising activity that has taken place over the past two years had increased practitioner knowledge and understanding of CSE. The returns evidenced that agencies continue to maintain CSE as a priority within their safeguarding activity and that understanding of CSE has improved. However not all staff knew where to find guidance and advice. This has been improved through the refreshed WSCB website and Wiltshire Council has also developed a CSE page on their website. In addition over 270 staff completed face to face or online WSCB CSE training.

An audit was undertaken to establish the extent to which children affected by CSE are identified in Tier 2 CAF/TAC services, their needs assessed and plans informed through the use of the WSCB CSE Screening Tool. This audit was in response to the recommendation of the Ofsted Inspection Report published September 2015; to "Monitor *and evaluate the use of the child sexual exploitation screening tool to ensure that risks that children and young people may be exposed to, are appropriately identified and responded to".*

The audit highlighted underuse and potential lack of awareness of the tool and as a result a number of actions have taken place:

- Consideration by Early Help and CAF professionals of completing 'Preventative' CSE Screens for children in higher risk groups such as SEND, young males presenting with ASB/early onset offending, 16/17 year old young people with CAFs or within families in the 'Toxic Trio' paradigm
- Audit findings shared with practitioners at WSCB Fora, WSCB CSE training and Designated Safeguarding Lead networks
- CSE Screen being recommended by MASH at CAF threshold; these are being monitored by the Emerald Team
- MASH also recommending CSE Screen to social workers making a single assessment to improve awareness and use
- Improvements in case management systems will support further improvement

The use of the tool will continue to be monitored and a repeat audit will identify the impact of these measures and any additional action required.

From May 2017 and in recognition that criminal exploitation and county lines is an emerging threat in Wiltshire the sub group is expanding its remit to consider exploitation more broadly with revised priorities and action plan to reflect this. The revised Terms of Reference for this group also includes radicalisation, cyber exploitation and child victims of Human Trafficking and Modern Slavery.

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

The following work has contributed to this priority:

- New task and finish group focused on Child Sexual Abuse (CSA) has:
    - Conducted a Workforce Survey to assess practitioner knowledge and understanding of CSA with plans in places to address gaps identified
    - Ensured specific vulnerabilities of looked after children and children with disabilities recognised in developing work
    - Begun to develop content for website and guidance for practitioners

- Publication of guidance for practitioners: WSCB Guidance on Domestic Abuse and its impact on children Factsheet and Working with difficult and distracting parents Factsheet

- Development of a Domestic Abuse Needs Assessment has provided a comprehensive overview of domestic abuse and will be used to further the understanding of DA in Wiltshire and to underpin future commissioning arrangements and development of the next strategy. It identifies that:
    - Projected numbers of DA victims in Wiltshire is, 9,400 women and 5,900 men, which are significantly higher than the actual number of DA incidents reported to the Police, once more reaffirming the hidden nature of the subject
    - There are gaps in services for children and young people aged 5-11 years and the gap of support at the lower risk threshold
    - Current service offer to perpetrators is small and does not address young people at risk of perpetrating or females
    - Challenges in relation to intergenerational DA which need to be addressed.

In addition Area Practice Fora have provided opportunities to increase understanding and explore practice in relation to toxic trio and female genital mutilation. Work to improve practice in relation to neglect has been less effective and this will be a key priority for WSCB during 2017-2018.

WSCB continues to support the online **South West Child Protection Procedures (SWCPP)**. However, awareness and use of the procedures is low, as highlighted in a staff survey. The procedures provide safeguarding and child protection information for the workforce, based on national guidance and research. As well as continuing to update existing material new chapters were added this year on dangerous dogs and safeguarding children and exploitation of children and modern slavery. **Click on the link below to take you to the procedures:**

SWCPP

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

Early intervention 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.

Early intervention remains firmly on the safeguarding agenda in Wiltshire and a number of significant and innovative projects have started this year which have the potential to transform how we work with children and young people in Wiltshire. These are:

- **Digital Assessment and Referral Tool (DART)** - designed to help practitioners identify concerns for a child and respond appropriately. This is in pilot phase currently.
- **Children's Services Integration Project (CSI)** – to establish blended teams of professionals, including establishing key worker roles to lead on relationship based model of practice with children, young people and their families. This is in Phase One which relates to the integration of the Early Help Service and Children's Social Care Teams in Wiltshire Council and is intended to enable greater inter-agency working with partners once fully in place.

In addition a new case management system within Wiltshire Council has been commissioned in order to bring existing databases together and improve information sharing. Inevitably this transitional period, whilst we wait for new ways of working to be introduced, has led to some uncertainty in the system at early help level, reflected in the steady reduction in the number of both Early Help CAF Assessments and My Support Plans. The Early Help Strategy will be reviewed during 2017-2018 and this will also provide an opportunity to re-focus the work of the Early Intervention Sub Group at this point in time.

The Early intervention Sub Group (joint with Wiltshire's Children and Young People's Trust) has continued to have oversight of early help with key areas set out below:

- Early Help Dataset has been streamlined to remove duplication and provide a clearer focus on relevant areas
- Scrutiny of MASH conversion rates remain a priority as this tells us how well thresholds are understood and applied
- There is now a single point of access to Children's Community Health Services, which has been strengthened with it now sitting with one provider, Virgin Care Ltd
- The group was concerned about the reduced number of CAFs for the 12+ age group and its impact, aligned with an increase in long term child in need, child protection and LAC for this age group. The impact of this has been fed into the CSI project as a result of this being identified as a risk

- The sub group has taken the lead on the early help themes from SCR Baby J and has led on the development of the action plan. For more information, see page 23
- Child in Need Step Down to CAF audits have been repeated and evidenced some positive improvements in practice and outcomes, however, there remain concerns about the step down process which the CSI project, mentioned above, should help to improve
- Family Nurse Partnership (FNP) is well embedded and the first annual report evidenced good progress on outcomes and positive user feedback
- Children Missing out of Education (CMOE) Group has brought more rigour to tracking case progression for children who are at greater risk due to being out of education and mobilising a response to support them. The group can evidence at an individual case level that positive outcomes for children are being met
- Quarterly Gateway Panel Reports have highlighted an increase in Autistic Spectrum Disorder referrals and a subsequent gap in services for this group and also that housing and finance are becoming significant presenting factors
- A Task and Finish Group focusing on Children Affected by Parental Imprisonment is raising awareness of this issue and providing information about support available
- Restructured Intensive Family Intervention Service established offering flexible and consistent support for children and their families
- An audit was carried out of cases stepped down from CiN to CAF; a previous audit identified that in less than one third of cases where a CAF was recommended, was one registered. Therefore**,** a cohort was examined to understand why CAFs were not being put in place. The findings highlighted that all CAFs not being registered did not necessarily represent a failure of the Early Help or Social Care systems: for example, in many cases a CAF was found to be in place but not registered or there was an acceptable reason for a CAF not being recommended, including professionals not identifying further needs; a child or young person moving out of area; or the setting managing the needs through a comparable process

Priorities for the future:

- WSCB to gain assurance in relation to the provision of effective family and parenting support across partner agencies, including within the Council's Early Help and Safeguarding Service
- Monitor the impact on early help provision of the implementation of DART and CSI
- Update threshold guidance to ensure a focus on risk and need and to reflect changes to service design

wiltshire pathways.org
Children & Young People's Services Partnership

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

WSCB has continued to provide a substantial multi-agency training programme during the year with development and delivery supported by partner colleagues, particularly from health. As in previous years staff from schools and early years continue to dominate on courses, with 68% of delegates coming from these two sectors; this imbalance has meant that many courses have run with a limited multi-agency split. This position has been recognised as unsustainable as over 45% of the WSCB budget funds this provision. Multi-agency training is part of wider discussion about partnership arrangements in the future in terms of what is provided and the model for delivery and decisions will be made regarding this during 2017-2018. In the meantime other measures to address the training needs of schools and early years are being put in place including a bespoke training package for childminders delivered by Child Care Officers and single agency training for Designated Safeguarding Leads in early year's settings, both supported by WSCB.

Course	Number of Sessions	Number of attendees	Capacity
Foundation Child Protection	22	483	516
Advanced Child Protection	19	413	450
Barnardo's CSE Training (Skills and Practice, Working with Parents, CSE and SEND)	3	28	60
Child Sexual Exploitation	5	93	120
Conferences and Core Groups	5	82	118
Domestic Abuse	4	75	98
Early Help and Safeguarding	6	111	146
Early Help: CAF in Practice	6	76	120
Neglect	6	120	142
Child Protection and Children with Disabilities	2	40	50
Safer Recruitment	7	136	172
Safer Recruitment Refresher	3	49	74
Sexualised Behaviour: Identifying, understanding and managing risk	3	57	70
WSCB Area Practice Fora	6	187	240
TOTAL	**97**	**1,950**	**2,136**

Evaluations continue to show high levels of satisfaction with the courses and WSCB has also progressed work to evidence impact on practice. Pre and post-questionnaires are now sent out to delegates on all advanced and foundation courses in order to measure distance travelled in terms of their skills and knowledge and outline results are set out in Table 2 (questionnaires were not sent out for Q2 due to the summer holidays and transition from one online system to another).

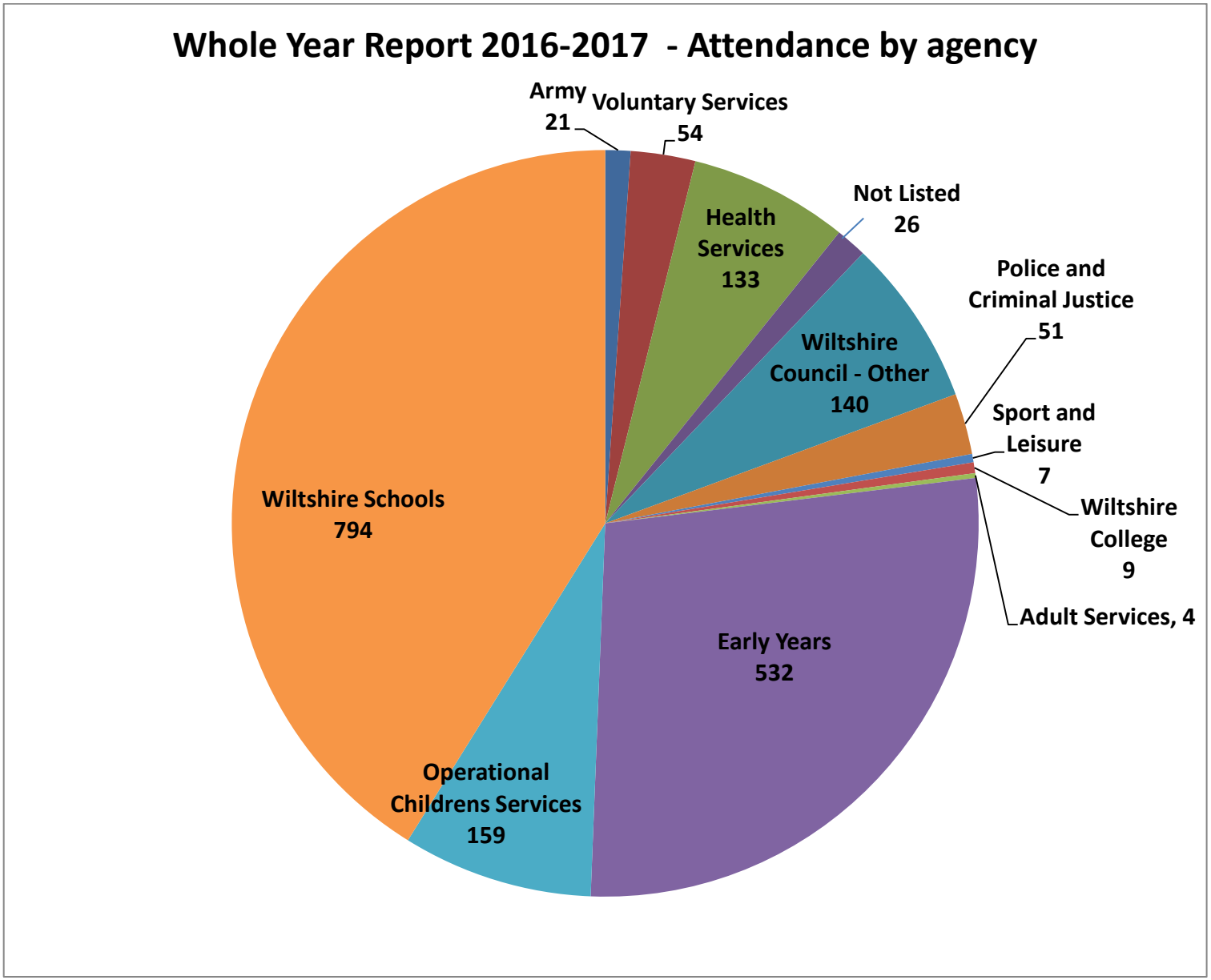
TABLE 2

FOUNDATION	**Percentage of Returns Pre and Post**	Percentage who responded that their skills and knowledge had increased in identifying abuse	Percentage who felt more confident in dealing with safeguarding and child protection concerns
Quarter 1	39%	72%	74%
Quarter 3	61%	67%	59%
Quarter 4	84%	55%	49%
ADVANCED	**Percentage of Returns Pre and Post**	Percentage who had increased their knowledge in relation to Children in Need and children in need of protection	Percentage who felt more confident in assessing risk in relation to Children in Need and children in need of protection.
Quarter 1	44%	91%	78%
Quarter 3	70%	68%	61%
Quarter 4	80%	46%	40%

What the process has identified is that many delegates are rating themselves as having a high level of knowledge in their pre-course questionnaires. This raises questions about the appropriateness of the course for them, course content and also the questions being asked. This demonstrates a first step in evidencing impact on practice, however, there is further work to do to refine the process and to roll out to other courses**.**

Priorities for the Future:

- Partnership to consider what multi-agency training to be provided in the future and a sustainable model for its delivery
- To continue to strengthen training evaluation to be able to evidence impact on practice
- Strengthen oversight of single agency training


Whole Year Report 2016-2017 - Attendance by agency
Army 21
Voluntary Services 54
Health Services 133
Not Listed 26
Wiltshire Council - Other 140
Police and Criminal Justice 51
Sport and Leisure 7
Wiltshire College 9
Adult Services, 4
Early Years 532
Operational Childrens Services 159
Wiltshire Schools 794

13. Appendices

A. Executive Board Attendance 2016-2017

Agency	Number of Executive Board meetings attended (five across the year)
Wiltshire Council, Lead Member	3/5
Wiltshire Council, Director of Children's Services	5/5
Operational Children Services, Wiltshire Council	3/5
Adult Services, Wiltshire Council	2/5
Wiltshire Police	4/5
Public Health	4/5
Wiltshire Clinical Commissioning Group (CCG)	5/5
Wiltshire Association of Secondary and Special School Head Teachers (WASSH)	5/5
Primary Heads Forum (PHF)	4/5
Avon and Wiltshire Partnership NHS Foundation Trust (AWP)	4/5
Salisbury NHS Foundation Trust (also representing Great Western Hospital, Swindon and Royal United Hospital, Bath Acute Trusts)	5/5
Oxford Health NHS Foundation Trust (CAMHS)	4/5
Virgin Care Ltd (Wiltshire Children's Community Services)	5/5
National Probation Service	3/5
Bristol, Gloucester, Swindon and Wiltshire Community Rehabilitation Company (CRC)	4/5

B. WSCB Contacts

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