

# Wiltshire Local Safeguarding Children Board Annual Business Plan 2006 – 2007



Wiltshire Local Safeguarding Children Board  
**Business Plan 2006 – 2007**

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## Section 1 – Introduction

### **i) Preface by Wiltshire LSCB Chair**

The Board continues to make good progress in its work to ensure that all children and young people in Wiltshire are safeguarded, and I am grateful to all its members for their support in achieving this.

We have already tackled important issues. The extensive training programme for schools staff and governors, the compilation and distribution of the '*Safe Parenting Handbook*', addressing the challenges of the new Licensing Act and supporting the advocacy service for children at conferences are among our achievements to date.

We also enjoyed and benefited from an invaluable development day in January 2006. In particular, it helped us to realise how much we still have to do to achieve our objectives in full, but also to prioritise the key ones.

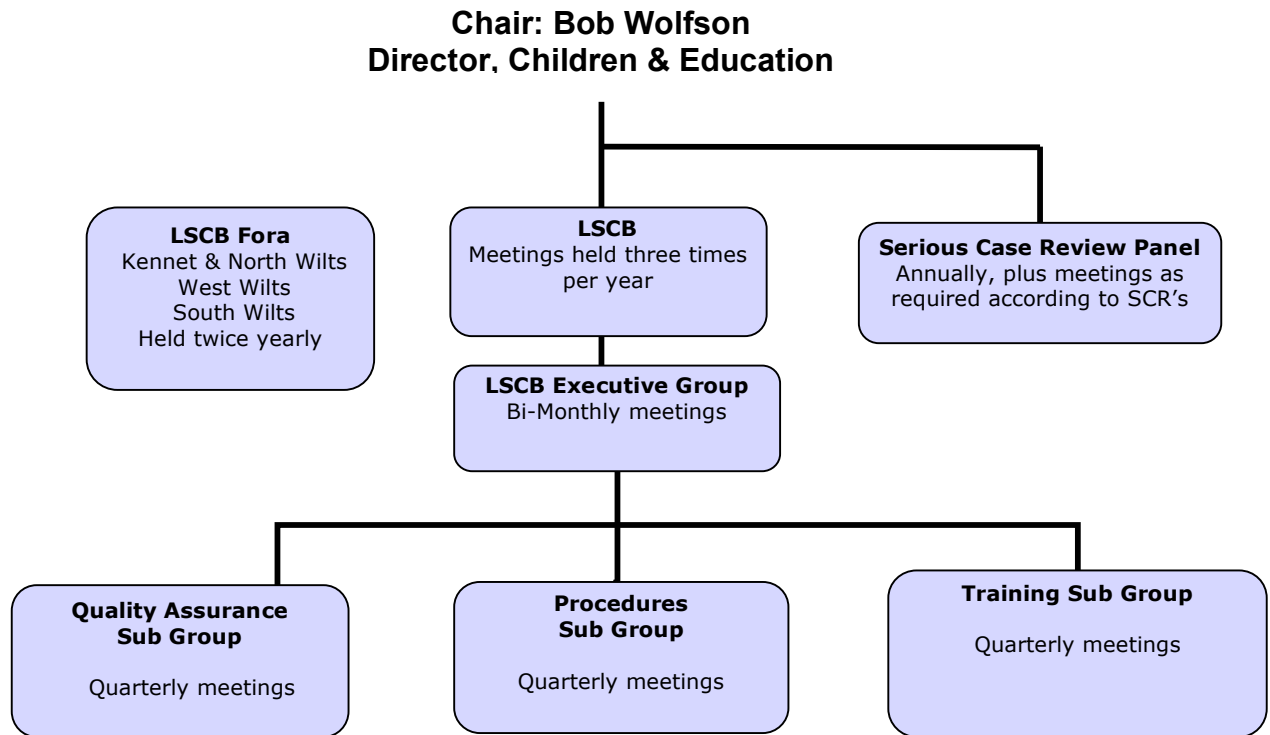
In the next year, we need to focus our attentions especially on:

- Implementing the new '*Working Together*' guidelines
- Auditing, implementing and monitoring training of staff in all agencies

This will require our continuing commitment and energies. We can take considerable pride in our inter-agency partnerships, which will provide the strength to take on these new challenges.

Bob Wolfson  
Director, Children & Education  
Chair – Wiltshire LSCB

ii) **Wiltshire LSCB Structure**



iii) **Working Principles & Terms of Reference for Wiltshire LSCB**

*The terms of reference for Wiltshire LSCB are as follows:*

- To develop policies and procedures for inter-agency work to protect children within the framework of 'Working Together to Safeguard Children' DfES 06
- To audit and evaluate how well local services work together to protect children.
- To put in place objectives and performance indicators for Child Protection.
- To encourage and help develop effective working relationships between different services and professional groups.
- To improve the effectiveness of our practice in the light of knowledge gained through national and local experience and research and to make sure that any lessons learned are shared, understood and acted upon.
- To undertake case reviews where a child has died or in certain circumstances been seriously harmed and abuse and neglect are confirmed or suspected.
- To help improve the quality of Child Protection work and of inter-agency working through specifying needs for inter-agency training and development and ensuring that training is delivered.
- To raise awareness of Child Protection issues within the wider community.

*There are three sub-groups whose functions are as follows:*

- **Procedures Sub-Group**  
To maintain, develop and review inter-agency child protection procedures.
- **Quality Assurance Sub-Group**  
Reviewing the quality of child protection practice across agencies based upon the Multi-Agency Child Protection Procedures and Guidance.
- **Training Sub-Group**  
Ensure appropriate inter-agency training is provided for relevant staff of all agencies.

There is also a multi-agency **Serious Case Review Standing Panel** to consider whether a serious case review is required. The criteria for such a recommendation can be found in *Working Together to Safeguard Children – DfES 2006*: “Are there lessons to be learned by agencies when a child dies from abuse or neglect?”

**LSCB Area Practice Fora** are held twice yearly in North Wilts & Kennet, West Wilts and South Wilts. The purpose is to encourage networking between agencies and discuss local child protection issues. They are led by a multi-agency working group from health, social services and police.

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## Section 2 – The Year Ahead for Wiltshire LSCB

### **Wiltshire LSCB Work Programme for 2006-2007**

#### **i) Objectives for 2006-2007**

##### **1. Implementation of New Working Together**

- To produce new local Multi-Agency Child Protection Procedures in line with guidance contained in *Working Together to Safeguard Children DfES 2006*.
- To launch these Procedures, raise awareness of the changes including the new responsibility of all agencies to promote the general well being of all children in Wiltshire.

**Lead:** Chair of Procedures Sub-Group **Timescale:** March 2007

##### **2. Implementation and Monitoring of Section 11 including S11 training**

To ensure that components of *Children Act 2004* are

- Fully integrated into the core business of partner organisations
- Produce a timed plan for implementation of this integration
- Assess implementation at an organisational level for risks due to non-compliance and or failure to meet timescales

**Lead:** Head of Safer Care and Child Protection, WCC **Timescale:** March 2007

##### **3. Active Promotion of Wiltshire LSCB to the Community**

To create and implement a plan for targeted awareness raising of LSCB and its' work to partner agency staff and the public.

**Lead:** Area Children's Services Manager, NSPCC **Timescale:** March 2007

##### **4. Private Fostering**

To monitor the effectiveness of the new policy for private fostering in Wiltshire.

**Lead:** Chair of Executive Group **Timescale:** March 2007

#### **Objectives Carried over from 2005-06** (see page 8)

- Examine Post abuse services for children
- Undertake Training Audit

Although not a specific objective, the LSCB will also **establish links** with other groups and Boards. This will be done by tracking common members, e.g. the **Children's Trust Board, SWEX, Domestic Violence Forum and MAPPA**, thereby creating formal links and lines of communication. The LSCB works closely with MAPPA (Multi-Agency Public Protection Arrangements) with regular liaison by key members to ensure tracking of dangerous adults by MAPPA's lead agencies, Probation and Police.

LSCB will also appropriately relate to the objectives of those groups and other agencies when progressing its' work throughout the year.

**LSCB members** will also refer to the work of LSCB when creating their agencies Annual Reports and Objectives.

## ii) Budget

In November 2005 LSCB considered a proposal for a **three year budget**, allowing agencies to budget plan effectively. It also allows LSCB to plan expenditure against objectives and commit funds to functions required by Government, such as the new obligation for Child Death Reviews (as from April 08) and Independent Chairs for all Serious Case Reviews.

Money will be carried over to complete continuing objectives.

The contribution percentages were based upon national averages in the draft 'Working Together'.

### Income from agencies

<u>Income for</u> <u>Agency</u>	<u>2005-06</u> <u>Amount received (£)</u>	<u>Proposal for 06-09</u>		
		<u>06-07 ( % )</u>	<u>07-08</u>	<u>08-09</u>
Social Services & Education	35,000	46,000 (53%)	48,000	51,200
Health (PCTs)	25,000	20,000 (23%)	21,000	22,200
Police	7,500	9,000 (11%)	10,120	10,400
Probation	5,000	4,000 )	4,293	4,400
Connexions	5,000	4,000 ) (14%)	4,293	4,400
CAFCASS and others	<u>0</u>	<u>4,000 )</u>	<u>4,293</u>	<u>4,400</u>
<b>Total</b>	<b>77,500</b>	<b>87,000</b> % inc)	<b>92,000</b> +inflation	<b>97,000</b> +inflation

### 2. Fixed Costs

Staff costs	27,000	27,000	27,000	27,000
Training Contribution (p/t trainer)	12,000	6,000	6,000	6,000
TOR – LSCB function & development	3,000	1,000	1,000	1,000
Publicity & information incl website	5,000	1,500	1,500	1,500
Child Death Reviews	1,000	2,000	2,000	2,000
Serious Case Reviews (x2)	8,000	2,000	2,000	2,000
Procedures Sub-Group	3,000	1,500	1,500	1,500
QA Sub-Group	1,000	1,000	1,000	1,000
Training Sub-Group	2,000	1,000	1,000	1,000
Area Practice Fora	1,500	1,000	1,000	1,000
S11 Training	nil	10,000	10,000	10,000
Advocacy	nil	10,000	10,000	10,000
Contingency fund	<u>1,000</u>	<u>1,000</u>	<u>1,000</u>	<u>1,000</u>
<b>Total</b>	<b>67,500</b>	<b>65,000</b>	<b>65,000</b>	<b>65,000</b>

### 3. Annual Objectives Specific costs

	<u>05-06</u>	<u>06-07</u>	<u>07/08</u>	<u>08/09</u>
<b>Annual Objectives</b>	13,000	10,000	15,000	20,000
Procedures	<u>nil</u>	<u>12,000</u>	<u>12,000</u>	<u>12,000</u>
<b>Total</b>	<b>13,000</b>	<b>22,000</b>	<b>27,000</b>	<b>32,000</b>

### 4. Total Expenditure

<b>77,500</b>	<b>87,000</b>	<b>92,000</b>	<b>97,000</b>
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**NB: Training : LSCB will make contribution towards p/t training post and agencies will also contribute separately to LSCB Training Budget for courses.**

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## Section 3 – LSCB Progress 2005-06

### **a) LSCB Membership 2005-06**

- Laurie Bell, North Wiltshire District Council
- Chris Blagbrough, CPSO, Army Welfare Service, HQ Land Command
- Sheelagh Brown, Secondary Headteacher, Wilts Association of Secondary Heads
- Colin Brown, Leisure & Arts Development Manager, Kennet District Council
- Heather Clewett, Head of Area Services, WCC
- Jill Crook, Avon, Glos & Wilts Strategic Health Authority
- Jimmy Doyle, Assistant Director Children & Families, WCC
- Carrie Ferguson, Designated Nurse, S Wilts PCT & Salisbury District Hospital
- Dr Fiona Finlay, Consultant Paediatrician, Bath & North East Somerset PCT
- Netta Hemmins, Primary Headteacher, Primary Heads Forum
- Dr Fiona Jewkes, Medical Director, Wiltshire Ambulance Service NHS Trust
- Ian Langley, Head of Service, Wiltshire Youth Offending Service
- Kate Larard, Designated Nurse, Kennet and North Wilts PCT & W Wilts PCT
- Dr Anne Lashford, GP, Vice-Chair Wiltshire LMC
- Supt Kevin Maidment, Hd of Community Safety & Criminal Justice, Wilts Constabulary
- Claire McConnel, Service Manager, CAF/CASS
- Dr Robin Mills, Specialist in Paediatric Dentistry, Kennet and North Wilts PCT
- Mal Munday, Assistant Chief Officer, Wiltshire Probation Service
- Sue Nield, Head of Sure Start, WCC
- Trish O' Donnell, Area Children's Services Manager, NSPCC
- Andrew Reynolds, Head of Strategic Housing Services, Salisbury District Council
- Mark Rippon, North Wilts Crime & Disorder Reduction Partnership, NWDC
- Christine Robinson, Assistant Director of Children's Services, Barnardo's SW
- Bindy Shah, Chief Executive, Connexions Wiltshire & Swindon
- Ann Shelley, Director of Public Health, Kennet and N Wilts PCT & West Wilts PCT
- Malcolm Sinclair, Director of Mental Health Services Wiltshire, AWP
- Nicole Smith, Housing Leads Manager, West Wilts District Council
- Graham Titheradge, Child Protection Co-ordinator, WCC
- Alan Webb, Director of Primary Care Commissioning & Corp Performance, SW PCT
- Sarah Webb, Head of Safer Care and Child Protection, WCC
- **Bob Wolfson (Chair)**, Director of Children & Education, WCC

## **WORK UNDERTAKEN DURING THE YEAR 2005-06**

### **b) Wiltshire ACPC Objectives of 2005 - 06 – Progress**

1. **Implement Local Safeguarding Children Board**
  - a. Implement the agreed LSCB structure by June 05
  - b. Agree evaluation criteria to review effectiveness
  - c. Undertake review

#### **Successfully Completed.**

Wiltshire was proud to be one of the very first ACPC's across the country to change its structure to a Local Safeguarding Children Board, as recommended by government guidance. Wiltshire launched the LSCB in June 2005, as planned.

An early review of its structure was undertaken in 2005, led by an external consultant working with all members. We measured our progress against the new LSCB guidance – published ahead of the new 'Working Together', and found that most requirements had been fulfilled. An action plan was drawn up including the completion of a Roles and Responsibilities document for members, within the constitution and terms of reference. Further work on evaluation criteria will be undertaken in 2006-7.



**2. Check Climbié actions**

- a. Each agency review progress against Climbié recommendations and report to LSCB Executive
- b. Agree frequency of further reporting
- c. LSCB Executive to collate and produce report

**Successfully Completed.**

All agencies reviewed their actions against Lamings recommendations, with no further reporting required. The issues raised in the Climbié case are being further dealt with under our work with S11 Children Act and 'Working Together'.

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**3. Support the CP Advocacy service for children subject to CP conference.**

Establish a support system to assist children attending child protection conferences to include feedback from young people

**Successfully Completed.**

The LSCB now supports the Advocacy service, and feedback systems are in place, and being further revised. (See QA sub-group report for more details)

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**4. Examine Post abuse services for children**

- a. Undertake an evaluation of the extent of services available for children post abuse
- b. Establish a base line of services for children
- c. Evaluate effectiveness and utilisation

**Not yet completed**

The LSCB was not able to progress this objective in 2005-6, but agreed to its development in 06-7, with a small grant to the NSPCC.

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**5. Undertake Training Audit**

- a. Each agency undertake a child protection Training Needs Audit
- b. Training sub-group co-ordinate information to inform child protection training programme 06-07

**Partially completed.**

The audit was developed during 2005-6, and is being distributed and collated in 06-7.

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**6. Comply with the Safeguarding elements of the Licensing Act**

- a. Develop Wiltshire protocol for applications with partner agencies
- b. Evaluate effectiveness of protocol

**Successfully completed**

This work was initiated within the Local Authority and then transferred to the police in 2005.

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**7. Progress the recommendations of the audit on Neglect**

Implement recommendations from Neglect Quality Assurance Audit and link with Neglect research.

**Successfully completed.**

Recommendations have been put into practice, including progressing work through the Common Assessment Framework and Childrens Trust groups. A Risk Change Measurement tool is being piloted to help agencies monitor changes in risk in child protection and children in need cases.

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## c) Report from Executive Group

### **Membership:**

Assistant Director Children & Families, WCC (**Chair**)  
Area Children's Services Manager, NSPCC  
Designated Nurse, South Wilts PCT & Salisbury District Hospital  
Designated Nurse, Kennet & North Wilts PCT and West Wilts PCT  
Head of Child Protection & Safer Care, WCC  
Consultant Paediatrician, Child Community Health, RUH Bath  
Assistant Chief Officer, Probation Service  
Child Protection Co-ordinator, WCC  
Head of Community Safety & Criminal Justice, Wilts Constabulary  
Director of Public Health, Kennet and N Wilts PCT & W Wilts PCT  
Chief Executive, Connexions Wiltshire & Swindon

The **Executive Group** has an overarching task to maintain an overview of the workplan, driving forward the key priorities and business set by the Board.

Their work involves advising the Board on new or relevant areas of **national guidance** which the Board needs to be addressing; ensuring the Board is focussed on **key issues relating to the safeguarding agenda** and directing the work of **LSCB sub-groups**. The Executive Group also ensures **Serious Case Reviews** are undertaken in an appropriate and timely manner.

Meetings are now bi-monthly, after an initial period of monthly meetings to ensure a smooth transition from ACPC to LSCB.

## d) Procedures Sub-Group Report

### **Terms of Reference**

This standing sub-group comments and advises upon procedural implications arising from new legislation, government reports or research findings.

#### Functions

- To develop, review, maintain and disseminate inter-agency child protection Procedures.
- To inform LSCB of any new procedures, each of which will be developed through multi-agency consultation, and agreed by the Procedures sub-group.
- To make recommendations to LSCB or its sub-groups in relation to required issues arising from its functions.

### **Membership**

Child Protection Co-ordinator, WCC (Chair)  
Children Services Manager, NSPCC  
Head of Strategic Housing Services, Salisbury District Council  
Field Work Manager, WCC  
Service Manager for West Wiltshire (Mental Health – Adults of Working Age)  
Child Protection Named Nurse, Kennet & N Wilts & W Wilts PCT  
Assistant Chief Probation Officer, Wiltshire Probation Service  
DS, Community Safety & Criminal Justice, Wiltshire Constabulary  
Head of Safer Care and Child Protection, WCC  
Designated Doctor, Salisbury District Hospital  
Designated Nurse, South Wilts PCT & Salisbury District Hospital

### **Work Undertaken in 2005 – 2006**

In 2005, the Swindon ACPC and Wiltshire ACPC decided that two geographically separate procedures groups were required, so that the joint Wiltshire & Swindon group last met in June 2005, and **the first meeting of the new Wiltshire Procedures sub-group took place in September 2005**, and has subsequently met quarterly.

At the September meeting, the Procedures sub-group reviewed its terms of Reference (as above), and then reviewed and confirmed the status of a number of protocols remaining from the previous joint group. Because there was to be a major overhaul of procedures in a few months, possibly resulting in 'South West region' procedures based upon the new 'Working Together', it was decided that these interim protocols would be posted on Wiltshire's LSCB website, with agencies alerting staff by email.

It is to be noted that one of the implications of the slightly revised terms of reference for this sub-group is that in future new procedures can be agreed more efficiently and quickly through the Procedures sub-group itself-which is representative of all the main agencies, whereas in the past, we had to wait for procedures to go back and forth between the sub-group and the ACPC prior to agreement, resulting in long delays in adopting new protocols.

The sub group met again in January and dealt with a number of issues still active from the joint Swindon/Wiltshire group. It was agreed that there was still a need for the Chairs of the 2 sub groups to continue to liaise and meet occasionally to ensure that procedures for agencies that were common to the 2 ACPC/LSCBs did not cause confusion by being different. There have been 2 meeting this year and another one is planned for June.

At the sub group meeting the new 'Working Together' DfES guidance, which had been circulated in draft was discussed briefly. We were informed that the new version would be published in March/April. It was also confirmed that Wiltshire LSCB was prepared to sign up to the South West procedures and to be involved in their production.

Concern was expressed about the size of procedure folders. It was also recognised that the LSCB website would be the right place for electronic versions of procedures to be available but that the website needed to be easily accessible.

Discussion also took place about the need for concise procedures for children experiencing domestic violence but that as there was new guidance in the draft of the new Working Together we would wait to see what was recommended there.

The sub committee approved a format for reports for all agencies to use for Child Protection Conferences. These would come into use on April 1st.

New procedures agreed by the sub-group within the last year, and to be posted on the Wiltshire LSCB website, include:

- The Legal Framework
- Connexions Protocol
- CP Diagrams- Health (2) (What to do if ...)
- MAPPa Procedure
- YOT Child Protection Procedures
- Serious Case Review Practice Guidance & Flow Chart
- Format for reports to Child Protection Conferences.

**Progress On LSCB Objectives**

There were **no specific objectives** for the Procedures sub-group in 2005-2006. However, a major objective for the LSCB for 2006-7 is to implement the new 'Working Together', with S11 of the Children Act – this will result in a major overhaul of Wiltshire's Multi-Agency Child Protection Procedures.

**Specific Issues Requiring LSCB Attention**

LSCB members should;

- Be clear who their agency representative is within the Procedures sub-group
- Ensure that relevant staff of their agencies are updated on new procedures.

**e) Quality Assurance Sub-Group Report**

***Terms of Reference***

*To undertake multi-agency audits of practice, against standards from multi-agency child protection procedures and other relevant guidance.*

***Membership:***

Head of Child Protection, Wilts CC (**Chair**)

Designated Nurse, Child Protection, Kennet & North Wiltshire & West Wilts PCT

Designated Doctor, Kennet & North Wiltshire & West Wilts PCT

DS, Community Safety & Criminal Justice, Wiltshire Constabulary

Fieldwork Manager, Amesbury Team

Clinical & Medical Lead, AWP CAHMS Avon & Wilts Pship Mental Health Care NHS Trust

Child Protection Co-ordinator, WCC

Area Manager, Probation Service

Senior Education Welfare Officer, WCC

Service Manager, CAF/CASS

**Work Undertaken in 2005-06**

**The multi-agency QA group meets four times a year.** It reviewed the QA terms of reference both prior to and since the ACPC became an LSCB, and confirmed this as above.

**The QA group has continued the now well established pattern of undertaking a full child protection audit every six months** during two of its quarterly meetings. At the other two quarterly meetings in between the audits, the QA group analyses and agrees the findings and recommendations of the previous audit, and plans the next audit –deciding on the subject and criteria.

**Agencies take turns to lead on particular audits**, which involves designing the audit tool and methods for the audit, and collating and reporting the findings afterwards. **All audits are undertaken by a multi-agency group, and most audits examine practice within a range of agencies** - usually by examining child protection conference minutes, and also by auditing case records from agencies. A pilot is undertaken first with a small sample, to test the audit tool and fine tune it accordingly.

The QA group has met three times since April 05. On the 8<sup>th</sup> June the group considered the findings of the March 05, neglect audit. **The QA audit on neglect** was led by Health services and by using a total sample of neglect registered cases within a year, examined the factors leading to neglect cases being brought to

conference. Results include;

- 1. Many cases should have been brought to conference at an earlier stage - in nearly half of cases, 10 or more indicators of neglect were referred prior to conference; in one case there were twenty-six indicators and in a further case, thirty-six indicators.**
- 2. Sixty-two percent of cases had been known to agencies for over one year, and fifty six percent of children had been known to social services all of their life.**
- 3. Almost a third of children were subsequently accommodated outside of the home.**
- 4. In just under half of the cases there had been a specific incident that led to a Child Protection Conference, in the other cases there was a general deterioration in circumstances.**
- 5. Once neglect has been identified at a conference, the situation tended to move on quite quickly, with a large number of children being accommodated or otherwise protected through Care Orders.**

Recommendations were made within the report for agencies to agree a more systematic and consistent approach to neglect cases, including actions to be taken with respect to timeframes, severity of neglect, and core assessments. It is possible that with such an approach, including periods of multi-agency support and assessment through CP conferences at an earlier stage, and more regular measurement of the change in overall risk, that we may be able to avoid some groups of children coming into care, as well as the inherent advantages for safeguarding. An article based upon this audit has been submitted to a journal for publication.

On June 8<sup>th</sup>, the QA group also planned the **November 05 audit on 'Child Protection Plans & Core Groups'**. On 7<sup>th</sup> September, the QA group undertook a pilot audit on CP Plans & Core Groups, as a result of which the audit tool was amended in preparation for the full QA audit on 23<sup>rd</sup> November.

In November 05 the QA group audited Child Protection plans and Core Groups by checking standards from the ACPC/LSCB multi-agency procedures against conference minutes. The audit found that in all cases keyworkers were appropriately appointed to the case, and in conferences the CP plans were outlined, but there was a lack of consistency in holding regular core group meetings and ensuring risks were monitored through the CP plan. Core groups tended to focus on activities, but agencies needed to pay more attention within Core groups and CP plans to risk analysis and changes in risk. It is expected that the new standard report format for all agencies to use for CP conference reports, together with a focus on risk change measurement, will enhance practice in this area. The report of this audit with recommendations will be finalised and circulated for agencies attention to practice in April 06.

In March 06 the QA group piloted the June audit on Probation and Police services input to the CP process in respect of dangerous offenders, and how these services work together with others, sharing information to assess risks and safeguard children. The QA group also noted that the new government guidance on LSCB's (now Chapter 4 of 'Working Together' DfES 06), defines the two main functions of LSCB's as co-ordinating work to safeguard children, and ensuring the effectiveness of that work – the latter function being a major focus of the QA group.

The QA group has acknowledged this year that they – and all members of the LSCB Board – need to be more proactive in following up agency progress on recommendations from audits. To this effect, a group consisting of representatives from both the QA and Procedures sub-groups met in March to progress the recommendations from the neglect audit, resulting in the development of a Risk Change Measurement tool being piloted, and input regarding regular review of neglect cases within the Common Assessment Framework project.

**Progress on LSCB Objectives**

**Objective 3** – The LSCB has successfully supported the Child Protection Advocacy service-whereby all young people are provided with an advocate to support them through the conference process - through funding and support to Barnardo's. A research report of child protection conferences in Wiltshire was jointly produced, with national interest, illustrating the very positive results of this service in giving young people a voice, and enhancing CP plans by their being informed by children's views. The manager of the service has liaised with the QA group chair to develop the feedback mechanism from young people.

**Objective 7** – As referred to above, the QA group has ensured implementation of the recommendations from the neglect audit. The QA group will need to consider a re-audit to check implementation in 2007.

**Any Specific Issues Requiring LSCB Attention**

LSCB members are required to share the results of QA audits with their staff and agree action plans - which may include further auditing within their agency - to address the recommendations & issues presented.

LSCB staff are encouraged to liaise with QA group members to recommend child protection issues, subjects or standards for future audits.

**f) Training Sub-Group Report**

***Terms of Reference***

- To design and contribute to the deliver of multi-agency child protection training for all agencies, within a planned and agreed strategy, in response to legislation, guidance, local and national research and findings, including serious case reviews and audit.
- To ensure, and monitor the quality and consistency of, single agency child protection training undertaken by each agency, in accordance with S11 Children Act 2004.
- To make recommendations to LSCB or its sub-groups in relation to required issues arising from its functions.

***Membership***

Child Protection Named & Des Nurse, SW PCT & Health Care Trust (**Chair**)  
Children's Services Partnership Training Co-ordinator, WCC  
Children Services Manager, NSPCC  
Senior Education Welfare Officer, WCC  
Asst Director, Barnardos, Wiltshire Children's Fund  
Primary Care Lead, Training, Kennet & N Wilts PCT  
Early Years Manager, WCC  
Education Manager for NHS Shared Service Consortium  
Training Officer, Wiltshire Probation Service  
Primary Headteacher, Wiltshire Primary Heads Forum  
Head of Training, Wiltshire Constabulary  
LSCB Child Protection Trainer

**Work Undertaken in 2005-06**

- Extension of the membership of the Training Sub-Group providing a broader base of experience
- Jeanette Waghorn appointed as trainer – full-time post equally split between multi-agency training and S175 child protection training.
- Development of training standard to be achieved prior to contracts being issued to independent child protection trainers.
- The appointment of Sam Chapman as Children’s Workforce Advisor.
- Development of Training Needs Audit (see progress on Objectives, below)

***The multi-agency child protection training programme for 2005/06 consisted of:-***

- Nine x two-day courses
- Nine x one-day courses
- Six refresher courses
- Ten Safeguarding Children courses
- Two Working Together courses
- Two Joint Investigation courses
- Three Joint Investigation refresher courses,
- plus a number of two day courses looking at a variety of issues relating to sexual abuse

*Other training during 2005-06 includes:-*

Army Medical and non-clinical staff; GP training; voluntary agencies

- The LSCB Training Co-ordinator has developed a Multi-Agency Training Programme to be distributed to all statutory and voluntary agencies for 2006/07.

**Progress on LSCB Objectives**

**Objective 5** – Development of an electronic audit tool ‘SNAP’ has been developed and agreed by the Training Sub-Committee for distribution in May 2006.

Following the results of this survey a co-ordinated approach will be taken to assess the training requirements for all agencies across Wiltshire in the coming year.

**Further developments**

- The Children’s Workforce Advisor has developed a comprehensive multi-agency programme which can be located on [www.wiltshirepathways.org](http://www.wiltshirepathways.org)
- Further developments to meet the needs of Section 11 (Children Act 2004) and supporting single agency requirements for S11.
- The development of a clear strategy for the training of staff across all agencies.
- Future development of an audit tool to monitor the quality and consistency of single agency training.
- The Annual LSCB Conference is planned for later in the year – the subject will be ‘*Working Together to Safeguard Children (2006)*’. It is hoped this will attract practitioners from both the statutory and voluntary sectors.

**Specific Issues Requiring the LSCB Attention**

The task of providing relevant child protection training to all agencies is huge; the enormity of the task will be evidenced following analysis of the training needs audit. Following receipt of the audit results the LSCB must decide how to address the requirements, including adequate resource – for both single-agency and multi-agency child protection training.

**g) Area Practice Fora Report**

**Work Undertaken in 2005-06**

The Area Practice Fora are led by a steering group for each area, consisting of Area Services Manager, Police CPU Sergeant, Designated Nurse for Child Protection, Child Protection Co-ordinators and the Head of Child Protection & Safer Care, WCC. There is an update of LSCB work, new legislation and guidance. Subjects for discussion are selected from feedback from previous sessions to ensure relevance for practitioners and managers of all agencies.

The lead for each round of fora rotates between areas and is replicated across the county; Autumn 2005 was led by South Wiltshire and Spring 2006 by North Wiltshire.

In **Autumn 2005** the subject was **Child Protection Conferences**, with a demonstration of a real case study from another region. The mock conference was acted out by a wide range of professionals including health visitor, school nurse, teacher, police officer and social worker. Family members were represented by volunteers from amongst the delegates, providing a unique opportunity for practitioners and managers to experience a conference from a family's viewpoint.

The feedback from delegates at all three sessions (North, West and South Wiltshire) was overwhelmingly positive – some had never attended a child protection conference and felt more prepared should the need arise, whilst practitioners who are frequent contributors to conferences shared experiences, good practice and areas for improvement.

The Child Protection Co-ordinators took the opportunity to ask practitioners to complete reports on time and where possible share them with the family.

The **Common Assessment Framework (CAF)** in respect of child protection cases provided much discussion when North Wiltshire led in **Spring 2006**.

As Wootton Bassett teams have been conducting a trial of the Common Assessment Framework, the social work manager and school nurse were able to present their experiences so far. Wiltshire will introduce the CAF within the next year; the deadline from Government for introduction is April 2008.

Practitioners were pleased to hear the benefits, despite initial fears over the size of the form, responsibility for referrals, lead professional and ownership of forms. One huge benefit is that it enables practitioners to look at a case in a clearer way, often providing fresh in-sight to a case which has been at a low-level for a while. CAFs should be completed when more than one agency is needed to work together to meet children's welfare needs. Delegates were pleased and reassured that Wiltshire is moving ahead and piloting CAF, ironing out potential problems ready for implementation.

The clear message everyone took away was that the CAF should not interfere with child protection procedures, which always takes precedent.



At **every fora** without fail, feedback highlights that **practitioners value the chance to network** with colleagues from other agencies, gaining better understanding of each other's roles in child protection and safeguarding work.

Agencies across Wiltshire are recognising the positive effects of the Area Practice Fora – **attendance in the past year includes:**

Wiltshire Ambulance Service, NSPPC, Barnardo's, Connexions, Social Work teams, Police – CPU and Domestic Violence, Schools, Education Welfare, School Nurses, Health Visitors, Mental Health, GPs, Consultant Paediatricians, Youth Offending Service, Early Years, District Councils, among others.

**Specific Issues Requiring the LSCB Attention**

**Autumn 2006** dates are: West Wilts – 20<sup>th</sup> September; South Wilts – 27<sup>th</sup> September and North Wilts – 4<sup>th</sup> October.

LSCB members are invited to attend and encourage representation from their agencies.

**h) CHILD PROTECTION STATISTICS**

**Wiltshire Child Protection Statistics 2005-06 compared to 2004-05**

**i. Child Protection Statistics - Referrals to Conferences (Numbers)**

	Year End 31.03.06	Year End 31.03.05
Initial Assessments	1902	1453
Core Assessments	468	301
Resulted in S47 Investigation	451	570
Child Protection Conferences – Initial	197	247
The number of first time registrations during the year ending 31 <sup>st</sup> March	144	167
• Registered in Neglect Category	40	72
• Registered in Emotional Abuse Category	59	44
• Registered in Physical Abuse Category	22	34
• Registered in Sexual Abuse Category	12	27
• Others (Multiple categories)	11	11
De-registrations throughout the year	177	144
Registered children who were Looked After	9	26
*Registered children from Black and Minority Ethnic Groups total	6	4
• White – Irish (A2)	1	
• White – Other (A3)	2	
• Mixed – White/Black Carib (B1)		1
• White and Asian (B3)	2	
• Mixed – other (B4)		
• Black/ Brit – Carib (D1)		
• Other Ethnic Group (E2)	1	3

Child Protection Registrations and related assessments have continued at a similar rate to the previous year, with no significant change overall. There have been slightly fewer registrations to the CP Register, but more de-registrations this year, compared to last.

It is positive that the number of registered children who were also looked after has decreased. This is in line with government advice that children should be subject either to a child protection plan or care plan; and not both unless there are specific exceptional reasons. Child Protection Co-ordinators have been working with all

agencies to successfully implement government advice in this respect. There has been an increase in the number of emotional abuse registrations, which in part reflects a growing recognition by professionals of domestic violence.

**ii. Monitoring Welfare Factors Associated with Conferences**

During the years the Child protection Co-ordinators – who provide independent chairing of child protection conferences on behalf of LSCB – monitored the most significant factors associated with conference cases.

As can be seen below domestic violence is the most common factor – 50% of all cases; alcohol – 40% and parental mental health 39% are also significant factors. These factors were discussed at an LSCB board meeting and it was recommended that agencies ensure their staff take these into account.

<b>SIGNIFICANT FACTORS</b> 1 <sup>st</sup> April 2005 to 31 <sup>st</sup> March 2006								
<b>AREA</b>	<b>Total Confs</b>	<b>DRUGS</b>	<b>ALCOHOL</b>	<b>DOMESTIC VIOLENCE</b>	<b>PARENTAL MENTAL HEALTH</b>	<b>PARENTAL LEARNING DIFFICULTIES</b>	<b>CHILD DISABILITY</b>	<b>PARENT IN CARE AS CHILD OR NEGATIVE EXPERIENCE OF SSD</b>
Amesbury	20	5(25%)	4(20%)	4(20%)	12(80%)	4(20%)	0	6(40%)
Salisbury East	33	9(28%)	6(18%)	10(30%)	7(21%)	6(18%)	0	5(15%)
Salisbury West	36	9(25%)	13(36%)	22(61%)	17(47%)	7(19%)	0	6(16%)
Child Disability	3	0	2(66%)	1(33%)	0	1(33%)	3(100%)	1(33%)
Corsham /Calne	35	4(11%)	8(22%)	18(51%)	11(31%)	4(11%)	0	10(29%)
Chippenham	19	5(26%)	11(73%)	10(53%)	5(26%)	2(11%)	0	8(42%)
Kennet	55	13(24%)	29(53%)	34(61%)	21(38%)	7(13%)	0	12(22%)
W. Bassett /Malmesbury	39	15(38%)	20(51%)	20(51%)	13(33%)	3(8%)	0	12(31%)
*West Wilts (Incl. Warminster / Bradford & Melksham / Trowbridge)	116	10(9%)	35(30%)	57(49%)	47(41%)	20(17%)	0	36(31%)
<b>Totals</b>	<b>338</b>	<b>69(20%)</b>	<b>135(40%)</b>	<b>183(54%)</b>	<b>133(39%)</b>	<b>54(16%)</b>	<b>3(1%)</b>	<b>94(28%)</b>

\* It has not been possible to include specific statistics for the 3 areas of West Wilts.

**iii. Family involvement in the conference process**

Child protection co-ordinators collated family attendance levels and the extent to which social workers share reports with families prior to conferences as shown below.

In the vast majority of conferences there is attendance by parents and participation by young people – the stats below of young people attending represent only a partial percentage of overall participation – eg. advocates attend on children’s behalf are not

represented in these figures. Next year's statistics will represent participation (ie. children's views expressed) not just attendance.

LSCB support to the Advocacy Project is continuing and will work to increase children's participation.

	<b>Southern</b>	<b>Western</b>	<b>North &amp; Kennet</b>
<b>Parental Attendance</b>	85% of conferences	91% of conferences	92% of conferences
<b>Young People's Attendance</b>	70% of conferences#	50% of conferences*#	28% of conferences #
<b>Reports shared with family prior to conference</b>	52% of conferences	54% of conferences	50% of conferences

# does not include babies

\* first six months figures only

#### **iv. Enquiries to the Wiltshire LSCB Child Protection Register (CPR) – Numbers**

<b>Agency</b>	<b>2004 - 05</b>	<b>2005 - 06</b>
Health	117	91
Police	44	40
Schools	12	11
Social Work Teams	493	518
<b>Total enquiries to CPR</b>	<b>666</b>	<b>660</b>

Enquiries to the multi-agency child protection register are made by all agencies throughout the year. The CPR is maintained on behalf of the LSCB and is both a list of those children whose names are currently registered by conference, with a child protection plan, and also a list of enquiries which have been made to the CPR by agencies when they are concerned that a child may be at risk of significant harm. Our enquiries this year are similar in number to last year.

#### **v. Comparisons with other ACPC's for 2003 – 04 Wiltshire Child Protection Rates per 10,000 population**

Each year the publication of national child protection statistics occurs about nine months after the April year end. We are therefore not able to make national comparisons for the year 2005-06 at the time of publication of this report, but have included the comparisons for 2004-05 below.

	WILTS 04-05	SOUTH WEST	*COMPARATOR ACPC'S	NATIONAL
<b>Rate per 10,000 children</b>				
REFERRALS RECEIVED BY SSD	429	434	393	499
INITIAL ASSESSMENTS	203	243	208	262
CORE ASSESSMENTS	33	60	46	67
S47'S	56	49	48	62
CONFERENCES (Children subject to initial conf during the year)	24	28	27	34
REGISTRATIONS (during the year)	19	23	23	28
<b>Percentages</b>				
% of Referrals leading to Initial Assessments	47	50	57	53
% of S47's leading to a conference	43	57	61	55
% of Conferences leading to Registration	76	82	82	84
% of Registrations who are Looked After Children	17	15	Not available	12

\*NB: The comparator councils for Wiltshire are: Cambridgeshire, Gloucestershire, Worcestershire, Somerset, Shropshire, Oxfordshire, Warwickshire, Suffolk, Leicestershire, Bedfordshire, North Yorkshire, Cheshire, Hampshire, Derbyshire and Staffordshire.

Source: 'Statistics of Education Referrals, Assessments and Children and Young People\*<sup>1</sup> on Child Protection Registers: Year Ending 31 March 2003 & Year Ending 31 March 2005' DfES. \*<sup>1</sup>Below the age of 18

The comparisons with other areas, as shown above for 2004-5, show that Wiltshire had similar child protection activity to the South West and to comparator ACPC's. Whereas in 04-5 Wiltshire had less core assessments than our comparator ACP these have increased in 05-6 (see table).

#### **vi. DOH/DfES Performance Assessment Framework Indicators**

2003 - 04	2004 - 05	2005 - 06
<b>1203 – PAF A3 Percentage of children registered during the year on the child protection register, who had been previously registered</b>		
9.4	11.2	13.8
<b>1204 – PAF C21 Duration on the Child Protection Register-% of children de-registered during the year, who have been on the register for at least 2 years</b>		
2.3	1.4	6.2
<b>1205 – 1206 – PAF C20 Reviews of Child Protection Cases - % of review conferences held on time (for children registered 6 months+).</b>		
100.0	100.0	100.0
<b>1207 - Qpii: Percentage of children on child protection register with a key worker</b>		
100.0	100.0	100.0
<b>QP 8.0.3 Percentage of child protection conferences attended by a parent/carer during the year</b>		
90.0	91.4	88.0

Wiltshire's PAF results for child protection continue to be of a very high standard. We continue to perform at the highest level within the government rating bands in each category.