**From:** Deborah Richardson <deborah.richardson@buckinghamshire.gov.uk> **On Behalf Of** Palvinder Kudhail  
**Sent:** 14 February 2022 13:13  
**To:** {CS-SD-Comms} <mail-cd-sd-comms@buckinghamshire.gov.uk>  
**Subject:** No. 17: Bi-weekly communication from Service Director - All staff must read this

Colleagues,

The findings of our most recent Ofsted inspection which took place between 29 November and 17 December 2021, have now been published. It is testament to the hard work of everyone working within and alongside Children’s Services, including our partner agencies, that **we have now moved from an ‘inadequate’ rating to ‘requires improvement to be good’.** Ofsted acknowledged that no children were identified at immediate, unassessed risk of serious harm and no widespread or serious failures for children were seen across our services. To have achieved this level of progress, whilst managing the impact of the Covid pandemic and significant increases in demand, is no mean feat and everyone should be incredibly proud that our children and young people receive safe and increasingly effective intervention. It is important that you take time to read the report in full, which can be accessed [here,](https://eur03.safelinks.protection.outlook.com/?url=https%3A%2F%2Ffiles.ofsted.gov.uk%2Fv1%2Ffile%2F50177454&data=04%7C01%7Cromilly.knight%40buckinghamshire.gov.uk%7Cf556a52d17614c023b2708d9efbbc00f%7C7fb976b99e2848e180861ddabecf82a0%7C0%7C0%7C637804412667762271%7CUnknown%7CTWFpbGZsb3d8eyJWIjoiMC4wLjAwMDAiLCJQIjoiV2luMzIiLCJBTiI6Ik1haWwiLCJXVCI6Mn0%3D%7C3000&sdata=slM9ng1Yv682OPGSpaLsJ8MFRvVPUC%2FIo0KTXJjmeAM%3D&reserved=0) and consider individually and within your teams the findings. The report ends with this sentence:

*‘Despite the intensive workload demands, most social workers spoken with during the inspection like working in Buckinghamshire and reported that their managers support them and help them prioritise their work’.*

A revised improvement plan is being developed which will detail next steps and areas of focus as we embark on the next stage of our improvement journey. This is a very exciting time for the service and an opportunity to take stock, refocus and work together to shape the services we deliver to our children each day.

I want to update you on some recent staffing developments and initiatives. I have previously communicated to you the significant demand pressures we have faced as a service over the last 12 months and we have been working to ensure that vacancies, where they arise, are recruited to as quickly as possible. We have recently brought in a number of small teams, outside of our business as usual recruitment activity to alleviate pressures where they exist. The latest recruits have joined colleagues in the Wycombe Help and Protection Team, Court Team and Aylesbury Help and Protection Team. We have also had success in securing permanent contracts for some of our valued agency workers which is fantastic and provides stability for our children. In addition, our latest cohort of social workers undertaking their Assessed and Supported Year in Employment (ASYE) will begin to join the operational teams towards the end of March.

We have also had a number of colleagues across the service progress into permanent management roles in recent months and would like to congratulate those staff on their progression and commitment to the service. A big well done to:

* Gemma Jones, Leaving Care Team Manager
* Hilary Shayegan, Fostering Team Manager
* Nana Enchill, Assistant Team Manager in the Children with Disabilities Team
* Faye Coleman, Assistant Team Manager in the Fostering Support Team
* Gifty Dzah who will shortly join our Leaving Care Team as an Assistant Team Manager
* Sophie Hendricks who will shortly join our Help and Protection Service as an Assistant Team Manager

I hope you will join me in giving them a warm welcome.

Before the inspection, I promised to come back to you about career progression opportunities across the service. I am very excited to announce the introduction of a social work apprenticeship, initially for up to 6 staff, for those wanting to complete a degree in social work. This is a fantastic opportunity for aspirant social workers and further information about the scheme can be found below. Secondly, the plans for a social worker career progression pathway is nearing completion and details of the scheme will be communicated to you very shortly.

As always, please take the time to read these communications and have discussions in your team to ensure that everyone is clear about what is included.

**Open University Social Work Degree Apprenticeship 2022**

For those interested in the Social Work Degree Apprenticeship, there will be two briefing sessions taking place (on 17 and 23 March, 2.30-4.00pm) which will outline details of the course, the application criteria and application process. Applications will need to be made in April and there are up to 6 spaces available with the course to commence from October. If you would like to find out more and attend one of the briefing sessions, please contact Sarah Thorn ([Sarah.Thorn@buckinghamshire.gov.uk](mailto:Sarah.Thorn@buckinghamshire.gov.uk)) who will be able to assist.

**CAMHS – Learning Session**

A joint training session has been arranged for up to 5 social workers per team to attend via teams to hear and talk about CAMHS services and their response to cases where children self-harm and threaten suicide. The session is for social workers and managers to hear more about what CAMHS colleagues do, why they do what they do around risk, why admission is helpful or in some cases unhelpful, and what the challenges are around this.

This session is intended to assist us in understanding more about risk management and the clinical decisions being made for many of our children who we consider to be high risk, and is intended to help us in managing some of the anxieties in our case management of such children.

This will be the focus of the discussion. It is not the intention to discuss some of the complexities around placements or funding for placements.

Date: Wednesday 23 February 2022

Time: 2pm to 5pm

Venue: MS Teams

The session will be jointly hosted by Errol Albert, Head of Service for Safeguarding and Dr Joe Clacey, Consultant Child and Adolescent Psychiatrist, Associate Medical Director and Clinical Lead for Bucks CAMHS.

If you would like to attend, please contact Martyn Greenstreet ([Martyn.Greenstreet@buckinghamshire.gov.uk](mailto:Martyn.Greenstreet@buckinghamshire.gov.uk)) by close of play Tuesday 15 February. The Teams link will be sent thereafter once attendees are confirmed.

For those who are unable to attend, the session will be recorded and circulated following the meeting.

**Management Oversight**

Managers please ensure that when recording management oversight on LCS, you follow the practice standards implemented in April 2021. You can find this guidance [here.](https://eur03.safelinks.protection.outlook.com/?url=https%3A%2F%2Fproceduresonline.com%2Ftrixcms%2Fmedia%2F6506%2Fpractice-standard-management-oversight-april-2021.docx&data=04%7C01%7Cromilly.knight%40buckinghamshire.gov.uk%7Cf556a52d17614c023b2708d9efbbc00f%7C7fb976b99e2848e180861ddabecf82a0%7C0%7C0%7C637804412667762271%7CUnknown%7CTWFpbGZsb3d8eyJWIjoiMC4wLjAwMDAiLCJQIjoiV2luMzIiLCJBTiI6Ik1haWwiLCJXVCI6Mn0%3D%7C3000&sdata=fLxrXEskcIIPN2j2CWR2%2FhlKeEH3d3rK42mHxlkjImo%3D&reserved=0) It is particularly important that you note the circumstances under which case direction should be given and that oversight recorded on a case file, including on allocation, following significant events, following missing episodes and following presentation at panels. There is still too much inconsistency as to when management oversight is recorded and it is important that it is recorded at the right stages of work with a child to drive progression of the plan.

**Permanency Planning Meetings**

Please ensure when recording that a permanency planning meeting has taken place, this is recorded on the permanency planning meeting form within LCS. By doing this, the planning around the child is visible and easily accessible as part of the child’s journey. It also allows us to report against the frequency of permanency planning meetings to ensure we are progressing permanency options for all children at the earliest possible stage.

**Letter to all Child and Family Social Workers**

Please find attached supportive letter to all social workers from the Chief Social Workers for Children and Families, Isabelle Trowler and others, thanking and wishing all child and family social workers a Happy New Year. The letter details some upcoming national activity to be aware of.



**Equality, Diversity and Inclusion Hub**

Understanding the importance of race, culture and identity is intrinsic to our work with children and families**.** It remains a consistent theme from audit and inspection activity that we need to strengthen recognition of children’s individual identity, culture and ethnicity and what this means for the child or young person in respect of decisions made about their care, support and experience. Every child is an individual with their own identity, which develops from birth in response to interaction with their family and environment. Identity is made up of multiple factors including race, religion, language, physical ability, mental capacity, education, personality, personal and family history, class, age, gender and sexual orientation. It is imperative that children and young people receive care and support that is considered and responsive to their identity and circumstances.

We have seen some pockets of exceptional practice including fantastic work to reach a broad range of communities when recruiting carers; assessments which capture the complexity of who a child is, where they are from, what they have experienced, what makes them who they are; care plans which carefully outline the individual needs of children in large sibling groups. We are making progress all the time but there is more we can do to ensure we understand our children and young people, that we grasp their perspective and experience and we develop care plans which respect who they are and what they need.

Community Care Inform recently introduced their [Equality, Diversity and Inclusion Hub](https://eur03.safelinks.protection.outlook.com/?url=http%3A%2F%2Femail.ccinform.co.uk%2Fc%2F18en1GFx3Dl4sxDQXiBGFkBhUS&data=04%7C01%7Cromilly.knight%40buckinghamshire.gov.uk%7Cf556a52d17614c023b2708d9efbbc00f%7C7fb976b99e2848e180861ddabecf82a0%7C0%7C0%7C637804412667762271%7CUnknown%7CTWFpbGZsb3d8eyJWIjoiMC4wLjAwMDAiLCJQIjoiV2luMzIiLCJBTiI6Ik1haWwiLCJXVCI6Mn0%3D%7C3000&sdata=7OrJkfncn3jtdone2bBSpknklnTCFJPWZdlU0xEyQgs%3D&reserved=0) bring together a range of resources and guidance on concepts such as cultural competence, unconscious bias and intersectionality. You can also find some helpful information on how to consider identity and diversity within your practice and links to further [guidance here](https://eur03.safelinks.protection.outlook.com/?url=https%3A%2F%2Fproceduresonline.com%2Ftrixcms%2Fmedia%2F6898%2Fhow-do-we-consider-diversity_sept21.docx&data=04%7C01%7Cromilly.knight%40buckinghamshire.gov.uk%7Cf556a52d17614c023b2708d9efbbc00f%7C7fb976b99e2848e180861ddabecf82a0%7C0%7C0%7C637804412667762271%7CUnknown%7CTWFpbGZsb3d8eyJWIjoiMC4wLjAwMDAiLCJQIjoiV2luMzIiLCJBTiI6Ik1haWwiLCJXVCI6Mn0%3D%7C3000&sdata=UP5%2FxDnSYfH2RVjiThF5hiaOSOQQPBkKn4CrMK1STSM%3D&reserved=0). Please take the time to read this information and consider what you can change or further develop to ensure identity is well considered and reflected in our children’s outcomes.

**Race Equality Week 2022**

Last week saw Buckinghamshire Council participate in Race Equality Week celebrating the diversity of our amazing workforce. Race Equality Week (REW) is an annual UK-wide movement addressing the barriers to race equality at work. There were some fantastic initiatives underway based on this year’s theme #ActionNotJustWords including the ‘My Name Is’ campaign and ‘The Big Promise’. I also want to highlight that we have a Racial Equality Network for our staff that runs all year round offering a safe environment for colleagues to discuss concerns or worries confidentially. You can find out about all these things and more [here.](https://eur03.safelinks.protection.outlook.com/?url=https%3A%2F%2Finternal.buckinghamshire.gov.uk%2Frace-equality-week-2022%2F&data=04%7C01%7Cromilly.knight%40buckinghamshire.gov.uk%7Cf556a52d17614c023b2708d9efbbc00f%7C7fb976b99e2848e180861ddabecf82a0%7C0%7C0%7C637804412667762271%7CUnknown%7CTWFpbGZsb3d8eyJWIjoiMC4wLjAwMDAiLCJQIjoiV2luMzIiLCJBTiI6Ik1haWwiLCJXVCI6Mn0%3D%7C3000&sdata=UmDnt1oEvfoPTM4TgfLE4IcOb7tdlUH4geCFrIJ2iUs%3D&reserved=0)

**Pre-Birth Procedures and Planning**

The Pre Birth Procedure has been developed and designed by a multi-agency group, established under the Buckinghamshire Safeguarding Children Partnership (BSCP) in order to develop a consistent Pre Birth Assessment Pathway which identifies vulnerability early and provides a clear route into appropriate support services.  It is important that all social workers follow this guidance when working with expectant parents to ensure appropriate support and intervention is given. You can find this guidance [here.](https://eur03.safelinks.protection.outlook.com/?url=https%3A%2F%2Fbscb.procedures.org.uk%2Fykqhp%2Fassessing-need-and-providing-help%2Fpre-birth-procedures-and-guidance-procedure&data=04%7C01%7Cromilly.knight%40buckinghamshire.gov.uk%7Cf556a52d17614c023b2708d9efbbc00f%7C7fb976b99e2848e180861ddabecf82a0%7C0%7C0%7C637804412667762271%7CUnknown%7CTWFpbGZsb3d8eyJWIjoiMC4wLjAwMDAiLCJQIjoiV2luMzIiLCJBTiI6Ik1haWwiLCJXVCI6Mn0%3D%7C3000&sdata=%2FxC5C8z6V2hgG%2F9OFzc08Kfz4i%2Bf2DFg%2BD2OANWy8Y4%3D&reserved=0)

**Working with parents with a learning disability**

When working with parents with learning difficulties/disabilities please make sure you are working in a PAMS compliant manner, following basic good social work practice. Where a case progresses into pre-proceedings it is the expectation of the judiciary that we demonstrate good practice and can evidence that we have provided appropriate support to parents where they have learning difficulties or disabilities. You can find some helpful guidance on this [here.](https://eur03.safelinks.protection.outlook.com/?url=http%3A%2F%2Fwww.bristol.ac.uk%2Fmedia-library%2Fsites%2Fsps%2Fdocuments%2Fwtpn%2F2016%2520WTPN%2520UPDATE%2520OF%2520THE%2520GPG%2520-%2520finalised%2520with%2520cover.pdf&data=04%7C01%7Cromilly.knight%40buckinghamshire.gov.uk%7Cf556a52d17614c023b2708d9efbbc00f%7C7fb976b99e2848e180861ddabecf82a0%7C0%7C0%7C637804412667762271%7CUnknown%7CTWFpbGZsb3d8eyJWIjoiMC4wLjAwMDAiLCJQIjoiV2luMzIiLCJBTiI6Ik1haWwiLCJXVCI6Mn0%3D%7C3000&sdata=WyB2pBm9AeOF1BB6GrbVpCcsXHI2PraEZzfB1en0M8E%3D&reserved=0) If you are unsure on how best to support a parent, please make sure you discuss this with your manager for guidance and direction.

**Making Research Count (MRC)**

Making Research Count is a national collaborative research dissemination initiative, established by a consortium of universities (including the University of Bedfordshire) and developed by regional centres.

The consortium of universities has a proven track record in social work and social care research as well as providing Social Work education at qualifying and post qualifying levels. These common interests provide a foundation to promote "knowledge-based practice" in social work and social care.

Children’s Social Care has a subscription to MRC and the latest research is available to practitioners and managers through seminars, conferences and other events.

Details of events are circulated to teams on a regular basis or visit:

[https://www.beds.ac.uk/iasr/mrc/events/](https://eur03.safelinks.protection.outlook.com/?url=https%3A%2F%2Fwww.beds.ac.uk%2Fiasr%2Fmrc%2Fevents%2F&data=04%7C01%7Cromilly.knight%40buckinghamshire.gov.uk%7Cf556a52d17614c023b2708d9efbbc00f%7C7fb976b99e2848e180861ddabecf82a0%7C0%7C0%7C637804412667918526%7CUnknown%7CTWFpbGZsb3d8eyJWIjoiMC4wLjAwMDAiLCJQIjoiV2luMzIiLCJBTiI6Ik1haWwiLCJXVCI6Mn0%3D%7C3000&sdata=LkU4Cygw3zjZfbj1Odk1o%2BSrUQbfx%2Bs3Itat1LtkG00%3D&reserved=0)

**Community Care Inform (CCI)**

Community Care Inform is a trusted and nationally recognised social work publication rich with highly valuable information and resources to ensure practitioners have the necessary tools to deliver effective interventions with families.  Children’s Social Care has a subscription to the Community Care Inform website which means access is straightforward and readily available.

Community Care Inform Children provides online resources which enable staff to make confident, robust and evidence-based decisions every day and defend those decisions competently.  It takes legislation, research and case law and presents this in a user-friendly way.  There is guidance on complex areas of practice with a range of learning tools which you will find useful in your practice.

The Community Care Inform Children website includes:

* What’s trending
* New and updated information
* Knowledge and practice hubs
* Practice guidance
* Research
* Case law
* Podcasts
* Legislation
* Learning tools

CCI receive regular updates from us with the names of new staff in order that a login can be arranged.  However, if you are new to Children’s Social Care and have not received your login yet please contact: [sarah.thorn@buckinghamshire.gov.uk](mailto:sarah.thorn@buckinghamshire.gov.uk).

**Language that Cares**

Children and young people in care in Buckinghamshire want professionals to change the way they speak about them and recently produced a fantastic video, supported by the Participation Team, on the language they would like to see professionals use with them and when writing about them. You can watch this short video about using ‘Language that Cares’ [here](https://wedocare.buckscc.gov.uk/). The video reflects the views and experiences of our young people and it is their voices you will hear. In addition, a poster with some key requests from our children is attached.

Our young people have taken time to feedback to us on how they would like us to work with them. Since this video was produced, there have been some great examples of changes made in response to what they have said including changing the name of our contact centre to the ‘Family Time Service’. Please consider what else we could do and how to embed this feedback in your own practice when working with children and young people. I’d love you hear from you if you have some ideas on what we could do differently.

You may also wish to read this [report](https://eur03.safelinks.protection.outlook.com/?url=https%3A%2F%2Fwww.tactcare.org.uk%2Fcontent%2Fuploads%2F2019%2F03%2FTACT-Language-that-cares-2019_online.pdf&data=04%7C01%7Cromilly.knight%40buckinghamshire.gov.uk%7Cf556a52d17614c023b2708d9efbbc00f%7C7fb976b99e2848e180861ddabecf82a0%7C0%7C0%7C637804412667918526%7CUnknown%7CTWFpbGZsb3d8eyJWIjoiMC4wLjAwMDAiLCJQIjoiV2luMzIiLCJBTiI6Ik1haWwiLCJXVCI6Mn0%3D%7C3000&sdata=1K1q49gJ%2FcGPUCJvb654bC7sRTU1izugkFag%2BZmppNA%3D&reserved=0) by TACT, a collaborative project to challenge some of the language used by professionals that create a stigma and create barriers to understanding for children and young people.



**Parent(s) of an Adopted Child**

You will now be able to see if an adult has had a birth child adopted.  This will be available on the relationship tab and will usually have the padlock symbol next to it (🔒).  These relationships will **not** show on the list on the adults personal screen and will only appear in the relationship tab.

Where there are potentially birth children who have been previously adopted, please do check with the Adoption team for further information. Please also note that only children that have been adopted, where the adoption was managed by Buckinghamshire, will be displayed in the relationship tab.  Children adopted through another local authority will not be visible.

**Children’s Services Procedures Manual (Tri.x)**

A reminder for all staff that our internal policies, procedures and guidance are stored within the Children’s Services Procedures Manual (Tri.X), which can be accessed [here.](https://eur03.safelinks.protection.outlook.com/?url=https%3A%2F%2Fwww.proceduresonline.com%2Fbuckinghamshire%2Fchservices%2Flocal_resources.html&data=04%7C01%7Cromilly.knight%40buckinghamshire.gov.uk%7Cf556a52d17614c023b2708d9efbbc00f%7C7fb976b99e2848e180861ddabecf82a0%7C0%7C0%7C637804412667918526%7CUnknown%7CTWFpbGZsb3d8eyJWIjoiMC4wLjAwMDAiLCJQIjoiV2luMzIiLCJBTiI6Ik1haWwiLCJXVCI6Mn0%3D%7C3000&sdata=6l1fa7taXxnaehKpaJb%2BmncDFBPhqVK6rjob6QwtsXk%3D&reserved=0) Please take the time to familiarise yourself with the site and the content. In particular the information within the Local Resources folder which contains helpful guidance and information on local practice standards and procedures.

**Social Worker Toolbox**

The [social workers toolbox](https://eur03.safelinks.protection.outlook.com/?url=http%3A%2F%2Fwww.socialworkerstoolbox.com%2Fcategory%2Fassessment%2F&data=04%7C01%7Cromilly.knight%40buckinghamshire.gov.uk%7Cf556a52d17614c023b2708d9efbbc00f%7C7fb976b99e2848e180861ddabecf82a0%7C0%7C0%7C637804412667918526%7CUnknown%7CTWFpbGZsb3d8eyJWIjoiMC4wLjAwMDAiLCJQIjoiV2luMzIiLCJBTiI6Ik1haWwiLCJXVCI6Mn0%3D%7C3000&sdata=aN2hqyooVOg2iVEVxO%2B5uOp%2BY5cdU%2BRcRQJkIMyQd8Q%3D&reserved=0) website provides some fantastic tools and resources social workers can utilise when working with children, young people and families. The resources available cover a range of topics including ideas for undertaking direct work with children- an area we need to strengthen in coming weeks. Please take the time to have a look at this website and consider whether there are any new ideas for engagement you could incorporate into your practice.

**Foster Carer Newsletter**

Our Fostering Team have recently circulated their latest Foster Carer Newsletter to all carers. The newsletter contains some important information and resources available to support our in house carers. Please take some time to read.



**Seasonal Affective Disorder**

Long working days and fewer daylight hours during the winter months can mean that many of us don’t get enough exposure to sunlight which can affect our mood. MIND have shared a feature on[**seasonal affective disorder**](https://eur03.safelinks.protection.outlook.com/?url=https%3A%2F%2Fmind-charity.org.uk%2FCZC-7PN5L-3AGAZ5-4OV9UC-1%2Fc.aspx&data=04%7C01%7Cromilly.knight%40buckinghamshire.gov.uk%7Cf556a52d17614c023b2708d9efbbc00f%7C7fb976b99e2848e180861ddabecf82a0%7C0%7C0%7C637804412667918526%7CUnknown%7CTWFpbGZsb3d8eyJWIjoiMC4wLjAwMDAiLCJQIjoiV2luMzIiLCJBTiI6Ik1haWwiLCJXVCI6Mn0%3D%7C3000&sdata=p6r2outdlWDdnapCmtdvAqM9Zj%2B31wpPo3U6A2WuqoY%3D&reserved=0)including some small lifestyle changes to help boost your mood and energy levels during the winter months**.**

**The Household Support Grant (Helping Hands)**

The Household Support Grant continues until 31 March 2022 and the team are able to assist with the following (subject to verification checks taking place):

* Food
* Fuel (gas/ electric/ water)
* Grants to assist with debt – particularly but not exclusively – rent/ council tax/ gas/ electric/ water arrears
* White goods
* Beds/ Mattresses
* Winter clothing

Referrals can be made by professionals or by the public so please continue to access support via this route for those children, young people or families that are in need. Referrals to the Helping Hands team to support families should be made via the online referral form (which can be accessed [here](https://eur03.safelinks.protection.outlook.com/?url=https%3A%2F%2Fwww.buckinghamshire.gov.uk%2Fhousing-and-benefits%2Fsupport-with-food-bills-and-finances%2F&data=04%7C01%7Cromilly.knight%40buckinghamshire.gov.uk%7Cf556a52d17614c023b2708d9efbbc00f%7C7fb976b99e2848e180861ddabecf82a0%7C0%7C0%7C637804412667918526%7CUnknown%7CTWFpbGZsb3d8eyJWIjoiMC4wLjAwMDAiLCJQIjoiV2luMzIiLCJBTiI6Ik1haWwiLCJXVCI6Mn0%3D%7C3000&sdata=vfPcxozMiC0tW00cIFRHmZXnHh%2FlVeMoUeY2NhKIHaM%3D&reserved=0)) or via telephone on 01296 531151. Please make sure, where you encounter a family who would benefit, you refer them to the team or support them to make a referral directly. We need to make the most of this support whilst it is available.

**NICE Self-Harm Consultation**

The National Institute for Health Care and Excellence (NICE) is consulting on a new draft guideline on self-harm setting out the responsibilities of non-mental health specialists when caring for people who self-harm in England. The guidance includes information on assessment and care in schools and educational settings. The consultation closes on 01 March 2022 and responses can be made by individuals. If you would like to know more or respond to the consultation, please follow the links below.   
  
**Read the news story:** [Self-harm is everyone’s business, NICE says in new draft guideline](https://eur03.safelinks.protection.outlook.com/?url=http%3A%2F%2Femail.nspcc.org.uk%2Fc%2F11xMASk9SbeEGAEssLrQRUAvSy&data=04%7C01%7Cromilly.knight%40buckinghamshire.gov.uk%7Cf556a52d17614c023b2708d9efbbc00f%7C7fb976b99e2848e180861ddabecf82a0%7C0%7C0%7C637804412667918526%7CUnknown%7CTWFpbGZsb3d8eyJWIjoiMC4wLjAwMDAiLCJQIjoiV2luMzIiLCJBTiI6Ik1haWwiLCJXVCI6Mn0%3D%7C3000&sdata=2JAUwrHXc6GeMcI66QTfKMF4G7WJCWtPZzWAwIbqlSE%3D&reserved=0)  
**Read the consultation documents:** [Self harm: assessment, management and preventing recurrence](https://eur03.safelinks.protection.outlook.com/?url=http%3A%2F%2Femail.nspcc.org.uk%2Fc%2F11xMAWjvdBY0byDcED1fdDz7Y9&data=04%7C01%7Cromilly.knight%40buckinghamshire.gov.uk%7Cf556a52d17614c023b2708d9efbbc00f%7C7fb976b99e2848e180861ddabecf82a0%7C0%7C0%7C637804412667918526%7CUnknown%7CTWFpbGZsb3d8eyJWIjoiMC4wLjAwMDAiLCJQIjoiV2luMzIiLCJBTiI6Ik1haWwiLCJXVCI6Mn0%3D%7C3000&sdata=2zu%2BpMgvqyt6zWIoQm3gb3wxnCXuasnMfHq7aSR1q1M%3D&reserved=0)

Have a great week and thank you for everything that you do.

Palvinder

**Palvinder Kudhail**

Interim Service Director, Children’s Services

Buckinghamshire Council

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