**From:** Deborah Richardson <deborah.richardson@buckinghamshire.gov.uk> **On Behalf Of** Palvinder Kudhail  
**Sent:** 05 April 2022 09:47  
**To:** {CS-SD-Comms} <mail-cd-sd-comms@buckinghamshire.gov.uk>  
**Subject:** No. 20: Bi-weekly communication from Service Director - All staff must read this

Colleagues,

You may have seen the recent publication of the [Anti-racism Report](https://eur03.safelinks.protection.outlook.com/?url=https%3A%2F%2Fwhatworks-csc.org.uk%2Fwp-content%2Fuploads%2FWWCSC_SWE_PSWN_Anti-Racism_Full_Report_March2022.pdf&data=04%7C01%7Cromilly.knight%40buckinghamshire.gov.uk%7Cfc322bed960248c9b54708da16e0d7c2%7C7fb976b99e2848e180861ddabecf82a0%7C0%7C0%7C637847452360805477%7CUnknown%7CTWFpbGZsb3d8eyJWIjoiMC4wLjAwMDAiLCJQIjoiV2luMzIiLCJBTiI6Ik1haWwiLCJXVCI6Mn0%3D%7C3000&sdata=9r3SFDm6Z6Zq5%2FZZZs6oPO2gJBg%2F4gycGucYtlAIpEY%3D&reserved=0) which details the findings of a survey of nearly 2000 social workers undertaken by a sector led coalition, the Anti-Racism Steering Group and published by What Works for Children’s Social Care (WWCSC). The survey was designed to understand the scale and nature of racism in the social work profession and the impact of racism on the workforce. This is an important report with 28% of those surveyed reporting that they had experienced racism from colleagues or managers at least once in the past year, 58% who had witnessed a colleague experience racism from a service user or their family and 42% who had witnessed fellow staff experiencing racism from other colleagues or managers.

Addressing racism is a priority for our service and the social care profession. It is unacceptable for any staff to experience racism and we all have a role to play in embedding a culture of anti-racist practice. We cannot operate effectively in an environment where staff do not feel supported and empowered to discuss openly important issues that impact you as an individual, your collective experience as a workforce and issues that impact the lives of our children and young people. The Senior Management Team have reflected carefully on the findings of this survey and are considering what further action can be taken to ensure staff are protected, feel supported and feel empowered to talk about racism and its impact, as well as how as an organization we can best embed anti-racist practice. Look out in the coming weeks for opportunities to share your experiences and build on approaches that will make a difference. If any staff would like to be involved, share their experience, share ideas or would like to learn more, please do not hesitate to get in contact with your Head of Service or contact me directly.

I also wanted to acknowledge the fantastic offers of support from across the service to help fellow colleagues experiencing some acute demand pressures. I have seen very recent examples of teams working closely together to share tasks. The positive, can do approach of so many of you is incredible. Thank you all for everything you do.

**Family T Serious Case Review**

In July 2018, the Buckinghamshire Safeguarding Children’s Board (BSCB) commissioned a Child Safeguarding Review in respect of female twin siblings aged 14 weeks who sustained significant non accidental physical injuries. The Family T Serious Case Review report was published on Friday 25 March following conclusion of criminal proceedings. The report identifies a number of key learning points and recommendations about wider partnership arrangements. These include: arrangements around multi-agency pre-birth assessments; support for care leavers who become pregnant; the roles and responsibilities of partner agencies; discharge planning arrangements; and implementation of the CP medical procedures.  The recommendations form part of an action plan which is in place and progressing. The report and accompanying impact statement can be found [here.](https://eur03.safelinks.protection.outlook.com/?url=https%3A%2F%2Fwww.buckssafeguarding.org.uk%2Fchildrenpartnership%2Fresources%2Freviews-annual-reports-policies-procedures%2F&data=04%7C01%7Cromilly.knight%40buckinghamshire.gov.uk%7Cfc322bed960248c9b54708da16e0d7c2%7C7fb976b99e2848e180861ddabecf82a0%7C0%7C0%7C637847452360805477%7CUnknown%7CTWFpbGZsb3d8eyJWIjoiMC4wLjAwMDAiLCJQIjoiV2luMzIiLCJBTiI6Ik1haWwiLCJXVCI6Mn0%3D%7C3000&sdata=qeS0JdddbkJMzWtqcDf%2BVNLYMDIsdp9EitCee8GK%2BBo%3D&reserved=0)

**Family Time Service**

The Family Time Service have produced a helpful information leaflet for social workers which outlines the support the Family Time Service offers and the referral process. You can find the leaflet [here](https://eur03.safelinks.protection.outlook.com/?url=https%3A%2F%2Fproceduresonline.com%2Ftrixcms%2Fmedia%2F7276%2Ffamily-time-service-social-work-information-leaflet.pdf&data=04%7C01%7Cromilly.knight%40buckinghamshire.gov.uk%7Cfc322bed960248c9b54708da16e0d7c2%7C7fb976b99e2848e180861ddabecf82a0%7C0%7C0%7C637847452360805477%7CUnknown%7CTWFpbGZsb3d8eyJWIjoiMC4wLjAwMDAiLCJQIjoiV2luMzIiLCJBTiI6Ik1haWwiLCJXVCI6Mn0%3D%7C3000&sdata=mXmH9iH%2Fak5lm7KdlbaQV%2B41hZUbfGv%2FIubt8O0dQNQ%3D&reserved=0).

**Adoption and Fostering Advisors**

Our Fostering and Adoption Advisors have produced some helpful information regarding the remit of their role and their responsibilities to support social workers to better understand their respective contributions to the fostering and adoption pathway and so that social workers know who to contact for guidance and advice. You can find the Fostering Panel Advisor information [here](https://eur03.safelinks.protection.outlook.com/?url=https%3A%2F%2Fproceduresonline.com%2Ftrixcms%2Fmedia%2F7277%2Ffostoring-advisor-role.pdf&data=04%7C01%7Cromilly.knight%40buckinghamshire.gov.uk%7Cfc322bed960248c9b54708da16e0d7c2%7C7fb976b99e2848e180861ddabecf82a0%7C0%7C0%7C637847452360805477%7CUnknown%7CTWFpbGZsb3d8eyJWIjoiMC4wLjAwMDAiLCJQIjoiV2luMzIiLCJBTiI6Ik1haWwiLCJXVCI6Mn0%3D%7C3000&sdata=o8GdRzAOjPYxNZ%2FScPAL218jg3mBIHrzWAq3KfnxssU%3D&reserved=0) and the Adoption Panel Advisor information [here](https://eur03.safelinks.protection.outlook.com/?url=https%3A%2F%2Fproceduresonline.com%2Ftrixcms%2Fmedia%2F7278%2Fadoption-advisor-role.pdf&data=04%7C01%7Cromilly.knight%40buckinghamshire.gov.uk%7Cfc322bed960248c9b54708da16e0d7c2%7C7fb976b99e2848e180861ddabecf82a0%7C0%7C0%7C637847452360805477%7CUnknown%7CTWFpbGZsb3d8eyJWIjoiMC4wLjAwMDAiLCJQIjoiV2luMzIiLCJBTiI6Ik1haWwiLCJXVCI6Mn0%3D%7C3000&sdata=wUSQ39cym3Z%2BU6bBnFmf%2ByXJAdXhtONXFOoi1iQ3s0E%3D&reserved=0).

**Improving services for Gypsy, Roma and Traveller domestic abuse survivors**

Please find attached a recent publication by The Traveller Movement which provides some good practice guidance regarding engagement with the Gypsy, Roma and Traveller community around domestic abuse. Gypsy, Roma and Traveller women often face additional barriers to accessing information, services and protection from violence, which place them at further risk of domestic and sexual violence. It’s important that practitioners consider carefully identity, culture and traditions when planning the actions necessary to safeguard children and young people taking into account unconscious bias around these communities.



**Youth Concern**

Youth Concern have published a helpful flyer (attached) which outlines the support they offer to young people in Aylesbury. You can find out more about their services, including how to refer a young person [here](https://eur03.safelinks.protection.outlook.com/?url=https%3A%2F%2Fwww.youthconcern.org.uk%2Fget-help%2F&data=04%7C01%7Cromilly.knight%40buckinghamshire.gov.uk%7Cfc322bed960248c9b54708da16e0d7c2%7C7fb976b99e2848e180861ddabecf82a0%7C0%7C0%7C637847452360805477%7CUnknown%7CTWFpbGZsb3d8eyJWIjoiMC4wLjAwMDAiLCJQIjoiV2luMzIiLCJBTiI6Ik1haWwiLCJXVCI6Mn0%3D%7C3000&sdata=aIjcHlt9eUvnl%2BEaX6t81Dvi0zmfi8JZ0G8h6dbDemk%3D&reserved=0). Please do make sure you are considering the availability of services such as this when working with young people.



**In our shoes**

The [Family Justice Young People’s Board (FJYPB)](https://eur03.safelinks.protection.outlook.com/?url=https%3A%2F%2Fwww.cafcass.gov.uk%2Ffamily-justice-young-peoples-board%2F&data=04%7C01%7Cromilly.knight%40buckinghamshire.gov.uk%7Cfc322bed960248c9b54708da16e0d7c2%7C7fb976b99e2848e180861ddabecf82a0%7C0%7C0%7C637847452360805477%7CUnknown%7CTWFpbGZsb3d8eyJWIjoiMC4wLjAwMDAiLCJQIjoiV2luMzIiLCJBTiI6Ik1haWwiLCJXVCI6Mn0%3D%7C3000&sdata=Ie6jm3KFWTdj%2BxFBWgRrb6db%2FMv7VRCNv1er9PYEsIM%3D&reserved=0) has recently published ‘[In our Shoes’](https://eur03.safelinks.protection.outlook.com/?url=https%3A%2F%2Fwww.cafcass.gov.uk%2Ffamily-justice-young-peoples-board%2Ffjypb-book-in-our-shoes%2F&data=04%7C01%7Cromilly.knight%40buckinghamshire.gov.uk%7Cfc322bed960248c9b54708da16e0d7c2%7C7fb976b99e2848e180861ddabecf82a0%7C0%7C0%7C637847452360805477%7CUnknown%7CTWFpbGZsb3d8eyJWIjoiMC4wLjAwMDAiLCJQIjoiV2luMzIiLCJBTiI6Ik1haWwiLCJXVCI6Mn0%3D%7C3000&sdata=2Yq2zc34KdJczofEk2KY7vQd5Fjxf57rwQPfqpr%2BKUM%3D&reserved=0), an insightful report sharing the stories and experiences of children and young people in the Family Justice System. In Our Shoes collates members’ experiences of family court proceedings, family conflict and health and wellbeing, as well as capturing the positive impact that listening can have for children and young people.

The FJYPB advocates for the voices of children and young people to be heard and considered throughout and after family court proceedings. In sharing the In Our Shoes stories, the FJYPB hopes that there will be increased understanding of the unique experiences of children and young people, particularly for those professionals working with them. There are a number of key takeaways within the report for professionals to consider within their practice. These are:

|  |  |
| --- | --- |
| Experiences of family law proceedings | * Help us understand what happens in family court proceedings, step by step. Check in all the time to make sure that we know what is happening and why. * Help us to understand the reasons behind the recommendations that you make and record our thoughts about them in your reports. * Help us to meet the decision makers early on. * Make sure all plans for us are made with us. |
| Experiences of family conflict | * Listen and genuinely hear us because this is what will make the most difference. * Represent what we are saying no matter what your interpretation. Don’t make   assumptions, look for evidence.   * Why is it ok for me to live with the conflict in my family any longer than is necessary? |
| Diverse experiences | * Take the time to find out about our needs. * Don’t make assumptions. Instead, tailor resources and information to our needs. * Don’t let your personal prejudices get in the way of my best interests. * Give us the right support, we will surprise you. |
| Experiences of health and wellbeing | * Take time to get to know me, if you don’t have time, fight for it! * Listen to me to understand me not to answer or plan for me. * If we both understand each other, I will have a better chance of understanding why you make the decisions and recommendations you do. * Support us to live through Covid and other global challenges that lie ahead. |
| Experiences of being understood and the difference this makes | * Look for evidence, ask questions, listen actively to what’s said and what isn’t. * Check we understand what’s happening or your intervention might do more harm than good. * Be your best self when you’re with us, it increases trust and shows you care. * Walk in our shoes so that you can empathise with our experiences and therefore understand our wishes and feelings better. |

**Violence Reduction**

[A discussion paper](file:///C:\Users\miking\AppData\Local\Microsoft\Windows\INetCache\Content.Outlook\E6E9H312\Practitioner-resource_Evidence-based-approaches-to-violence-reduction.pdf) reviewing evidence based approaches to violence reduction has recently been published. The paper explores three complementary evidence based approaches to violence reduction (contextual safeguarding, public health and multi-agency problem solving) and invites practitioners to consider how to incorporate elements of these approaches in their practice to prevent and reduce risks around complex issues such as youth violence. There are some interesting exercises in the paper which you may wish to explore collectively in your team meetings.

**Barnardo’s RU Safe Service**

I previously mentioned that following a round of competitive tendering, Barnardo’s were successfully awarded the contract to deliver the County’s Return Home Interview Service, providing support to children and young people who go missing from home or care.  This has meant there is **no change to the way return home interviews are delivered in Buckinghamshire**.

If you need specialist interventions for children at risk of exploitation, you should refer directly in to the Missing and Exploitation Hub, for children already open to Children’s Social Care. The referral form can be located in ‘Forms’ on LCS. Those not already open to Children’s Social Care should be referred in via the MASH. The case will then be screened at a weekly touchdown meeting. All suitable cases will be discussed at the MACE meetings where a multi-agency discussion will determine the most appropriate course of action to manage the risk for that child. If you are unsure about this process please contact the missing and exploitation hub ([exploitationreferrals@buckinghamshire.gov.uk](mailto:exploitationreferrals@buckinghamshire.gov.uk)). For any cases where you are unsure if threshold for referral is met, please email the missing and exploitation hub for a case consultation.

**Residential school placements for SEND**

I would like to remind staff that when writing child and family assessments for children with special educational needs, or when speaking to parents or professionals, please do not record, promise or express that a child requires a 38 week or 52 week placement, even if this is your personal view, unless this has been mutually determined to be in the best interests of the child and has been approved by the Education Panel and Resource Panel. It is a decision that must be taken jointly.

In addition to the significant financial cost of such placements, social care documentation can be requested and considered within the SEND Tribunal process. Any references to the most appropriate provision to meet a child’s need, without mutual agreement and approval, can leave the service liable to having to provide potentially inappropriate services which may not meet a child’s needs. Managers must ensure there is adherence to this instruction when quality assuring child and family assessments.

**Feedback**

Finally, can you give me some feedback about whether you find this bi-weekly communication helpful and what you think could be improved. **I look forward to hearing from as many of you as possible.**

Have a great week!

Palvinder

**Palvinder Kudhail**

Interim Service Director, Children’s Services

Buckinghamshire Council

County Hall, Walton Street, Aylesbury, Bucks, HP20 1UZ

[Palvinder.kudhail@buckinghamshire.gov.uk](mailto:Palvinder.kudhail@buckinghamshire.gov.uk)