



Wiltshire Safeguarding Children Board (WSCB)

Annual Report 2012-2013

A review of the effectiveness of safeguarding and promoting the welfare of children in Wiltshire

Foreword from Cliff Turner, Independent Chair, WSCB

This report summarises the activities undertaken by the Wiltshire Safeguarding Children Board from April 2012 until March 2013. Immediately prior to this period, Ofsted had found that safeguarding arrangements for children in Wiltshire were inadequate (although some good practice in relation to children looked after was noted).

Clearly, despite hard work and good intentions, the Safeguarding Board had failed to do its job. Children were not being kept safe in Wiltshire and neither were partners being held to account regarding their roles and responsibilities. The publication of an independent review of the Board, recommending new governance arrangements, coincided with my appointment as the new Chair. From the start, I was impressed by the commitment of senior officers, councillors, partners and front line staff to learn lessons from the past and to get it right for children in future.

The structure of the newly launched WSCB is more streamlined and fit for purpose. To date there have been two meetings of the full Board, both of which have been well attended. I am especially pleased to have representation from Army Welfare, school governors, headteachers and a care leaver. Chairs of the new subgroups are in place. I am confident in their ability to deliver and I am grateful for their commitment.

WSCB has strong links with the Safeguarding Improvement Board. We look forward to the time when we are able to take over the responsibility for ensuring safeguarding in Wiltshire. The pressure is on to introduce improvements swiftly. This has been difficult, partly because of the turbulence created by re-organisation and associated staff vacancies. At present, there are still some posts to be filled, but I am satisfied with the support that the Board currently receives, although some arrangements are still temporary. I am pleased that the Safeguarding Thresholds document has been widely disseminated and that work is progressing on the Quality Assurance Framework and the Early Help offer.

There is still much to do. During the year we have identified that the safeguarding training programme needs a major overhaul. Work has already begun to put a better programme in place. WSCB has an ambitious audit programme. However, we would do well to remember that the previous Board did not fail due to lack of audits. The challenge is to ensure that audits are conducted to a high standard and that lessons are properly learnt from the findings. WSCB members (and I include myself) need to ensure that we understand the data being presented and the story that such information tells about the real lives of real children in Wiltshire. We are acutely aware of the need to triangulate quantitative data with the qualitative views of staff and the subjective experience of children, young people and their families.

There are some immediate challenges ahead about resourcing the Board which will have to be resolved, but this report demonstrates that WSCB is equipping itself to be more effective. We can learn from a range of sources.

Going forward, the bigger challenge is to make sure that WSCB plays its role with rigour and the confidence to challenge, week in and week out, even when the spotlight of the Safeguarding Improvement Board no longer shines. We have to keep children in Wiltshire safe.



Clifford Turner

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Introduction

In April 2012, Ofsted reported their findings of the inspection of safeguarding and looked after children services in Wiltshire. The inspectors found significant weaknesses in relation to leadership and management of the WSCB¹, in particular noting that the WSCB had failed to identify key areas of risk and failure to comply with statutory guidance.

Ofsted noted that the WSCB did undertake some tasks well; that representation from young people was a strong feature of the Board as was the commitment to have an independent chair. Some processes were identified as effective such as the setting out and completion of Serious Case Reviews (SCR).

The Role and Purpose of the WSCB

The role and purpose of a Local Safeguarding Children Board (LSCB) has been set out in legislation and guidance. Their impact has been evaluated both in research and as part of the ongoing inspection arrangements into the protection of children by Ofsted. The May 2011 Munro report ***Review of Child Protection, A child-centred system*** builds on the work of previous reports and on current good practice to strengthen the role of LSCBs. Munro sets out the important role that an LSCB can play in achieving early help for a child as embedded in Working Together to Safeguard Children 2010 (*revised March 2013*) and the new multi-inspectorate inspection framework. In all of these documents the role and purpose of the LSCB remains central. It is the key statutory mechanism for agreeing how the relevant organisations in each local area cooperate to safeguard and promote the welfare of children. The purpose of the LSCB is to hold each agency to account through challenge and scrutiny; ensuring that safeguarding children remains high on the agenda across local partnerships. The core objectives of LSCBs as set out in statutory guidance are to:

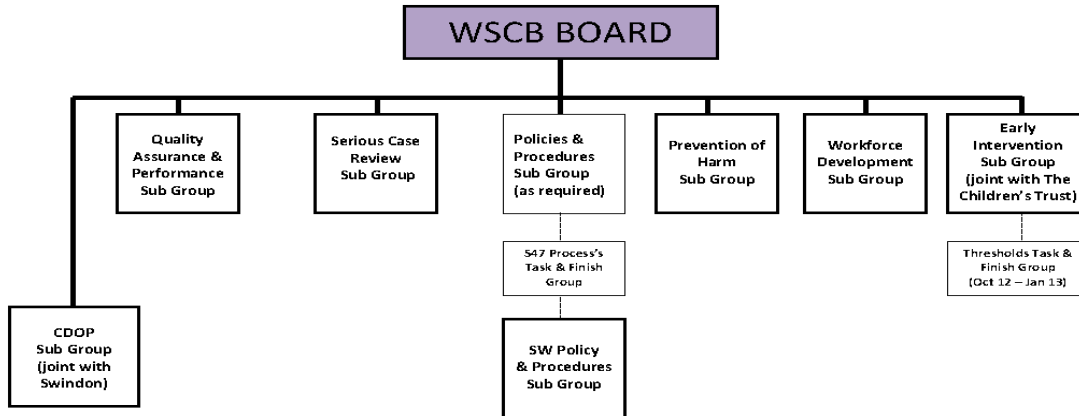
- *Co-ordinate, monitor and support what is done by each person or body represented on the LSCB for the purposes of safeguarding and promoting the welfare of children in the area of the authority*
- *Ensure the effectiveness of what is done by each such person or body for that purpose.*

Wiltshire Safeguarding Children Board Governance and Structure

Following the Ofsted Report of April 2012 a Governance Report of the WSCB was commissioned (available separately). This reviewed the role and responsibilities of the WSCB and made recommendations for improvement. The WSCB has taken account of these recommendations and these are reflected in developments and improvements that have been, and will continue to be made, in the functioning and work of the Board and its sub-groups. The structure of the WSCB and sub-groups was revised to clarify responsibilities and came into effect from October 2012 to March 2013 (see the following page). Membership and terms of reference for each sub-group is available in Appendix A.

¹ In February 2013 the LSCB changed its name to Wiltshire Safeguarding Children Board to promote local ownership. In this report the acronyms LSCB and WSCB are interchangeable.

Wiltshire Safeguarding Children Board Structure Chart 2013



Membership of Wiltshire Safeguarding Children Board

Name	Representing
Cliff Turner	Independent Chair
Young Person (name withheld)	Wiltshire Assembly of Youth
Young Person (name withheld)	Wiltshire Assembly of Youth
Nicola Bennett	Wiltshire Council - Safeguarding Quality Assurance
Amy Bird	Wiltshire Council - Public Health Consultant
David Bonner-Smith	Wiltshire Children and Families Voluntary Sector Forum
Andy Bridewell	Primary Schools
James Cawley	Wiltshire Council - Adult Care and Housing
Jacqui Chidgey-Clark	Wiltshire CCG - Quality and Patient Safety
Fiona Finlay	NHS Wiltshire - Designated Doctor
Fiona Fitzpatrick	Wiltshire Council - Children's Social Care and integrated Youth Support
Carolyn Godfrey	Wiltshire Council - Corporate Director Children & Education
Stuart Hall	Wiltshire Parent Carer Council
Julie Hankin	AWP Wiltshire
Gill Hanlan	Wiltshire Council - Early Years and Childcare
Sue Jiggins	Wiltshire Governors Association
Karen Littlewood	Wiltshire CCG
Michelle Maguire	Swindon, Wiltshire and B&NES
Deborah Murphy	CAFCASS
Tracey Nutter	Salisbury NHS Foundation Trust
Kier Pritchard	Wiltshire Police - Protective Services
Maggie Rae	Wiltshire Council - Corporate Director Public Health, Public Protection & Adult Care
Liz Rijnenberg	Wiltshire Probation Service
Pauline Scully	Oxford Health NHS Foundation Trust - Child & Adolescent Mental Health Svcs
Mike Smart	Army Welfare
To be confirmed	Legal Adviser
To be confirmed	Lay person
Nigel Tong	Secondary Schools
Hilary Walker	Great Western Hospitals, NHS Foundation Trust
Laura Mayes	Observer (Lead Member for Children's Services, Wiltshire Council)

Actions arising from the Inspection

Following the Ofsted Inspection and subsequent Improvement Plan, there has been much work to do to improve the functioning and work of the WSCB. The actions in the last Annual Report reflected this work and are reported on below.

In the 2011- 2012 Annual Report we said the Wiltshire Safeguarding Board would:

‘Work closely with the Safeguarding Improvement Board (SIB) to scrutinise and challenge improvements across the partnership and to report its own improvements’

From October 2012 the Independent Chair of the WSCB has been a member of the Safeguarding Improvement Board, also reporting on the progress of the WSCB to the SIB.

‘Ensure that the Wiltshire Chair is a member of the Safeguarding Improvement Board and that the Wiltshire LSCB Business Plan reflects the objectives of the Safeguarding Improvement Plan’

The Independent Chair of the WSCB is a member of the Safeguarding Improvement Board and with WSCB members has been developing the Business Plan to ensure it reflects and takes account of the objectives of the Improvement Plan.

‘Present this report to the Councils Children’s Select Committee (Member scrutiny), the Children’s Trust Commissioning Executive and the Health and Wellbeing Board’

This report, once approved by the Board at its August 13th meeting, will be formally presented to the following:

- Wiltshire Council Corporate Directors² and Leader of the Council
- Wiltshire Police and Crime Commissioner
- Health and Wellbeing Board
- Children’s Trust Commissioning Executive
- Children’s Services Select Committee

‘Review our Governance arrangements to ensure that the board is working effectively’

This has been completed - the governance review report is available separately and changes to the structure and approach of the WSCB and its sub-groups reflects the recommendations made.

‘Work jointly with the Children’s Trust to ensure that the thresholds are understood across the partnership’

The Safeguarding Thresholds document has been produced and widely publicised. Further work is required in promoting use and understanding.

‘Ensure that robust quality assurance and performance monitoring systems are put in place.’

A robust quality assurance programme for the WSCB has been developed and monitoring/review system has been set up via the Quality Assurance & Performance (QAP) sub-group; this includes consideration of single agency audits and action plans.

‘Work with all members of the LSCB to ensure a full understanding of the requirements for effective safeguarding, as set out in the new inspection framework.’

² At Wiltshire Council the Chief Executive role is undertaken jointly by three Corporate Directors

Work has been undertaken to ensure all members are aware of their safeguarding responsibilities under S11 of the Children Act 2004 and Working Together 2013. Further discussion and developmental sessions will take place with WSCB members regarding their safeguarding responsibilities as the requirements of the new Ofsted Inspection framework are made available.

'Review the structure of the Board and sub-groups as part of its review of Governance.'

This has been completed and a new sub-group structure established.

'Ensure that there are clear processes in place to challenge non attendance at the Board and Executive.'

This has been completed and attendance will be recorded in future annual reports.

'Review our protocol with the Children's Trust and ensure that the WSCB properly holds the Trust to account for commissioning effective support and services to safeguard children.'

A Protocol between the WSCB and the Children's Trust was completed in November 2012 and approved by both parties.

'Request that its Independent Chair has a place on the Children's Trust Commissioning Executive.'

The Independent Chair is a member of the Children's Trust Commissioning Executive.

'Provide more structured support and briefing to the Lead Member in order for them to fulfil their role as participant observer on the Board.'

The Lead Member observes and participates in meetings of the WSCB, has had an induction to the Safeguarding Children Board, has attended child protection conferences and meets regularly with the Independent Chair of the Safeguarding Children Board.

'Review whether the Lead Member should attend the LSCB Executive as part of its review of governance arrangements.'

The LSCB Executive Board was reviewed as part of the Governance Report of September 2012 and as a result there is no longer an Executive Board.

Inspections undertaken April 2012 – March 2013

Early Years

A number of inspections have been undertaken by Ofsted of early years providers. The percentage of providers who are found to be inadequate for their Safeguarding and Welfare Requirements are a small percentage of the total number. There are a number of reasons why settings have an inadequate judgment and it does not mean that children are at risk or that there are child protection concerns. The safeguarding and welfare requirements not only include child protection but also set out the requirements for; suitable people, staff qualifications, training, support and skills, ratios and premises issues such as floor space, food and drink arrangements, behaviour of the children and risk assessments. If any of these requirements are infringed then an overall inadequate judgment may be given.

- Of 30 children's centres in Wiltshire, 12 have been inspected in the last year. Six were graded as outstanding, five graded as good and one graded as satisfactory.
- Of 645 Childminders 100 have been inspected with 95 being regarded as good, outstanding or satisfactory and three as inadequate.
- Of 300 nurseries/pre-schools, 44 have been inspected. Of these, 42 have been rated as outstanding, good or satisfactory, with two considered inadequate.
- Of 90 out of school clubs, 22 have been inspected, with 17 good, outstanding or satisfactory and two deemed inadequate.

All the settings in Wiltshire are managed by private, voluntary or independent providers (PVI). Following an inadequate judgment the Childcare Officer designated for that setting/childminder and the Manager for Childcare meets with the setting/childminder to agree an action plan. Members of the Early Years and Childcare Team are available to support these settings. It is sometimes necessary to bring in additional experienced and qualified staff (Early Years Professionals) from other outstanding settings to help out in the short term. A new post, Lead Professional for Early Years Safeguarding within the Early Years and Childcare Team has now been established to ensure every setting is up-to-date with safeguarding information and to help them navigate concerns with staff through the LADO (Local Authority Designated Officer) process.

Schools

Since the start of the academic year 12/13 there have been 71 inspections against the new Ofsted inspection framework. Of these, 63% have resulted in good and outstanding judgements for overall effectiveness. This is lower than the overall figure of 81% for all school inspection outcomes (190/234) due to a proportion of schools identified for inspection through Ofsted's annual risk assessment of school performance.

Of the 71 inspections since Sept 2012, three resulted in inadequate judgements, 23 were 'requires improvement' (pre Sept 12, 'satisfactory') 41 good and four outstanding. Ofsted also look at the proportion of pupils in good and outstanding schools. Wiltshire's current standing (May 2013) is that 82% of pupils are in good and outstanding schools.

The Schools Advisor on Safeguarding in Education receives annual audits from schools (including Academies and independent schools) on safeguarding practice, policies and process in line with national

guidance, as well as notification where schools have been assessed as 'inadequate' by OFSTED in aspects relating to safeguarding. In such cases the Schools Advisor will arrange to visit and advise on improvements to be made to address shortfalls in identified areas to improve the schools understanding and practice of safeguarding and related issues.

CQC Inspection of Health Services - Safeguarding & Looked After Children

The Care Quality Commission (CQC) Inspection of safeguarding and looked after children health services in Wiltshire took place on the 5th to 16th March, 2012 in conjunction with the Ofsted inspection.

The CQC inspection report was published in June 2012 and made the following judgements in relation to safeguarding arrangements in the local NHS commissioning and health provider organisations.

These organisations include;

NHS Wiltshire and NHS Bath and North East Somerset Cluster (BaNES) Primary Care Trust (PCT)

Great Western Hospital NHS Foundation Trust

Salisbury NHS Foundation Trust

Avon and Wiltshire Mental Health Partnership NHS Trust

Oxford Health NHS Foundation Trust

- The contribution of health agencies to keeping children and young people safe – Grade 3 (adequate). *'Health partners assure themselves that children and young people are adequately safeguarded'*.
- Overall effectiveness of services for looked after children – Grade 3 (adequate).
- Health outcomes for looked after children and care leavers – Grade 3 (adequate)

NHS Wiltshire/BaNES PCT developed an improvement plan in response to the recommendations made by CQC that required health providers of services for children and their families in Wiltshire to undertake a number of actions to improve their safeguarding children arrangements. The main focus of the CQC recommendations related to health single agency training, supervision and support available to practitioners, partnership working and governance. Significant progress has been made to achieve all the required actions in the improvement plan. NHS Wiltshire/BaNES PCT and the emerging Clinical Commissioning Group (CCG) provided additional funding to strengthen the provision of the safeguarding children team in community health services to sustain the development of knowledge, competency and skills of frontline staff to improve the safeguarding activity that supports the safety and wellbeing of children.

NHS Wiltshire/BaNES PCT undertook considerable work throughout 2012-13 to ensure that the standards expected of safeguarding children arrangements in all health commissioned services are explicitly defined in all provider contracts. This clarity has enabled health providers to drive improvement in their safeguarding arrangements in line with statutory guidance.

Key areas of improvement for all health providers in 2012-2013

- To ensure that there is sufficient capacity in Named Safeguarding professionals in each NHS Trust to provide appropriate safeguarding advice and support to frontline health professionals. Named professionals have had access to supervision, professional advice, development and a safeguarding health forum to provide information and professional development including lessons from serious case reviews.

- To strengthen the existing governance arrangements to ensure that children's health and wellbeing is central to the delivery of health care.
- Recruitment to the designated professional roles for Looked After Children (LAC), hosted by Public Health, who have overseen the delivery of the multiagency improvement plan for health of LAC in Wiltshire. This has included development of a comprehensive audit programme focussed on improving the quality and timeliness of services and an increased focus on the views of service users.
- Further improve the quality, and achieve consistency in, interventions, assessment, planning and interagency working to safeguard children and young people.
- Ensure a focus upon the child's journey through the provision of early help and support at the right time.
- Progress workforce development and training to ensure that staff have the requisite skills and experience to intervene effectively to safeguard children and promote their safe and appropriate care.
- Improve the quality and availability of single agency training.
- A renewed focus on the recruitment, retention and continuous development of front line staff and first line managers including better provision of supervision and reflective practice.
- A renewed focus on practice and service delivery at the interface between Adult Mental Health Services and Children's Social Care to ensure that effective support services are being provided to parents and to children in need and ensure that there is a clear and sharp focus on safeguarding children at all times.
- A safeguarding lead in place in every GP practice. Improve single agency training and advice available to primary care to strengthen integrated working between GPs and clinical staff with the wider children's workforce.
- Improved dissemination of safeguarding research and lessons from serious case reviews across the health economy.
- WSCB now has senior representation from each health provider demonstrating a commitment to partnership working to safeguard children.
- Health providers are represented on each of the WSCB sub-groups and work actively with partner agencies to ensure key priorities for children in Wiltshire are delivered. In 2012-13 the work has included the child sexual exploitation strategy, section 47 protocol and escalation policy.
- Ensuring all health agencies have integrated safe recruitment processes and allegations of improper professional practice are investigated effectively.
- A significant contribution from all health providers to local case reviews and work to implement practice improvements as identified.

The health reforms have brought about significant changes in organisational structure. From April 2013 the Primary Care Trusts and Strategic Health Authorities came to an end and Clinical Commissioning Groups (CCG) and NHS England will become accountable for ensuring robust safeguarding children arrangements in all NHS commissioned services. The CCG is committed to working with the WSCB and the Safeguarding Improvement Board to ensure that the NHS, working together with schools, the police and children's social services will support and safeguard vulnerable, looked-after and adopted children, through a more joined-up approach to address their needs.

Police HMIC Inspection

During the week commencing 2 July 2012, HMIC examined the child protection service delivered within the Wiltshire Council local authority area by the Wiltshire Police. This was in response to concerns identified by an Inspection of Child Safeguarding conducted by Ofsted in March 2012. The concerns related to the quality of multi-agency interventions delivered in respect of children considered to be at risk of harm.

HMIC found that the issues raised by Ofsted in March 2012 in relation to the use of S.136 Mental Health Act (MHA) of particular concern. As a result, their examination of Wiltshire Police custody records was done in some detail and not only supported the Ofsted findings but also identified additional incidents where children and young people were inappropriately detained. Further, the incidence of multiple arrests of children and young people within children's homes for disturbances at those locations, suggests a lack of cohesion when dealing with children who demonstrate difficult behavioural problems.

Wiltshire Police created an Improvement Plan combining the areas for improvement from HMIC & OFSTED.

- S.136 Mental Health Act (MHA): appropriate intervention is considered by operational officers as are alternative and supportive options rather than defaulting to S.136 MHA for under 18 year olds. If utilisation of this policing power is necessary and detention is appropriate the required interventions are timely and effective for the young person. In addition, the Police have worked with partners to establish a suitable 'place of safety' provision in Wiltshire for all u-18 Section 136 detainees and put into place a process to deal with children and young people some of who have had repeat arrests for offences. In addition, data is collated which is reviewed and analysed to better understand demand and risk going forward.
- Multi-agency interventions: inconsistent use of thresholds has been addressed by enhancing the knowledge of staff and giving them confidence to challenge thresholds decisions. The Police have effectively and professionally engaged with child safeguarding and health partners in appropriate strategy discussions and child protection conferences to prevent inconsistent and inaccurate recording of information between agencies. Police intelligence has been shared where permitted/appropriate and full support has been given to Serious Case Reviews (and learning has been disseminated from them). Excellent communication lines have been established between police and children's social care. This allows officers to enhance their working practices and enables feedback to be given in relation to single and multi-agency investigations, which ensures all relevant children are safeguarded before closure of an investigation. The Police are at the forefront of establishing a Multi-Agency Safeguarding Hub (MASH) and have appointed a Detective Chief Inspector with a previous national portfolio on the subject to support the Safeguarding Project Manager. The Head of the Police Public Protection Department chairs the Child Sexual Exploitation Task and Finish Group and all activity is in line with National ACPO and Department of Education National Action Plans. Wiltshire Police is fully engaged at all levels with the WSCB multi-agency improvement plan.

Police Peer Review

There was a Police Peer Review in March 2013 which outlined strengths and areas for development as follows:

Strengths

- In general, Police staff were motivated and committed with good communication and oversight by senior managers.
- Commitment to supporting front line policing by implementing an accountability framework.
- Drive in working toward the implementation of a Multi-Agency Safeguarding Hub (MASH).
- The Wiltshire threshold document was highlighted as good evidence of interpretation of thresholds in Wiltshire as was the operational day-to-day working of the Police and Local Authority.
- Wiltshire Police were observed as being actively engaged with the WSCB, with good attendance at case conferences and a well managed process of recording and monitoring actions and recommendations from Serious Case Reviews.

Areas for Improvement

- There were some delays in holding strategy meetings.
- Social workers did not always undertake joint visits.
- Not all staff were fully trained to cope with an omni-competency role (Child Protection, Domestic Abuse, Safeguarding Adults and Sex Offender Management), and therefore training should be increased to also ensure Child Protection Officers were nationally accredited under the Serious Child Abuse Investigation Development Programme (SCAIDP) .
- The Force had a backlog of Domestic Abuse (DA) Public Protection Department interim (PPDi) reports that needed linking and researching and therefore staffing levels should be reviewed to include scoping the possibility of having an additional Detective Inspector within the command to assist in managing the extensive risk of the department.
- It was highlighted that the Force should continue to drive forward with Child Sexual Exploitation to achieve the outcomes highlighted by the current ACPO Action Plan and support the delivery of a Multi-Agency Safeguarding Hub (MASH).

In final summary, the report indicated that Wiltshire Police, through its Public Protection Department and partnership engagement, was working hard to deliver good outcomes for children. There was a recommendation from the Peer Review that an independent review of the WSCB should be undertaken to following structural changes introduced to ensure this had led to improved effectiveness and accountability.

Key Learning for Wiltshire

What the LGA Safeguarding Children Peer Review told us about local safeguarding

A Peer Review was undertaken in January 2013. This was not an Inspection but a review of safeguarding services by a group of peers from other authorities reporting on safeguarding within Wiltshire.

A key conclusion of the peer review team is that Wiltshire Council and its partners are working well together through a period of change with good engagement at the Safeguarding Improvement Board (SIB) enabling a continued focus and achievement of key actions across the partnership. Whilst this is still an early stage in the journey the very strong commitment to achieving the safeguarding improvement plan was evident throughout the peer review process. The need to prioritise safeguarding and why this is so important to the Council and its partners following an 'inadequate' Ofsted rating in 2012 was well understood. The review team commented that the improvement plan delivery timescale of December 2013 was providing a focus to drive the pace of improvement and felt that it needed to extend beyond this date to ensure the focus on the ongoing quality of services and outcomes for children was balanced against the drive to come out of intervention.

Summary of Strengths

- Safeguarding is a top priority for the Council and is reflected by key partners
- Significant and planned resources
- Commitment to communication and changing the culture
- Evidence of new ways of working

Summary of areas for consideration

- Clarity about how strategies and governance fits together
- WSCB to be strengthened and hold partners to account
- Focus on the ongoing quality of services and outcomes for children balanced with the drive to come out of intervention
- Better understanding of performance that is focused on outcomes

Key areas of learning from serious case reviews (SCRs)

Serious Case Reviews 2011-2012

In March 2012, Wiltshire Safeguarding Children Board commissioned a serious case review on Child H, an infant who had suffered significant harm as a result of serious injury. The review was completed in September 2012 which was within the six month timeframe for the completion of serious case review. A redacted overview report and an Executive Summary have been written and are ready to be published on the Wiltshire Safeguarding Children Board website, once care proceedings in respect of Child H have been finalised.

The learning was:

- The lack of a Common Assessment for teenage pregnancy; the need to understand thresholds for early help services.
- Lack of recognition and significance of the father's criminal history.
- Key assessments not undertaken; failure to recognise or analyse risk factors.

- Lack of clarity regarding purpose and structure of Strategy Meetings/Hospital Discharge Meetings and follow up.
- Lack of assessment of Race and Culture.

Actions taken as a result:

- Lessons Learned included in the Improvement Plan.
- Audit and development of Strategy Meetings to improve understanding of use.
- Review of the Teenage Pregnancy Policy.
- Audit of communication between professionals at assessment stages.
- Guidance developed regarding Hospital Discharge meetings.
- Assurance that professionals are able to address race and culture issues.
- Clear threshold criteria for early help.
- Escalation procedures being developed across agencies.

The process for disseminating the lessons learnt from the Child H serious case review to practitioners from WSCB partner agencies has been put in place in the form of three interactive learning sessions across the county. Included in these sessions is the learning from key lessons from national Serious Case Reviews, as required under the Improvement Notice. These commenced in March 2013. There will need to be further consideration for how these lessons can be developed to improve practice, supported by changes to policies and reinforced via the WSCB training programme.

Wiltshire Safeguarding Children Board has been involved in two cross-county serious case reviews in 2012/13. A serious case review was commissioned by Hampshire Safeguarding Children Board in September 2012 following the homicide of two children by their father. The serious case review was completed in March 2013. A serious case review into the death of a young person through suicide was commissioned by Bath & North East Somerset (BaNES) Safeguarding Children Board in December 2012. The review is ongoing.

Given the number of outstanding actions from the Child G and Child H serious case reviews, and the involvement of Wiltshire in two cross-county serious case reviews, an interim Project Lead for Serious Case Reviews was appointed in mid January 2013 to formulate action plans and oversee the process.

What our ongoing monitoring of all child deaths has told us:

In the 2012-2013 period a total of 23 deaths were reviewed by the Child Death Overview Panel (CDOP), which covered the period of April 2009 (1) – April 2013.

- All were residents of Wiltshire.
- None had ever been subject of a child protection plan or any statutory orders.
- The majority (N=14) were under a year old at time of death.
- Nine were felt to have 'modifiable' factors.
- One case with modifiable factors was referred to the WSCB for consideration for a SCR.

The key messages identified by the CDOP in cases reviewed during this period were:

- The continued importance on promoting safe-sleeping messages to reduce the incidence of Sudden Unexpected, Unexplained Infant Death, particularly among more vulnerable families.
- The importance of responding to and implementing NICE (National Institute for Health Care and Excellence) guidelines on child accident/unintentional injury prevention with a particular focus on;

- Road safety and the availability of safe drop off areas around schools
- Water safety and the risks presented to children by both open and domestic water, including ponds, paddling pools and baths.
- The importance of effective communication mechanisms between providers to ensure safe and effective transitions for pregnant women and babies between different services and providers.

The annual CDOP report will be available and presented to the WSCB on August 13th 2013.

What routine analysis and reviews have told us

Safeguarding data set and Dashboard:

Work has taken place in producing a WSCB multi-agency dataset and a dashboard. All agencies are helping to inform and populate this dataset to help inform effective information for safeguarding planning. We recognise that we need to work with the 'best data available' whilst we carry out further work on data collection. This continues beyond 2012-2013.

The dashboard highlights areas of safeguarding and areas requiring particular focus and consideration. These can change over time as needs arise.

The 7 Dashboard Headings are:

- Outcomes correctly identify the children and young people most at risk of neglect and abuse through effective and timely application of established processes and interventions.
- Child Protection activity, prevent neglect and abuse in the family of those identified as being at risk through effective and early multi-agency intervention/early help.
- The quality and timelines of decision making, planning and child protection plans.
- Ensure the safety and wellbeing of children and young people in care through effective risk management and support.
- Ensure children and young people are safe and secure from harm including bullying and when accessing technology.
- Workforce: Protect children and young people by rigorous recruitment, training and vetting procedures in relation to those adults coming into contact with them.
- Ensure children and young people are kept on the right track and provide appropriate levels of support to reduce the numbers involved in offending/at risk of offending.

The dataset and dashboard are overseen by the Quality Assurance Manager, reviewed at the bi-monthly WSCB Quality Assurance and Performance (QAP) sub-group and taken to the WSCB quarterly.

Single agency audits: A programme of Children's Services audits has been undertaken alongside the programme of multi-agency audits. These are presented to the QAP sub-group who consider any particular themes/issues and request updates with action plans as appropriate. Any ongoing issues that are not addressed by the individual agency and are considered a safeguarding issue are discussed with the Independent Chair and WSCB member agency as necessary.

Multi-agency audits: A programme of multi-agency audits was undertaken during 2012-2013 covering professional involvement and contribution to safeguarding, as follows:

Quality of Core Assessments; quality of interventions in long term Children in Need; Short and Repeat Child Protection Plans; Child Protection Conference Audits; Professional Participation in Child Protection Conferences; Thresholds Audit; Multi-agency S47 Audits; Roles and Responsibilities in child protection conferences and core groups; effectiveness of Child Protection Plans; Section 11 audit.

Again these are considered by the QAP sub-group and action plans considered and overseen by this group. As above any ongoing or immediate issues considered to be impacting on the safeguarding of children are discussed with the Independent Chair and WSCB member agency.

Private Fostering

The last Private Fostering annual report was written in May 2012 and reported to the WSCB during 2011-2012. The annual report of Private Fostering arrangements in Wiltshire from 2012-2013 will be presented to the Board in August 2013.

There have been 30 notifications during the period 1st April 2012 to 31st March 2013. This is an increase on the figures for the previous year. Interrogation of notification source indicates that awareness raising activity undertaken with the Children's Services staff and other professionals working with children and families has been effective and has enabled staff to identify arrangements and make appropriate notifications. It is also the case that there have been notifications from parents/carers, which there were not in the previous year. There has been an ongoing increase year-on-year in known private fostering arrangements since 2010 which indicates the success of the awareness raising strategy. The majority of children in private fostering arrangements continue to be teenagers who have experienced family breakdown.

In the year 2012-2013 the assessment and recording documents on social care electronic recording system (Carefirst) has improved. There are now appropriate templates, full Private Fostering assessment templates and a user-friendly Regulation 8 Statutory Visit form. These enable staff to record work in a legally compliant and timely manner, with a focus on safeguarding and the child or young person's wishes and feelings. Wiltshire Council's Private Fostering policy and procedure has been reviewed and updated since last year to address issues identified with timeliness of response to notifications.

The new WSCB training programme will include a focus on private fostering.

Allegation Management process, including LADO (Local Authority Designated Officer) activity:

Consultation and strategy statistics

Consultations are a record created by the LADO of discussions of potential safeguarding concerns. During the fiscal year of 2012-2013 there were at least 369 consultations by comparison to 191 for 2011-2012. This equates to an increase in consultations of over 93% in the year of 2012-2013.

Of these 369 consultations in 2012-2013, a total of 86 resulted in progression through to Strategy Discussion, by direct comparison to 59 for 2011-2012. This equates to over a 40% increase in "new case" LADO Strategy Discussions for 2012-2013 by comparison to the previous year.

The current rate of Consultations progressing to LADO Strategy discussion is 30%. This is not dissimilar to that of the previous year.

The number of Strategy Discussions per case chaired by LADO is between three and five. The total number of Strategy Discussions chaired by LADO for 2012-2013 was approaching 400 for the year. This represents an increase of well in excess of 60% over the previous year and reflects the increase in LADO cases.

The complexity of LADO cases has been increasing significantly - primarily in terms of three areas - a) "Institutional" rather than individual concerns b) persons holding more than one role in a Position of Trust and c) historical allegations.

For 2012-2013 a total of 110 LADO cases were overseen and reviewed by LADO through Strategy Discussions – this is a 40% increase upon the previous year.

- Of the 70% of the LADO newly referred case load of 2012/13 which were concluded within the reporting year, one third of those cases that were concluded were recorded with outcomes in the categories of “Founded/Substantiated” and “Unsubstantiated” with two thirds being “Unfounded”.
- Although the current ratio of outcomes above is of 1:3 for 2012/13 this is biased as there will be a likely change leading to an increase in the proportion of “Substantiated” at the conclusion of the outstanding rollover cases during 2013-2014.
- Sexual abuse allegations are down from 57% last year to 47% this year. However the actual number remains at a similar level. (The overall increase in LADO activity has impacted upon sexual abuse percentages as has the increased diversity of other Position of Trust safeguarding matters referred).
- There has been an increase in multiple victims or no identified victims. This is based on referrals for example where teachers and conduct issues have impacted on more than one child. There are also increasing numbers of downloading issues where there is no single identified victim.
- There continues to be a low number of Police and Health Professional referrals. This has been raised with both agencies and in recent months there has been some increase in terms of Consultations in relation to Health Professionals. In relation to Police Professionals the Consultations are almost exclusively as a result of allegations of reported incidents of Home Domestic Abuse and not as a result of concerns/complaints regarding conduct at work.
- Additional areas of challenge have been the need for the LADO to provide significant safeguarding support/guidance - particularly with some small Voluntary Sector Providers. This is due to a) limited internal advisory/governing resources/experience b) less confidence/experience with Safeguarding Procedures/understanding.

Summary

Overall, safeguarding practice in agencies, particularly social care, has improved to the extent that children are safeguarded appropriately and not left at significant risk of harm once identified. Agencies are improving in the use of Common Assessments to inform the identification of need as well as risk and are using the Multi-agency Forums (MAFs) as a vehicle for discussing the most appropriate services to address these.

There has been in the past year huge demand on the ‘front door’ service provided by social care and also the police due to the high number of referrals made regarding children’s circumstances. In many cases these did not meet the threshold for social care intervention. The use of the CAF and the distribution of the Safeguarding Thresholds Document; ongoing training and the support of the CAF coordinators within the Referral and Assessment (social care) team as well as the move to the MASH model will refine this process and ensure that children and young people get the right support at the right time and are not drawn in to the child protection process unnecessarily.

How has safeguarding practice changed?

Improvements in services that arose from implementing the Ofsted Inspection recommendations:

The Ofsted Inspection of April 2012 set out areas for development.

These are set out in the SIB (Safeguarding Improvement Board) Plan which has overseen and scrutinised the development of Children's Services and the WSCB since the Ofsted notice of May 2012. In addition, the WSCB has established a programme of audits and quality assurance to oversee Partner multi-agency improvements.

Improvement Themes from the SIB Improvement Plan

There are five improvement themes which comprise the child protection system. The voice of children and young people and equalities and diversity issues will be taken into account in all the priority areas. The improvement themes are listed below.

- 1 *Improving leadership and management*
- 2 *Improving the quality of front line practice within and across agencies*
- 3 *Ensuring we have the right people, with the right skills and the right support*
- 4 *Knowing how well we are doing*
- 5 *Ensuring good governance*

The five improvement themes are included in the diagram below which summarises the child protection system.



Summary of SIB Improvement Plan progress

The following tables contain the main priorities for which the WSCB are responsible for progressing.

1 Improving leadership and management

Priority Actions	Progress to date	Evidence	RAG rating
Culture change workshop noted that clarification was needed on who is doing what on early help.	A joint WSCB/Children's Trust Culture Workshop was held in March which agreed the need for an early help strategy and ambassadors. A joint WSCB/Children's Trust Early Intervention sub-group was formed to produce an effective early intervention strategy and progress the implementation plan.	In surveys staff report that there is a positive and open culture	Action Green
Peer Review survey referred to WSCB to consider different responses from all agencies	The Safeguarding and Looked After Children Operational Group (multi-agency including Police and Health) have reviewed the findings from the Peer Review survey and discussions are taking place to identify appropriate actions.		
Permanent appointment of a WSCB Board Manager and establishing a QA Manager post to develop, implement and lead Children's Social Care and multi-agency Quality Assurance audits.	WSCB Board manager: Interviews were held but did not appoint. Recruitment process has been started again and in the meantime the post is being covered temporarily by a Lead Commissioner (under the direction of the Head of Safeguarding Quality Assurance). Quality Assurance Manager: post has been temporarily filled during 2012 with a permanent post holder taking up this position from end August 2013.	WSCB chair and chairs of sub-groups report that work is well supported.	Action Amber

2 Improving the quality of front line practice within and across agencies

Priority Actions	Progress to date	Evidence	RAG rating
To avoid use of S136 of the Mental Health Act to detain young people under 18 years of age - LSCB planning to include PI on use of S136	This has been addressed and more use is being made of the Children Act. The WSCB has established usage rates of s.136 as a key performance indicator and between June 2012 and the end of March 2013 s.136 was used on 5 occasions.	Rates of use of s.136 to detain children and young people.	Action Green
If young people are detained there is access to appropriate facilities – AWP to produce draft protocol	Contract with AWP has been reviewed as has access to Section 136 suites. At a meeting in November AWP signed up to the principle of allowing under 18s to use 1 of their s.136 suites if needed. AWP have been asked to produce a draft protocol.	Young people have access to a Section 136 suite if required.	Action Red
S47 protocol being finalised. Protocol will include revised strategy discussion form. Arrangements for recording professional challenge and	A S47 audit and data report indicated that there is lack of understanding on what constitutes a strategy discussion. A WSCB Task and Finish Group has been established and lead to the training of the Referral & Assessment Team during September 2012. A draft protocol has been produced and a weekly meeting with police and named nurses takes place to discuss cases where there are issues including those relating to S47 enquiries.	Performance Indicators on Initial CP conferences. Number of strategy discussions. Audits.	Action Amber

management oversight being improved.			
The WSCB to be assured that the escalation policy has been disseminated to all staff, that staff understand the policy and are supported to use the policy appropriately.	Escalation policy was discussed at the Operational Group meeting on 25th October 2012. A lot of activity has taken place with Health agencies including seminars for providers, training for GPs, audit by community and acute provider. A log is being kept of escalated cases referred to health by social care. A revised escalation policy is being taken to the Quality Assurance and Performance sub-group for discussion and approval in May 2013.	Evidence from monitoring and audits. Staff report in surveys that they understand and feel able to use the escalation policy.	Action Amber
Training being delivered and awareness of training being raised Evaluate training Discussions taking place on how best to deliver early intervention training in future	Joint Children's Trust and WSCB workshop took place in October 2012. Multi-agency safeguarding thresholds were reviewed by the multi-agency task and finish group. Review of Multi-agency Forums took place earlier in 2012. Revised draft multi-agency thresholds guidance was launched at the Early Intervention Conference on 15 th January 2013. Final guidance was launched during March with full communication/staff briefing plan. Training is taking place with feedback being given on the day.	Evidence from audits demonstrates that: <ul style="list-style-type: none"> • Multi-agency forums are operating effectively at the prevention and early help level. • There is prompt early intervention when this is required. • If, during early help work, child protection concerns are identified cases are referred appropriately and promptly to social care. 	Action Green

3 Ensuring we have the right people, in the right place with the right support

Priority Actions	Progress to date	Evidence	RAG rating
To ensure the South West Child Protection (multi-agency) procedures are comprehensive and effective	Discussed at the WSCB Executive and the Policy and Procedures sub-group meetings. Board agreed at the October 2012 meeting no further action needed on this item at this stage.	Task completed	Action Green
Plans for 20013/14 WSCB training <i>NB Ofsted report identified the need to ensure that adult services staff are fully equipped to identify issues of hidden harm</i>	WSCB Workforce Development sub-group developed an action plan for a phased review of training. To date foundation and advanced courses have been reviewed. Evaluation forms and post training impact assessments have been issued to course attendees. The WSCB Workforce Development Sub-group has analysed their role. There is a QA framework for WSCB training. Draft training strategy was presented to the Workforce sub-group in April 2013.	Revised training programmes. Systems in place for evaluating training. Management information and quality audits.	Action Amber
Quarterly reports on the quantity and quality of training.			
To double check action from SCR Child H and noted where there are links with this improvement plan	Agreed that actions from SCR Child H would be incorporated into this action plan. This was done in August 2012 when the SCR report was in draft.	Improvement Plan includes reference to SCR actions	Action Green
WSCB manager to produce	Set up a system with the DfE for monthly updates of	Lessons from SCRs from	Action

regular briefings on SCRs undertaken by other LAs and published by Ofsted. Briefing to also include information from Ofsted biennial review of SCRs. Briefings to be circulated to WSCB chair and members. SCR sub-group to consider further dissemination.	published SCRs to be sent to the WSCB Board Manager. WSCB Board members and Wiltshire school head teachers have been circulated the executive summary of a serious case review undertaken in North Somerset.	other local authorities are disseminated.	Amber
Identification of individual lessons learned from SCR Child H and dissemination of these lessons.	Three seminars for staff have been held to disseminate lessons learned from both Child H and SCRs nationwide.	Audits demonstrate improvement in practice on issues identified in SCR child H	Action Amber

4 *Knowing how well we are doing*

Priority Actions	Progress to date	Evidence	RAG rating
As a result of the Professional Participation audit: Monitoring attendance of professionals at CP conferences and reviews. Multi-agency course on roles and responsibilities in CP conferences and core groups Report on findings from completed questionnaires on training needs. The findings will be reported to the WSCB and inform the multi-agency training programme.	(Revised quality audit framework agreed during the August Safeguarding Improvement Board meeting) Audit of professional participation completed. An advice sheet regarding roles and responsibilities is now sent out with all invitations to conference. From 22 nd April 2013 minute takers are distributing a questionnaire regarding training/development needs to all professionals at the end of Child Protection Conferences. This will continue until 31st May to provide a 'snap shot' of development needs. A course has been developed and delivered on conferences and core groups to a multi-agency group that was well received. This will become part of the WSCB training programme.	Audits have taken place and follow up action has been taken. Repeat audit has identified improvement. Lessons learned disseminated through the annual conference (date has been set) and practice seminars.	Action Amber
Audit of child protection plans.	Child protection plan audit completed in April 2012. Audit did not raise any issues about CP thresholds.		
Revised audit action plan to be agreed by the WSCB and then to be reported to the SIB. Board agreed further work to be done on the action plan as there had not been either progress or impact with some of the actions included in the action plan following the August Audit	S47 audit completed. Report including action plan presented at August SIB. Repeat audit took place in February 2013. Strategy and S47 protocol developed and S47 audit action plan reviewed.		

QAP sub-group reviewing single agency audits.	QAP sub-group agreed for members to bring single agency audits and/or a summary of audits undertaken, drawing out any themes. Where themes occur over a number of agencies, QAP sub-group to agree multi-agency audit topic as appropriate.		
Agree audit programme for 2013/14.	A Quality Assurance Framework was presented to the WSCB for approval on 16th April 2013. Associated with the overall Framework, a dataset was also presented and approved. This dataset will be the subject of scrutiny by the WSCB at every meeting. This dataset is a subset of a much larger dataset that is regularly interrogated by the Quality Assurance and Performance sub-group.		
WSCB to receive reports on agreed data set.	The dataset continues to be developed to reflect multi-agency information and relationship between early help; CAF; step up and step processes as they relate to prevention and safeguarding. QAP sub-group to provide reports to WSCB.	LSCB members use MI reports as part of a range of methods to assess and manage practice.	Action Green
2013/4 Section 11 audit taking place.	Findings from the 2012/13 Section 11 audit were reported to the WSCB in April 2013. Some audits not completed and follow up is taking place.	Feedback from S11 audit used to inform annual report and business plan.	Action Amber

5 Ensuring good governance

Priority Actions	Progress to date	Evidence	RAG rating
WSCB to set in place process for reviewing the effectiveness of the Board and its governance arrangements - to include assessing whether Board members are holding each other to account and that WSCB can demonstrate independence, transparency, accountability and challenge.	An external consultant was employed to assist with the governance review. Specification for the work was developed. Review was completed to the agreed timescale. New WSCB Chair was appointed in October 2012. WSCB conference took place. This included a strong focus on the Munro report and the journey of the child. WSCB will continue to lead on the multi-agency approach to Munro and journey of the child.	Process in place. WSCB members can provide evidence on independence, transparency, accountability and challenge.	Action Green
To produce and circulate 2012/3 WSCB Annual Report.	Format agreed and draft under discussion.	WSCB Annual Report 2012/13 produced and disseminated.	Action Green
To produce 2013/4 WSCB Business Plan.	Draft 2013/4 business plan developed.	WSCB business plan developed and circulated.	Action Amber
To update the WSCB risk action plan following each WSCB meeting.	Draft LSCB risk assessment been produced.	Risk management plans updated. Clear contingency plans in place.	Action Amber
To develop a Communication Plan which ensures that improvement and business plans are communicated to all relevant staff and partners - so that they understand their roles and	Website has been updated and ongoing maintenance planned. Joint meeting due in May 2013 with Local Safeguarding Adults Board and other key groups to discuss potential for shared communications strategy on key safeguarding themes. Safeguarding 'Roles and Responsibilities' document circulated with revised Safeguarding Thresholds guidance during March 2013.	Surveys of staff from different agencies indicate they are clear about their role.	Action Amber

responsibilities in delivering these objectives and improvements.			
<p>Meetings between Chair of WSCB and Children's Trust to take place twice a year.</p> <p>Chair of WSCB to send/ outline any specific requests of the Children's Trust and the Trust to formally respond.</p> <p>Annual review of the protocol between the Children's Trust and WSCB.</p>	<p>4th October – a joint Thresholds workshop was held by the Children's Trust and WSCB. Information discussions taking place on roles of the WSCB and Children's Trust. Children's Trust induction materials now have a stronger safeguarding focus. The protocol between the Children's Trust has been revised and approved by both the parties.</p>	<p>Revised protocol(s). From agendas and minutes.</p>	<p>Action Green</p>

Progress monitoring on all the actions listed above will continue via the WSCB Business Plan and associated sub-group action plans. Progress will also continue to be reported via the Safeguarding Improvement Plan.

Overall evaluation of the effectiveness of local safeguarding

Some progress has been made to the quality of children's service during 2012-2013. Whilst there is some progress, continued improvements in multi-agency working are required.

Further development and implementation of early help, early intervention and prevention services needs to be considered especially in relation to safeguarding and prevention of harm.

The increased use of the (Common Assessment Framework) CAF is required to support appropriate referrals to preventative and targeted services as well as appropriate referrals to Children's Social Care and Tier 4 multi-agency work.

The training programme requires an overhaul and then continuing development to reflect local and national priorities – this is being developed.

Specific areas of focus and ongoing development

Priorities for improvements in safeguarding practice:

The aim of the WSCB is to take over the role of the SIB (Safeguarding Improvement Board) in December 2013 and drive progress on:

- S.136 adherence.
- Disseminate the revised S47 protocol and Escalation Policy and ensure practice is understood.
- Ensure multi-agency training needs are regularly assessed and met – including ensuring a) adult services are equipped to identify issues of hidden harm and know when and how to use a CAF and b) children's services fully understand child sexual exploitation and how to respond.
- To disseminate lessons learnt from audits, quality assurance, Serious Case Review's and the Child Deaths Overview Process.
- Ensure the revised quality audit framework is followed, risks are recorded and effects mitigated. In addition, ensure the findings from the S.11 audit are used to shape effective safeguarding practice, responsibilities and accountabilities across the WSCB partnership.
- Develop a WSCB communication strategy and effective implementation plan.
- To maintain the financial commitment of the Local Authority and Partner Agencies to the development of multi-agency children's services and enable them to move out of the Improvement Notice.
- To further develop Early Help, Early Intervention, Prevention and the CAF process to support use of early help processes by Tier 2 and Tier 3 services.
- To further work to raise awareness and embed the Multi-Agency Safeguarding Thresholds document.
- To support appropriate referral to targeted and statutory tier 4 Children's Services.
- To ensure conversion rates (CAF to statutory child protection procedures) are indicating an effective journey for all children.
- To embed the WSCB and sub-groups to provide effective scrutiny and challenge to safeguarding and to hold all partner agencies and appropriate partnerships to account.
- Ensure the changes being implemented through the Adoption Reform Programme are achieved, including introduction of the new Prospective Adopter Report.
- Take forward recommendations made by the Members Scrutiny Task Group.

Leadership:

- Attendance at and membership of the WSCB needs to be stable and regular.
- The capacity (financial and other) of the WSCB to meet its statutory obligations needs to be addressed.
- The development of the Board and sub-groups needs to be continued.
- The WSCB needs to establish its authority and influence with the Local Authority and partner agencies and prepare for taking over the role of the Safeguarding Improvement Board as is the intention from December 2013.

Partnership Working:

- Commitment from all partner agencies to support the WSCB.
- Partner agencies to ensure resources to support the WSCB.
- Involvement of Adults Services in safeguarding.
- Provide multi-agency training programme and funding for this to meet safeguarding needs.
- Involvement of academies, schools and early years providers to ensure safeguarding arrangements.
- Involvement of school governors to ensure understanding and compliance with Safeguarding.
- Ensure the workforce is trained in revised Working Together 2013 guidance and able to apply its principles in practice.

Early Help, Early Intervention and Prevention:

- Finalise the joint WSCB and Children's Trust Early Intervention Strategy.
- Further development of Early Help, Early Intervention and Prevention services.
- To embed the use of the Common Assessment and the CAF process.
- To increase the appropriate use of the Common Assessment by professionals.
- To reduce the number of referrals inappropriately referred to Children's Services.
- Ensure training needs are provided to support multi-agency professionals in providing early help services.
- To support Adults Services be aware of, and to use the CAF.
- To work with Adults Services in developing their use of the Think Family approach.

Child Sexual Exploitation (CSE)

- In view of the broadening of the CSE Strategy remit to include additional groups of vulnerable young people, review the appropriateness of the CSE Strategy and resulting action plan and identify areas for further focus and development.
- There has been a change to the definition of 'missing person' used by Wiltshire police. This will have an impact on the way in which the police and other agencies respond to children who go missing. This will need to be carefully considered and reflected in the development of the CSE Strategy as well as in individual cases. As appropriate the WSCB will challenge Wiltshire Police where or if the change to the definition is found to be having a negative impact on the ability to identify and safeguard children and young people.

E-Safety

- Lead on the development of an effective multi-agency E-Safety policy.
- Develop communications to raise awareness, educate and support practitioners in identifying and dealing with e-safety issues.

Radicalisation

- Understand the risk and implications of radicalisation for Wiltshire and develop an effective range of support tools for practitioners to help them identify young people at risk of radicalisation and offer effective support.

The above areas for development will form the basis of the WSCB business plan. The Business Plan will set out for each sub-group the detailed actions to be undertaken to address these areas for improvement/activity.

Challenges from the WSCB

Challenges from the WSCB for the Children's Trust for 2013- 2014

- To recognise the independence of the WSCB in its statutory role to scrutinise and hold to account the Local Authority and all partner agencies in leading safeguarding.
- To recognise the independence of the WSC Board, Chair, management and functions.
- To support the work of the WSCB through the effective provision of early help, early intervention and prevention services supporting concerns for children, young people and their families.
- To promote appropriate thresholds criteria and joint working at Tier 2 and 3 of the thresholds criteria.

Challenges from the WSCB to the Health and Wellbeing Board for 2013- 2014

- To recognise the independence of the WSCB in its statutory role to scrutinise and hold to account the Local Authority and all partner agencies in leading safeguarding.
- To recognise the Independence of the WSC Board, Chair, management and functions.
- To provide assessments and strategies to provide for the care of children, young people and their families in need of safeguarding, resources to support the reduction of need, and where requiring their safeguarding needs to be taken forward by the Local Authority and Partners, to support and promote their health and wellbeing.

WSCB Budget

The WSCB Budget Report and position was taken to the November 2012 Board. This was a year of high WSCB budget spend, largely in response to the recommended changes following the Ofsted Report. Work has taken place in March 2013 to address the high spend during 2012-2013 and how this is being managed in the next year. The WSCB received income from the following partners:

Income From Agency	2011/12	2012/13
C/fwd from previous year	56,922	133,000
Wiltshire Council	71,280	77,280
Wiltshire Council additional amount	-	50,100
Funding of redundancies	-	38,410
Health (CCG)	28,305	28,305
Police	13,260	13,260
Probation	5,610	5,610
CAFCASS	550	550
Total fund available	175,927	346,515

Wiltshire Council amount includes £6,000 from Early Years for 2011-2012 and for 2012-2013. An additional amount of £50,100 was contributed by Wiltshire Council for 2012-2013 to support the developments planned following the Ofsted Report.

WSCB expenditure 2012-2013	
Salaries including costs	144,065
Governance	4,677
S47 training	2,498
Special projects	20,921
QA management project	34,395
Advertising	3,398
Training	16,000
Independent Chair	28,875
Serious Case Reviews	14,227
Rapid Response	7,333
SWCPP annual contribution	750
Bristol University Contract CDOP	13,906
Parenting Handbook	23,958
Barnardo's advocacy contract	10,000
Supplies and services	10,498
Overheads paid to Wilts Council	2,200
Total expenditure	337,701

WSCB Training Programme

The Ofsted inspection and subsequent action plan highlighted the inadequacy of the WSCB training programme to equip staff across agencies with the knowledge and skills they need to be confident in managing safeguarding issues and understanding the relationship between early help; targeted support and child protection. The training programme is a priority area for the WSCB through the Workforce Development sub-group.

The Workforce Development sub-group has reviewed the funding arrangements for the multi-agency training programme, including costs of trainers; administrative support; venues etc. The WSCB has not in the past overseen this budget. There has been confusion for agencies regarding payment that was received via the 'memorandum of understanding' as to what this payment entitled the agency to access. Equally, where payments were made directly into the WSCB budget it is not clear which agencies this covers or for what.

In order to deliver a comprehensive multi-agency child protection training programme that reflects local and national priorities and areas for improvement as outlined in the Improvement Plan, the WSCB has agreed that all contributions to the Board from agencies needs to come into the main budget. From that, funding for the training programme will be made. All non-contributing agencies (e.g. academies; voluntary organisations) will be charged for attendance at any of the courses at a set rate per person per day to cover costs.

Agency contribution toward training via 'memorandum of understanding'

Training Contributions 2012-2013	
Early Years	13,905
Police	1,915
Salisbury NHS Trust	720
Army Primary Healthcare	2,600
Great Western Hospital NHS Foundation	11,515
Total Partner Contributions	30,655

Total income currently allocated for training (including £16k from main WSCB budget with above)	46,655
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Current costs for delivering the *existing* training programme are as follows:

Training expenditure 2012-2013	
WSCB Trainer (including on-costs)	41,000
Additional external training contract	15,000
Venues and refreshments	20,000
Administrator	19,000
Total costs	95,000

This indicates a shortfall of approximately £50,000 for the training budget in 2013-14 and future years. The Independent Chair has asked members to revise their funding arrangements for 2013-14 to ensure that there is sufficient in the budget to cover the main business and training programme.

Concluding comments from the Lead Member for Children's Services

I welcome the annual report of the new WSCB.

The Chairman comments that the previous Board failed in its role to ensure all agencies and services were keeping Wiltshire's children safe. The annual report reflects the work the WSCB has done in 2012/13, and it is now in a stronger position to assess whether children and young people are protected. This is a good start, but there is still much to do.

It is essential that good performance information is available, and that the multi-agency audit process is improved. With good management information, feedback on the quality of practice from audits and the views of children, young people and families, WSCB members will be able to triangulate the information to improve safeguarding practice in Wiltshire. It is essential that the Board challenge this information and are not prepared to accept anything at face value.

As Lead Member I look forward to working with, and being challenged by the WSCB to ensure we keep our children safe.

Laura Mayes

Councillor and Lead Member for Children's Services

Where to find further information and detail about the work of the WSCB:

Website www.wiltshirelscb.org

Wiltshire Safeguarding Children Board Independent Chair:

Clifford Turner Phone via the WSCB Administrators or email Clifford.Turner@wiltshire.gov.uk

Wiltshire Safeguarding Children Board Advisor:

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How to contact us if you have a comment or question about the content of this report:

Please contact Karen Stokes or Becky Tucker in the first instance.

Appendix A

WSCB sub-groups

1. Child Death Overview Panel sub-group

Purpose:

Collect and analyse information about each child death with a view to –

- identifying any death where, on evaluating the available information, the Panel considers there may be grounds to undertake further enquiries, investigations or a SCR and explore why this had not previously been recognised;
- identifying any matters of concern affecting the safety and welfare of children in the area of the authority; and any wider public health or safety concerns arising from a particular death or from a pattern of deaths in that area;
- implementing procedures for ensuring that there is a coordinated response by the authority, their Board partners and other relevant persons to an unexpected death;
- informing the Chair of the LSCB where specific new information should be passed to the coroner or other appropriate authorities;
- monitoring the support and assessment services offered to families of children who have died;
- advising and monitoring the LSCB on the resources and training required locally to ensure an effective inter-agency response to child deaths;
- providing relevant information to those professionals involved with the child's family so that they, in turn, can convey this information in a sensitive and timely manner to the family;
- identifying any public health issues and considering, with the Director(s) of Public Health, how best to address these and their implications for both the provision of services and for training; and
- cooperating with regional and national initiatives – for example, by the Centre for Maternal and Child Enquiries (CMACE) – to identify lessons on the prevention of child deaths.

Membership:

Name	Role and Organisation
Amy Bird	Consultant in Public Health, NHS Wiltshire (Chair)
Simon Lenton	Consultant Paediatrician & Named Doctor Child Deaths, Sirona
Paul O'Keeffe	Consultant Paediatrician, Great Western Hospital
Janet Janeway	Public Health Specialist, NHS Swindon
James Dunne	Public Health Nurse, Child Health & Designated Nurse for Looked After Children, NHS Wiltshire
Maggie Rae	Corporate Director, Wiltshire Council
Christina Rattigan	Head of Midwifery, Great Western Hospital
Fiona Coker	Head of Midwifery, Salisbury Foundation Trust
Helen Crystal	Designated Nurse, NHS Swindon
Lucy Young	Head of Safeguarding, Swindon Borough Council
Matt Stone	Wiltshire Police
Vicky Sleep	CDOP Manager, University of Bristol

2. Early Intervention sub-group

Purpose:

To safeguard children and young people in Wiltshire by overseeing the development and monitoring the effectiveness of Early Intervention services and systems. This includes:

- To ensure that all staff who work with children and young people, and adults who are parents, are aware of and use the Safeguarding Thresholds Document.
- To monitor the use of the CAF and assess the impact on children and young people of Early Help.
- To oversee and review the Early Intervention strategy and the delivery of its implementation plan.
- To raise any issues which create barriers to the implementation of effective early intervention and to look at potential solutions.
- To set out Wiltshire's Early Help Offer in line with the Munro Report.
- To oversee the implementation of the Children's Trust Workforce Strategy which has a focus on promoting awareness and confidence in using the Safeguarding Thresholds Document.
- To ensure links with the development of the SEND service.
- To monitor outcomes for key vulnerable groups (as listed in 'Working Together to Safeguard Children March 2013').

Membership:

Carolyn Godfrey	Chair, Corporate Director, Children 's Services, Wiltshire Co.
Nicola Bennett	Manager, Safeguarding Quality Assurance, Children's Services, Wiltshire Council
Steven Bennett	Headteacher, Churchfields School (Primary Heads Forum rep)
Martin Cooper	Inclusion Manager, Behaviour and Attendance, Children's Services, Wiltshire Council
Cathy Cooper	Assistant Headteacher St Laurence School, Chair of Bradford On Avon Multi-Agency Forum
Angela Everett	Early Years Inclusion Manager, Early Years & Childcare, Children's Services, Wiltshire Council
Carol Grant	Headteacher, Pewsey Vale School (Wilts Assoc. of Secondary School Heads rep/alternate)
Karina Kulawik	Manager for Inclusion, Children's Services, Wiltshire Council
Jenny Lawrie	Headteacher, The Trafalgar School, Downton (Wilts Assoc. of Secondary School Heads rep/alternate)
Catherine Mercer	County Manager, 4 Children (Voluntary Sector Forum rep/alternate)
Michelle Morris	Wiltshire Families' First (Voluntary Sector Forum rep/alternate)
Mike Smart	43 (Wessex) Brigade Welfare Support Officer, Army Welfare Service
Mal Munday	Head of Integrated Youth Service, Children's Services, Wiltshire Council
Sally Pullen	Youth and Communities Affairs Officer, Wiltshire Police
Val Scrase	Head of Children & Young People's Community Health Services (Wiltshire) Great Western Hospitals NHS Foundation Trust
Julie Upson	Workforce Development Lead, WSCB
Mary O'Malley	Lead Commissioner (Early Intervention), Commissioning & Performance, Children's Services, Wilts Council.
Amy Bird	Consultant for Public Health, Wiltshire Council
Nick Bolton	Personal Development Adviser (Drugs) Schools & Learning, Children's Services, Wiltshire Council
George O'Neill	Head of Commissioning (Mental Health Services for Adults), Wiltshire Council
Terence Herbert	Head of Service, Community Safeguarding Children's Services, Wiltshire Council
Julia Cramp	Service Director, Commissioning and Performance, Children's Services, Wiltshire Council

3. Policy and Procedures sub-group

Purpose:

- Develop policies and procedures for the WSCB.
- Evaluate Wiltshire policies and procedures presented to the sub-group.
- Continued to contribute to the development and standardisation of regional procedures as a member of the South West Child Protection Procedures.
- Review all protocols of the WSCB and ensured they were relevant and up to date.

- Ensure regular liaison between this and the workforce development sub-group to inform the group of new procedures requiring training for workers or inclusion in the programme.

Membership:

The chair of this virtual group is Nicola Bennett, Safeguarding Quality Assurance. Members will be identified depending on the policy/procedure being considered.

4. Prevention of Harm sub-group:

Purpose:

- To ensure the ongoing development of good practice in respect of inter-agency work to safeguard children in Wiltshire.
- To identify groups of children and young people who are particularly vulnerable (children in need as per section 17 of the Children Act 1989 and those included Chapter 1 para 5 of Working Together to Safeguard Children – March 2013) whose needs are not effectively being met and begin to identify ways of meeting these needs.

Membership:

Name	Role and Organisation
Fiona Fitzpatrick	Service Director Children's Social Care and Integrated Youth Support, Wiltshire Council
Amanda Bennett	Lead Commissioner Family & Parenting, Wiltshire Council
Pippa McVeigh	Public Protection Manager, Wiltshire Council
Emma Seria-Walker	Public Health Consultant, Wiltshire Council
Mal Munday	Head of Service: Integrated Youth & Family Support, Wiltshire Council
Jerry Dawson	Detective Superintendent, Public Protection Department Lead, Wiltshire Police
Katie Currie	Teenage Pregnancy Coordinator, Wiltshire Council
Nick Breakwell	Strategic Policy Manager/LADO, Wiltshire Council
Jackie Charlton	Assistant Team Manager, Wiltshire Council
Janet Bowen	Named Nurse for Safeguarding Children Great Western Hospital NHS Trust
Lauraine Jones	Lead Commissioner, Substance Misuse, Wiltshire Council
Jane Murray	Named Nurse for Safeguarding Children, Salisbury NHS Foundation Trust
Catherine Clark	Planning and Development Manager , Safeguarding Swindon Borough Council
Michelle Maguire	Head of CAMHS, Swindon, Wiltshire and BaNES
Laura Fairgrieve	Wiltshire Probation Trust

5. Quality Assurance and Performance sub-group

Purpose:

- Develop a Performance Management Framework for the monitoring of the effectiveness of the work undertaken by Wiltshire Safeguarding Children Board and partners in terms of impact on children’s welfare.
- Develop quality assurance mechanisms for monitoring the effectiveness of the functioning of the WSCB in order to ensure continuous improvement.
- Utilise both quantitative and qualitative methodologies and analysis to provide an accurate position in relation to all aspects of safeguarding children.

- Undertake and quality assure, on behalf of the WSCB Children Act 2004 Section 11 audits, action plans and evidence completed by all member agencies under the nine areas. This will be a continual process of monitoring and improvement of quality.
- Consider single agency audits brought to the sub-group and consider multi-agency audits where themes emerge.
- Plan and develop themed audits in relation to relevant areas of interest or areas requiring further analysis as a result of performance information, inspection findings and/or serious case reviews.
- Utilise WSCB procedures, practice guidance and research as benchmarks to measure the effectiveness of multi-agency and single agency work by the WSCB and its partners.
- Liaise and work with other WSCB sub-groups to disseminate learning, developments in policies and practice and improve multi-agency responses to safeguarding.

Membership:

Standing Members

Name	Role and Organisation
Nicola Bennett (Chair)	Head of Safeguarding Quality Assurance, Wiltshire Council
Gary Campbell	Interim Quality Assurance Manager, Wiltshire Council
Lynda Cox	Head of Performance Management and Information, Commissioning and Performance, Wiltshire Council
Karen Littlewood	Designated Nurse Safeguarding Children Directorate of Nursing & Patient Safety, NHS BaNES & NHS Wiltshire Cluster
Fiona Finlay	Designated Doctor for Safeguarding, Wiltshire
Mike Selbie	Public Protection Department, HQ Protective Services, Wiltshire Police
Fiona Fitzpatrick	Interim Service Director, Children's Social Care and Integrated Youth Services, Wiltshire Council
Blair Keltie	Integrated Youth Safeguarding & Offending Service Manager, Wiltshire Council
Deborah Murphy	Service Manager, CAF/CASS
Pier Pritchard	Principal Social Worker, Wiltshire Council
Jayne Hartnell	Adviser for Self Evaluation & Pupil Tracker, Education Services, Wiltshire Council
Lisa Flynn	Wiltshire Probation Trust
When appointed	Named GP
Andrew Carr	Wiltshire Police
Ceri Burton	Conferencing and Reviewing Service Manager, Children's Services, Wiltshire Council
James Dunne	Designated Nurse for LAC, Public Health, Wiltshire Council

6. Serious Case Review sub-group

Purpose:

- To ensure cases where children or young people are involved in serious incidents are reviewed and any lessons learned are incorporated into organisations safeguarding arrangements to improve the safety and wellbeing of children.
- To undertake reviews of individual cases where the panel believe there are valuable lessons for multi-agency safeguarding practice.
- On behalf of the WSCB lead on any actions and/or learning arising from completed reviews; and to ensure that all contributing agency action plans are implemented and monitored effectively.
- To recommend to the WSCB Board any practice, policy or procedural changes.
- To convene a SCR Panel following the decision to undertake a serious case review.

Membership:

Name	Role and Organisation
Karen Littlewood (Chair)	Designated Nurse Safeguarding Children Directorate of Nursing & Patient Safety, NHS Wiltshire (From March 2013 NHS Wiltshire Clinical Commissioning Group [CCG])
Fiona Finlay	Designated Doctor, NHS Wiltshire (From March 2013 NHS Wiltshire CCG)
Terence Herbert	Head of Service, Community Safeguarding, Children's Services, Wiltshire Council
Nicola Bennett	Head of Safeguarding Quality Assurance, Wiltshire Council
Deborah Steele	Schools Advisor, Wiltshire Council
Stacy Davis	Wiltshire Police

7. Workforce Development sub-group**Purpose:**

- Commission and implement a suitable multi-agency training program for the WSCB.
- Monitor and evaluate the quality and effectiveness of the WSCB training program.
- Ensure the WSCB training program is established within the context of current local and national policies, research and practice developments.
- Provide a training programme which meets the identified multi-agency training needs.
- Ensure standards are met for the delivery of each training event.
- To maintain links with the Quality Assurance & Performance (QAP) and Serious Case Review sub-groups and to ensure learning from these groups is incorporated into the WSCB training program.
- To monitor allegations against the workforce, to ensure good practice is identified and areas for improvement and lessons learnt are embedded into the training programme.
- To receive a quarterly report from the LADO to ensure learning of themes and trends.
- To receive quarterly reports from Workforce Development, Wiltshire Council.
- To ensure the consistency of Safer Recruitment practices, training and clear policy across all agencies in the area.

Membership:

Name	Role and Organisation
Kier Pritchard	Detective Chief Superintendent, Head of Protective Services, Wiltshire Police (Chair)
Nicola Bennett	Head of Safeguarding Quality Assurance, Wiltshire Council
Fran Twohey	CAMHS - Swindon, Wiltshire & BANES
Carrie Ferguson	Named Nurse, Great Western Hospital NHS Trust
Deborah Steele	Schools Advisor for Child Protection & Safeguarding, Wiltshire Council
Terence Herbert	Head of Service, Community Safeguarding, Children's Services, Wiltshire Council
Jackie Chipping	Principal Social Worker, Wiltshire Council
Julie Upson	Workforce Development Lead, WSCB
Vicky Brady	Wiltshire Police
Jeremy Fletcher	LADO, Wiltshire Council
	WSCB Manager
Kate Riddle	Oxford Health (RNU)
Sarah Clover	Early Years, Children's Services, Wiltshire Council
Carolyn Beale	Children & Families Voluntary Sector Forum
Education	Currently seeking representation

Appendix B

Progress that has been made against the actions outlined in the last Annual Report:

Scrutiny and Accountability:

In the 2011-2012 Annual Report we said we would:

'Review the protocol with the Children's Trust and ensure that it properly holds the Trust to account for commissioning effective support and services to safeguard children.'

The Protocol between the WSCB and the Children's Trust was written in November 2012 and approved in March 2013.

The WSCB will be requesting a copy of the Trust's annual report and will consider any additional information or queries/challenges it may have.

'Request that its Independent Chair has a place on the Children's Trust Commissioning Executive.'

This has been actioned and the Independent Chair is a member.

'Put in place a protocol with the Health and Wellbeing Board to ensure that the HWB plays a full role in overseeing safeguarding practice.'

This work is still to be completed.

'Submit the 2011/12 Annual Report to the Health and Wellbeing Board.'

The Annual Report will be submitted to the Health and Wellbeing Board in October.

QA Framework and Audit

'Ensure that a multi-agency s47 Audit is completed and scrutinise the completion of its recommendations.'

A multi-agency S47 audit took place in October 2012. This was seen as a base-line with actions to improve practice. A follow-up multi-agency S47 audit took place in February 2013.

This established that progress had been made. An updated Action Plan has been written alongside the Strategy Discussion/S47 protocol and is currently out for consultation.

'Put in place a quality assurance framework for the Board which includes a multi-agency integrated dataset, scrutiny of single agency audits and a programme of multi-agency audits.'

A WSCB Quality Assurance and Performance (QAP) Framework has now been developed. The QAP sub-group is refining this further to ensure it reflects multi-agency as well as single agency performance data, in order to inform the WSCB of performance and issues across all WSCB agencies. Single agency audits have been undertaken and there has been a programme of multi-agency audits.

'Fund an LSCB multi-agency data post to coordinate, collate, and analyse multi-agency data.'

A Quality Assurance Manager post has been established to coordinate, collate and analyse multi-agency data. This post has been filled by an Interim Quality Assurance Manager and will be permanently recruited to in 2013.

'Put in place systems to scrutinise implementation of multi-agency audits.'

The Quality Assurance and Performance sub-group of the WSCB has overseen and scrutinised a programme of multi-agency audits and has developed a programme of audits for the coming year. The findings of these and any specific themes or further areas for development are scrutinised within the QAP sub-group and regular reports provided to WSCB. Children's Services also undertakes monthly themed audits, agreed with the QA Manager, the findings of which are discussed within the Audits Group, lead by the Service Director for Children's and Integrated Youth Services. The audit group is also attended by the Head of Safeguarding Quality Assurance and QA manager.

S11 Audit

'Review and update the S11 Audit tool with Swindon, and pilot this with the agencies that did not submit in the last tranche.'

The S11 Audit was reviewed jointly Swindon. Changes were made to the Audit Tool, which will be further reviewed during 2013. The changed Audit Tool was trailed in November 2012 by the four Agencies that had been unable to submit their 2012 S11 Audits. In March 2013 the programme of the S11 Audits was agreed for 2013, with a Peer Review and Action Plan requirement, completion is due in September 2013.

WSCB Budget

'Arrange a review of key agency contributions.'

The November 2012 Board reviewed the Budget without changes to Agency contributions. There had been a significant increased contribution from Wiltshire Council and a sizeable rollover from previous years.

'Ensure that there is a plan in place to manage the under-spend over the next two financial years.'

The under-spend has supported the development work of the WSCB during the changes in 2012-2013, was reviewed at the November 2012 Board and in work in March 2013.

'Re-profile the budget to better reflect the partnership arrangements.'

Wiltshire Council provided additional monies for the WSCB during 2012-2013. The November 2012 Board left this unchanged. Work in March 2013 has raised this as a matter for further planned discussion for the WSCB.

'Ask the new Principal Accountant for Children's Commissioning and Performance to provide regular financial reports to the Board and the Executive.'

The Principal Accountant for the WSCB attended and reported to the November 2012 Board. In work in March 2013 the matter of the Principal Accountant attending Board meetings has been raised and will attend the June 2013 Board for discussion with a full report and breakdown of predicted expenditure for 2013-2014 and issues needed to be discussed at the Board.

Communications and Awareness

'Decide whether to set up a communications sub-group.'

This did not happen, however the Interim WSCB manager has recently attended a joint WSAB/WSCB meeting to consider the benefits of a joint communications strategy. A draft communication strategy has been developed by the Independent Chair and was presented to the Board meeting in April 2013.

'Develop a new website.'

The WSCB website has been re-launched in late 2012-2013.

'Hold a multi-agency Safeguarding Conference that looks at a child's journey.'

A WSCB Conference was held focusing on the Child's Journey in March 2013.

'Hold local Safeguarding fora to brief and engage with staff in localities'

WSCB forums have been held in relation to disseminating lessons from SCR's. Safeguarding forums, conferences and local events will be organized as relevant to the business of the WSCB.

Safer Recruitment and Training:

'Create and implement a 'Post Training Feedback Form' to evaluate the impact of a training course on attendees' practice after 3 months'

This is now in place through the use of Survey Monkey and is used to dip sample impact on practice from delegates on specific courses. The return rate is approximately 25%. An outline of responses received indicates that the training is effective in making participants more confident in sharing information appropriately; responding to concerns; more aware of their roles and responsibilities; signposting sources of advice and support and to be more effective in their role to safeguard children and young people.

'Deliver multi-agency training about S47 processes'

The existing Advanced level training needs to be reviewed to reflect the agreed process for S47 enquiries, however further work is required to update those who have already completed required multi-agency training; other avenues beyond multi-agency training across WSCB agencies need to be explored.

'Deliver specialist training about working with highly resistant families'

This will be considered within the Workforce Development sub-group and WSCB Action Plan.

'Ensure that all agencies are clear about safeguarding training requirements'

Guidance explaining the levels training and who should attend which level is available on the Wiltshire Pathways website and will be included on the WSCB website.

Interagency Child Protection Training has continued to be delivered at Advanced and Foundation levels with over 1,400 delegates attending. There are also updates available at both levels. A new WSCB and Children's Trust and Workforce Development Lead was appointed in June 2012 and took over line management for the Staff Development Team (who administer and deliver some of the training) in December 2013.

A new Quality Assurance Framework was implemented in July 2012 and there is ongoing work to evidence impact on practice. In addition two quarterly reports have been produced for the WSCB Training sub-group, now part of the WSCB Workforce Development Group. Training evaluations from delegates continue to be positive however there is a need to develop the training programme so that it is comprehensive and reflects local and national developments/research. This will be taken forward by the sub-group, where a training strategy and revised programme is being developed and will be included in the Business Plan.

Child Sexual Exploitation (CSE):

'Ask the Child Sexual Exploitation sub-group to also consider young people who go missing.'

The Prevention of Harm sub-group established a broader remit reviewing children and young people likely to suffer harm. This includes young people who go missing, domestic violence, children with disabilities as well as other groups likely to suffer harm.

Work commenced in early 2012 in response to emerging national research and government guidance regarding child sexual exploitation. A multi-agency group met several times, chaired by a Detective Superintendent of the Police.

Initial progress includes raising awareness of child sexual exploitation amongst WSCB members leading to identification of strategic leads for the issue in each agency/organisation. There is now a 'task and finish' group to develop assessment and identification and local protocols and response to young people vulnerable to CSE, including training requirements for professionals.

The WSCB and Wiltshire Council signed up to Barnardo's "Cut them free" campaign, and changes have been implemented to case reporting to include consideration of child sexual exploitation cases.

Child Death Overview Panel (CDOP):

'Receive a presentation of the findings and implications of CDOP's work in reviewing child deaths.'

A presentation to the WSCB took place in April 2013.

'Work jointly with the Children's Trust to ensure that plans are in place to monitor and report on low birth weight and to report back annually to both partnerships.'

At present low birth weight is not included within the data dashboards for either the Children's Trust Commissioning Executive or the WSCB. The WSCB dashboard is currently under review and this would provide an opportunity to include data on this high level public health indicator within the dataset.

A paper on trends in child and infant deaths was presented to the Children's Trust Commissioning Executive in September 2012 which highlighted the links between infant mortality and low birth weight.

Information on low birth weight births is included within the Joint Strategic Assessment which is shared with all partners.

'Support a campaign to encourage parents-to-be and parents to stop smoking.'

All pregnant women discuss smoking with their midwives as a core part of antenatal care. The Wiltshire Stop Smoking Service, delivered by Public Health, offers specific targeted support for pregnant women and will also provide support for partners. This includes resources promoting the services for use around settings used by pregnant women and their families. Funding has also been identified to pilot a Smoking Champions programme in the midwifery service at Salisbury Foundation Trust, if successful in increasing access to Stop Smoking services and reducing rates of smoking at delivery this will be rolled out to other providers of maternity care for Wiltshire families.

Serious Case Reviews (SCR):

'Ensure that the Serious Case Review on Child H is completed on time.'

In March 2012, the decision was taken that a serious case review should be undertaken on the case of an infant subjected to serious injury, known as Child H. The review was completed in September 2012, and was within the six month timeframe for the completion of serious case reviews.

'Scrutinise and monitor the single agency action plans from Child G and Child H SCRs.'

Given the number of outstanding actions from the Child G and Child H serious case reviews, and the involvement of Wiltshire in two cross-county serious case reviews, an interim Project Lead for Serious Case Reviews was appointed in mid January 2013 to oversee the process. Information concerning the progress of action plans has been requested from all agencies involved in the serious case review. Updated action plans will be scrutinised at an extraordinary meeting of the Serious Case Review sub-group.

'Disseminate the lessons from Child H Serious Case Review. Incorporate actions identified for the LSCB into its Business Plan.'

'Ensure that all agencies are aware of key lessons from national Serious Case Reviews.'

In the last quarter of 2012-2013 a series of 3 SCR Learning Lessons sessions was commenced at 3 venues across the County. Information on Child H and National Learning from Serious Case Reviews was successfully disseminated to over 150 multi-agency staff members. The Improvement notice requires Wiltshire LSCB to ensure that lessons are learnt from national serious case reviews.

Independent Child Protection Chairs Service:

'Demonstrate that it has acted on feedback from consultation with children and young people on safeguarding. And -

Receive reports from the Child Protection Conference Service about the experience of parents and children and young people who have attended a conference.'

On average 3 young people a month have attended their Child Protection Conference AND completed an evaluation form. The evaluations began in August 2012 and have been collated and analysed on a monthly basis, Feedback is positive from those young people who have attended conference but numbers of evaluations are very low.

A meeting has taken place with Viewpoint in order to look at how consultation with young people so that they are encouraged to both attend conference and/or give feedback on their experience of conference and how conferences can be improved. This should help gather more and better quality information from young people in order to further improve conferences. The advocacy contract also needs to reflect the needs for consultation and feedback.

Evaluations from parents and professionals have been reported on a monthly basis within the report that is completed detailing the performance of the child protection conference chairs. Views of professionals regarding the chairing process have been positive. Views of parents are also positive with regards to chairing; feedback regarding the process and understanding of the reasons and preparation for conference are variable.