Annual Report
2018/19

Gloucestershire
Safeguarding Children
Board

Foreword from Kevin Crompton Independent Chair

This will be the last Annual Report of the Gloucestershire Safeguarding Children Board and as set out in the report it will be replaced by new safeguarding arrangements from July 2019. It covers a period when we have had two Chairs, myself and Dave McCallum.

I want to thank Dave for his chairing of the Board not just this year but for the previous years as well and acknowledge the work of the Board during his time. I also want to thank all the Partners for their commitment and contribution to the GSCB.

Most children and young people in Gloucestershire thrive but there are still a number that face challenge arising from social, family or individual circumstances. For some there are serious risks and it is our duty as a Partnership to make sure that our arrangements for safeguarding such children and young people are robust.

The GSCB leaves a legacy which includes some good work however we know from regulators reports that some of our support for vulnerable children and young people needs to improve.

I am pleased to acknowledge that there are clear improvement plans in place. Those plans are laying the foundation for an improved system and it will fall to the new Gloucestershire Safeguarding Children Executive and its Delivery Board to ensure that required improvements are made in a timely manner.

Whilst there have been no Serious Case Reviews published during the period of this report the GSCB has a residual responsibility during the transition to the new arrangements to ensure that the learning from those SCRs commissioned during this and previous years is not lost and where appropriate that they are published.

Safeguarding is 'everyone's business' and this report gives an insight into how we, as a partnership, have worked together to be vigilant and to improve our system. Much of the year has been focussed on ensuring a good transition to the new arrangements, improving our ability to analyse our performance, and examining our practice.

I want to particularly mention the work done on non accidental injury (NAI) as an example of how effective we can be as a partnership. We know that in at least one case this learning work contributed to identifying and safeguarding a vulnerable child and that is what effective partnership is all about - making things better so children and young people are kept safe. The 'theatre in education' work is also a good example of how the partnership is increasing children and young people's awareness of risks to their safety.

Kevin Crompton

Contents

Introduction

The GSCB Annual Report is a key document of the Gloucestershire Safeguarding Children Board and it reviews the work of the Board for the period April 2018 to March 2019.

It does not cover every piece of work undertaken by the Board or its Partners but instead focusses on the work undertaken against the key priorities, the impact of the work and the challenges faced during the year.

This report will be published on the GSCB website at **www.gscb.org.uk** and has been approved by the Board members.

Gloucestershire
Safeguarding Children
Board

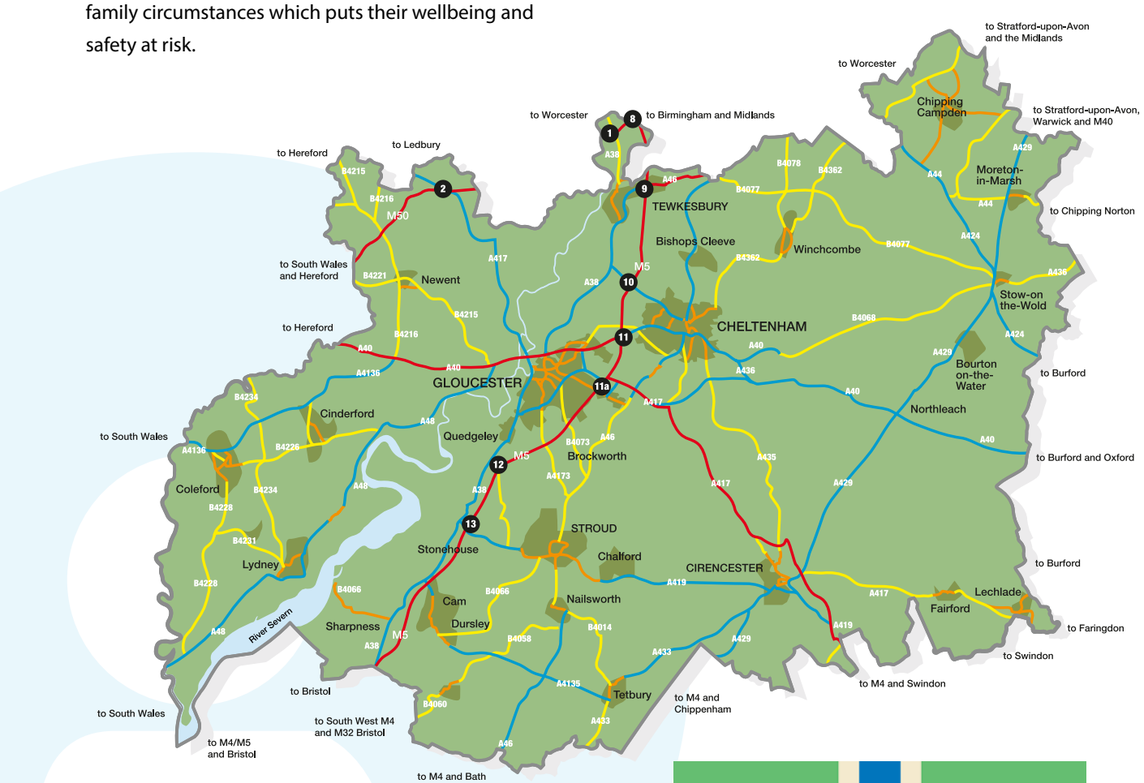
Gloucestershire – Local Context

Gloucestershire is a varied County comprising of both rural and urban areas. Gloucestershire has areas of great affluence and great deprivation, with pockets of high social and economic need, even within otherwise thriving localities.

The vast majority of the 140,619 children in Gloucestershire led healthy, safe lives during 2018/19 but a small minority faced challenges in their life including family circumstances which puts their wellbeing and safety at risk.

The County is made up of 6 Districts with contrasting Characteristics in terms of affluence, deprivation and concentration of population.

The number of children is growing most significantly in and around the urban areas of Cheltenham and Tewkesbury which include neighbourhoods amongst the most deprived in England.



The Flag of Gloucestershire
(Severn Cross)

There are 336 education settings in the county

42 secondary schools - maintained and academy

247 primary schools - maintained and academy

23 independent schools

11 special schools including the Gloucestershire Hospital Education Service.

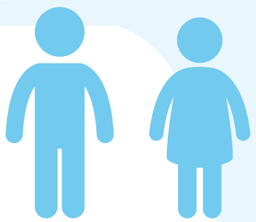
5 alternative curriculum provisions

8 further education colleges

312 children placed out of county for educational needs

805 children are electively home educated in the county

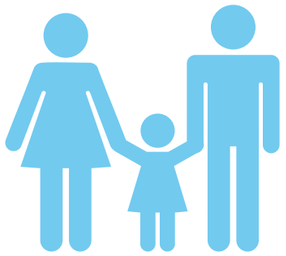
7,920 referrals to Childrens Social Care - 2018/19



3,658 children (aged 0-19) are currently the subject of an Education, Health and Care Plan (EHCP).

2.6%

The number of 0-19 year olds classed as white other has increased from 1.3% in 2001 to 2.6% (3,600) in 2011.



During 2018/19 there were 22 notifications of new private fostering arrangements within the County compared to 30 during the same period last year.

National statistics show that 1 in 5 children are exposed to domestic abuse by the age of 18. Gloucestershire Police recorded over 9,300 domestic abuse instances in the year. Many involved children as witnesses or in the household at the time of abuse.

10,300

In 2011 around 10,300 0-19 year olds were from a black or minority ethnic group (7.6%).

In Quarter 4 there were 14 unborn children on Child Protection Plans and 114 unborn Children in Need

Whilst Gloucestershire did not publish any Serious Case Reviews during the year there were 7 active Serious Case Reviews with 4 being commissioned in 18/19.

754 children subject of a Child Protection Plan

716 Children in Care & 2362 Children In Need 2018/19

During 2018/19 the County had 23 child deaths requiring compliance with Child Death Review arrangements.

2.1% of Gloucestershire's 16 & 17 year olds were Not in Employment Education or Training (NEET)

All children are vulnerable to exploitation and harm when they go missing from home, education or care. During the year 454 children were reported missing of which 118 were Children in Care. Making up in total 1,702 missing episodes during the year

Gloucestershire Safeguarding Children Board (GSCB)

The GSCB exists as a statutory body with a range of roles including reviewing child deaths, undertaking Serious Case Reviews, developing multi-agency policies and procedures.

Section 14 of the Children Act 2004 sets out the objectives for the Local Safeguarding Children Board as

- To coordinate 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 and;
- To ensure the effectiveness of what is done by each such person or body for these purposes.

Section 13 of The Children Act 2004 specifies the organisations and individuals that must be represented on a Local Safeguarding Children Board.

Gloucestershire's Membership List:

- 2gether NHS Foundation Trust
- Barnardos
- Bristol, Gloucestershire, Somerset and Wiltshire Community Rehabilitation Company
- Cheltenham Borough Council
- Children & Family Court Advisory & Support Service (CAFCASS)
- Cotswold District Council
- Diocese of Gloucester
- Forest of Dean District Council
- Further Education
- Gloucestershire Association of Primary School Heads (GAPH)
- Gloucestershire Association of Secondary School Heads (GASH)
- Gloucestershire Association of Special School Heads (GASSH)
- Gloucestershire Care Services NHS Trust
- Gloucester City Council
- Gloucestershire Clinical Commissioning Group
- Gloucestershire Constabulary
- Gloucestershire County Council
- Gloucestershire Crown Prosecution Service
- Gloucestershire Fire and Rescue Service
- Gloucestershire Magistrates Courts Service
- Gloucestershire Hospitals NHS Foundation Trust
- Independent Chair
- Lay Member
- National Probation Service
- NHS England
- South Western Ambulance Service NHS Foundation Trust
- Stroud District Council
- Tewkesbury Borough Council

GSCB Structure

The role of the Safeguarding Children Board is to have an independent coordinating and challenging role around safeguarding practice across its Partner agencies. This is in part carried out by the Executive Committee supported by the GSCB Sub Groups.

Future Safeguarding Arrangements

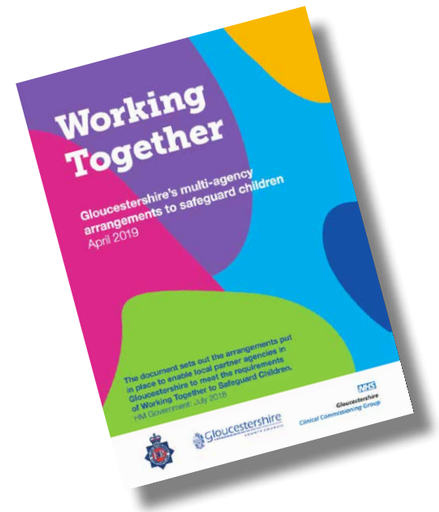
As a result of the Wood Review, the Children and Social Work Act (2017) has determined that LSCBs will no longer be a statutory requirement. Instead, multi-agency safeguarding arrangements will be coordinated by the Local Authority, Police and the Clinical Commissioning Group.

The publication of Working Together to Safeguard Children WT18 in July 2018 set out how these arrangements need to be managed. https://www.gov.uk/government/publications/working-together-to-safeguard-children

New arrangements for Gloucestershire have been published https://www.gscb.org.uk setting out how the Safeguarding Partners will ensure the best possible outcomes for our children, young people and families.

Gloucestershire will transition into the new arrangements under Working Together 2018 on 15 July 2019.

- **GSCB Main Board -**
  its function is to scrutinise and challenge local safeguarding practice, taking into account the local challenges faced by Safeguarding Partners.
- **The Executive Committee -**
  responsibility for the oversight and challenge of quality assurance and performance information, as well as GSCB budget monitoring. The Executive holds the GSCB Sub Groups and Task & Finish Groups to account for delivery against the Business and Improvement Plan.
- quality assures Serious Case Review reports before they go before the full Board for final endorsement prior to publication.
- **Serious Case Review (SCR) Sub Group (Statutory) -**
  is responsible for advising when a Serious Case Review should be considered, managing the process and overseeing the production of the multi-agency response plan. This Sub Group includes members from the Child Death Overview Panel Group to ensure a joined up approach.
- **Child Death Overview Panel (CDOP) Sub Group (Statutory) -**
  reviews child deaths in the county and is responsible for the continued development of arrangements around child death.
- **Multi-agency Quality Assurance (MAQuA) Sub Group -**
  evaluates work done by GSCB Partners to make sure that everyone works well together and that what they do makes a positive difference for the safety and welfare of local children and young people.
- **Workforce Development (WFD) Sub Group -**
  ensures that learning from local and national Serious Case Reviews is shared across the workforce and develops the quality of our workforce and measures the effectiveness and impact of inter-agency safeguarding training. The Workforce Development Sub Group also has oversight of local policy development.
- **Education and Learning (EaL) Sub Group -**
  is responsible for ensuring that all educational settings including Early Years, Maintained, Special and Independent Schools, Academies, Colleges and Learning/Training Providers are working in line with GSCB priorities and Ofsted requirements.



GSCB Activity 2018/19

The GSCB focus remained on six key areas that would ensure that multi-agency working to safeguard children is timely and effective.

These were:

1. Strengthen the range of performance information provided to the Board to include relevant information from all Partners and ensure that evaluative commentary is provided to improve services.
2. Embed the multi-agency audit programme in order for the Board to have greater assurance of the quality of frontline safeguarding practice.
3. Ensure that the Annual Report provides a rigorous assessment of the performance and effectiveness of local services.
4. Strengthen the evaluation of training to ensure that it is robust and can evidence positive impact on outcomes for children and their families.
5. Hold Partners to account for evaluating the impact on practice of the learning from Serious Case Reviews.
6. Ensure that the Neglect Strategy and associated toolkit is promoted across the County and its effectiveness measured to improve outcomes for children.

The five Sub Groups of the Board have responsibility for delivering the majority of the actions contained within the GSCB Business and Improvement Plan.

For this reason, each Sub Group Chair has provided a short report on the key pieces of work that they have undertaken during the year; particular areas of strength as well as those areas where further development is needed.

1. Multi-Agency Quality Assurance (MAQuA) Sub Group

Three multi-agency audits were undertaken by MAQuA in 2018/19

1. Frontline Child Protection Practice Audit 25 June 2018
2. Frontline Child Protection Practice Audit 11 November 2018
3. Frontline Child Protection Practice Unborn Babies Audit 19 February 2019

Methodology:

- Single-agency information requested prior to the audit.
- A selected team of multi-agency representatives, including lay member, audited cases
- Good practice and areas for improvement identified and action planned.
- Follow up activity to check on progress of audited cases.

Due to themes emerging from SCR Sub Group activity regards Non Accidental Injury rates the audit in February 2019 was undertaken on the topic of Frontline Child Protection Procedures Re: Unborn Babies.

Audit Focus

- The timeliness of responses during the process and the impact of this upon the outcome for the child
- The quality of decision making and the impact of this on the children
- That involvement of children in the processes is sought, along with their wishes and views

In order to triangulate information from records, professionals involved with the family were interviewed by phone and a report of their feedback was attached to the report.

Identified Learning All Audits

- Learning from audit around the impact of consistent risk assessment and threshold decision making with timeliness of risk identification requires improvement
- SMART plans need to be evidenced on recording systems
- Case workers from agencies must be held to account for their actions from core group meetings and actions should not be allowed to drift
- The child's voice and lived experience recorded but little evidence of impact

Identified Learning Two Audits

- The role of fathers to be explicitly considered within planning and intervention
- All practitioners to be clear about safeguarding actions for siblings of referred children
- Standards around strategy discussions and core groups to be improved and maintained in inviting the relevant professionals to attend

One Audit

- An increase in the use of the GSCB Neglect Toolkit recommended.
- Attendance at the GSCB 2019 Neglect Workshops should be mandatory for practitioners dealing with neglect

OTHER MAQuA ACTIVITY RELATING TO THE GSCB PRIORITIES

Action against GSCB Priority 1:

Improvement of performance data requested from individual agencies and the action to strengthen the range of performance information provided to the Board.

Action against GSCB Priority 1:

Escalation policy and guidance have been regularly updated to reflect the changing face of processes within agencies and the improvement in multi-agency working between professionals.

Action against GSCB Priority 2:

The S11 Audit (S11) process is being revised to ensure that the information obtained is able to inform the Safeguarding Partners on individual and sector performance linked to statutory duty but importantly priorities for the County – Work to be carried into the next year.

Action against GSCB Priority 5:

Evidence being sought through the S11 Audit process of implementation of learning from SCRs and other reviews. Work to be carried into the next year.

Action against GSCB Priority 5:

In April 2018 the S11 audits peer challenge sessions of District Councils took place..

GSCB Priority 6:

The MAQuA Sub Group has featured neglect as an area for consideration as a theme through multi-agency audits undertaken this year.

Work to be continued against GSCB Priority 6:

Through 2019/2020 the MAQuA Sub Group will be specifically auditing the use of the toolkit through the MASH.

Work to be continued against GSCB Priority 6:

The County S11 audit review in 2020 will include questions on agencies understanding and use of the Neglect Toolkit, requiring them to indicate and evidence its use and it being shared with MARFs submitted where neglect is the presenting factor.

Action against

2. Serious Case Review (SCR) Sub Group

THROUGH 2018/19 IN GLOUCESTERSHIRE

There are currently 6 active SCR's and one Domestic Homicide Review (DHR) combined SCR. A number of Non Accidental Injury cases that didn't meet SCR threshold but warranted a practice case review learning process.

Key findings from SCR's during the period

- Governance and Supervision - Response - All agencies have adequate management oversight and safeguarding supervision. Agency assurances with multi-agency audit follow up in 2019/2020
- Signs and Symptoms of Child Sexual Abuse (CSA) - Response - professionals understand and can confidently apply understanding and training.
- Signs and Symptoms of Child Neglect - Response - Addressed through the continued focus on neglect through the Neglect Toolkit, multi-agency audit and ongoing Neglect workshops. Links to Action 6 above
- Referrals, Risk Assessments and sharing information - Response - Information sharing and consent need to be a focus for the MAQuA Sub Group through 2019/2020
- Multi-agency Child Safeguarding Chronologies - Response - A Task and Finish Group has been convened to look at this area and report back to the Board in 2019
- The 'Voice of the Child' and the 'Child's Lived Experience' - Response - Ongoing priority for agencies to assure the Board that the Voice of the Child and the Child's Lived Experience is heard, recorded and understood.
- Learning from SCRs. - Response - Key Sub Groups need to continue with the planned approaches set out in this document Links to Action 5 above
- Was Not Brought (WNB) - Response -Terminology change from 'Did Not Attend' to 'Was Not Bought' has been widely embraced by Partners who are changing terminology. Being led by Health Partners there is already a video in circulation. Links to Action 5 above.
- Police Protection. - Response - Understanding Police Protection Powers. The Police are to work with the Business Unit to produce a one minute guide to Police Protection Powers.
- Legal Proceedings. - Response - Understanding and addressing any delays in legal proceedings that could place children at risk of harm. Ongoing work.
- Professional curiosity, optimism and disguised compliance. - Response - similar to previous SCR findings locally and nationally.

3 SCRs transitioned into the year with 4 new SCRs commissioned during the year. No SCRs were published during 2018/2019 due to ongoing criminal proceedings. Of the SCRs awaiting criminal proceedings the learning from the SCRs continued to be tracked, implemented and embedded into multi-agency and single-agency training and supervision.

The SCR Sub Group will be working on publishing a number of SCRs during 2019/2020 and ensuring that the transition from the GSCB into the new arrangements is seamless for those SCRs underway. There is a transition plan in place which is overseen by the Independent Chair.

Action against GSCB Priority 5:

A model to deliver one day learning events has been designed; the principle is to deliver a thematic workshop for multi-agency professionals to consider key issues and identify learning.

This year's event on 19th January 2019 fed into the audit undertaken by MAQuA in February with findings of the audit shared during the day

Action against GSCB Priority 5:

This year required the Sub Group to undertake a piece of work to develop a new process to manage the new requirement to undertake Rapid Reviews from Serious Incident Notifications. Falling under the new Working Together 2018 arrangements and tested thoroughly in the County since its inception in September 2018.

Action against GSCB Priority 5:

The SCR Sub Group has reviewed and implemented a response plan tracking spreadsheet which is used to test out whether multi-agency actions have been undertaken. Although it is possible to confirm that the majority of actions have been undertaken there is further work needed to be able to evidence the difference that has been made to practice and any further work that is needed to embed across the children's workforce.

Action against GSCB Priority 5:

The implementation of Practice Learning Days and thematic roadshows delivering learning from SCRs and other reviews, targeting specific workforces and the partnership more widely.

Action against GSCB Priority 6:

Sharing of information with the Workforce Development Sub Group findings from SCRs and other Practice Reviews relating to neglect feeding up to date learning from current SCRs through to Neglect Workshops and Multi-Agency Training.

Action against GSCB Priority 6:

Testing and checking the use and understanding of neglect with practitioners through Practice Learning Days linked to identified neglect issues within SCRs and other case reviews.

The event, delivered this year to 50 professionals, considered Non-Accidental Injuries to young children and was assessed as being very effective in delivering its learning objectives.

3. Child Death Overview Panel (CDOP) Sub Group

The purpose of the Child Death Overview Panel (CDOP) is to review the deaths of all children who are normally resident in Gloucestershire to see if there are any lessons to be learnt which could help prevent future deaths, or improve services to children and their families. CDOP are not responsible for determining the cause of death, this responsibility lies with either a doctor or the Coroner.

During 2018/19, the panel was notified of a total number of 23 child deaths, all of these children were resident in Gloucestershire; however 11 of the 23 died outside of the Gloucestershire area. Of the 23 deaths, 14 were expected child deaths and 9 were unexpected. This is comparable to the previous year (2017/18) where the panel was notified of 16 expected child deaths and 13 unexpected deaths.

Between the 1st April 2018 and 31st March 2019 the Child Death Overview Panel reviewed 17 child deaths.

The GSCB supported the National Child Safety Week in June 2018. The GSCB shared resources produced by the Child Accident Prevention Trust through the GSCB alert system, GSCB website and social media. The GSCB and CDRT also worked with agencies involved with substance misuse by children. Community Policing Teams and local charities visited schools and clubs to promote the dangers of this type of abuse and raise awareness.

Currently work is being carried out within Gloucestershire to promote and highlight asthma and asthma medications. This includes the importance of taking medications and attending appointments, teenagers being in control of their own medications and follow-up from clinics and GPs for missed appointments.

During the year, CDOP reviewed and updated the Child Death Review Process in line with the revised Government Statutory Guidance October 2018. This document sets out the Child Death Review Process, including guidelines for the key agencies involved.

Gloucestershire will be moving to a new electronic reporting system, eCDOP. This is now being used by our Bristol colleagues and it is anticipated that this will come into effect for Gloucestershire by July 2019. This system is being used by a number of CDOPs nationally.

The GSCB is responsible for:

- Collecting and analysing information about each death with a view to identifying:
- Any case giving rise to the need for a review
- Any matters of concern affecting the safety and welfare of children in the area of the authority;
- Any wider Public Health or safety concerns arising from a particular death or from a pattern of deaths in the area; and
- Putting in place procedures for ensuring that there is a coordinated response by the Authority, their Board Partners and other relevant persons to an unexpected death.

4. Workforce Development (WFD) Sub Group

The Workforce Development Sub Group has continued to oversee the work of the GSCB multi-agency training and the work of all Partner agencies, to ensure staff working with children, young people and their families understand their safeguarding responsibilities and are learning from current local and national reviews.

Training Courses	Courses	Delegates
Inter-Agency Child Protection	46	1047
Child Protection Revision and Update	54	1313
Advanced Practitioner	10	176
Child Sexual Exploitation	7	132
Children and Young People with Disabilities	4	73
Parental Substance Misuse Levels 1,2 & 3	4	72
Domestic Abuse and Sexual Violence Levels 1&2	7	126
Working Together in CP Conferences	2	45
Female Genital Mutilation/Honor Based Violence/Forced Marriage	4	78
Parental Mental Ill Health	4	65
Working with Fathers	3	61
Understanding Sexual Violence	1	16
C&YP – Substance Misuse Screening Tool	16	248
Safer Recruitment	6	256
Total	168	3708

Workshops and Conferences	Courses	Delegates
Non Accidental Injuries in Babies & Young Children – Learning Event	1	50
Train The Trainer Programme	1	18
Identifying Risk - Domestic Abuse Stalking Harassment Workshops	6	387
Child Neglect and Toolkit Workshops (Action on Priority 6)	6	310
Child Sexual Exploitation Conference	1	90
Total	15	855

Total	**183**	**4563**

2,360 front line children's workforce professionals from across the Safeguarding Partnership were trained or underwent refresher training in multi-agency safeguarding procedures during 2018/19.

This training delivers up to date learning from SCRs and other practice reviews to all who attend.

All courses are continually updated in line with WT18, local and national SCRs and current themes and policies.

The one day Child Protection Inter Agency Training has been significantly revised to bring in current thinking and relevant case scenarios.

All GSCB trainers are required to meet a minimum standard with regards to training qualifications or experience. The quality of the training team is the highest it has been, supported through regular updates and briefings on current thematic areas and learning from SCRs and other Practice Reviews.

Strengthening the Evaluation of multi-agency Training

Action against GSCB Priority 4:

The GSCB Business Unit collects evidence from the following:

- The immediate impact – has the learning had an impact on the learners knowledge, confidence and potential skills
- The medium to long term impact – has the learner started to embed this knowledge and skills in their day to day practice.
- The longer term and wider impact –improvements to services and outcomes for children, young people and families, impact in audits and other reviews.

Long Term Impact is a wider and more detailed project owing to the scale and number of courses running, numbers of professionals attending across a diverse workforce and the need to link the single-agency and multi-agency training curriculum this is ongoing work that will transition into 2019/20

Preparatory work undertaken through 2018/19 has been for the implementation of a Learner Management Platform, partnership with the Gloucestershire Social Work Academy, multi-agency and single-agency curriculum mapping and multi-agency discussion on joint workforce needs.

Action against GSCB Priority 4:

During 2018 our Partners, Gloucestershire Care Services (GCS) undertook a peer review of multi-agency training via their team of Specialist Safeguarding Nurses. The overall report concluded that the training was of a good standard and effective in delivering safeguarding learning to a multi-agency audience.

Action against GSCB Priority 4: In response to the updated Inter Collegiate Guidance for Health Practitioners work has begun between the CCG and GSCB multi-agency training to map the skills, knowledge and competencies required against all the multi-agency courses. A training Health Passport is being introduced and will help evidence the knowledge and skills gained from training and their reflections. The development of these types of passports across a wider childrens workforce to track training and measure impact will be work taken into the next few years in partnership with the Social Work Academy.

Action against GSCB Priority 4 and 5:

The GSCB Train The Trainer programme has successfully run for a number of years. Upskilling practitioners in their facilitation and training delivery, giving them the methodologies, tools and confidence to deliver a consistent safeguarding message supported by the GSCB Business Unit Training Team, through a programme of training, mentoring observations and portfolios. It allows Partner agencies to have their own staff deliver safeguarding in-house training from GSCB trained trainers; ensuring up to date messages from SCRs, audit and other Practice Reviews.

Action against GSCB Priority 4:

A single-agency training toolkit has been agreed by the WFD Sub Group and is soon to be rolled out, which will support all agencies in delivering consistent and effective safeguarding training.

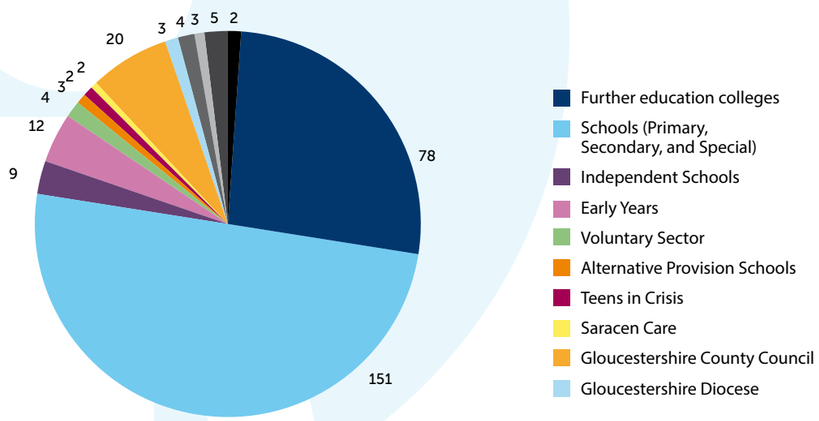
Updates available through the GSCB Business Unit ensuring a consistent message and an improved ability to measure impact.

Action against GSCB Priority 4 and 5:

Evaluating the impact of the implementation of the Child Neglect Toolkit and the Neglect Workshops. The WFD Sub Group working with the MAQuA Sub Group through a multi-agency audit are planning to measure the use of the Neglect Tool Kit through referrals to the MASH to evidence impact of the training and workshops. During 2018/19 aligning the Sub Groups allowing a smoother interaction so joint evaluation can be undertaken.

Action against GSCB Priority 6:

Delivering a series of six Child Neglect Workshops with partnership collaboration on the design and delivery across the County. This work builds on the original launch of the Child Neglect Strategy and 'Quality Of Care' Child Neglect Toolkit in 2017 to continue to raise awareness of neglect, the learning from local and national SCRs and to demonstrate the practical use of the toolkit by Partners



Action against GSCB Priority 5:

Training on the DASH (Domestic Abuse Stalking and Harassment) was undertaken in this year as a series of six workshops delivered by specialist practitioners in county - GDASS, GCS and County DA Coordinator. This is a national risk assessment tool of adults and young people (16year+) experiencing domestic abuse.

Safer Recruitment

Delivered through the Business Unit multi-agency Training and the Safeguarding in Education Traded Services Team

Eleven Safer Recruitment training sessions were delivered during the period to 298 professionals. Five of these sessions have been multi-agency courses and six have been single-agency school based.

Safer Working Practice and Allegations Management is a new course written and delivered on four occasions during the year, training 107 professionals.

The Safeguarding in Education Traded Services Team have delivered single-agency child protection training to 133 school settings reaching 4,136 school staff.

".....the course really made me think. I really understand now the importance of safeguarding and my role in that process..."

Safeguarding in Faith Communities

OPCC (Office of the Police Crime Commissioner) in partnership with the Gloucestershire Safeguarding Children Board, Gloucestershire County Council and the Police, have as a priority this year, been very keen to raise awareness about safeguarding children in the context of Islamic education and to promote a mutually beneficial working partnership between local agencies and the Muslim Community of Gloucestershire.

During October 2018 the Partnership developed a safeguarding conference for professionals working in Mosques and Madrassahs in Gloucestershire.

As a result of this conference a safeguarding group has been set up to meet on a regular basis to move forward the following pieces of work:

- Mosque Committee safeguarding training - Planned for June 2019
- A Community Safeguarding Event – September/ October 2019
- Focus groups with females from the local community – Ongoing dates to be confirmed.
- Safeguarding training with the Madrassah that works out of the Al-Asharaf Primary School in Gloucester - Planned for June 2019

OPCC
Office of the Police & Crime Commissioner for Gloucestershire

Gloucestershire Safeguarding Children Board

Gloucestershire COUNTY COUNCIL

5. Education and Learning (EaL) Sub Group

The Education and Learning Sub Group had four priorities within its Business Plan for 2018/2019. These were:

Priority 1: E safety

- The Police have addressed all the Designated Safeguarding Lead Forums to clarify terminology and that information will be widely disseminated to schools via a newsletter, in addition a commitment to delivering interactive theatre productions on the subject.

Priority 2: Mental Health and Wellbeing

- In 2017, the Government published its Green Paper for Transforming Children and Young People's Mental Health, which detailed proposals for expanding access to mental health care for children.
- Gloucestershire is one of two areas with 4 hubs in the Country based in 12 Gloucestershire schools.

Priority 3: To Drive Up Standards of Safeguarding for Those Young People Educated Offsite

- Through the S175 audit we have better knowledge of the number and needs of the children who are educated off site and how they are safeguarded.
- Challenged schools where we feel safeguarding arrangements are weak.
- Safer recruitment training implemented for Chaperone interviews.

Priority 4: Learning from Serious Case Reviews

- Actions are ongoing to disseminate information. All recent SCRs were discussed at the DSL Forums and lessons learned are woven into Whole School Training.

Theatre Productions Delivered in Gloucestershire Schools

County Lines:

A theatre play to raise awareness around Child Criminal Exploitation, specifically the strand of the County Lines drug trafficking model that sees vulnerable adults and young people targeted by organised groups and gangs to groom, trick, trap and manipulate them into trafficking drugs and sometimes weapons.

Piloted in 2 schools in 2018 and following feedback a further 4 week tour joint funded by the Gloucestershire Safeguarding Children Board and Stroud Safer Community Partnership, was undertaken during March 2019. This provided 40 performances reaching over 9,000 Gloucestershire children.

Click:

In November 2018 in conjunction with Gloucestershire Police, Year 6 pupils were invited to watch a performance called "Click" which raised awareness of the dangers or risks of digital technology during the transition between primary and secondary school. This production was shown to over 1,000 Gloucestershire children.

In the Net:

A fantastically fun piece of children's theatre that was created out of a growing need to make young people aware of internet safety and the real-world effects of cyber bullying. This production has now been shown to over 18,000 Gloucestershire primary school aged children over the last 4 years.

Chelsea's Choice:

This production has been used in Gloucestershire schools for the last 7 years. Alter Ego's 'Chelsea's Story' is an innovative and powerful production highlighting the very serious and emotional issue of child sexual exploitation, during the last 7 years this production has been delivered to over 63,000 Gloucestershire pupils.

Operation Encompass:

Initially launched to address a shortcoming in the early sharing of information with schools on domestic abuse. Since then several pilots have proved to be very successful in providing appropriate support in a timely manner.

Launched in Gloucestershire on 4 March 2019. With 4 training sessions for over 250 schools. All schools in Gloucestershire have each now set up a dedicated email address to receive Encompass notifications.

Action against GSCB Priority 2:

Section 175 Audit collection and analysis has been improved through the development of an online process for all schools. Gloucestershire still enjoys a 100% return rate on S175 audits with analysis and commentary directing the work of the Education and Learning Sub Group.

Action against GSCB Priority 6:

The Neglect Strategy document and Toolkit was reintroduced to Education DSL's through the DSL Forums in September 2018.

Action against GSCB Priority 6:

The S175 Self Assessment audit for schools asks how many Neglect Toolkits have been completed within schools and the findings will feed into the Neglect Toolkit Evaluation Framework.

Safeguarding in Education - Traded Services

Gloucestershire schools have access to safeguarding support through Safeguarding in Education within the GSCB Business Unit. Approximately 80% of Gloucestershire schools buy into this traded service.

The remit is to ensure all children attending school/ educational settings are safe from harm by ensuring that they are compliant with Keeping Children Safe in Education Legislation.

This year the team have delivered single-agency child protection training in 133 school settings and this has reached 4,136 members of staff.

What support do schools receive in Gloucestershire through Traded Services

- Single-agency whole school staff training in safeguarding (all staff every 3 years)
- Multi-agency (DSL) training (1 to 5 staff in each setting every 2 years)
- Advice on Single Central Record, training, changes to legislation
- Regular school visits to assist with the Section 175/157 Audit, to support self-evaluation
- Access to regular DSL Forums, bulletins/updates concerning local and national developments
- Access to disseminated learning from Serious Case Reviews (SCR) and Systems Reviews, the Child Death Review Process and multi-agency case audits
- Access to research, policy development or guidance produced by the Education and Learning Sub Group
- Information and advice on safeguarding recruitment issues and the Disclosure and Barring Service
- Attending drop-in sessions held in localities to help with Single Central Record queries
- In the Net – theatre performance (aimed at Year 4)
- Chelsea's Choice – theatre performance (aimed at Year 8)

Allegations Management

The Local Authority Designated Officer (LADO) role remains situated within Gloucestershire Safeguarding Children Board Business Unit. There is one LADO supported by one Allegation Management Coordinator.

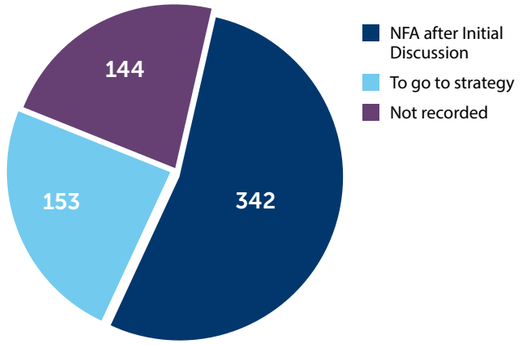
2018/19

639 referrals made to the LADO with 153 (24%) resulting in a multi-agency meeting.

In year Comparison:

This represents an increase of 63% in the number of referrals requiring a review and decision by the LADO from the previous year.

Allegation Management Referrals

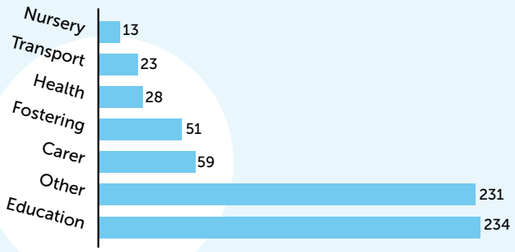


Note:

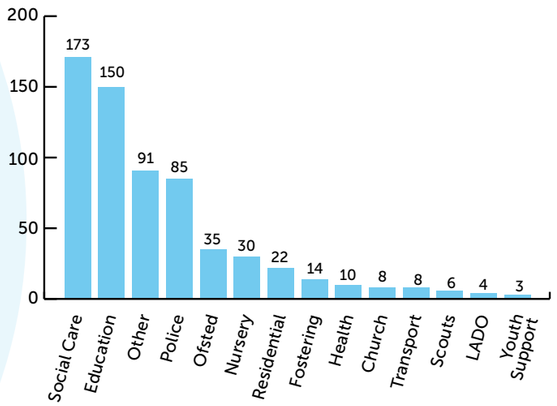
From the data available, there are 144 records that do not show a definitive decision (Blank)

Some are awaiting details to make a final decision with others initially recorded but not updated when cases have concluded.

Agency of Person Subject of Allegations



Agency of Referrer



Themes

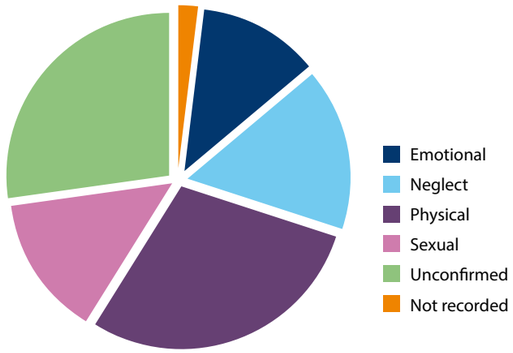
1. Manager-less organisations, for example individuals who are self employed, continue to increase the resources needed to manage allegations. Where there is no governing body to oversee good practice, the LADO then takes a lead investigative role.
2. Transferrable risk cases, where professionals' personal circumstances potentially impact their professional role have increased over the past year.

This has resulted in more Allegation Management meetings being held and actions put in place to ensure safeguarding of the children whom they come into contact with.

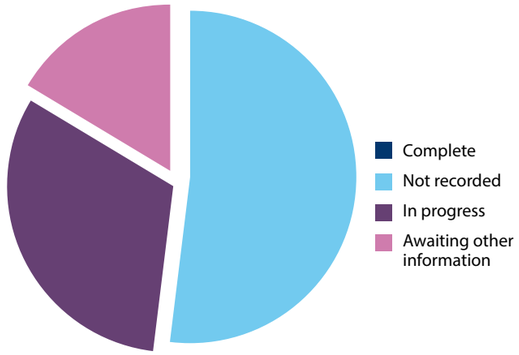
Priorities for LADO 2019/2020

1. Implement the e-LADO database and produce monthly dashboards
2. Review outstanding cases and close with appropriate outcome
3. Continue with a programme of awareness training for professional organisations
4. Continue to work with faith groups in the County to ensure consistent safeguarding

Category of abuse



Outcome



Communication and Awareness Raising

There has been a range of communication activity undertaken throughout the year, including supporting campaigns such as Child Safety Week, Gloucestershire ICON Launch, CSE Conference, Schools DSL Forums and the Transitions Conference.

26 GSCB alerts have been issued to raise awareness of local developments

1. DASH & MARAC Workshop
2. Substance Misuse Screening Tool
3. GDPR
4. DASV Briefing Sheet
5. Understanding Sexual Violence
6. Child Safety Week – Aerosol
7. Escalation Policy
8. E Learning Course Changes
9. GSCB Revised Document
10. New Resources Children and Young People
11. Revision of Escalation Policy
12. Infant Crying how to Cope
13. Revised CSE
14. Missing and CSE Conference
15. Substance Misuse Screening Tool
16. CSE Guide for Parents
17. 16 Days of Action
18. ACE
19. Front Line Social Workers
20. Voluntary Safeguarding Codes of Practice
21. GSCB Announcement
22. CSE Team
23. Child Neglect Workshop
24. Working Together
25. Arrangement for Professional involved with MASH
26. Encompass

GSCB Email Alerts

As of March 2019 there are over 4,000 professionals, parents and carers signed up to receive GSCB Alerts. This remains our strongest communications tool so far.

A number of safeguarding adverts have been commissioned in targeted publications during 2019 linked to thematic priorities and targeting specific cohorts.

Child Sexual Exploitation reference cards were created to distribute to all professionals in the County working with children at risk of CSE. Over 1,000 cards were printed and distributed as part of an awareness campaign in partnership with the CSE Team.

A CSE guide for parents and carers was developed and distributed through schools and other partners.

Regular dissemination of information through Heads-Up and the Partners Newsletters.

One minute guides for Designated Safeguarding Leads (DSL) and DSL forums allows the GSCB to keep DSLs up to date.

There has been a range of communication activity undertaken throughout the year, including supporting campaigns such as Child Safety Week, Gloucestershire ICON Launch, CSE Conference, Schools DSL Forums and the Transitions Conference

Effectiveness

There is clear evidence that Gloucestershire County Council, Gloucestershire Police and local NHS Trusts are working hard both to improve the quality of their work and to produce better information on which to judge the effectiveness of interventions.

Whilst the pace of change is not as quick as it could be the evidence from Ofsted monitoring visits in particular is that there are signs that improvement is happening albeit very slowly. Ofsted have however also acknowledged that children's services in particular have been suffering from too much workforce churn. HMICFRS have also given positive messages on the work the Police have been doing to improve their approach to safeguarding children and young people.

GSCB has a statutory role to ensure the effectiveness of work done in the County to safeguard children. During the year the Independent Chair of the GSCB has been a member of the Childrens Services Improvement Board which oversees the implementation of the Council's Improvement Plan and is also independently chaired.

The Improvement Board has also received updates from the Police and their response to the HMICFRS report on safeguarding practice within the force. The GCSB has been implementing actions arising from this work as well as working with Partners to improve safeguarding.

The GSCB has been focused on improving partnership working and below is a summary of the work undertaken by the GSCB within the last 12 months and work that remains outstanding and needs to be carried over into the next 12 months.

Ensuring consistent understanding and application of thresholds

- GSCB to re-launch the thresholds document and to ensure multi-agency awareness and training is undertaken to ensure all Partners operate within the terms of the agreed thresholds. – Achieved - more work is required to ensure that all Partners understand and use the thresholds consistently.

Ensuring quality and appropriateness of contacts regarding Children's Social Care concerns.

- Monitor the sources of all contacts into the multi-agency Safeguarding Hub (MASH) and the eventual decision on Levels of Intervention. - Achieved
- Monitor conversion rate of contacts into referrals to Early Help and Social Care - Ongoing
- Monitor the quality and effectiveness of decision making on contacts and referrals effectiveness – Achieved
- Review policy and practice on consent. – Ongoing - work is being undertaken by the MASH.
- Partners to achieve reduced contacts coming into the system, improved demand management, improved timeliness of early help support to families, consistency of threshold across the County. – Ongoing - work is continuing within the MASH.

Ensure a timely multi-agency response to protect children who are at risk of or suffering significant harm

- Partners to deliver a single MASH to handle all contacts and subsequent referral decisions including strategy discussions and S47 enquiries. – Achieved
- MASH Strategic Board to ensure processes are streamlined, timeliness of decision making is improved, and duplication is reduced. – Achieved

- Monitor the effectiveness of the MASH on prioritising the needs of children at risk of or suffering significant harm. - Ongoing
- Monitor delivery of improved timeliness and effectiveness of responses to children at risk of or suffering significant harm to improve their outcomes and reduce re-referrals – Ongoing

Ensure strategy discussions are convened when appropriate; include the organisational representatives who will enable them to be WT 2015 compliant and effective

- Monitor the effectiveness of the system for convening strategy decision. - Ongoing
- GSCB Partners to ensure timely response to strategy discussion requests - Achieved
- Monitor the process of convening timely strategy discussions, appropriate organisational involvement, their management and effectiveness in ensuring children are kept safe. – Partially Achieved - further monitoring is required.

Ensure compliance with the new S47 Joint Protocol

- Monitor compliance with the new Protocol in terms of timeliness, attendance and delivery for S47 cases. Partially Achieved - further monitoring is required through the MASH.

Ensure attendance of all relevant agencies at ICPC and RCPC

- Partners to ensure necessary contribution to/ attendance at ICPC and RCPC to inform appropriate information sharing, assessment, decision making and action planning to achieve the best outcomes for the children concerned. - Ongoing - further work is needed on the baseline data.

Ensure all reports for ICPC are provided within timescales

- Monitor that all reports for ICPC and RCPC are delivered within timescale. - Partially Achieved - needs further monitoring through the new Performance Monitoring Report being introduced in 2019.

Ensure that GSCB Partner organisations respond in a coordinated manner and effectively to children and young people in key areas of vulnerability.

- Review the effectiveness of the Partnerships response to key vulnerabilities – Ongoing vulnerability report being produced.

Ensure that there is a culture of effective partnership working within the County and that the GSCB is effective in delivering its roles and responsibilities

- GSCB will consider the option of a peer review to give externally validated evidence on whether they are achieving the intended working culture between Partners. Not implemented - it was considered that there already was sufficient external monitoring and that the new safeguarding arrangements were about to be implemented.

Monitor the effectiveness of the Gloucestershire Early Help offer in preventing children and young people from becoming exposed to serious risk of harm

- Implement and monitor the effectiveness of the locality pilot scheme focussed on Early Help and safeguarding in Gloucester. Partially Achieved - evaluation of the Gloucester 'pilot' delivered to the Board but now part of a bigger review of Early Help and its effectiveness.
- Early Help Performance Framework informed by the pilot work developed. Delayed - due to implementation of electronic recording system.

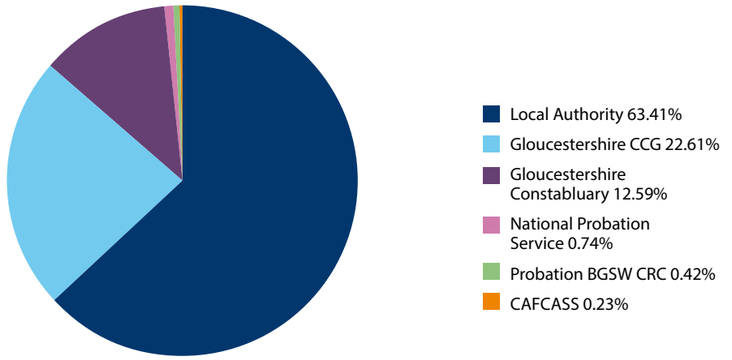
Finances

"Working Together to Safeguard Children, 2015" states that all LSCB member organisations have an obligation to provide the LSCB with sufficient resources (including finance) that enables the LSCB to be strong and effective.

Members should share the financial responsibility for the LSCB in such a way that a disproportionate burden does not fall on a small number of Partner agencies.

The GSCB funding formula continues to be effective in ensuring that the Board has sufficient resources to be able to meet its statutory functions. Regular financial analysis is undertaken by the GSCB Business Manager and a quarterly finance report is provided to the Executive Committee.

Total agreed funding split



2018/19 Budget:

Funding the GSCB Statutory Functions and Business Plan	Budget
Work of the Independent GSCB Chair; Lay Members, GSCB Business Support Staff, Office Costs.	£158,012.98
Statutory Function: Communicating the need to safeguard and promote the welfare of children and participate in local planning	£13,658.20
Statutory Function: Undertaking a Serious Case Review where abuse or neglect of a child is known or suspected, a child has died, or been seriously harmed, and there is cause for concern as to the way in which the authority, their Board Partners or other relevant persons have worked together to safeguard the child.	£26,518.85
Statutory Function: Developing local policies and procedures as specified in the regulations for how the different organisations will work together on safeguarding and promoting the welfare of children.	£1,100.00
Statutory Function: Reviewing the deaths of all children who are normally resident in their area and put in place procedures to ensure that there is a coordinated response by relevant organisations to an unexpected death of a child.	£34,234.60
Total	**£233,524.63**

In conclusion the GSCB recommends that the partnership continues to:

- Focus on providing effective interventions at the earliest possible stage in order to improve outcomes for children and young people.
- Work together to collectively improve child protection practice across the Partnership, leading to improved outcomes for children. This includes a culture of robust positive professional challenge, effective supervision arrangements and strong management oversight, a clear understanding of the Levels of Intervention guidance, ensuring that all learning and development opportunities are being applied in practice, having a clear focus on the needs and experiences of the child and that all partner organisations are clear on their safeguarding roles and responsibilities.

Gloucestershire
Safeguarding Children
Board