



## **1. WSCB Purpose and vision**

The WSCB is the key statutory mechanism for agreeing how the relevant organisations in each local area cooperate to safeguard and promote the welfare of children in Wiltshire. The purpose of the WSCB is to hold each agency to account through challenge and scrutiny and ensure that safeguarding children remains high on the agenda across the partnership area. The core objectives of an LSCB 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.

Its duties are to:

- Produce and disseminate safeguarding policy and procedures
- Raise safeguarding awareness
- Monitor and evaluate safeguarding work
- Contribute to planning and commissioning
- Make sense of safeguarding data
- Conduct serious case reviews

## **2. National and local context**

Nationally, key themes high on the agenda have been around:

- Child Sexual Exploitation (CSE)
- E-safety
- Early help, intervention and prevention

Revised Working Together statutory safeguarding guidance was published in March 2013 which promotes less bureaucracy, more professional judgement and healthy challenge, early intervention and greater flexibility around service delivery (whilst ensuring that all services remain child-focused and responsive to the child's need in a timely way).

In Wiltshire, a full Ofsted inspection of safeguarding and looked after children services was held in March 2012 which resulted in an "inadequate" rating for the overall effectiveness of safeguarding services (but with an "adequate" rating for capacity to improve). The WSCB itself (or Wiltshire LSCB

as it was known at the time) was criticised for failing to spot the inadequacies through good quality auditing, effective action tracking and rigorous challenge. In addition, a WSCB governance review during late 2012 identified operational issues which hindered the ability of the WSCB and its sub-groups to operate effectively and in a coordinated way.

These factors, coupled with an understanding of a) progress made over the past year [as described in the WSCB 2012/13 Annual Report] and of b) key learning from Child Death and Serious Case Reviews, inform the priorities and key actions the WSCB must complete and oversee during the next 12 months.

### **3. WSCB Business Plan - Priorities**

The WSCB action plan for 2013-14 reflects the priorities set out above plus actions which have already been identified on their work plan during the course of the previous year. Each priority may have contributions and actions required from a number of sub-groups, as appropriate.

## WSCB Action Plan 2013-2014

	Priority	WSCB/ sub-group Lead	Planned activities and progress	Timescale (incl. scheduled report back to WSCB)	Outcome/Evidence	1 <sup>st</sup> review October 2013 Update Dec 2013
1.	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.	WSCB	<p>Discussion at WSCB re future funding arrangements to ensure accountability and ability to deliver board work programme</p> <p>WSCB partners to make agreed appropriate financial contributions to Board business, including the training programme. Chair to write to all members setting out expectations re funding</p>	<p>June 2013</p> <p>August 2013</p>	<p>Agreed funding arrangements in place to support effective delivery of Board Business</p> <p>The WSCB programme is sustainable, fully financially supported by all agencies</p>	<p>Wiltshire Police - The Office of the PCC is now responsible for the payment of any invoice received in respect of LSCB business. The funding request is therefore currently with the OPCC for their consideration with a recommendation that payment should be made.</p> <p>NHS Wiltshire CCG is committed to their financial contribution to the WSCB.- Paid</p> <p>Discussions with some partners regarding financial contributions being taken forward by the Chair</p>
2.	Commitment from all partner agencies to support the work of WSCB.	WSCB	All members attend and contribute actively to the work of the Board	June 2013	Attendance at and contributions to Board and its subgroups	<p>CCG attendance on board and all sub groups.</p> <p>Attendance and Representation on the Board and sub-groups to be revisited by Chair with</p>

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						members March 2014
3.	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.	All Chairs	Regular feedback from all chairs at each Board meeting. Next meeting of all chairs scheduled	September 2013	Circulated papers and minutes of meetings	Sub-group chairs reports submitted to each board – verbally or in writing. Ongoing review of performance and effectiveness of sub-groups by Chair
4.	Develop a WSCB communication strategy and effective implementation plan.	WSCB - Manager	A communication strategy is in place  Quarterly WSCB newsletter  Up to date WSCB website	February 2013  July 2013 and quarterly August 2013	Board has approved and is on WSCB website Newsletter complete and disseminated Website contains relevant, up- to-date information	Completed JU, Board Manager will develop further the communication strategy by 31 <sup>st</sup> March 2014. Newsletters have been produced, Website revised and regularly updated
5.	Ensure the changes being implemented through the Adoption Reform Programme are achieved, including introduction of the new Prospective Adopter Report.	WSCB	Report to be requested by the end of the year	December 2013	Report shows evidence of implementation	outstanding
6.	Take forward recommendations made by the Members Scrutiny Task Group.	WSCB	Minutes being shared with Scrutiny. WSCB Annual report to be discussed next month	August 2013	Scrutiny minutes will evidence discussion	completed
7.	Attendance at and membership of the WSCB needs to be stable and regular.	WSCB	To be monitored and reported in the annual report. Regular absences to be taken up by chair with agency involved, including in sub-groups. All members will undertake induction including signing up to WSCB	July 2013 and annual	Annual report includes this data  All WSCB members have received induction and have signed up to WSCB principles and	Commitment to the board and sub-groups has been good though there are resource pressures Membership and attendance is being

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					work programme	reviewed in the light of changes to agency structures
8.	The development of the Board and sub-groups to be continued.	WSCB	A series of development sessions to be delivered on relevant subjects to WSCB  CP processes CSE Allegations management	October 2013 and quarterly	WSCB and sub-group members understand their own and other agency issues and responsibilities in safeguarding; child protection and related matters	These are now happening following or before each board meeting. Attendance has been low. Thus far development sessions on CP processes and audits have been delivered Planned 1 hour sessions after each board meeting
9.	The WSCB 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.	WSCB	Ensure that appropriate governance arrangements and capacity is in place Initial training delivered in May to ensure that Board members are competent. Further training to be commissioned in the autumn on good practice in auditing	August 2013  May 2013  October 2013	Membership of Board and subgroups is secure  Staffing is sufficient to fulfil required functions  Quality of discussion as recorded at Board meetings	Peer review in Dec. 2013 advised WSCB now meeting expected standards and appropriate governance arrangements in place
10	To disseminate lessons learnt from audits, quality assurance, Serious Case Review's and the Child Death Overview Process.	WSCB	Sub-groups established; TOR's in place; meetings happen regularly and actions agreed taken forward and reviewed.  Annual report from CDOP received by WSCB and any issues/themes arising are flagged to WSCB	April 2013  May 2013 and ongoing  Standing item on	Action trackers used; minutes reflect effective oversight and review of relevant issues – WSCB receives regular reports from sub-group re activity and any specific issues flagged  Annual report available and considered by WSCB and as above	Completed  Completed

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			SCR Panel identifies any lessons for practice and actions required as a result and co-ordinates action plans.  SCR Panel provide annual report re activity to WSCB and cases considered including key themes and issues	Board agenda  February 2014	Annual report on activity and above	Ongoing
		QA	Provide annual report on activity to WSCB;  Establish multi-agency audit programme on key priorities/agreed themes.	February 2014  July 2013	As above	Completed  Audit programme in place including review of specific question of WW and reporting to WSCB
11	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.	QA	Bi-monthly audits of identified themes S11 informs audits and areas for activity/development A model is developed for understanding the journey of the child and impact on the child of WSCB activity	Regular reports to WSCB on audits WSCB 'dashboard' to be reported and discussed at each board meeting Model to be discussed and approved	WSCB has triangulated evidence of impact of activity and that it has made a difference	QA framework and 'web' approved by WSCB August 2013. S11 audit completed; findings set out and report with actions to WSCB Oct.2013  WW question asked at each meeting. Report to WSCB on findings.
12	Disseminate the revised S47 protocol and Escalation Policy and ensure practice is understood.	QA	Agreed focus on specific staff groups. Dissemination of protocol across agencies by agreed methods Audit of impact/difference	By September 2013  March 2014	Reduction in number of strategy discussions on same children Reduction in differential between strategy – S47 – Agencies have same records of strategy discussions	QA review of action plan Sept. 2013  S47 audit January 2014. Audit of Escalation policy in 2014

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		P&P	P&P – Strategy and S47 protocol to be written and disseminated to all agencies and available on WSCB website QA to undertake audit of practice to ascertain understanding of and improved practice in relation to Strategy/S47 QA to review and deliver S47 action plan	July 2013  March 2014  July 2013 and ongoing	Disseminated and available on WSCB website  Audit evidences understanding of and improved practice of Strategy/S47  Actions completed	Completed  QA sub audit in January 2014. Report to Board March 2014.
13	S.136 adherence.	PH	New agreements have been agreed. Report on implementation to be requested before financial year end	February 2013	Report shows that s136 use remains proportionate and that appropriate venues and services have been available	S136 detentions now sig. Reduced.
14	To further work to raise awareness and embed the Multi-Agency Safeguarding Thresholds document.	WD	Training programme reflects and embeds understanding of links between early intervention; safeguarding and thresholds document	September 2013	Evaluations of training demonstrate increased understanding and confidence in using the thresholds document Decrease in number of inappropriate referrals to social care	The threshold document is encompassed in the Early Intervention and Safeguarding courses. Quality assurance measures will be put in place to consider the impact of training on practice. QA of specific courses will be prioritised.  All face to face courses are now evaluated with a online questionnaire. The questionnaire asks for a response in relation to the impact on their work practice. Response from

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						the questionnaire including the impact statement from the following courses - Early Intervention; Foundation CP; Advanced CP; Conferences/Core Group; CAF; Safer recruitment; Safer Recruitment (refresher); will be collated and the results reported on in April 2014 to establish what the next steps will be.
		EI	<p>Visit to MAFs (including cross border arrangement with North Dorset) to talk about new Thresholds document by LC ( Early Intervention).</p> <p>Attend Forums for Schools designated CP leads networking session</p> <p>Attendance at Adult services Mgmt team</p> <p>Attend any other groups as requested e.g. Parenting Support Advisors/ Children's centres</p>	<p>7 March – 2 July</p> <p>26 June &amp; 17 July</p> <p>9<sup>th</sup> July</p>	<p>MAF minutes</p> <p>Session evaluations</p> <p>Appropriateness of referrals to R&amp;A and Gateway.</p> <p>Increasing numbers of CYP are receiving timely and effective early help</p>	<p>Lead Commissioner ( EI) has attended all 18 MAFs to present on the thresholds Document ( last visit Wed 25 Sept), plus Sch CP lead Forum and Adult Services mgmt team. MATD on agenda for PSA Conference 9th Oct.</p> <p>Lead Commissioner co-delivers level 1 WSCB EI training. Departure of current LC means WSCB Manager delivering on her own until replacement identified.</p>



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15	To ensure conversion rates (CAF to higher levels of intervention and vice versa) are indicating an effective journey for all children in terms of right help at the right time.	EI	Analysis of data of child's journey  CAF Team sampling 15% outcome of cases where 'CAF recommended' or 'step-down' to CAF by SWs to find out whether CAF instigated & whether process was effective as in 'outcomes met'	July ( before end of school term)	Data and analysis is presented to EI sub-group and SIB issues identified and actioned  Report outlining outcome of sampling and planned actions	CAF team sampling 15% of cases where step down recommended etc; i.e. where work has taken place within social care and report back on this data agreed for next mtg of EI sub group.  Report presented at last EI meeting.
16	<b>Partnership working and development:</b> Involvement of Adults Services in safeguarding.	PH	Include adult specialist as sub-group members	In place but now needs embedding	Wide discussion and ownership of issues	Public Health, Probation and Community Safety Partnership in place. Adult mental health and army representatives now also joining group.
17	<b>Partnership working and development:</b> Provide a multi-agency training programme and funding for this to meet safeguarding needs.	WD	Training Strategy developed  Training programme in place that reflects local and national priorities  WSCB approve and fund budget for training programme	June 2013  July 2013  June 2013	Agreed and approved at WSCB  Training programme is in place, available and managed effectively  Training programme fully funded	The training programme and training strategy are now in place and courses commenced in September. The training programme is available via Wiltshire Pathways and there has already been a good uptake on the courses. The programme has been written with local and national priorities in mind – CSE; neglect; safer recruitment; early

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						<p>intervention; conference and core group.</p> <p>WSCB have approved and are fully funding training as part of work programme</p> <p>Full implementation and embedding of the new training programme is now in place. The training brochure for 2014/15 will be available for April 2014.</p>
18	<b>Partnership working and development:</b> Ensure the workforce is trained in revised Working Together 2013 guidance and able to apply its principles in practice.	P&P	<p>Policies and Procedures sub-group to develop protocols and policies that reflect WT2013 and update policies as appropriate (i.e. allegations management)</p> <p>Allegations management policy to be developed , approved and disseminated</p>	May 2013 and ongoing- September 2013	<p>Policies and procedures are in place and disseminated that reflect WT2013 – WSCB members are clear on roles and responsibilities</p> <p>Policy developed, disseminated and on WSCB website</p>	<p>Allegations management written in draft – to be approved and disseminated Oct. 2013</p> <p>Approved December 2013 now to be disseminated.</p>
		WD	<p>Training programme to reflect national and local priorities</p> <p>WSCB members to attend development session on allegations</p>	<p>July 2013 onwards</p> <p>October 2013</p>	<p>Training programme is in place and delivered; evaluations demonstrate learning</p> <p>WSCB members clear on allegations management</p>	The training programme reflects the local priorities of safer recruitment; early intervention & safeguarding; conference

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			management to include roles and responsibilities		process; S11 audit evidences policy in place and practiced	& core group. The national priorities are reflected with CSE (e-learning package now available and one day course in development) and neglect (early 2014).  Development sessions with WSCB members are now happening regularly in all relevant and topical matters. Attendance has been low.
		QA	QA sub to undertake audits to evidence improvements/understanding of WT	March 2014	Audits evidence professionals understanding of issues/agencies have appropriate policies in place	
19	Ensure the workforce is trained in revised Working Together 2013 guidance and able to apply its principles in practice.	QA	Undertake multi-agency audit of allegations managements processes/practice in agencies	January 2014	Audits evidence understanding and appropriate application of allegations management processes	Allegations management audit in QA sub-audit programme
		WD	Training courses reflect revisions and changes in WT	August 2013	Training course content reflect revisions on WT2013	All courses have been developed to reflect the revisions on WT2013.

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20	Ensure multi-agency training needs are regularly assessed and met – including ensuring adult services are equipped to identify issues of hidden harm and know when and how to use a CAF.	WD	Training programme to reflect and evaluation confirm this  Develop links with adults services and agree joint training needs	September 2013 onwards  January 2014	Number of adult service staff attending WSCB training courses  Joint training needs assessment in place/courses as appropriate	All staff employed within adult services can access all of the training programme as appropriate. Poor take up of courses by some adult services. Joint training needs assessment/access to WSCB training programme to be taken forward
		PH	In depth discussion/presentations around themes e.g. DA; CSE; missing children; military families	Bi-monthly meetings have commenced	Specific action plans to address deficits Advice to other sub-groups about the way forward	Topics covered include disabled children, CSE (task and Finish Group in place), pre birth assessments including use of CAF with teenage parents. Action plans in place or in development to address practice issues.
		EI	Level 2 & 3 training in EI has been piloted & will be available to book on Pathways from Autumn 2013 as part of mandatory safeguarding training open to all CT workforce.	29 April, June 5, Jul 4	Training evaluations  Quality of CAF process leading to more with 'outcomes met'	All pilot training completed and good response; feedback on level 3 has led to delivery of a 2 part session in future 1. Caf in practice & 2 focus on LP role and TAC.  Agreement in principle for

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						Hidden Harm representative to regularly attend CAF Team Meetings to build working relationships. Note HH service currently suspended as there is no one in post. Proposal is to move Hidden Harm to Public Protection.
21	To develop and disseminate policies and procedures as relevant to WSCB local and national priorities	P&P	Consent and information sharing policy to be developed, approved and disseminated Escalation policy to be developed as above	July 2013  July 2013	Disseminated and on WSCB website  As above	Allegations management policy written. CSE guidance in progress.  Escalation policy written, approved and disseminated Pre-birth protocol completed and presented to board. Social networking policy to be developed. CAF pathway for teenagers presented to board Dec 2013 Safer recruitment policy and supervision principles developed and have been presented to board.

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22	Develop and disseminate policies and protocols arising from lessons/issues identified from SCR's and practice issues	P&P	As identified			S47; consent and confidentiality policy written and disseminated.  See above
23	To support appropriate referral to targeted and statutory tier 4 Children's Services.	PH	Raising awareness and evidenced based approaches	In place	Action plans and monitoring. Advice and workforce development	Feedback to gateway from services providing preventative services.
		WD	Early intervention and risk assessment course included and developed for WSCB training programme	To be delivered from September 2013	No. And range of professionals attendance Improvement in evidence of risk assessment in CAF's Improvement in appropriate referrals to CSC	Early Intervention & safeguarding courses have been arranged for Oct/Dec and Feb 2014. QA in establishing outcomes will be an on going process.
24	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.	EI	See 27 Reviewing CAF form and supporting tools to better align with the single assessment and support child centred approach together with analysis of risk.  CAF Team monitor step-down process led by Social care	August to launch in September  Ongoing since protocol re-launched in March 2013	Feedback from CYP and families Feedback from MAFS QA of revised pro forma and impact  Seamless & ongoing early hep provided by level 2 services in approx 40% of cases where step down works properly	Working group with reps from across Children's Trust will run workshop with Lps to test reviewed form before Xmas with view to launching in January after approval by EI sub group at Dec mtg. Evaluation forms for C & Yp have been revised to make more user friendly working with schools & Voice & Influence team. Currently being piloted.

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						<p>Revised evaluation forms for C&amp;YP to complete are now on the Pathways website.</p> <p>Pilot for revised CAF Form underway with 16 settings (schools/services) using the proposed new paperwork and support tools. Feedback due Easter with a view to launching new paperwork county-wide shortly after.</p> <p>CAfcos attend every step down Where protocol followed it works well; but in 60% of cases, there are issues. Usually because protocol has not been followed. Lead Commissioner (EI) working with Manager safeguarding teams to look at how process and communication can be improved. Sessions planned with each safeguarding team exploring options for providing coordination</p>

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						assistance for MAFs.  This continues.
25	<b>Early help and prevention:</b> Finalise the joint WSCB and Children's Trust Early Intervention Strategy.	EI	Draft goes to members of the Children's Trust and WSCB	July 2013	Available for final consultation on Pathways over the Summer	Agenda item CT 19th September.  Consultation responses currently being reviewed – aim to be presented to WSCB/CTCE at their next meetings.
26	<b>Early help and prevention:</b> Further development of Early Help, Early Intervention and Prevention services.	EI	Final draft contains proposals for the development of an Early Help offer in line with the expectations of national Working Together Guidance ( April 2013)	July 2013	Development informed by strategy starts in Autumn 2013 after final consultation period completed.	See above.  Note timescale has changed (see above).
27	<b>Early help and prevention:</b> To embed the use of the Common Assessment and the CAF process.	EI	CAfCo service review in summer 2012 led to expanded and area focused CAF Coordinator team whose purpose is to support Lead professionals and CAF/TAC processes; providing quality assurance via advice and challenge delivered via a number of core duties	Ongoing since new team started September 2012	No. of CAFs have increased since appt of new team  Majority positive response in CAF impact surveys  TAC meetings happening with regular reviews	Currently 1700 CAFs open... ongoing increase in CAFs opened. Area focus of CAfco role much appreciated by LPs.  Ongoing increase - although note a data cleanse is underway with CAfco's reviewing long term open CAFs in their area in consultation with LP's.  CAfcos carrying out



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						<p>impact surveys on 10% of open CAFs ;process underway since Easter and majority positive response from LPs ( see comments CAF report –EI mtg)</p> <p>Examples of Impact Surveys are presented at each EI Sub-group meeting.</p>
		WD	Early intervention and risk assessment course and other WSCB courses to include reference to CAF processes to promote effective early identification of safeguarding issues	September 2013 and ongoing	No. And range of professionals attendance Improvement in evidence of risk assessment in CAF’s Improvement in appropriate referrals to CSC	Early Intervention & safeguarding courses have been arranged for Oct/Dec and Feb 2014. QA in establishing outcomes will be an ongoing process. Attendance by agency will be analysed. Course is well attended
28	<b>Early help and prevention:</b> To increase the appropriate use of the Common Assessment by professionals.	EI	Focus on improving the quality of assessment using CAF and subsequent plans/actions	Ongoing since new team started September 2012	See above.  Reduction in number of inappropriate referrals to Children’s Social Care  Reduction in number of children to CSC with a CAF/TAC in preceding 12 months	Data not yet in place to evidence this. Evidence of increased engagement in Caf and evidence through the ‘fit for purpose’ QA process whereby every Caf is read by area that quality of Caf improving. Proposed review of form is

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					Evidence of effective safeguarding/support via CAF process	designed to improve analysis of need and to strengthen the voice of the child.  Early Help dataset in development – will inform this work.
		WD	Early intervention and risk assessment course and other WSCB courses to include reference to CAF processes to promote effective early identification of safeguarding issues	September 2013 and ongoing	No. And range of professionals attendance Improvement in evidence of risk assessment in CAF's Improvement in appropriate referrals to CSC	Early Intervention & safeguarding courses have been arranged for Oct/Dec and Feb 2014. QA in establishing outcomes will be an ongoing process.
29	<b>Early help and prevention:</b> To reduce the number of referrals inappropriately referred to Children's Services.	EI	See 27,28,29		See 27, 28, 29 & 31	See 28
		WD	Training programme to reinforce processes for seeking advice; CAF and risk assessment; TAC etc	September 2013 onwards	Reduction in number of inappropriate referrals to social care	Early Intervention & safeguarding courses have been arranged for Oct/Dec and Feb 2014. QA in establishing outcomes will be an ongoing process.
30	<b>Early help and prevention:</b> Ensure training is provided to support multi-agency professionals in providing early help services.	EI	Level 2 & 3 training in EI has been piloted & will be available to book on Pathways from Autumn 2013 as part of mandatory safeguarding training open to all CT workforce.	29 April, June 5, Jul 4	Training evaluations  Quality of CAF process leading to more with 'outcomes met'	See 20

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			Note CAFCos provide bespoke training & briefing as required e.g. for new pastoral teams at a school			
		WD	Training programme to reinforce processes for seeking advice; CAF and risk assessment; TAC etc Specific course on early intervention and risk assessment	September 2013	Decrease in number of children who have received early help moving to specialist (i.e. social care) services	Early Intervention & safeguarding courses have been arranged for Oct/Dec and Feb 2014. QA in establishing outcomes will be an ongoing process.
31	<b>Early help and prevention:</b> To support Adults Services be aware of, and to use the CAF.	EI	Briefing scheduled to adult services on MATD & CAF.  Consider how role of HH link workers could contribute to effective Early Help using the CAF  Open training on Pathways to adult services	9 <sup>th</sup> July   Autumn 2013		See 14. Briefing took place 16th Sept  HH Link Workers are currently under review and the service has been suspended. This is due to the fact that 1 HHLW is currently on long term sick and is unlikely to return and 1 is due to go on sick leave shortly. In addition, the HHLWs roles need to be altered to fit a new model – shift from operational case management to strategic advocacy and liaison role  Agreement has been reached that they should

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						<p>work much more closely with the CAF and mechanism will be set up to ensure this happens.</p> <p>Agreement in principle for Hidden Harm representative to regularly attend CAF Team Meetings to build working relationships. Note service currently suspended as there is no-one in post. Proposal is to move Hidden Harm to Public Protection.</p> <p>Training is open to adult services and staff have already booked</p>
32	<b>Early help and prevention:</b> gather data to evidence impact and quality of early help services	EI	Development of the EI data set	September 2013		<p>CAFcos carrying out impact surveys (as in outcomes met') on 10% of open CAFs ;process underway since Easter and majority positive response ( see comments CAF report –EI mtg)</p> <p>Ongoing.</p>

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33	<b>Early help and prevention: CAF</b> - improve child focus and analysis of risk	EI	Undertake regular audit – sample of quality of CAF and action plans and agree improvement plan from findings  Improve QA support within MAFs and increase QA function of CAF co-ordinator	June 2013 and ongoing	Quality of CAF and action plans known Area for improvement identified Action plan agreed to take forward necessary improvements	Peer reviews are organised via local MAFs supported by local CAFc ; targeting 7 localities before Xmas. These are structured opportunities for reflective learning with a multi-agency group reviewing a number of local CAFs ( Caf + TAC mins) and agreeing key learning/action points; plus managers are encouraged to conduct their own in service review of CAFs relevant to their service area e.g. IYS review.  3 more Peer Reviews to be completed by Easter in targeted areas (Tidworth, Devizes and Durrington).
34	<b>Early help and prevention:</b> improve identification of gaps in early help services	EI	Attendance at Gateway panel to identify themes/gaps and feed into EI discussion	August and ongoing	Identification of gaps Improved planning of services to support early help services	Caf referrals to Gateway have surfaced the gap in support in the home for families with young people who have complex needs on the autistic spectrum. This has led to the commissioning of The Brandon Trust to provide in the home support for

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						parenting strategies.  Complete/ongoing. Note there is now a CAFco with a specific role supporting the Gateway Panel.
35	<b>CSE:</b> Ensure multi-agency training needs are regularly assessed and met – including ensuring children’s services fully understands child sexual exploitation and how to respond.	WD	CSE training courses in WSCB training programme	September 2013	Take up of CSE training Numbers of CSE cases being identified and addressed at different levels ( vulnerable/at risk) Evaluations demonstrate better understanding of issues and action required	An e-learning package is now available for staff and there is a one day face to face course now being delivered.It should be noted that Children’s Social Care has also provided a specific course for their staff.  There has been some concern in relation to the CSE online course and the low take up rate across all agencies. There will now be a focus on raising the awareness and targetting particular groups such as GPs and schools.
		PH	Initial consideration has taken place; CSE strategy being developed by task and finish group which includes gap analysis	July 2013	Planned way forward including action plan Task and finish group established	

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36	<b>CSE:</b> 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.	P H	Presentation/gap analysis Peer challenge and review	July 2013		WRMG sees improved referral, levels of understanding, direct work with children and young people. Action Plan is being reviewed
37	<b>CSE:</b> 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. 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.	PH	As above WEMA in place			Presentation to WSCB has taken place.  Staff member provided from IYS to develop process and practice and link with WRMG to ensure appropriate response.
		QA	Requested and agreed presentation to WSCB by Chief Constable on changes to definition	August 2013	WSCB aware of potential issues resulting in changes to definition in terms of service provision/identification of vulnerable children	Completed August 2013
38	<b>E-Safety:</b> Lead on the development of an effective multi-agency E-Safety policy.	PH	To be discussed at future meeting			Schools issues including bullying and e-safety to be discussed at November meeting.
		WD	E-safety course in WSCB training programme	September 2013	Take up of e-safety course	A on line module is available as part of the training programme. There is a new online safety policy which is now

	Priority	WSCB/ sub-group Lead	Planned activities and progress	Timescale (incl. scheduled report back to WSCB)	Outcome/Evidence	1 <sup>st</sup> review October 2013 Update Dec 2013
						on the WSCB website.
		P&P	P&P - update and disseminate e-safety and social networking policy and strategy	December 2013	E-safety and social networking policies in place; disseminated and available on WSCB website	E-safety policy disseminated to schools. Presentation to WSCB Oct. 2013. WSCB policy to be developed. Social networking policy being developed. Will be ready in draft end Jan. 2014
39	<b>E-Safety:</b> Develop communications to raise awareness, educate and support practitioners in identifying and dealing with e-safety issues.	WD	E-safety course E-safety messages across WSCB agencies; schools; early years	December 2013	E-safety policies in place; disseminated; WSCB newsletter included ongoing e-safety developments/messages; no. of e-safety related notifications to LADO.	A on line module is now available as part of the training programme. Further progress is required to achieve outcomes.
		P&P	Development and dissemination of e-safety and social networking policy	December 2013	E-safety and social networking policies in place; disseminated and available on WSCB website	E-safety policy disseminated to schools. Presentation to WSCB Oct. 2013. WSCB policy to be developed
		PH	To be discussed at future meeting			



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40	<b>Radicalisation:</b> 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.	PH	To be discussed at future meeting			
41	<b>Children and Domestic Abuse</b>	PH	Review and needs analysis has taken place DARG engagement and additional commissioning of services for children who live in households where there is DA	May 2013		Practice to be further developed via MASH arrangements.
		WD	Course on DA included in WSCB training programme Course to be developed and delivered as part of the programme	June 2013  From March 2014	No. of staff across agencies attending course Evaluations demonstrate understanding of DA issues and appropriate actions/referrals	This training will be available from April 2014.
42	<b>Children in Military families</b>	PH	Presentation planned to consider SSAFA, children's centres and schools input	August 2013		September 2013 – complete
43	<b>Disabled Children</b>	PH	Presentation and audit work has taken place	May 2013	Action plan to follow up actions including training for front line staff	
		WD	Training course on disabled children and CP included in training programme	June 2013, to be delivered from January 2014	No. of staff across agencies attending course Evaluations demonstrate understanding of specific issues for safeguarding of disabled children and appropriate actions/referrals	A specific course on disabled children is currently under development. However, it should be noted that all the courses within the training programme will

	Priority	WSCB/ sub-group Lead	Planned activities and progress	Timescale (incl. scheduled report back to WSCB)	Outcome/Evidence	1 <sup>st</sup> review October 2013 Update Dec 2013
						highlight the vulnerability of disabled children.
44.	<b>Hidden Harm</b>	PH	Presentation planned to consider substance misuse and impact on children and young people	August 2013		Action plan to address practice gaps
		WD	Training course on 'toxic trio' included in WSCB training programme	From March 2014	No. of staff across agencies attending course Evaluations demonstrate understanding of impact on children of 'toxic trio' on children and appropriate actions/referrals	There is hidden Harm training available but this has been developed separately from Workforce Development Group so there will be a need to link this in. WD have Not had any involvement up to now.