



Wiltshire Local Safeguarding Children Board

ANNUAL REPORT 2010-11

&

BUSINESS PLAN 2011-13

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Section 1 - Chair's Foreword and Summary

My first year in office as the Independent Chair of Wiltshire's Safeguarding Children Board has been very rewarding. I have been fortunate in having the support of an excellent team in the Local Safeguarding Children Board Office and I am grateful for their diligence and expertise. I have also been impressed by the commitment of partner agencies and by the huge contribution they make to the business of the Board, particularly on the Executive.

It has been an eventful year. An enormous amount of work went into a Serious Case Review into the death of a teenager, Child G. That Review was evaluated by Ofsted as "good", with the Overview Report graded as "outstanding". What is more important than the evaluation, however, is the ability of all agencies to learn lessons; improvements to systems and protocols were introduced while the Review was being completed, with briefings for all staff and changes to training courses and guidance. I am confident that very positive changes have been made to a wide variety of services for young people as a result of this work. In particular, the multi-agency panel approach to young people demonstrating risky behaviour is innovative and will be evaluated for its effectiveness. Agencies demonstrated an approach to safeguarding that is proactive, planned and coordinated. The potential distress of some young people was carefully managed by agencies working together to put in place support systems.

In July 2010, there was an unannounced inspection of contact, referral and assessment services in Wiltshire Council. Strengths included the delivery of timely and consistent services (by means of a recent restructuring of services), and the quality of assessments and multi-agency input to services for children with disabilities. There were some areas for development, including the common assessment framework, which became part of an improvement plan reported regularly to the Board. By the time of the subsequent unannounced inspection in June 2011, it was clear that these areas had been addressed.

Every Local Safeguarding Children Board has had to deal with reduced public spending in the last year and with proposed major changes to the National Health Service. I worked closely with the Chair of Wiltshire's Safeguarding Adults Board, and we composed a letter to the Chief Executive of every partner agency, asking for the impact of these changes on safeguarding and for details of what action was being taken to mitigate these risks. Our Boards have analysed these responses and, in the case of the Safeguarding Children Board, we have asked the Section 11 Audit Group to continue challenging agencies over how they are managing these risks, and to report back to us.

The Executive has been proactive in its analysis of performance information, asking for and receiving clarification over the number of children subject to repeat child protection plans. We have welcomed the Hidden Harm Strategy, which seeks to ensure that the child is always considered in situations where adults are vulnerable from problem substance misuse.

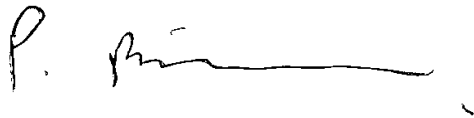
The LSCB has welcomed the decision of partner agencies within Wiltshire, to continue with the Children's Trust and the Board is pleased to be involved in regular

consultation over commissioning plans and over the revision of the Children's Plan for Wiltshire.

In February 2011, the LSCB held a Development Day entitled "Back to Basics". The day had four components: our performance in safeguarding, effective governance and structure, the voice of young people, and setting priorities for our Business Plan for 2011/2012. We were all indebted to the young people who attended and who challenged us all so ably over our preconceptions of what is important to them. As a result of that day, our Business Plan for the coming year will see a new structure, with an improved role for the Executive, and with a clear priority over hearing the voice of children, young people and their families.

The Munro Review of Child Protection (2011) identifies the principle of early help for children in effective child protection. The 2010 Ofsted Unannounced Inspection of Wiltshire Children's Services identified that further progress was required in Wiltshire's use of the Common Assessment Framework to support wider interagency work and agreed thresholds. The Wiltshire LSCB Business Plan will undertake heightened monitoring of the impact of integrated working and early help for children and families in Wiltshire, including use of the Common Assessment Framework in assessing and securing intervention to meet the additional support needs of children. The monitoring will contribute towards the Business Plan and the LSCB's assessment of the effectiveness of child protection help provided to children and their families. The Business Plan will be amended as the Government takes forward further action promised in its response to the Munro Review.

Overall, I am convinced that the strength of the partnerships and the commitment of all agencies to the work of Wiltshire's Safeguarding Children Board will ensure that we move into the challenges ahead with a firm understanding that safeguarding children is "everybody's business" and a determination to ensure that Wiltshire's children and young people grow up safe and secure.



**Pam Robinson,
Chair of Wiltshire's Safeguarding Children Board**

Section 2 - Governance and Accountability

Statutory basis

The Local Safeguarding Children Board for Wiltshire has been established in compliance with s13 of the Children Act 2004 and The Local Safeguarding Boards' Regulations 2006.

The LSCB is the key statutory mechanism for agreeing how the relevant organisations in Wiltshire will co-operate to safeguard and promote the welfare of children and for ensuring the effectiveness of what they do.

Safeguarding and promoting the welfare of children is about protecting children from harm, preventing impairment of their health and development and ensuring that they grow up in safe and effective care in order for them to have optimum life chances.

Role of Wiltshire LSCB

The work of the LSCB is complementary to that of the Children's Trust which commissions services for children in need; the LSCB aims to contribute to improving the well being of all 112,000 children in Wiltshire with a particular focus on safeguarding and promoting welfare.

Core to the work is the statutory guidance of DCSF, (now the DfE) "Working Together to Safeguard Children" (2010) the document that sets out how organisations and individuals should work together to safeguard and promote the welfare of children.

Objectives of the LSCB

To co-ordinate what is done by each person or body represented on the Board for the purposes of safeguarding and promoting the welfare of children in the area of the authority; and,

To ensure the effectiveness of what is done by each such person or body for that purpose.

(Section 14 (1) Children Act 2004)

The LSCB will therefore ensure that the duty to safeguard and promote the welfare of children will be carried out in such a way as to improve all five outcomes which are important for children through three activity areas;

- (1) Activity that affects all children and aims to prevent maltreatment or impairment to health or development and ensure children are growing up in circumstances consistent with safe and effective care.
- (2) Proactive work that aims to target particular groups of children who are potentially more vulnerable. E.g. children living away from home, missing children, disabled children and children in the youth justice system.

- (3) Responsive work to protect children who are suffering or likely to suffer significant harm.

Functions of Wiltshire LSCB

Statutory Guidance (*Working Together 2010*) outlines the core functions required from the LSCB to produce effective local work to safeguard and promote the welfare of children and to evaluate and advise on the effectiveness of safeguarding work.

These functions are:

- To develop policies and procedures for safeguarding and promoting the welfare of children.
- To communicate the need to safeguard children and young people.
- To participate in the planning of services for children in Wiltshire Council.
- To undertake serious case reviews where a child has died or been seriously injured.
- To collect and analyse information about child deaths and to ensure a co-ordinated response to unexpected child deaths.
- To monitor the effectiveness of what is done to safeguard and promote the welfare of children in Wiltshire.
- To produce and publish an annual report on the effectiveness of safeguarding in the local area.

Responsibility

The LSCB has a responsibility in co-ordinating and ensuring the effectiveness of local individuals' and organisations' work to safeguard and promote the welfare of children. It is not accountable for their operational work. Partner agencies are accountable to the LSCB for the effectiveness of their agency's service to safeguard children.

Board members take responsibility to:- raise awareness of safeguarding; support a positive approach to promote safeguarding; to scrutinise and challenge practice; to contribute towards achieving better outcomes for children and young people.

Wiltshire Council is responsible for ensuring that the Local Safeguarding Children Board runs effectively. This is the role of the LSCB Chair, monitored by the Director of Children and Education and the Chief Executive of Wiltshire Council.

Equality and Diversity

Wiltshire Local Safeguarding Children Board will:

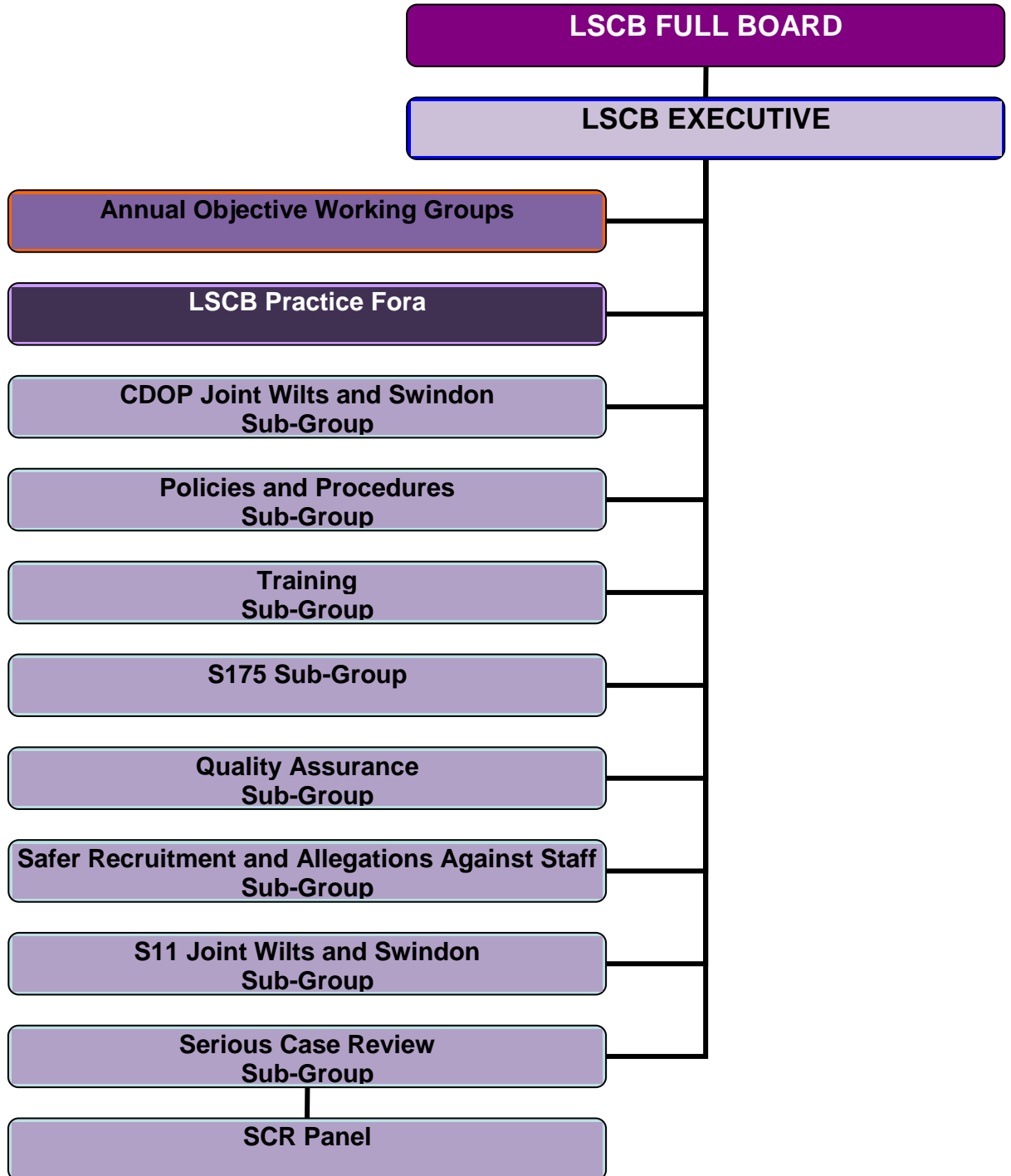
- Strive to ensure equality and diversity needs including cultural, religious, language, gender, sexual orientation, and disability are considered throughout all of its safeguarding work, and is encompassed in all services to children and young people by its agency members.
- Offer support to children and young people and their families, including, minority ethnic groups and commonwealth families by the production and distribution of the Safe Parenting Handbook.

- Listen to the views and needs of children and young people who are central to the safeguarding agenda and act where appropriate to support them.

Data Protection

The Local Safeguarding Children Board will ensure all data and personal information is held for a specific purpose, secured, confidential and is only accessed by those who need to and are authorised to do so.

STRUCTURE OF WILTSHIRE LOCAL SAFEGUARDING CHILDREN BOARD AT 31.03.11



Key: S11 (Section 11, 2004 Children Act), CDOP (Child Death Overview Panel), S175 (2002 Education Act), SCR (Serious Case Review)

The work of Wiltshire LSCB is developed and supported by the LSCB staff team comprising of a Development Manager, Business Manager and Administrative assistant.

LSCB Board membership 2010- 2011

Membership of Wiltshire Local Safeguarding Children Board is from representatives of the main statutory and voluntary organisations that work with children in Wiltshire.

- Wiltshire Council
- Wiltshire Police
- NHS Wiltshire
- Wiltshire Community Health Services
- Salisbury NHS Foundation Trust
- Avon Wiltshire Partnership
- Oxfordshire and Buckinghamshire Mental Health Services
- NHS BANES
- Great Western Ambulance Service (Associate Member)
- South West Strategic Health Authority
- Anglican Church
- Army Welfare Service
- Barnardos
- CAFCASS (Children & Family Court Advisory Service)
- NSPCC (National Society for Prevention of Cruelty to Children)
- Wiltshire Fire and Rescue Service
- Wiltshire Probation
- Wiltshire College of Further Education
- Community Lay Representation

In 10-11 the LSCB became chaired by an Independent Chair. There were 9 changes of Board membership within existing agencies. This occurred due to staff changes in the agencies affected.

Two further members arrived to represent new areas in the Board, a young person representative and the recommissioned Children's and Mental Health Service.

New Board members attend an induction session and receive an introductory document pack.

There were fewer changes within Board membership than the previous year. In March 2011 there were 40 LSCB Board members, attendance at Board meetings is monitored and during the year ranged from 50 – 72 %.

LSCB Membership 2010 – 2011
Independent Chair – Mrs Pam Robinson

Role	Organisation
Head of Service, Operations/Community Safeguarding (North & East Wilts)	Wiltshire Council
Diocesan Child Protection Advisor	Anglican Church, Salisbury
Assistant Director and Head of Safeguarding	Barnardos
Service Manager, Commissioning Procurement and Strategy	Wiltshire Council
Acting Chief Personal Support Officer	Army Welfare Service
Programme Manager (Children, Young People and Maternity)	Strategic Health Authority
Service Director Children and Families, Social Care and Integrated Youth	Wiltshire Council
Assistant Director and Head of Safeguarding	Avon and Wiltshire Mental Health Partnership
Young Person's Development Manager	Wiltshire Fire and Rescue Service
Consultant Paediatrician, Community Child Health	RUH and BANES
Headteacher and Chair of Primary Heads Forum	Wiltshire Council
Director for Children and Education	Wiltshire Council
Portfolio Holder for Children, Young People and Families	Wiltshire Councillor, Lead Member
Head of Early Years and Childcare	Wiltshire Council
Director of Student Support & Engagement,	Wiltshire College
Medical Director, Designated GP for Child Protection	NHS Wiltshire
Named Nurse for Safeguarding,	Wiltshire Community Health Services
GP and Vice-Chair of Local Medical Committee	NHS Wiltshire and Wiltshire LMC
Named Doctor for Safeguarding Children and Consultant Paediatrician	Salisbury NHS Foundation Trust
Specialist in Paediatric Dentistry	Devizes Family Health (Bristol University)

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Head of Integrated Youth Services	Wiltshire Council
Service Manager	CAFCASS
Named Nurse for Safeguarding	Salisbury NHS Foundation Trust
Director of Nursing	Salisbury NHS Foundation Trust
Development Manager - Sexual Abuse (and Vice Chair of LSCB)	NSPCC
Head of Protective Services	Wiltshire Police
Corporate Director of Public Health and Wellbeing	Joint NHS Wiltshire and Wiltshire Council
Assistant Director for Children and Young People	Wiltshire Community Health Services
Young People's Representative	Lay Representative
Consultant Child and Adolescent Psychiatrist	Oxford Health NHS Foundation Trust
Director Neighbourhood Services	Wiltshire Council
Head of Housing Strategy and Support	Wiltshire Council
Clinical Standards Manager	Great Western Ambulance Service
Assistant Chief Executive	Wiltshire Probation Trust
Child Protection Coordinator/ Independent Chair for Child Protection Conferences	Wiltshire Council
Head of Leisure, Neighbourhood Services	Wiltshire Council
Lead Vulnerability Trainer for Police	Wiltshire Police
Head of Strategic Safeguarding	Wiltshire Council
Designated Nurse Child Protection & Looked After Children	NHS Wiltshire

LSCB Budget

Income From Agency	2009/10	2010/11	2011/12 Forecast
Cfwd from previous year	30,031	43,647	11,354
Local Authority	65,280	71,280	71,280
Health (PCT)	28,305	28,305	28,305
Police	13,260	13,260	13,260
Probation	5,610	5,610	5,610
CAFCASS	550	550	550
CDR Fund	39,065	28,410	28,000
Early Years	0	15,000	5,000
Total fund available	197,101	206,062	163,359

Costs	2009/10	2010/11	2011/12 Forecast
Staff costs Includes consultancy	73,654	92,048	90,000
Independent Chair & recruitment		8,300	11,000
Training Contribution	17,000	16,000	16,000
Serious Case Reviews	3,300	17,000	Ongoing expenditure
Procedures	2,000	500	1100
Advocacy		13,000	0
Business Support	16,593	16,350	8,000
Website Development		2,200	0
Safe Parenting Handbook	10,000	0	0
Child Death Review Spend	39,065	28,410	28,000
Other		900	0
Total	167,928	194,708	154,100 + SCR final expenditure

Section 3– Review of 10-11 Wiltshire LSCB Activity and Development

a) Wiltshire LSCB Objectives review

Wiltshire LSCB agreed three priority objectives in their Business Plan from April 10 to March 11. Working groups were established to develop and monitor a work plan to achieve these objectives.

1) The implementation of Working Together (2010)

Objective actioned

LSCB leads, LSCB Training Group Chair, Wiltshire Police, Named Nurse, Salisbury Hospital Foundation Trust, Head of Service,(North and East) Wiltshire Council , Children & Education

This objective aimed to ensure the implementation of Working Together 2010 into the everyday practice of all agencies in Wiltshire LSCB through a programme of LSCB and single agency training, also an audit of practice. The group sought evidence from partner agencies about the implementation of Working Together guidance in its practice and training. Responses confirmed that training had been specifically designed around the principles of the new guidance or amended for all training. Safeguarding policies, systems and assessment tools had been revised and practice models developed with a strong emphasis on child focussed practice.

Group members were directly involved in the review of multi-agency training, procedures and protocols and LSCB processes to ensure that the key principles of the guidance were becoming embedded. At the conclusion of the group it was agreed that the objective had been largely actioned, tasks not yet achieved had been recognised and there was planned action to progress them.

2) Missing Children

Objective Actioned

LSCB Leads, DCI Public Protection, Wiltshire Police, Acting Director, Targeted Services, Wiltshire Council

This was a continuation of an LSCB Objective group from the previous year to oversee developments in local procedures and services to reduce the number of children and young people going missing. The Safeguarding Accountabilities agreement with Wiltshire Community Safety Partnership Board and the Children's Trust Board holds the LSCB accountable for the strategic oversight of children and young people who are at risk of running away.

The majority of objectives in the group's action plan were achieved.

- A multi -agency Pan Wiltshire Missing Children Protocol was agreed by the LSCB and Wiltshire's partner agencies then introduced into the procedure for working with missing children and young people.

- In Wiltshire a robust procedure was introduced to ensure that children reported missing to the Police were referred to Social Care. The Protocol is currently being updated in the light of operational experience and will be publicised at a Police led launch event later in 2011.
- A Multi agency Panel was established meeting regularly to plan a multi agency response to young people who frequently run away and also review safeguarding in high risk locations.
- The piloting of the role of a voluntary sector Outreach Worker continued, a 12 month post funded by the LSCB to see what difference an independent approach could make to working with young people about why they run away.

Outcome

The outcome of this work has led to an increased evidence based understanding of the extent and issues relating to young people who go missing in Wiltshire. The analysis of a sample of missing episodes (36) noted that the majority of children going missing were aged 11-15. The main reasons for going missing were staying with friends and family issues, involving verbal conflict, parental separation and physical abuse. Risk taking behaviour accounted for 11% of missing episodes in the sample and this included substance misuse and association with risky adults.¹

Improvements have occurred with the introduction of a co-ordinated multi- agency response to missing children in Wiltshire, including an earlier Police categorisation of a child as missing. This has contributed to an increase in the number of reports of missing children which have risen by 19% to 1016 from September 10 – August 11.

Improvements to the timeliness of reporting and tracking children missing from education are also being implemented.

This LSCB objective has now concluded, however the lead agencies of Police, Social care & Integrated Youth Services remain committed to continuing an effective multiagency response in this area.

3) Increasing Independence, Challenge and Relationships with Children's Trust

Objective actioned

LSCB leads Head of Safeguarding, Wiltshire Council,
Designated Nurse, NHS Wiltshire

This objective aimed to increase independence and challenge in Wiltshire LSCB in recognition of the LSCB role ascribed in government guidance of Working Together (2010). The group championed the principles of independence and challenge across the LSCB and its achievements have led to a firmer embedding of the principles in LSCB business.

¹ "Safe choices, Wiltshire" (2011), Presentation, Barnardos

Activity included

- Reviewing the mechanisms for independence and challenge with the new Independent Chair of the LSCB resulting in an approach to partner agencies to identify safeguarding risks at this time of significant and organisational change.
- In LSCB group meetings, the introduction of a challenge item on the agenda led to agreed improvements of LSCB communication by Board members within the same agency.
- LSCB Group terms of reference were reviewed to ensure that they include independence and challenge. In LSCB groups there was also further development of independent peer auditing work in S11 audits and quality assurance.
- Further development of the LSCB in accordance with government guidance for independence and challenge continue with ongoing attempts to recruit a second lay Board member and the production of an annual report.

Effective links with clear communication agreements continue to develop with Wiltshire partnership groups, including the Children's Trust Board, Wiltshire Local Safeguarding Adults Board and the Community Safety Partnership, this has helped to share common areas of interest and challenge at a time of significant change within agencies in Wiltshire.

b) Wiltshire LSCB Sub Groups review

The work and achievements of Wiltshire LSCB's multi-agency sub groups are a significant part of how Wiltshire Local Safeguarding Children Board achieves its objectives and business plan. Working Together (2010) notes that all groups working under the LSCB should work to agreed terms of reference with explicit lines of reporting, communication and accountability to the LSCB. (3.91) An Annual Report is required from Wiltshire LSCB sub groups and a projected action plan for forthcoming work.

Quality Assurance Sub Group

Chair – Head of Safeguarding, Dept of Children and Education, Wiltshire Council

The group focus is on measuring multi-agency and single agency safeguarding practice compliance. Audit outcomes are reported and where required, re-auditing occurs to check for improvements.

The subjects for audits undertaken and their standards continued to be derived from government guidance, national reports and research and local assessed need and reports. Audit reports are completed in the quality assurance group by the lead agency for the chosen subject. Audit recommendations are disseminated to agencies by the group members. Follow up re-audits are undertaken a year later by the Sub Group to ensure improvements have taken place.

In May 2010, the sub group undertook a multi-agency audit on the voice of the child in child protection assessments and planning. Recommendations are being

processed, referring to the subject in all multi agency training and supervision. A subsequent audit in social care evidenced that the recording of the child's voice in assessments has resulted in nearly 100% improvement.

In December 2010 a health led audit on unborn babies in the child protection process was undertaken. Recommendations being implemented are:-

- Greater involvement of health professionals in initial meetings of the child protection process.
- Increased information recorded throughout the child protection process and circulated.
- Child protection Conferences when required should be held for the unborn baby before 28 weeks gestation.

The process of reviewing single agency child protection audits will be undertaken in September 2011.

The work of this subgroup has contributed to improved outcomes for children. Disseminating the outcomes of audits undertaken have led to increased recording of views of children in social care assessments and more timely action taken regarding child protection processes for unborn babies.

Section 11 Group

Chair - Head of Safeguarding, Dept of Children and Education, Wiltshire Council

This Sub group audits compliance by all Wiltshire agencies for Section 11 of the Children Act 2004, in terms of agencies and staff discharging their functions with a view to safeguarding children.

This subgroup combines with Swindon LSCB and its partner agencies in order to undertake a peer audit system providing independence and challenge to the audit of organisations' statutory safeguarding responsibilities. In 10/11 all agencies completed a section 11 audit template including for the first time Wiltshire's prison. The audit schedule was updated with new standards relating to Working Together 2010 guidance and asking for more evidence of compliance. This has resulted in the threshold being raised annually which must be considered in our year on year audit comparisons.

For 10/11 the average score of Wiltshire agencies had increased to 69% (previous year 59%) and 6 agencies had an overall improved score compared to 09/10. Average audit scores had made improvement in the areas of service development, training, recruitment and vetting and clear statements of safeguarding responsibility. A decline in average score occurred in contracts, clear lines of accountability and information sharing.

Feedback is provided to all agencies. Where the audit finds an outcome of less than 50% overall or a nil score for any specific section this is drawn to the immediate attention of the agency Chief Executive with a request for resubmission showing improvement within 3 months. Two agencies are receiving this follow up after their 10/11 audit.

Section 175 Group

Chair– Head of Safeguarding Dept of Children and Education Wiltshire Council

This Sub group monitors and supports the implementation of section 175 of the Education Act (2002) by

- Self assessment safeguarding audit for local authority maintained schools.
- Safeguarding visits to local authority maintained schools
- Safeguarding training and support for independent schools/academies/further education

Excellent progress was made in safeguarding in schools in the year and all objectives were achieved. Over 200 self assessment audits were received from schools and over 50 schools received a safeguarding visit. Almost half of Wiltshire Independent schools receive the comprehensive safeguarding package from Wiltshire Council, many attend Wiltshire multi- agency safeguarding training. Further development of the safeguarding package for Academies is due to take place. Ofsted evaluation of Wiltshire schools inspected resulted in 90% receiving Good or Outstanding, and no schools failing due to safeguarding.

The work of the LSCB S11 and S175 Sub-groups contribute to improved outcomes for children by evaluating and encouraging improvement in organisations' statutory safeguarding arrangements. This ensures that Wiltshire's children experience safe organisational environments in which to promote their development.

Serious Case Review Sub Group

Chair- Designated Nurse, Wiltshire NHS

The functions of this Sub Group are

- To consider whether a serious case review is required within the criteria laid down in 'Working Together to Safeguard Children 2010'
- To ensure lessons to be learnt by all agencies are passed on.
- To monitor the action plans arising from serious case reviews.
- To continuously challenge each other to improve on safeguarding practice and improve the outcomes for children across Wiltshire.

During 2010/2011 the Serious Case Review Sub group were asked to consider two cases for Serious Case review. One was accepted having met the criteria and clearly had the potential for lessons to be learnt by all agencies. The serious case review for Child G commenced in October 2010 and is discussed later in this annual report.

The second case was not considered to meet the criteria for a serious case review and led to action being taken in reminding organisations of their safeguarding responsibilities for young people. Further public safeguarding actions were undertaken by the Child Death Overview Panel regarding this case.

The Serious Case Review sub group also revised a toolkit to assist in the process of undertaking the Serious Case Review.

The sub group monitored the ongoing implementation of action plans arising from a serious case review and multi agency review undertaken upon children in 2008 and 2009.

The group reviewed the learning for Wiltshire from national serious case reviews, disseminating lessons at safeguarding briefings and planning actions required to safeguard Wiltshire's children including in the areas of safeguarding children educated at home and increasing awareness of practice issues in the area of resistant parents.

Safer Recruitment

Chair- Head of Safeguarding, Dept of Children and Education Wiltshire Council

This LSCB Sub group aims to ensure that all agencies in Wiltshire who interface with the public have safer recruitment processes, procedures, training and practice for children that meet government requirements. In addition to encourage consistency of approach, they challenge one another on compliance and report back to own organisations and the LSCB.

The Group's action plan included to agree standard reporting criteria within Wiltshire agencies regarding safe recruitment; then to monitor compliance of the set standards by agencies.

- Common safe recruitment standards have been agreed across agencies. Safeguarding clauses in job descriptions and advertising is widespread.
- Safe recruitment training has been undertaken and recruitment panels have a trained staff member.
- Compliance with standards is generally good and LSCB audits of section 11 and section 175 practice have all shown good outcomes for safe recruitment practice.

Group objectives have been met this year, although changing personnel across some main agencies, partly due to re-structuring in health and police has slowed down the extent of progress

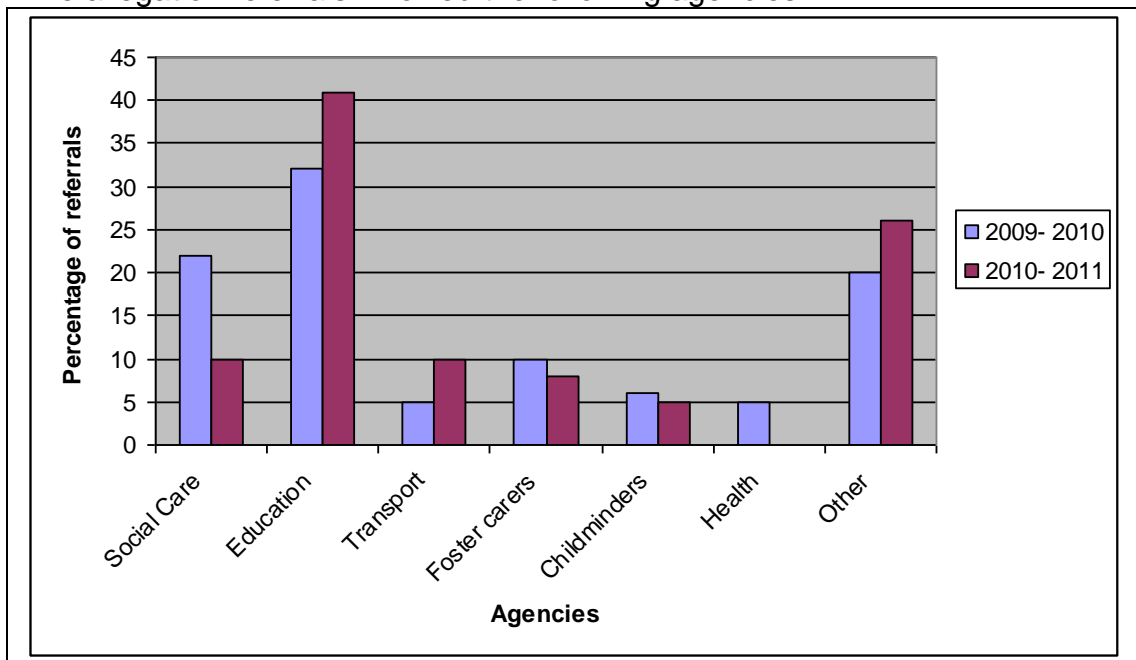
This group and the Allegations Sub group merged in June 2011. The work of both groups contributes to improved outcomes for children by continuing to reinforce the agency requirements for safe recruitment of staff and their professional conduct with children. This provides a safer environment in statutory services to promote children's welfare and development.

**Allegations against Staff Sub Group
Chair- Head of Safeguarding, Dept of Children and Education, Wiltshire Council.**

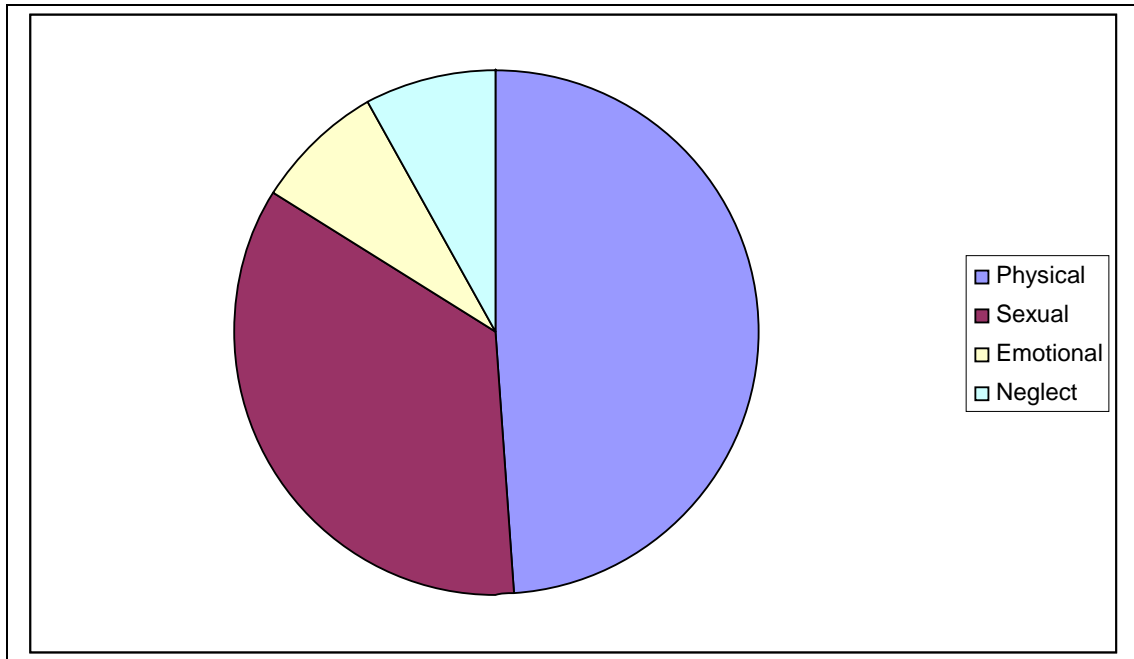
To report to the LSCB on allegations made against those who work with children and ensure compliance with government guidance. Processes and cases are reported six monthly to the LSCB sub group. Allegation cases continue to be in line with Working Together (2010) guidance and national expectations in terms of numbers and responses. A good, clear Local Authority Designated Officer (LADO) system is known to all agencies, with a “what to do” flowchart in place and readily accessible. Challenges are made when appropriate across agencies, and a new audit system to check thresholds and processes has been implemented.

LADO activity in 10/11 involved 39 new referrals and 59 initial enquiry consultations.

The allegation referrals involved the following agencies:



Referrals of allegations were placed into the following categories:



(Physical – 49%, Sexual – 35%, Emotional – 8%, Neglect – 8%)

Trends for categories of allegation are similar to the previous year. Referrals include more people who work with children in education and less of those in social care. Of the allegation referrals that were completed in 10/11, 41% of allegations were in the categories of “Founded” and “Unsubstantiated”.

Child Death Overview Panel

Chair- Director of Public Health and Wellbeing, NHS Wiltshire & Wiltshire Council

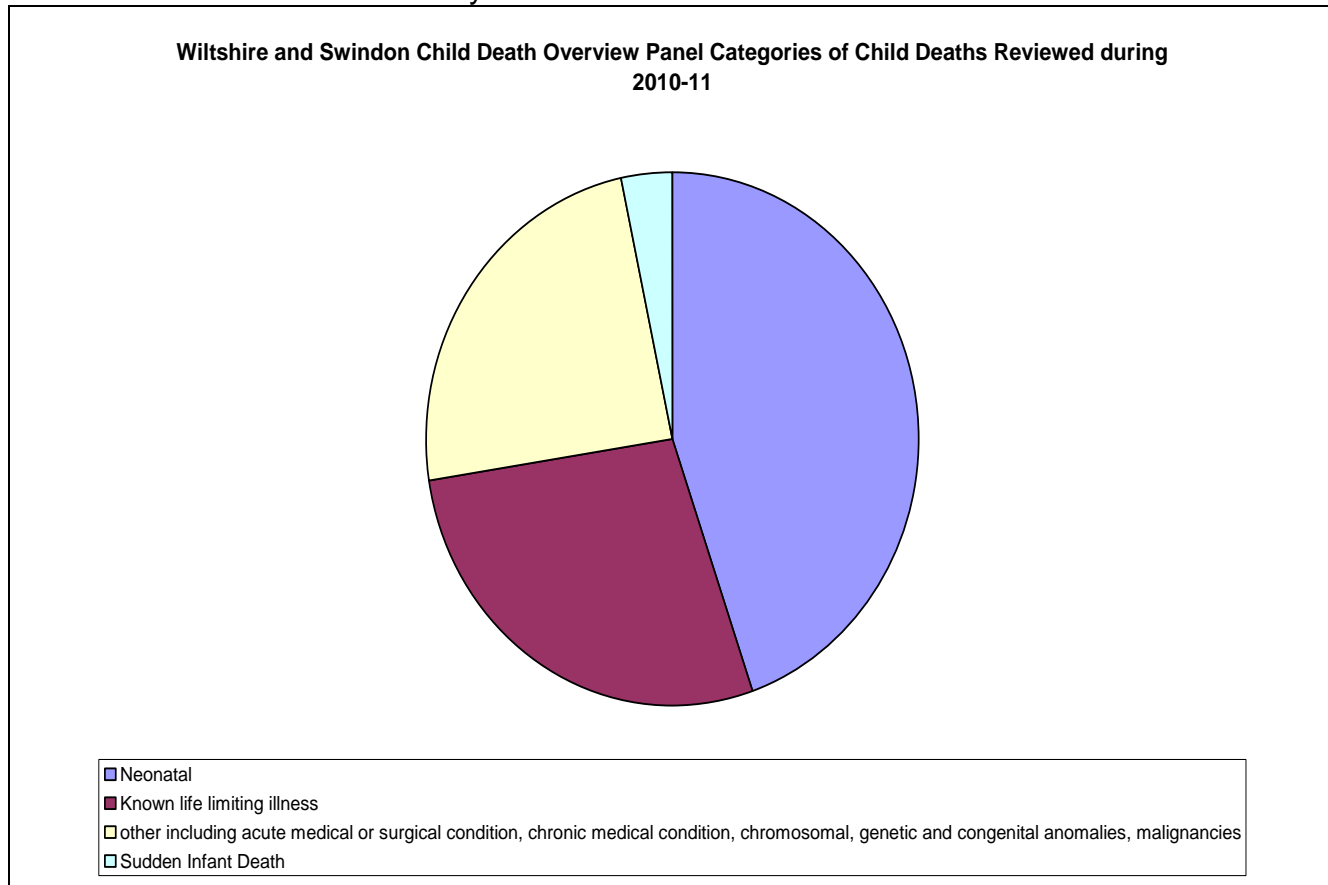
The Child Death Overview Panel (CDOP) is a sub group of the LSCB responsible for reviewing the available information on all child deaths in the area. Wiltshire and Swindon have a combined CDOP in order to have a larger population to review, leading it to identify earlier and more easily patterns and trends and take action to increase local safeguarding.

The Child Death Overview Panel produces an Annual Report which is presented for discussion to Wiltshire and Swindon Local Safeguarding Children Boards. It notes the following:-

In 10/11 there was notification of 39 Wiltshire child deaths, 30% of these were unexpected deaths. This is a death that was not anticipated as a significant possibility 24 hours before or where there was an unexpected collapse or incident leading to the death. (“Working Together” 2010, (7.21).

The Child Death Overview Panel anonymously and confidentially reviewed the deaths of 29 Wiltshire and Swindon Children. The Panel concluded that in 31% of the deaths there were modifiable factors. These are factors which may have contributed to the death of the child and which by means of locally or nationally

achievable interventions could be modified to reduce the risk of future child deaths. This is higher than the national average of 20% .The majority of children (68%) were recorded as white British ethnicity.



Of the child deaths reviewed, 45% were neonatal deaths (babies who die in the first month of life), 28% due to known life limiting illness and 27% as a result of acute medical/surgical causes, chronic medical conditions and sudden infant deaths.

There are also regional Child Death Overview Panels set up to additionally review the deaths of children around specific themes with the attendance of national consultants. In 2010/11 the themes of the regional groups were cardiac deaths and suicide.

Action arising from the Child Death Overview Panel regularly concerns the modifiable factors of the deaths of the individual children reviewed; this contributes to improved outcomes for children who may be in a similar situation in the future. More generally, the CDOP has written to Chief Executives to ensure case review recommendations are followed up. Specific issues have been raised with regional specialist commissioners. There has been clarification on communication, roles and responsibilities with the Wiltshire and Swindon Coroner.

The CDOP plays a role in improving outcomes for children by identifying universal safeguarding issues including the risks of co-sleeping (particularly on sofas) and concurrent alcohol or drug use by a carer which increases the risks of sudden infant death syndrome as relevant campaigns for future Wiltshire activity.

The Child Death Review Sub group met three times to monitor multi -agency practice in this area and ensure its compliance with “Working Together”. The group ended in February 2011 when it was evident that the child death review process was embedded in practice, all matters being addressed by the CDOP.

The Training Sub Group

Chair- Lead Vulnerability Trainer, Wiltshire Police

The functions of this group are:

- To design and contribute to the delivery 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 Section 11 Children Act 2004 and Working Together 2010.
- To make recommendations, in a timely manner any appropriate issues and actions arising to the LSCB or its sub –groups in relation to required issues from its functions.
- To ensure and encourage within meetings, appropriate challenge across agencies to assist the raising of obstacles to safeguarding, and enhance learning and safeguarding improvements.
- To work in partnership with Wiltshire LSCB Policy & Procedures sub group to develop strategies for implementing current training matters in all levels of LSCB training.

In 10/11, 98 training days were provided on taught Wiltshire LSCB multi agency safeguarding children courses at 4 levels. In addition 795 places were provided on a level one awareness of child abuse and neglect e-learning course and qualification.

The LSCB training sub group ensured that “Working Together” 2010 was fully integrated into all LSCB levels of safeguarding training delivered. An audit based on recent research ² was conducted by sub group members and evidenced the effectiveness and Working Together training content in the LSCB Level 2 and Level 3 child protection training courses.

The training structure was also reviewed and amended in line with Working Together 2010 & South West Inter-Agency Training practice & procedures. New proposals were drawn up for future funding arrangements from LSCB Partners to the multi agency safeguarding training fund. These arrangements will reflect agency attendance and training needs analyses for the multi agency training.

² Carpenter et al (2010) “The Organisation, Outcomes and Costs of Inter-agency Training to Safeguard and Promote the Welfare of Children” London: Department for Children, Schools and Families

A pilot child protection course was successfully run in conjunction with Bath Spa University. The linking of the LSCB training with Bath Spa University fulfils a recommendation in Laming's progress report, 2009.

The Group Chair has commented that membership of the training sub group has been consistent, albeit with a small nucleus of dedicated colleagues. The range however of agencies represented is exceptional & promotes a multi agency approach to safeguarding training

The LSCB training contributes to improved outcomes for children producing a workforce with knowledge and skills to effectively safeguard children and young people. This includes how to follow a multi agency approach to safeguarding children and improve their outcomes.

LSCB Area Practice Fora Events

Wiltshire LSCB holds multi- agency Practice Fora events twice a year. These are presented at 3 locations across Wiltshire and attract attendance of over 100 professionals working with children in the area. The purpose of the Fora is to provide updates on latest issues/guidance in safeguarding and to reflect on the impact of local and national learning upon practice in Wiltshire. Networking opportunities are provided so that practitioners can learn about each other and from each other's safeguarding practice.

In Autumn 10 the Fora focussed upon the requirements of new safeguarding guidance in "Working Together" 2010 and Serious Case Review national learning reflecting upon recommendations and their Wiltshire implications from the Khyra Ishaq review.

In Spring11 the Fora addressed "the Child's voice in safeguarding", including skills in talking to children about safeguarding and the role of advocacy in enabling the child's voice to be heard.

Participants noted that these events had helped to improve their knowledge and will support their future practice with children.

Policies and Procedures Sub Group Chair- Child Protection Co-ordinator, Dept for Children and Education, Wiltshire Council

Functions of the group are

- To develop, review, maintain and disseminate inter-agency child protection procedures, guidance and protocols in conjunction with or additional to South West Child Protection Procedures.
- To inform the LSCB of any new procedures, each of which will have been developed through multi-agency consultation and agreed by the Procedures sub-group.

- When local procedures or protocols are developed or updated this group will consult with partner agencies, agree a final version and pass to the LSCB Board for approval.
- To make recommendations to the LSCB, including the training sub groups in relation to required issues arising from its functions.

The Sub group has reviewed and contributed from a Wiltshire perspective to procedures and guidance for the South West Child Protection Procedures. (www.swcpp.org.uk). The group Chair is the Wiltshire LSCB representative on the Steering Group for the procedures that are adopted by 10 authorities in the south west region. This has included the areas of substance misuse, the use of interpreters, women who sexually abuse, missing children, advice on record keeping, young people and knife crime. The South West Procedures have also been reviewed to incorporate guidance in Working Together (2010).

The Sub group have agreed Wiltshire protocols, including for missing children and medical examinations.

Wiltshire LSCB Executive Group

Chair- Pam Robinson, Wiltshire LSCB Independent Chair

The task of the Executive Group is to maintain an overview of the progress of the LSCB Business Plan agreed by the Board. The Executive Group directs the work of the sub groups and objective groups. National guidance, consultation and safeguarding reports are also considered.

The Executive Group met 5 times in 10 -11, monitoring the progress of the LSCB objectives and considering the following issues: performance review; Board recruitment; serious case review feedback, implementation and national learning; training needs and pathways; budget; Improvement plan and agency risk register.

In February 11 the Executive Group completed a self assessment and improvement tool for Wiltshire LSCB.³ Active progress was identified in dimensions of effective governance, building capacity and establishing the Board's strategic direction. Areas for further consideration included consultation and involvement of children, parents and the community in LSCB safeguarding activity and demonstrating how LSCB work impacts on safeguarding outcomes for children.

Wiltshire LSCB Board Meetings

Chair- Pam Robinson, Wiltshire LSCB Independent Chair

Two Board meetings and a Development Day were held throughout the year with a purpose to monitor the progress of the LSCB safeguarding functions, establish whether Wiltshire LSCB is effective in achieving them and provide challenge. Board

³ “Self assessment and Improvement Tool (SAIT) for Local Safeguarding Children Boards”, 2010: Care and Social Services Inspectorate Wales

members were updated with progress in achieving the business plan along with LSCB group updates. Further issues considered included the role of an Independent Chair, endorsement of the Wiltshire Hidden Harm Strategy, safeguarding performance in Wiltshire.

The development day in February 11 focussed upon “Back to basics” for Wiltshire LSCB with sessions on safeguarding performance and quality, structure and governance arrangements, voice of the young person and priority objectives for Wiltshire LSCB in 11/12.

Wiltshire’s safeguarding performance and LSCB activity was considered in view of research regarding outcomes based accountability, self assessment and effectiveness of LSCBs.

Decisions were made to develop options for Board restructure which can improve its effectiveness in line with current research.

A framework for performance review will continue to be developed taking into account the multi agency perspective of the Board, future changes in a national performance framework and the need for performance monitoring to demonstrate what difference it makes.

The Board agreed that consultation with young people about safeguarding issues was essential.

The Board and Executive Groups have an important role to play in scrutinising performance within agencies and challenging for improvements in practice to lead to better outcomes for children. The multi agency aspect of all LSCB work enhances opportunities for shared perspectives and co-working.

c) Further Wiltshire LSCB Function Activity.

Some aspects of work to fulfil LSCB functions are facilitated by the LSCB staff Team and Independent Chair monitored by the Executive Group and reported to the Board.

Monitoring and Effectiveness

Performance information relating to safeguarding is monitored by the LSCB Board and Executive Group. (See Section 4) It is aimed to develop a performance monitoring system which reviews relevant local multi agency information.

A Wiltshire LSCB Improvement Plan was developed to ensure LSCB monitoring of identified areas for safeguarding action in Wiltshire. The Improvement Plan includes Wiltshire’s response to national learning in the cases of Baby Peter and Khyra Ishaq and monitoring of locally arising issues from inspections, serious case reviews and multi agency reviews.

The Plan has shown improvements in implementation of the common assessment framework, multi-agency thresholds and common language, auditing and review of service delivery and inclusion in training of pertinent areas arising from serious case reviews.

Business process standards for LSCB Board and Executive meetings have also been introduced to ensure action tracking and monitoring of LSCB business activity and decisions.

Effective communication is essential to identify areas for joint influence and individual challenge. A better understanding of Boards' roles and activity ensures improvement in interrelated strategic activity and a wider use of the safeguarding agenda for all family members.

Challenge/ communication with related Boards

Communication agreements are in place between Wiltshire LSCB and related Boards and strategic partnerships in Wiltshire. These include Criminal Justice Board, Multi Agency Public Protection Agreement, Local Safeguarding Adults Board, Wiltshire Community Safety Partnership, Wiltshire Children and Young People's Trust. The agreement is to share strategic annual reports and Business Plans, allowing opportunity for consultation. Links with the Children's Trust Board and Wiltshire Community Safety partnership also include regular manager's meeting and the sharing of Board minutes and agendas.

Links required with the Children and Young People's Trust are noted in Working Together (2010). Whilst nationally there have been significant changes made to the government requirements for Children's Trusts, Wiltshire has retained the principle of a Children's Trust Board whilst making some structural changes. Links with the LSCB have continued to preserve the positive and effective aspect of this relationship. The LSCB works closely with Wiltshire's Children's Trust on broader aspects of safeguarding and ensuring that all children and young people are supported to achieve good outcomes. The Children's Trust has recently led a review of the document 'What to do if children and young people need additional help - A guide for Wiltshire service providers to completing the CAF and acting as Lead Professional' (published in April 2010). The LSCB will continue to receive feedback from the Children's Trust on the effectiveness of arrangements for integrated working, including the impact of the use of the Common Assessment Framework on reducing inappropriate referrals to children's Social Care.

The Chairs of the LSCB and LSAB have regular meetings and this has led to shared working on agency risk.

During the year regional links for LSCBs were significantly diminished with the closure of Government Office South West. Wherever possible the Wiltshire LSCB staff team maintains regional links in order to learn from good practice

and for benchmarking. These tend to be in the areas of procedure development and child death reviews.

Serious Case Reviews

Government guidance (*Working Together to Safeguard Children 2010*) requires a Local Safeguarding Children Board to undertake a Serious Case Review when a child has been seriously harmed or has died and there is more to learn about how local organisations and professionals work together. Family members are offered opportunity to give their views. The child's daily life experiences and an understanding of their welfare, wishes and feelings are at the centre of a Serious Case Review.

A Serious Case Review looks at how local organisations and professionals worked together to look after and protect the child/young person that the review is about. The review looks at what was done, what lessons can be learned for the future and what changes may need to be made about how services work together. It is not a criminal investigation or public enquiry and its aim is not to blame but to learn.

In 2010, Wiltshire Local Safeguarding Children Board decided to undertake a serious case review, following the death of a young person who took her own life and was anonymously known as Child G.

A Serious Case Review is an intensive case study of lessons to be learned. Single and multi agency recommendations improve future practice and procedures for children and this directly contributes to improved outcomes for children.

A panel of senior professionals from children and education services, health services and police was set up to review and quality assure the Serious Case review including the management reviews from each relevant service and information about the child / young person. The panel was managed by an independent chair very experienced in child protection. An independent author who again was very experienced in child protection was commissioned to write the Serious Case Review report from the reviews and information provided

A Serious Case review takes 6 months to complete and by March 2011 the review was coming to a conclusion. Child G had never been subject to child protection procedures. Professionals who worked with Child G recognised that the young person had vulnerabilities and they worked hard to address these. Overall concerns increasing from 2008 led to referrals to further services. Child G had strong views about not wishing to involve her parents in trying to resolve personal problems. Clear assertions were made by Child G to different professionals regarding issues of confidentiality and with whom they were allowed to share information. Agencies worked hard to provide support, but Child G would change her mind about accepting further specialist support.

Key lessons and actions were identified by the evaluation of Child G's circumstances and the professional practice which attempted to meet her needs, including;

Safeguarding processes and procedures must be reviewed and utilised to fully assess and plan intervention for children/ young people with high risk behaviours. An inter agency Risk Management Panel is being set up to co-ordinate plans and services for young people who present the highest risks of vulnerability in the community. Practice guidance and training is also being provided for people working with young people who have high risk behaviours.

In some circumstances-to protect children from significant harm- it is necessary to challenge a child/ young person's wishes for confidentiality. Practice guidance and training for practitioners is being provided in this area.

Practitioners and managers need to escalate matters when there are different professional opinions about risk or thresholds in interagency working. The professional escalation policy is being reinforced with practitioners along with the need for interagency communications to be clearly understood and follow up actions made clear.

Practitioners need to have a clear understanding of the threshold criteria and pathways to services to ensure that appropriate referrals are made for children in accordance with their identified needs. Service threshold criteria are being updated following multi-agency consultation and information is being disseminated to clarify pathways for referrals to mental health services.

Assessments of risk should always be completed and pertinent information consistently recorded. It is important for services to engage key family members in interventions and where this is not possible, assess the risk of not doing so. Assessment processes have been reviewed and refined and further training will be provided for practitioners.

The briefing and dissemination of learning from this serious case review along with monitoring the impact of implementing the SCR recommendations will be part of Wiltshire LSCB business plan in 11/12.

Section 4 -Review of Wiltshire Local Safeguarding Performance and achievement

a) Performance Information

Wiltshire LSCB monitors progress on the DfE “Staying Safe” National Indicators. These continue to be collected and scrutinised locally but are being reviewed as part of the Government response to the Report by Professor Eileen Munro, “A Child Centred System” . A role of Wiltshire LSCB is to scrutinise local performance in safeguarding children in order to recognise examples of good practice and areas for future development responding to identified needs. Compared to last year’s data there has been improvement in performance of the majority of indicators. Red ratings are in place regarding the time taken to complete Initial assessments; subsequent child protection plans and stability of looked after children.

Wiltshire Performance Information for “Stay Safe” National Indicators

“Stay Safe” National Indicator	Wiltshire Data 10/11 & Rating	Wiltshire data 09/10	England Comparison (09/10)	Trend of Performance
NI 48 Rate of reduction of Children killed or seriously injured in road traffic accidents (3 Year rolling average) (small score indicates similar numbers involved over years)	17.3 (08/10)	15.4 (07/09)	6.4	↑
NI 70 Hospital admissions caused by unintentional and deliberate injuries to children and young people (Rate per 10,000 children)	109.3	109.5	123.3	↑
NI 68 Referrals to social care going on to initial assessment (Percentage)	85.5	88.4	65.5	↓
NI 59 Initial assessments for social care carried out within 7 working days of referral. (Percentage)	57.4	52.5	67.3	↑
NI 60 Core assessments for social care carried out within 35 days of their commencement (percentage)	77.3	61.8	78.1	↑
NI 64 Child protection plans lasting 2 years or more (percentage)	0	2.1	5.9	↑
NI65 Children becoming subject to a child protection plan for a second or subsequent time. (percentage)	27	5.3	13.4	↓
NI67 Child protection cases reviewed within required timescales (percentage)	99	97.4	96.8	↑
NI61 Timeliness of placement of looked after children for adoption following agency decision for adoption (percentage)	86	84.6	72.4	↑

NI62 Stability of looked after children: number of moves, 3 or more (percentage)	13.6	12.9	10.9	↓
NI63 Stability of placements of looked after children: length of placement (percentage)	70.6	67.5	68	↑
NI66 Looked after children reviewed within timescales (percentage)	91.2	89.3	90.5	↑

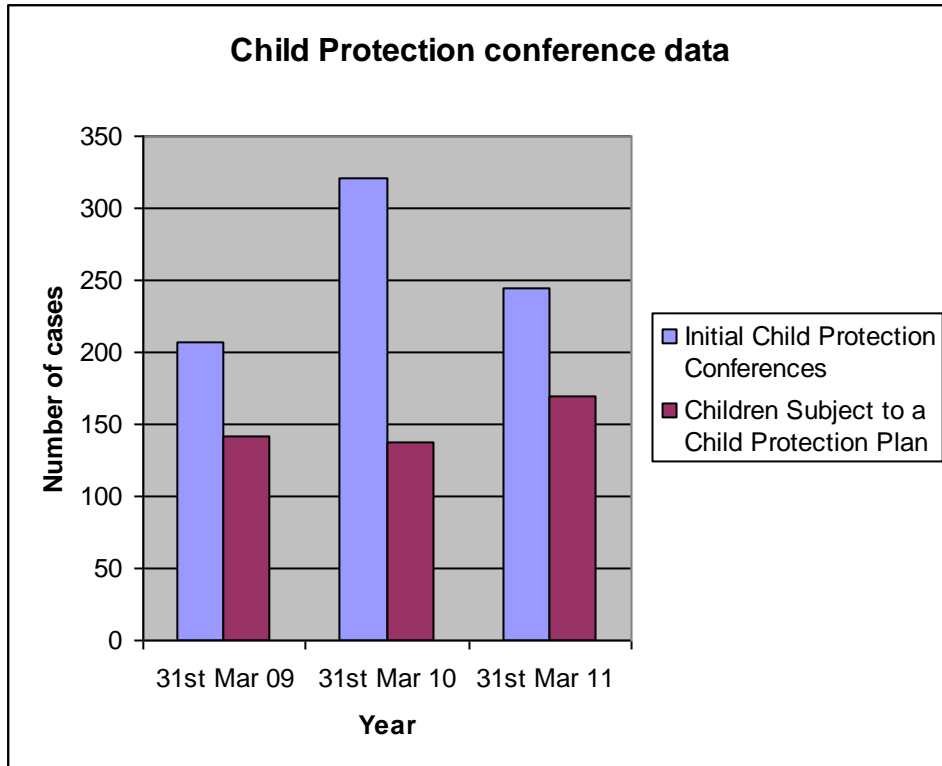
Eight out of eleven areas have improved in the last year. Wiltshire LSCB looks further into areas of performance that are indicated amber and red or highlight deterioration.

Of particular scrutiny by social care and the LSCB has been the increase of children who have become subject to a child protection plan for a second time. This has led to improvements in the scrutiny and monitoring of Children in Need Plans for those children who have recently ended Child Protection Plans. Details of agency investigation into areas of concern and plans to improve the performance are provided to the LSCB.

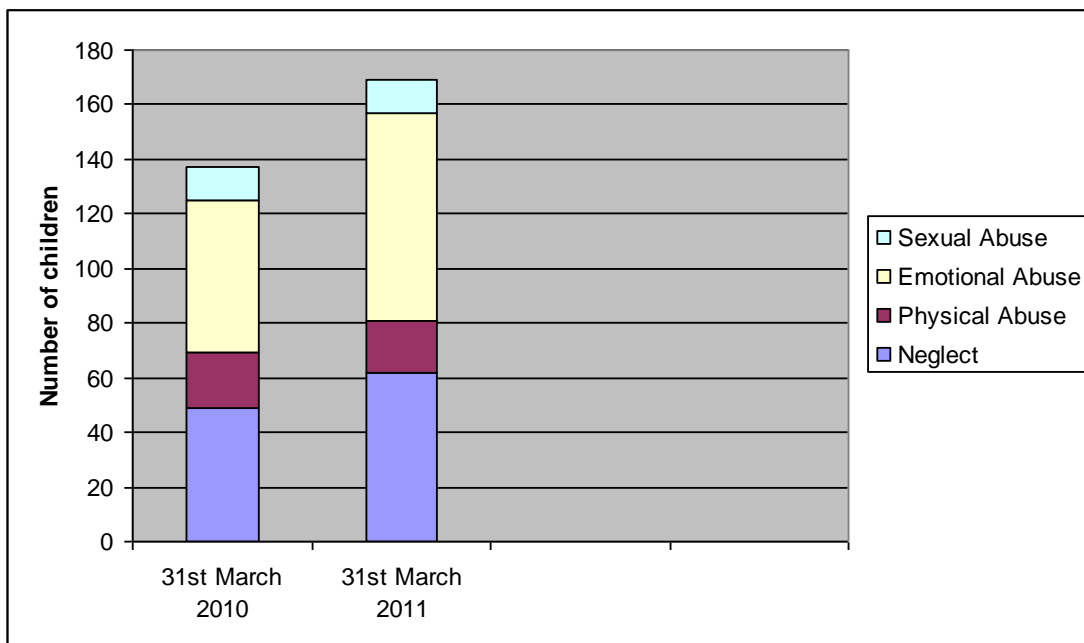
Child Protection Data

In the Wiltshire shared partnership safeguarding accountabilities agreement, Wiltshire LSCB is accountable for strategic oversight of pre-school children who have suffered abuse, also children and young people who have suffered abuse.

In 10/11 the number of Wiltshire children subject to a child protection plan continued to increase as per national trends.



Category of child protection plan



The trend of category of plan continues to reflect the national picture with the majority of cases falling into the emotional abuse category followed by neglect. These were the categories that saw the highest increase in 10/11. The definition of the categories follows “Working Together” (2010) (1.33-1.36). Emotional abuse is “the persistent emotional maltreatment of a child such as to cause severe and persistent adverse effects on the child’s emotional development.”(1.34) Neglect is “the persistent failure to meet a child’s basic

physical and /or psychological needs, likely to result in the serious impairment of the child’s health or development” (1.36).

In **April – September 2010** the predominant welfare factors in a family where a child had become subject to a child protection plan were domestic violence, adult mental health and alcohol, in line with national factors identified in research. ⁴In Wiltshire, strategies, including the Hidden Harm strategy, are being put in place aiming to reduce the impact of these factors on the welfare of children.

Type of Welfare Factors	Drugs	Alcohol	Mental Health (adult)	Domestic Violence	Parental Learning Difficulties	Parent in care Or childhood experience of social care
Number of Conferences	32	61	68	72	18	43
Percentage of Conferences	11	21	23	24	6	15

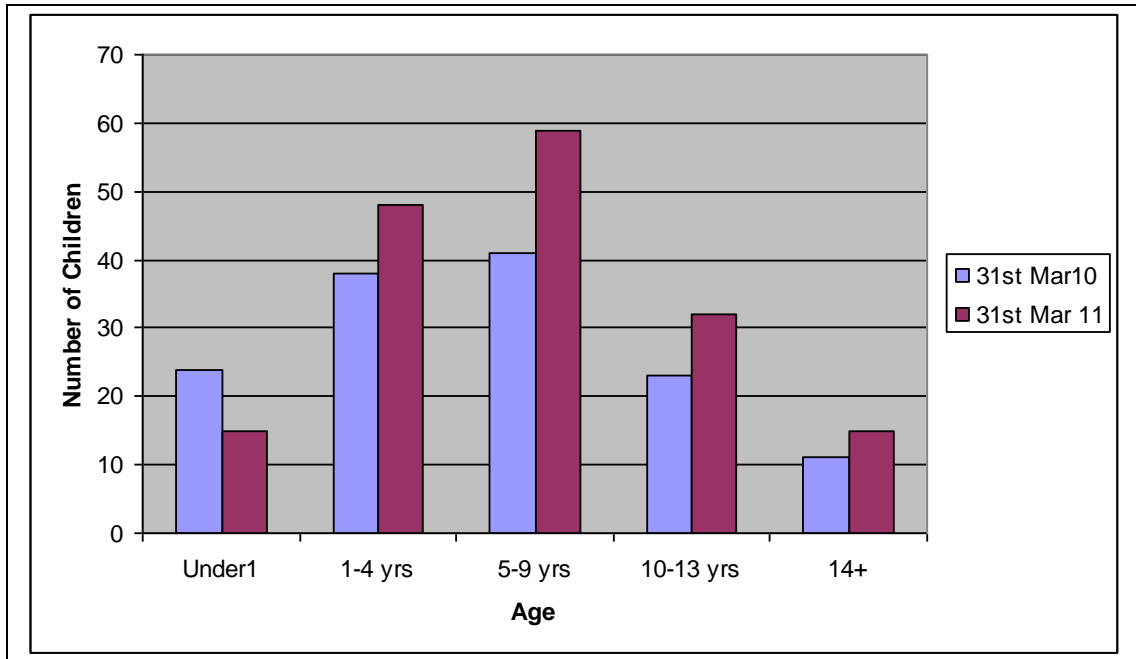
Age of children subject to a Child Protection Plan

In **10/11** there was a decrease in the number of under 1 year olds who became subject to a child protection plan.

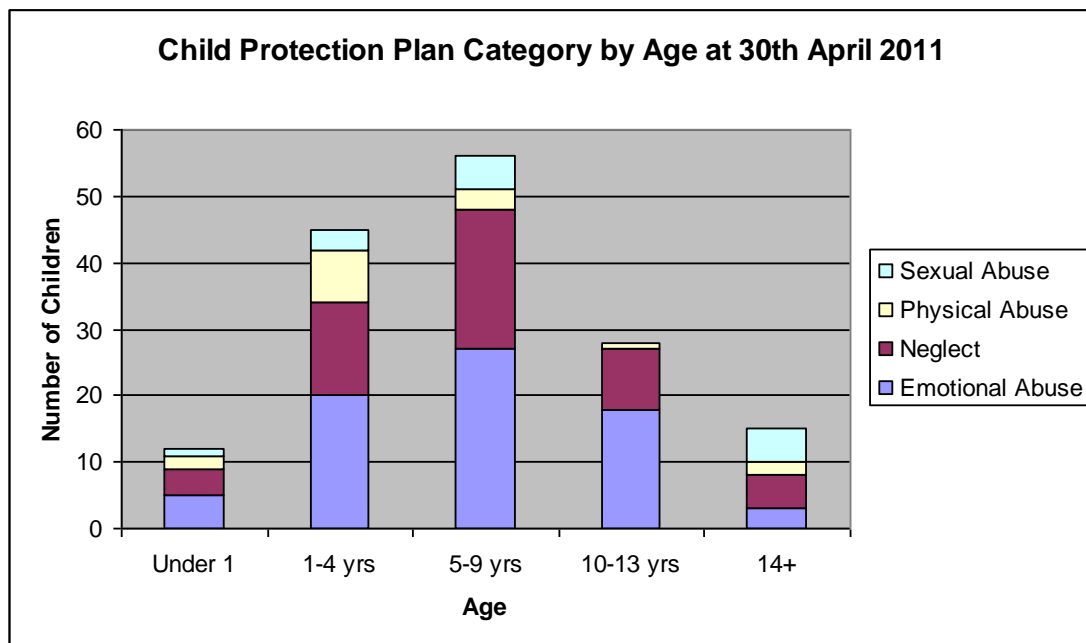
There was an increase in all other age groups, the largest increase occurring in the most frequent age group of 5-9 years.

72% of children subject to a child protection plan were aged under 10, a similar percentage to the previous year.

⁴ H Cleaver et al. (1999) “Children’s Needs – Parenting Capacity: The Impact of Parental Mental Illness, Problem Alcohol and Drug Use and Domestic Violence on Children’s Development” London: The Stationery Office

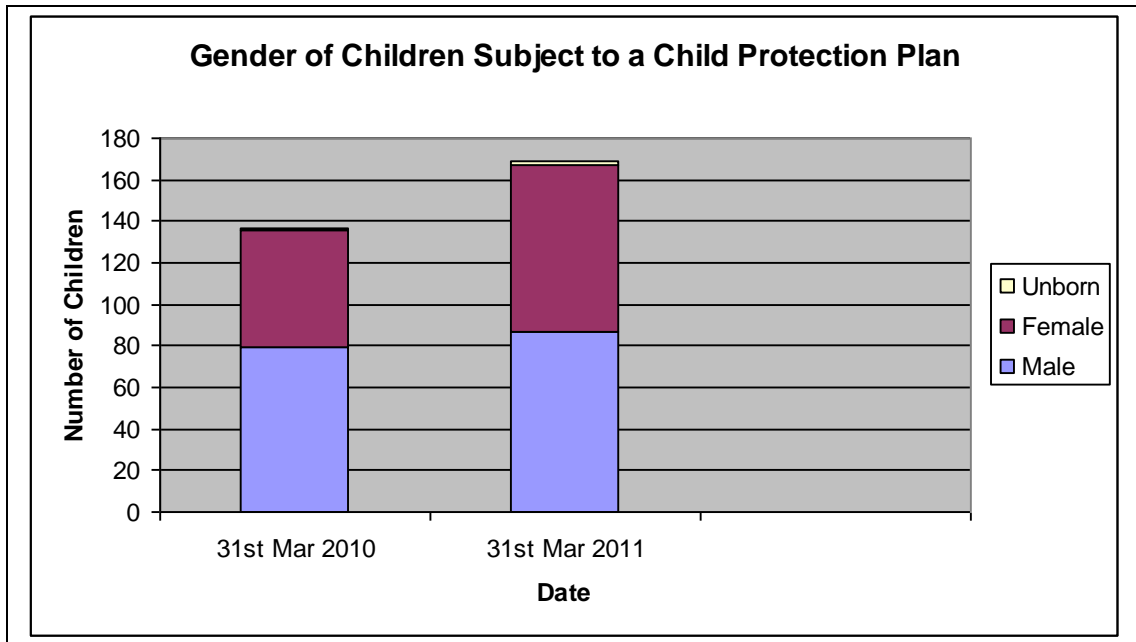


There is a variation in the frequency of category of Child Protection Plan according to the age of the child. At 14+, neglect and sexual abuse were the most prevalent categories. For all other ages, emotional abuse was the most frequently occurring category of plan, followed by neglect. The highest number of Child Protection Plans for physical abuse was in children aged 1-4 yrs. Plans for sexual abuse occurred more frequently for children aged 5-9 and 14+.

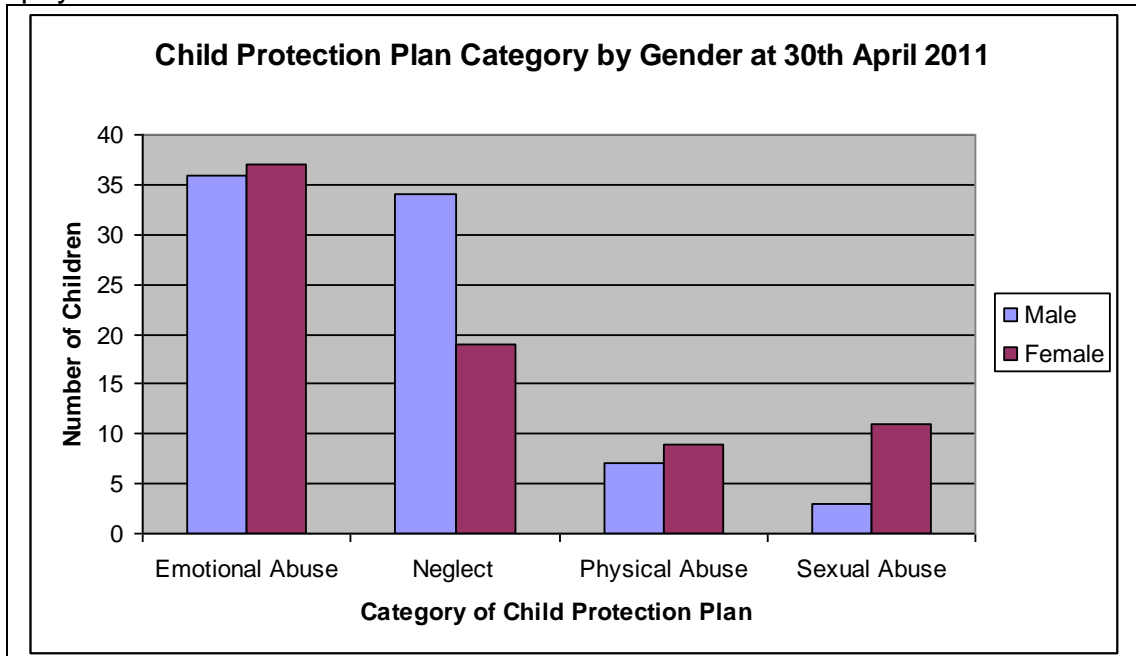


Of the children subject to a child protection plan on 31st March 2011, the gender was quite even, 51% were boys compared to 58% in the previous year. Most of the children, 144 were of white British ethnicity (85%). A further breakdown of ethnicity is not provided in this report as the numbers are low and potentially identifying. The recording of the children's ethnicity had

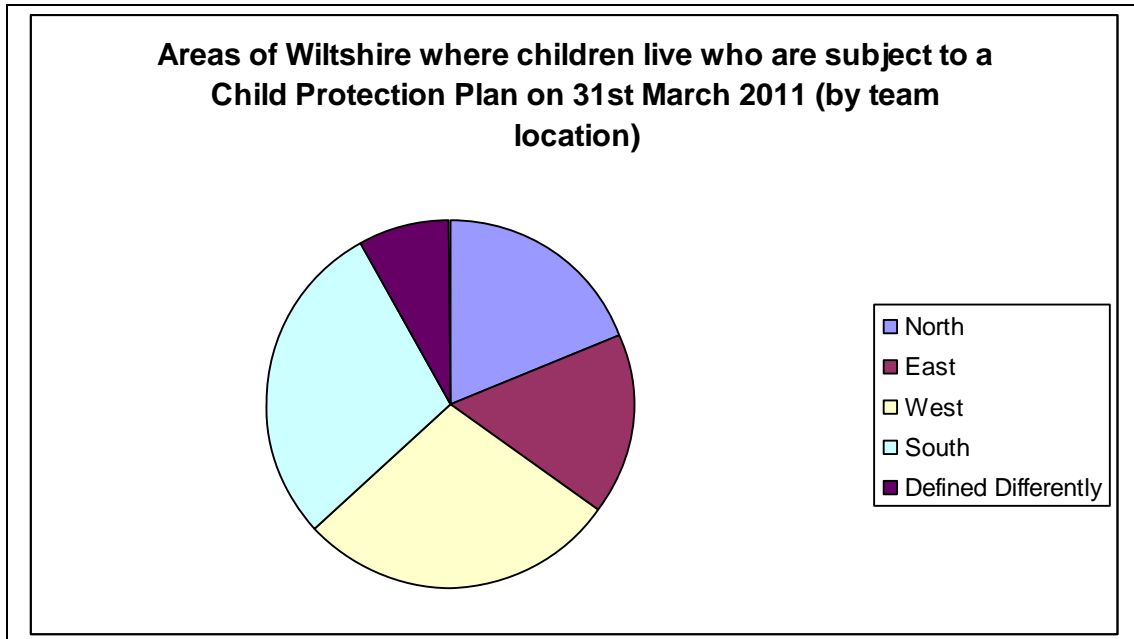
improved in this performance year and no children were recorded as ethnicity unknown.



Gender differences are apparent in the categories of Child protection plans for children. There is a higher incidence of plans for neglect by boys and sexual abuse by girls. Girls have a higher number of plans for sexual abuse than physical abuse.



The majority of children subject to a child protection plan on 31st March 2011 lived in the West and South of Wiltshire.



Participation in child protection conferences by children and young people.

Children from the age of 5 who are subject to a Child Protection Conference are offered an advocate. Young people over the age of 10 are invited to attend the Conference. The Wiltshire Child Protection Advocacy Service is run by Barnardo's. In 10/11, 416 children in 234 families were offered advocacy for child protection conferences. There was an 83% take up of the service and 346 children received at least one visit from an advocate. Of those children and young people using the service, 54% are male and 49% aged 6-11. This is a similar usage to the previous year.

The Advocacy service records note that 85% of Conferences heard the views of Children and Young People and in the advocate's opinion 30% of Conferences showed evidence that the child/ young person's views had been acted upon. Of the children supported by an advocate, 25% of those over 10 attended the Conference.⁵

Referrals of safeguarding concerns for children.

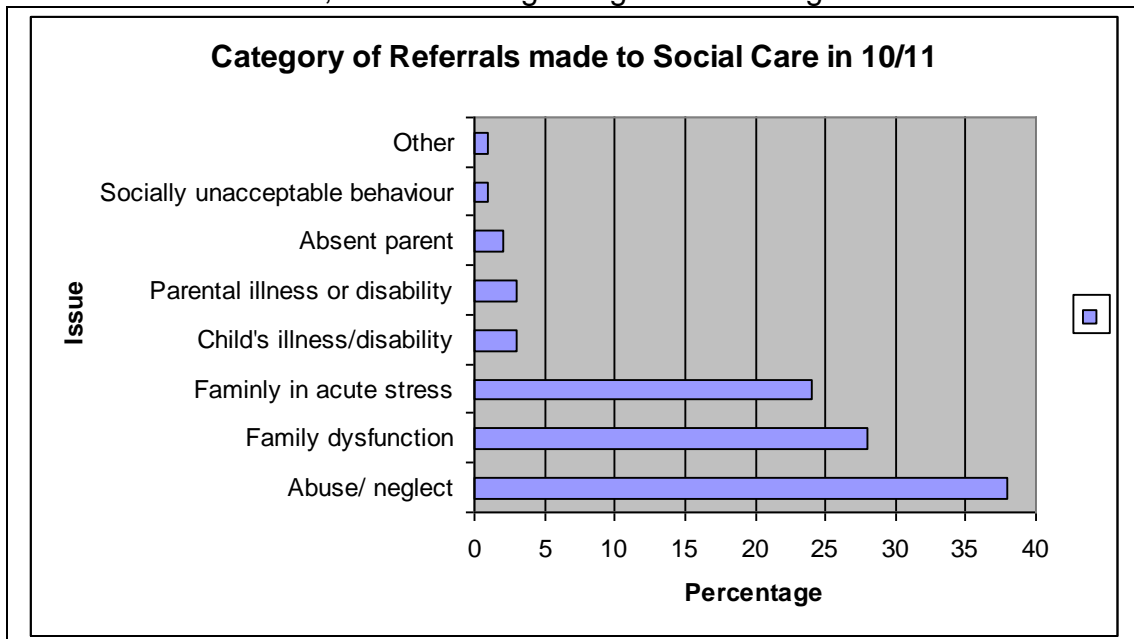
In 2010/11, 3383 referrals were made to Wiltshire social care. Parents/ friends & relatives made 15% of the referrals. The Police and Schools made the highest number of referrals.

⁵ "Annual Impact Results Report, Wiltshire Child Protection Advocacy" (2011) Barnardos

Source of Referrals to Social Care in 10/11

Referring Organisation	Number of Referrals made in 10/11	Percentage of Referrals made in 10/11
Police	664	20
School / College	489	14
Friend / Relative	289	8
Hospital	221	7
Parent	237	7
Other Wiltshire Council Department	233	7
Private / Voluntary Agency	203	6
Police Domestic Violence Unit	187	6
Housing Department	176	5
Other Primary Health	179	5
Other Local Authority	113	3
Anonymous	77	2
Health Visitor	70	2
Probation	74	2
GP	49	1
From an overall total	3383	

Of the referrals made, 38% were regarding abuse or neglect.



Of the referrals made, 85% became initial assessments by social care. Where it is suspected that a child is suffering significant harm, the local authority is required by section 47 of the Children act 1989 to make enquiries to enable it to decide whether it should take any action to safeguard and promote the welfare of the child. In 10/11 there were 497 enquiries under section 47, a decrease upon previous years.

b) Vulnerable Groups

Domestic abuse

Similarly to the national picture, there is a significant impact from domestic abuse upon the risk of harm for children in Wiltshire. In 10/11 there were 2058 reported domestic violence incidents to the Police with a 63% arrest rate. This is a decrease of over 800 incidents compared to the previous year. Of the incidents reported, 1402 mentioned children.

Of the initial contacts made to Social care in 10/11, 19% (1979) were linked to domestic abuse. Of the Child protection conferences held between April-September 10, 37% (72) had domestic violence as a significant factor in the reason for Conference.

Wiltshire multi- agency risk assessment conferences (MARAC) work to deliver a co-ordinated multi agency response to prevent and reduce further harm from domestic abuse. In 10/11 they conferenced 269 cases which involved 399 children.

The Wiltshire Domestic Abuse strategy has led to the provision of specialist domestic abuse support services to target the needs of victims. This is predominantly aimed at the needs of adult victims, which when better met will have a positive impact upon the parenting and home environment provided to children in families where there is domestic abuse.

Data is required to reflect the impact of domestic abuse on the children in Wiltshire families. Children as the victims of domestic abuse need to be specifically referenced in Wiltshire's strategic plans. Wiltshire LSCB needs to continue to monitor this important area and support developments to further reduce the incidence of this abuse.

Hidden Harm

In November 2010 Wiltshire LSCB formally endorsed its support for the Wiltshire Hidden Harm Strategy to improve the outcomes for children and young people affected by parental drug and alcohol misuse. In April – September 10 parental/carer drug use was a significant factor for 17% (32) of Child Protection Conferences. Parental /carer alcohol use was a significant factor in 32% (61) Conferences.

The Hidden Harm strategy notes that there is a lack of local and national data making it difficult to specifically define the numbers of problematic substance users in Wiltshire who are parents of dependent children. From available research⁶ it estimates that there are at least 1306 young people under 18 at risk of parental drug related harm in Wiltshire. Also, approximately 8000 young people in Wiltshire are estimated to be affected by problematic parental

⁶ “The Hidden Harm Strategy” (2010) Wiltshire Council, including information from the Young People's Drug and Alcohol Needs Assessment (2007) Wiltshire

alcohol misuse. Implementation of the multi agency Hidden Harm Strategy is led by Wiltshire Community Safety Partnership. The LSCB has representation on the implementation group and will monitor the progress of its outcomes for children during the business year.

Private fostering

Children are privately fostered when they under 16 and are cared for by someone other than their parent or a close relative for 28 days or more and the arrangement is made privately between parent and carer.

The local authority has a legal duty to promote public awareness of the notification requirements about a child being privately fostered and to ensure that carers are suitable and the welfare of the children are safeguarded and promoted. The LSCB has a role to monitor the safety and welfare of children who are privately fostered.

In the period 10-11 there were 8 notifications of private fostering and 6 of these became arrangements. Five of the arrangements ended during this period. A specialist worker has been employed within social care to continue implementing an awareness action plan, part of an ongoing awareness raising programme.

C) Single agency reports of Safeguarding activity

Agencies and organisations in the LSCB were asked to summarise the progress they had made in achieving safeguarding priorities identified for 10-11.

Progress in safeguarding activity was reported in all areas and safeguarding standards were upheld. Themes and examples within the agencies included:

- Safe recruitment practice for employers continued to progress. Agencies are increasingly aware of what type of CRB checks are required for posts, and about renewal reminders for safeguarding training and CRB checks. Employers also applied safeguarding consideration in the design of a new Children's ward at Salisbury Hospital.
- Compliance with safeguarding requirements continued to be measured and achieved in agencies with ongoing implementation of safeguarding policy and practice. In Early Years commissioning, the requirement for identified safeguarding leads has been linked to funding/ contract requirements. Agencies have striven to update safeguarding policies and guidance and safeguarding is a component of service improvement plans.

- There has been development of agency safeguarding consistency, e.g. the development of an MOD Executive Safeguarding Children Board. Also raising the profile of safeguarding in new county links, e.g. prison service.
- There has been quality assurance of safeguarding practice in casework. Supervision and case monitoring supports and improves good practice. An audit of Health Visitor professional input took place to ensure they were applying skills and knowledge where need is identified.
- There have been improvements in safe practice with children. In Social Care all children have an up to date assessment clearly identifying their needs, a plan to identify how they will be met and a contingency plan. Agencies working predominantly with adults maintain their focus on children and families, including supporting the Wiltshire Hidden Harm strategy.
- Promoting the wishes and views of children in safeguarding and service development. E.g. advocacy for vulnerable children, leisure service development, consultation on hospital new build. In Wiltshire Council, Dept of Children and Families there has been specific training for practitioners on direct work with children. In supervision, managers have been giving reminders about the importance of recording children's views in assessment.
- Safeguarding children training for workers continues. Good extensive categories include maintenance staff of a Housing association and Dental surgery staff. A Conference regarding safeguarding children was also arranged by the Anglican Church. Training opportunities have included regional sharing/disseminating of information/ lessons learned and increasing the skills and knowledge of professionals to challenge within and inter agency. Also training locally on identified safeguarding lessons learned – DNA policies.
- Multi agency work in safeguarding children has continued to provide many positive benefits. This has included: showing the links between practice and policy with vulnerable people; building effective communication links; helping to meet gaps by professionals knowing where to discuss safeguarding issues and who they can contact e.g. GPs.; helping established services to recognise how much contact other organisations have with children and families e.g. churches, faith groups; helping external agencies to have a better understanding of an agency's role in safeguarding children, e.g. a briefing note on the role of Armed Forces welfare support for Child Protection Conferences; partnership work with other agencies including signposting and referring out to services.; partnership work with police and safer school partnership on social networking vulnerabilities. Multi agency protocols,

Missing Children Protocol and conferences, MARAC. Sharing and acting on identified safeguarding risks and trends e.g. co-sleeping (CDOP to health).

- Developments have included the set up of new specific groups and initiatives: e.g. Wiltshire Youth Offending Service, sexually harmful behaviour group; An NSPCC pilot project for addressing the impact of parental substance misuse on children with parents. A Children and Young Persons Independent Sexual Advisor to support victims of serious sexual assault. In social care, dedicated workers for unaccompanied asylum seeking children and also in private fostering

Agency responses to impact of changes on safeguarding activity.

Following the significant changes announced for public services in 2010, the Chairs of the LSCB and LSAB jointly wrote to Chief Executives of partner agencies requesting information about the risks/impact of proposed changes and their plans to mitigate the risks.

Identified risks included:

- An unprecedented reconfiguration of services
- Loss of expertise as key staff move and take their expertise with them;
- disruption to communication and information sharing between agencies as established relationships change;
- disruption to communication and commissioning from changing national frameworks;
- changes to resources and representation on key partnerships and Boards with new members needing time to develop their role and contribution;
- reduced funding leading to reduced management and service delivery to safeguard children;
- fewer services to refer children to, leading to overload and inappropriate referrals to continuing services;
- maintaining and increasing service response and delivery of safeguarding agenda with reduced resources;
- risk of upward drift of thresholds for intervention;
- risk of reduced evaluation from external inspection process;
- staff and resource reduction affecting morale and increasing pressure on staff;

Plans to mitigate identified risks include:

- Keep safeguarding children as a priority and resource accordingly
- Protect operational frontline safeguarding children services, maintain capacity
- Continue specialist safeguarding support roles to frontline staff
- Services to work with smaller, defined cohorts.
- Changing how strategies are developed, a more joined up approach. Efficiencies from better procurement and administrative processes.

- Review of services to improve integrated working and maximise safeguarding opportunities. Refocus on leads for safeguarding process.
- Ongoing monitoring, assessment of the impact of internal and external changes to delivery of the safeguarding agenda.
- Ongoing regular scrutiny of safeguarding performance framework
- Statutory safeguarding audits remain with S11 and S175.

d) Partner Performance

In July 2010 there was an **Ofsted unannounced inspection** of contact, referral and assessment arrangements within **Wiltshire Council's children's services**.

Strengths were acknowledged in: the restructuring of Children's services that led to the creation of 2 referral and assessment teams; in the children with disabilities service. Safeguarding children procedures and partnership working in safeguarding were evaluated satisfactory along with the communication and transfer of cases and information between social work teams. Social work case loads were considered manageable.

Areas of development identified included: to progress further with the Common Assessment Framework to support wider interagency working and commonly agreed thresholds; increased access to level 3 child protection training; to increase recording of the child's view in assessments and document how this has influenced the child's plan; to improve the consistency of quality core and initial assessments.

Whilst mandatory requirements are no longer in place for Children's Trusts, a decision has been made to continue the **Wiltshire Children and Young People's Trust** to work together in developing and delivering the Wiltshire Children and Young People's Plan.

The Trust reported progress in achieving the 2008-11 Children and Young People's Plan. Aimed at improving the welfare and wellbeing of all 112,000 children and young people in Wiltshire, specific safeguarding progress has been made in strengthening statutory responses to looked after children and those at risk of significant harm. The re-commissioning of the specialist child and adolescent mental health service has reduced waiting times for a service and provided an out of hour's response. Short break opportunities for disabled children have been improved and extended. Awareness training about domestic abuse has been provided for young people and practitioners. An alcohol strategy and implementation plan is now in place and the Children's Trust support the Hidden Harm Strategy.⁷

The Joint Strategic Needs Assessment (10-11) provides a summary of the current and future health and wellbeing needs of Wiltshire. It refers to the

⁷ "Children and Young People's Plan 2012-15 Consultation Document" (2011) Wiltshire Children and Young People's Trust

vulnerable groups of children within Wiltshire's population and the impact of deprivation upon health and wellbeing. It notes the improvement in reducing fatalities of children in road traffic accidents and that this rate of progress is unlikely to continue.⁸ Wiltshire LSCB is aware of the population of vulnerable children and takes account of it in the remit of its work.

⁸ "Joint Strategic Needs Assessment for Wiltshire 2010-11" (2011) Wiltshire Council, NHS Wiltshire

Section 5 - Wiltshire LSCB Business Plan 10-13

a) Factors informing the Plan

Local and national developments impact upon Wiltshire LSCB Business Plan. The proposed national changes to the structure and delivery of public services, especially in the National Health Service, will lead the LSCB to scrutinise the impact of the changes in safeguarding Wiltshire's children. In the past year the Government has commissioned and published reviews on child protection, the management of discipline within schools and the prevalence of sexual exploitation in all communities nationwide. The LSCB will incorporate these aspects into the LSCB Business Plan, monitoring the implementation of new safeguarding principles/approaches in Wiltshire, supporting the development, including through training where required. National learning from Serious Case Reviews will also be incorporated into the Business Plan. Wiltshire LSCB activity will also be influenced by the changes required from the Government's response to the Munro report.

Lessons learnt from safeguarding work in Wiltshire also influence LSCB business. This includes the outcome of the Serious Case Review for Child G. In addition, activity is influenced by the learning from individual management reviews of children; recommendations from the LSCB Child Death Overview Panel and Quality Assurance Group. Improvement plans that are incorporated into the Business Plan are created following the outcome of external inspections into safeguarding children services within partner agencies. LSCB monitoring of the trends in Wiltshire agencies safeguarding performance also acts as an influence for LSCB business.

b) Key priorities for Wiltshire LSCB 10-13

The foremost priority for Wiltshire LSCB business is to meet its core functions as set out in legislation and regulation; to meet the objectives of co-ordinating local safeguarding work and ensuring its effectiveness within the LSCB scope of universal, responsive and targeted safeguarding activity.

Wiltshire LSCB needs to arrange business around the following priorities to achieve its core functions whilst maintaining independence in the conduct of its business.

- To maintain and develop effective policies and procedures for safeguarding Wiltshire's children.
- To evaluate, audit, monitor and challenge Wiltshire safeguarding services and practice, identifying required improvements, safeguarding priorities and supporting their achievement.

- To ensure effective reviews of serious cases and unexpected child deaths in Wiltshire, implementing lessons learned and ensuring improved outcomes resulting from actions to improve.
- To support and develop an appropriately trained and safe workforce for those who work with Wiltshire's children.
- To increase the voice of the child and their family in Wiltshire safeguarding work. Documents submitted to the LSCB will have a compliance check with the United Nations Convention on the rights of the child, article 12, the child's voice.
- To maintain good links with the Children's Trust, ensuring that their commissioned services safeguard children.
- To scrutinise and influence the safeguarding components of Wiltshire's Children's Plan and ensure that all agency plans contain appropriate reference to safeguarding children.
- To implement changing legislation and guidance within LSCB activity and disseminate to partner agencies. To respond to proposals for national developments with details about the impact for safeguarding children in Wiltshire.
- To demonstrate that the business and activity of Wiltshire LSCB makes a difference to safeguarding outcomes for children in Wiltshire.
- To monitor the performance of partner agencies and the LSCB on "stay safe" outcomes for children in Wiltshire and to challenge for action to account for and improve performance where required
- To ensure that equality and diversity issues are considered in all LSCB business.
- On an annual basis Wiltshire LSCB will also identify up to 3 areas that require additional attention. This will be based upon identified priority safeguarding issues for children in Wiltshire where an improvement in outcomes is required.
- Annual objectives will be drawn from evaluation and inspection of local performance by partner agencies and the LSCB. Developments in national policy will also play an influence.
- Strategic objectives to address safeguarding areas of concern to the LSCB will also be set annually during this period of national change in outcome expectations and service delivery.

c) LSCB Annual Objective 11-12

Areas for focus were agreed by the Board on 16th February 2011. Consultation with children and their families was identified as an area for development in Wiltshire's LSCB Self- Assessment. To address this, the Board agreed one additional annual objective for 11-12 core objectives in the area of consultation.

Increasing consultation about safeguarding with children, young people and parents and becoming more responsive to their views.

LSCB lead – Development Manager, Wiltshire LSCB

The expected outcomes of this objective include:

- Wiltshire LSCB is informed of the outcomes of consultations undertaken regarding safeguarding children and becomes better informed of the opinions on safeguarding of children, young people and parents.
- Wiltshire LSCB has knowledge of consultation structures already existing in the County and has used them to consult on identified safeguarding issues.
- Wiltshire LSCB promotes/ advocates/ facilitates the inclusion of safeguarding questions into existing consultation projects
- Wiltshire LSCB develops a structure for consultation that includes a range of children, young people and parents which becomes embedded into future LSCB business.
- Wiltshire LSCB demonstrates responsiveness to the outcomes of safeguarding consultation in the LSCB business plan.
- Children, young people and parents report they feel better safeguarded.

A multi agency group of Board partners have formed to oversee the work plan required to achieve the above outcomes. The group are aware that consultation with young people is an important aspect of the work of many public services and wish to ensure that the same young people are not over-consulted, whilst acknowledging that consultation should not be a token gesture but relate to identified issues from the LSCB Business Plan.

d) Action Plans of LSCB Groups 11-12

Each LSCB group has objectives which form part of the LSCB Business Plan.

LSCB Executive Group

In February 2011 the Board agreed that an area of focus should be reorganisation within Wiltshire LSCB in order to maximise LSCB effectiveness. This takes into account research on the effective operation of LSCBs.⁹ As part of the 11-12 Business Plan changes have been agreed to the Executive Group. The Executive Group will become the main driver of the LSCB Business Plan and the pinnacle of communication within the LSCB.

The changes will include adjustment of representation and increased communication with Sub Groups. In addition to receiving updates on the progress of LSCB group activity, the Executive Group will review the safeguarding performance of agencies, Wiltshire strategies and the LSCB, also managing the impact of national and local learning and developments upon the LSCB Business Plan. This will include ongoing monitoring of the implementation of the action plans arising from the Serious Case Review of Child G.

LSCB Board

As part of agreed LSCB reorganisation, the purpose of Board meetings will be primarily to set LSCB Objectives and agree the LSCB Annual Report and Business Plan and subsequently to receive progress reports on the activity and performance. Board members are asked to be involved in sub group activity to increase direct involvement in LSCB Business.

Training Sub Group

Objectives for 11-12

- All safeguarding training courses are reviewed throughout the year to include any current or topical issues which require highlighting.
- Training finances and resources are continually reviewed in relation to the contributions made by all agencies to ensure fair and equitable provision.
- Monitor the impact training has on practice and to consider where identified the appropriate continued professional development of staff.

Action will include: introducing a new system for financial contribution to LSCB multi agency safeguarding children training fund and considering further options

⁹ France, A. Munro, E. Waring A. (2010) “The Evaluation of Arrangements for Effective Operation of the New Local Safeguarding Children Boards in England – Final Report”, London, Department for Education

for maximising income; supporting training linked to the Hidden Harm strategy; reviewing the impact of the Munro report on training requirements; evaluating the impact of training into practice.

LSCB Fora Events

It is planned that the 3 Wiltshire Fora sessions in autumn 2011 will focus on lessons learned from Wiltshire's Serious Case Review.

Quality Assurance Sub Group

Objectives for 11-12

- Measuring multi-agency safeguarding practice compliance by auditing case records using audit standards from 'Working Together,' and associated government guidance and reports.
- Reporting outcomes to agencies, recommending actions for improvement, and where required, re-auditing to check for improvements.
- Specific subjects to be audited this year are Domestic Abuse and the child protection process- an audit of Strategy Discussions, S47 enquiries, Thresholds for intervention, Seeing the child, Supervision, Diversity, chronologies, and overall Adherence to Child Protection Procedures.
 - In addition, a re-audit of the Childs Voice.
- Single agency child protection audits to be received and reviewed.

Section 11 Sub Group

Objective – to audit compliance by all Wiltshire agencies in terms of S11 of the Children Act 2004 – agencies and staff discharging their functions with a view to safeguarding children, including child protection policies, training, safe recruitment.

- Actions include providing a mechanism for the LSCB to assure itself that agencies are complying with all government requirements. Arranging a peer audit of Section 11 returns from statutory agencies and following up on areas for development in agencies.
- An additional requirement for this group in the year 11/12 will be to monitor the management of risk within agencies following the reports made to the Board during 10/11 on risks associated with change.

Section 175 Sub Group

Ensuring the ongoing implementation of S175 Education Act 2002 the group will undertake the following actions:

- a self assessment safeguarding audit for local authority maintained schools in Wiltshire; Safeguarding Visits to at least 50 schools;
- Safeguarding training and support for independent schools and academies;
- termly updating of safeguarding information disseminated to schools.

Allegations and Safe Recruitment Sub Group

This group has been formed from the merging of 2 LSCB Sub Groups which previously dealt separately with the above issues.

The Group's objectives regard statutory safeguarding agencies complying with their Safer Recruitment S11 & S175 (Children Act 2004, and Education Act 2002) responsibilities, implementing government guidance associated with Safer Recruitment, and Allegations against staff, including 'Working Together to Safeguard Children' HM Govt 2010, Appendix 5. Also, agencies to challenge each other on practice and processes.

Planned actions of the group include

- Continuing to review the statistics and nature of all allegations against staff cases, including undertaking annual audits of the thresholds and processing of these cases.
- To continue to review agencies safer recruitment processes, including CRB checks, safeguarding adverts, checking references, interview panels with SR trained staff, and overall compliance with current government guidance

Policies and Procedures Sub Group

The Group will continue to;

- Evaluate Wiltshire policies and procedures presented to the sub group
- To continue to contribute to the development and standardisation of regional procedures as a member of the south west Child protection procedures.
- To review all protocols on the LSCB and ensure they are relevant and up to date.
- To ensure details of this group meeting are passed to the training sub group to raise awareness of new procedures requiring training for workers.

Serious Case Review Sub Group

The serious case review sub group will continue to work to its terms of reference

- To consider whether a serious case review is required within the criteria laid down in 'Working Together to Safeguard Children 2010'
- To ensure lessons to be learnt by all agencies are passed on.
- To monitor the action plans arising from serious case reviews.
- To continuously challenge each other to improve on safeguarding practice and improve the outcomes for children across Wiltshire.

The Group also plan to review the findings of the Munro report regarding changes to the serious case review process and act on government timings and targets for implementation.

The meeting schedule of the Subgroup has been increased to 4 times per year to accommodate the workload of this group and allow the capacity to review cases in a timely manner as well as allow reflection on ongoing action plans, processes and nationwide information of relevance.

Child Death Overview Panel

- This will continue in its function to review all child deaths in Wiltshire and Swindon. It is aimed to revise the local review process to ensure that wherever possible cases come to Panel within 1 year of the child's death to ensure that modifiable factors are promptly identified and acted upon.
- To place greater focus on reviewing unexpected child deaths and those deaths that are not discussed at other forums such as hospital perinatal mortality meetings.
- To publish a flowchart and guidance of the local process for child death response and review for workers who may become involved in the process.

e) Safeguarding priorities for single agencies in 11-12

- Agencies and organisations represented on the Wiltshire LSCB were asked what safeguarding children work their agency will be prioritising in 11-12 with which expected outcomes for children?
- On going monitoring, review and audits of safeguarding practice. Including this requirement as a component of service business plans.

- Monitoring safeguarding compliance in contracts and specifying requirements in new contracts.
- Safeguarding becoming a crucial element of overall quality ratings for service provision e.g. Early Years child care
- Implementation of changes arising from Munro review
- Learning from Serious Case Reviews and implementing new policies from the outcome, implementation of DNA policy for children's appointments, (dentists) escalation policy, working with vulnerable teenagers
- Consider impact of work with adults on children in families e.g. custodial sentences
- Continued emphasis on ascertaining the child's voice and ensuring this informs plans for children
- Ethnicity and diversity training to assist assessment and planning
- Monitoring volunteer compliance with safeguarding
- Specific examples given of safeguarding initiatives include:
 - Protector's assessments (Barnardos)
 - Co- working to give advice to parents on safeguarding issues.
 - Multi agency protocols, local missing children risk assessment Conferences, leading to continuation of the objective to reduce the number of children who go missing.
 - Integrated domestic violence programme
 - Prioritising attendance at multi agency safeguarding conferences
 - Development of an effective multi agency sexual exploitation strategy – led by Department of Children and Education
 - Consistent high quality single point of access for referrals, more effective front door service and multi -agency safeguarding hub.
 - Group supervision for safeguarding issues
- The plans of LSCB groups and agencies will be monitored and reviewed throughout the year. Progress will be evaluated and reported in the next LSCB Annual Report.

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