



STAFFORDSHIRE SAFEGUARDING CHILDREN BOARD

(SSCB)

ANNUAL REPORT

2009-2010

Date the report was approved by the SSCB: 8TH March 2011
Version 2 - CW

Contents

<u>Section</u>	<u>Contents</u>	<u>Page</u>
	Contents	2
	Foreword	3
	Context	4
	Introduction	5
1.0	Summary	6
2.0	Key SSCB Priorities for 2009-2010	6
3.0	SSCB Governance and Accountability Arrangements	7
3.1	The Structure of the SSCB	8
3.2	Relationship with the Children's Trust	12
3.3	Membership & Attendance	12
3.4	Financial Arrangements	12
4.0	Key Areas of Progress & Achievements	13
5.0	The Monitoring & Evaluation of SSCB Arrangements	18
6.0	SSCB Priorities for 2010-2011	29
7.0	Appendices 1-4	31

Foreword

Welcome to Staffordshire Safeguarding Children's Board's fourth Annual Report for 2009-2010.

Our Safeguarding Children Board was established on 1st April 2006 in accordance with the statutory requirements of the Children Act 2004. The Board replaced and built on the important safeguarding children work already being completed by Staffordshire's Area Child Protection Committee. Staffordshire Safeguarding Children Board has worked hard over the last four years to coordinate local work to safeguard and promote the welfare of children and ensure the effectiveness of that work. This Annual Report reflects on the good work completed during April 2009 to March 2010 and highlights key priorities that have been identified for 2010 to 2011.

The work of Staffordshire Safeguarding Children Board has been coordinated through a wide range of initiatives and targeted training programs aimed at providing local practitioners who work with children and their families, with increased knowledge and skills about how they can work together to safeguard children. The effectiveness of the safeguarding children work in Staffordshire has continued to be discussed and monitored within the Safeguarding Children Board's Quarterly Strategic Board Meetings, Executive Meetings and Bi-monthly Sub-groups; with gaps in local safeguarding children practice being identified through lessons from serious case reviews, targeted multi-agency audit work and multi-agency information sharing around local safeguarding children trends and themes.

This report will identify future priorities for our Safeguarding Children Board which include; reviewing, revising and re-launching the SSCB Interagency procedures for Safeguarding and promoting children's welfare in line with Working Together to Safeguard Children 2010; making improvements to our web-site to include providing information to children, young people, their parents and carers; the completion of multi-agency audits and a targeted communications campaign to raise local awareness about how to we can all help to keep children safe. These priorities have been embedded into the SSCB Business Plan 2010-2011 and can be viewed at: www.staffsscb.org.uk/sscbbusinessplan2010-11.pdf.

Staffordshire Safeguarding Children Board would like to thank all of our colleagues for their continued hard work and commitment to improving local safeguarding children arrangements and practice. Local agencies and practitioners recognise that the challenge of safeguarding children is a task that cannot be achieved by working in isolation. Our Safeguarding Children Board believes that we can continue to help each-other to make improvements through sharing our multi-agency and multi-disciplinary knowledge, skills and expertise and remaining committed to working together to make a real difference to safeguarding children and young people living in Staffordshire.

Context

Following the death of Victoria Climbié in 2000, Lord Laming identified a number of reoccurring difficulties that resulted in the failure to safeguard and promote her welfare. He recommended that improvements needed to be made around communication, cooperation, accountability and senior management commitment towards safeguarding children. Lord Laming's recommendations led to the introduction of the 'Every Child Matters' agenda and the Children Act 2004, which offered the legislative framework for these reforms. This included a duty on local authorities to ensure that they established a Local Safeguarding Children Board, which replaced the existing Area Child Protection Committee (ACPC) arrangements.

The remit of ACPC's was widened and Local Safeguarding Children Boards were tasked with a preventative role to promote the safety and care of all children; a proactive role to target particular groups of children who are potentially more vulnerable than the general population, and with responsive work to protect children who are suffering, or are likely to suffer, significant harm.

Staffordshire Safeguarding Children Board has spent the last four years developing our local safeguarding children strategic arrangements with our partner agencies and has made a significant positive contribution towards helping children in Staffordshire to be safe. We are a key statutory body and have the continuing responsibility for agreeing how relevant organisations cooperate to safeguard and promote the welfare of children residing in Staffordshire (not including Stoke-on-Trent), and for ensuring the effectiveness of what they do.

The work of Staffordshire Safeguarding Children Board is part of the wider context of Staffordshire's Children's Trust co-operation arrangements which aim to improve the overall wellbeing of all children in Staffordshire in relation to the government's five Every Child Matters outcomes (2003). Whilst the work of the SSCB contributes to the wider goals of improving the wellbeing of all children, it has a particular focus on aspects of the 'staying safe' outcome of Staffordshire's Children & Young People's Plan. For further statistical data relating to children living in Staffordshire, please go to **Appendix 4: What do we know about Staffordshire's Children? Statistical Facts (p.36)**.

The core functions of the Board are detailed within Working Together to Safeguard Children, 2010 (paragraphs 3.13 – 49), and these include;

- Developing policies and procedures for safeguarding and promoting the welfare of children;
- Contributing to the commissioning, planning and delivery of services for children in the area of the local authority;
- Communicating the need to safeguard and promote the welfare of children;
- Monitoring the effectiveness of what is done to safeguard and promote the welfare of children;
- Undertaking serious case reviews;

- Collecting and analysing data about child deaths;
- Leading on inter-agency safeguarding training issues on behalf of Staffordshire Children's Trust;
- Identifying specific projects aimed at the prevention of maltreatment;
- Identifying areas for the ongoing development of SSCB.

Staffordshire Safeguarding Children's Board's Business Plan for 2009-2010 identified this year's priority actions and detailed the work required from the Board for the period of April 2009 to March 2010. It was approved by members of the Board in March 2009 and published in April 2009. This report is available to view in further detail at; www.staffsscb.org.uk/publications.

Introduction

Although Staffordshire Safeguarding Children Board (hereafter also referred to as **SSCB**) has produced an Annual Report each year since 2006 which reflects the work completed by the Board and identifies key priorities for the year ahead, this is the first Annual Report to be presented to Staffordshire Children's Trust Board under the new requirements of Working Together to Safeguard Children, 2010 (paragraphs 3.34 – 3.39) and the Apprenticeships, Skills, Children and Learning Act 2009.

Under the Apprenticeships, Skills, Children and Learning Act LSCB's were asked to produce and publish an annual report on the effectiveness of safeguarding in the local area and to ensure that the local Children's Trust receives a copy. The purpose of this Annual Report is to:

- Outline the main activity and achievements of Staffordshire Safeguarding Children Board during 2009-2010;
- Provide an assessment of the effectiveness of safeguarding activity in Staffordshire;
- Offer the general public, practitioners and main stakeholders with an overview of how well children in Staffordshire are protected and;
- Identify future challenges and gaps in service development for 2010-2011.

Who needs to read this report?

This SSCB Annual Report is aimed at all agencies, managers and practitioners who work with children, young people, parents and carers in Staffordshire. It is a public facing document and is available to view and download at www.staffsscb.org.uk/publications.

1.0 Summary

Section 1.0 of this report will focus on the following information;

- Key SSCB Priorities for April 2009 to March 2010;
- Key Areas of Progress & Achievements on these SSCB Key Priorities;
- Remaining Challenges for the SSCB.

2.0 Key Priorities for 2009 - 2010

SSCB Business Plan 2009-2010

Staffordshire Safeguarding Children Board published its [Business Plan](#) for 2009 – 2010, in April 2009. This plan identifies the key priorities and actions for the Board during this period and includes detailed work plans on how these priorities would be achieved.

The key priorities, arising from the 2009-2010 SSCB Business Plan include the following:

- Developing links and defining accountabilities with non-statutory agencies;
- Developing links between Staffordshire Safeguarding Children Board, children, young people and their carers;
- A safe, effective and trained workforce;
- A responsive Local Safeguarding Children Board;
- Influencing operational and strategic practice with lessons from Serious Case Reviews.
- Engaging in activity which is targeted at groups of children and young people who have been identified as vulnerable, namely:
 - children affected by childhood neglect;
 - children affected by parental substance misuse;
 - children affected by domestic violence and;
 - young people placed in secure settings within Staffordshire.

The 'Laming Action Plan'

In his report '[The Protection of Children in England, 2009](#)' Lord Laming confirmed that robust legislative, structural and policy foundations are in place, but he commented that although '*a great deal of progress has been made*' in protecting children from harm, '*much more needs to be done*' to ensure that services are as effective as possible at working together to achieve positive outcomes for children.

Staffordshire Safeguarding Children Board, in association with [Staffordshire Children's Trust](#) developed an Action Plan to address the 55 recommendations made by Lord Laming in his report, and in central Government's response. The Laming Action Plan was formally approved by Staffordshire Children's Trust in March 2009 and by SSCB in June 2009.

Local Safeguarding Children Board Challenge and Improvement Action Plan

The Department for Children, Schools and Families (DCSF) published the [LSCB Challenge and Improvement Tool](#) in July 2008, which focussed on establishing:

- Effective governance;
- Effective relationships and clear accountability and;
- Transparency of operation and purpose.

Staffordshire Safeguarding Children Board undertook two development days when the Challenge and Improvement Tool was considered and in June 2009 a further plan was approved by Board members, to address priority actions for the improved governance and further development of the Staffordshire Safeguarding Children Board. The key priorities identified within the Action Plan are as follows:

- To ensure that the Staffordshire Safeguarding Children Board Business Plan is informed by both national and local drivers;
- To improve communication about the role and function of the Board with children, young people, parents, carers, professionals and agencies and to ensure that the key message about who to contact if individuals have a concern about the welfare and safety of a child, is widely disseminated;
- To improve the capacity of the Board Manager by promoting shared ownership and active engagement of all partners in the business of the Board;

- To ensure effective governance arrangements and clearly defined functions and roles with the operation of the Board;
- To promote the effectiveness of the Board through maintaining or developing the capacity and capability of Board membership;
- To improve communication and governance arrangements with the Children's Trust Board;
- To disseminate these key messages to the new Independent Chair with the aim of improving the effectiveness and functioning of the Board.

We have worked hard throughout April 2009 to March 2010 towards the completion or progression of the key priorities identified within the three plans highlighted above. The priorities that are in need of further development have been incorporated as actions to drive forward within the SSCB Business Plan for 2010 to 2011.

3.0 Governance & Accountability Arrangements

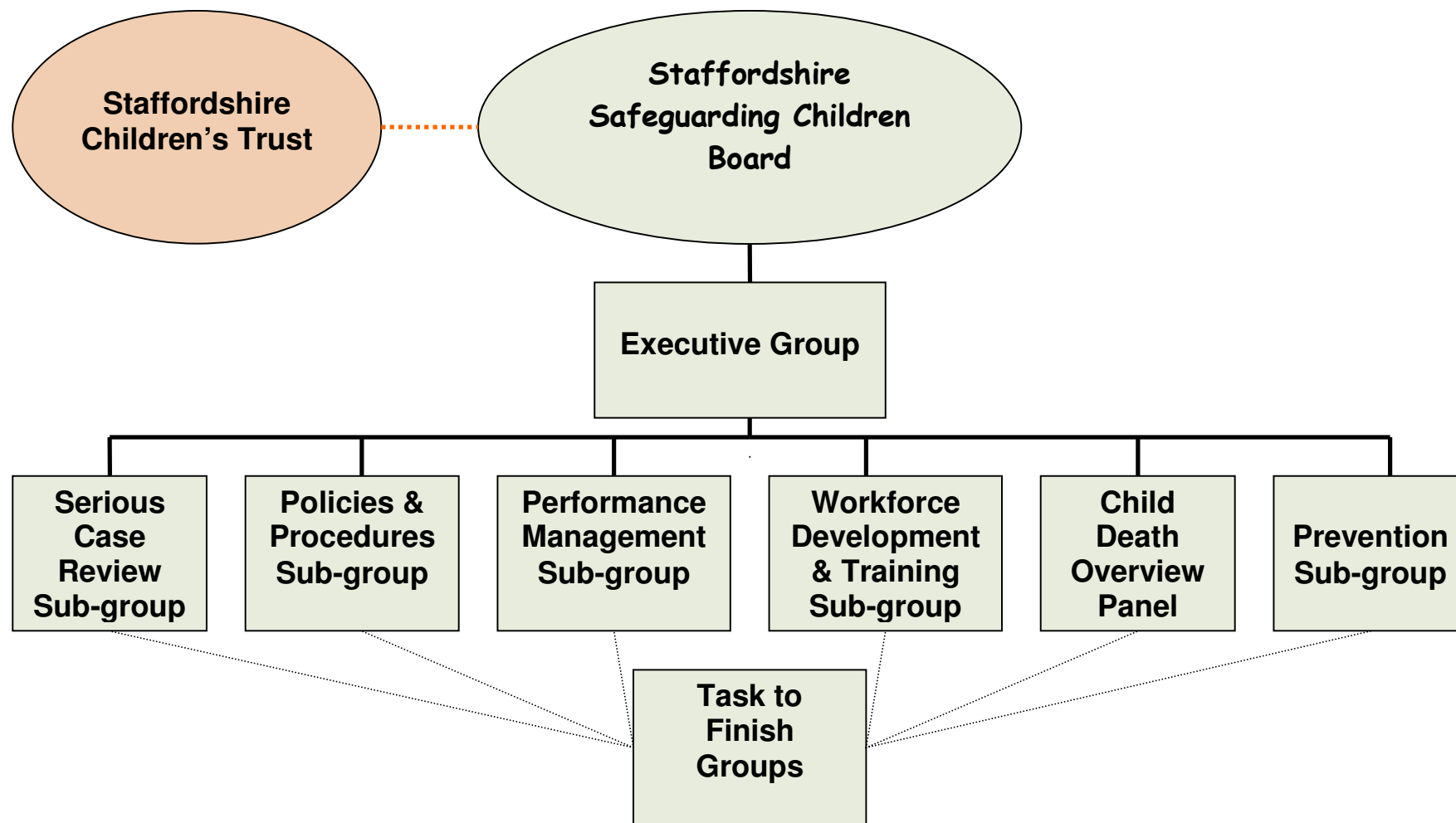
3.1 Structure of Staffordshire Safeguarding Children Board

Working Together to Safeguard Children, 2010-(Chapter 3) provides Staffordshire Safeguarding Children Board with the framework for managing its core functions. This section of the Annual Report details the structure, governance and accountability arrangements of our Local Safeguarding Children Board.

The SSCB is chaired by an experienced Independent Chairperson (Ken Black) who was appointed on 7th July 2009. The Independent Chair has a crucial role to play in making certain that the Board has an independent voice and operates effectively and securely. As part of his responsibilities our Independent Chair has; reported to the Children and Young People's Scrutiny Cabinet of the Staffordshire Children's Trust Board on the progress of the work of the Board; met with partner agencies to further promote inter agency cooperation; commissioned a serious case review and a learning review; represented the Board at the Regional Safeguarding Children Network and supported the development of SSCB Strategic Priorities (2010 – 2013).

The table below details the current structure and governance arrangements of the SSCB:

Structure of Staffordshire Safeguarding Children Board



In addition to the main quarterly Board meetings, there are a number of sub-groups which take responsibility for specific activities on behalf of the Board; these are as follows:

Executive – This is made up of the Chair's of the other sub-groups, and is currently chaired by the Staffordshire Safeguarding Children Board Vice-Chair (a Consultant Paediatrician). The remit of the Executive Sub-group is to ensure that the key priorities identified within the Business Plan are managed effectively and in a timely manner. The sub-group chairs are required to present a quarterly report to the Executive which clearly identifies where targets are not being met through the use of a Business Plan Monitoring Tool. The Chair of the Executive Sub-group supports the Independent Chair and also the Manager of the Board in setting the quarterly Staffordshire Safeguarding Children Board meeting agendas.

Serious Case Review Sub-group – This sub-group consists of senior manager's of statutory members who have responsibility for the commissioning of Individual Management Reviews (in accordance with the requirements of Chapter 8, Working Together to Safeguard Children). The sub-group is responsible for monitoring the implementation and effectiveness of all Serious Case Review Action Plans on behalf of Board. In addition, sub-group members act as Independent Panel Members for Serious Case Reviews where their agency is not directly involved with the case. The sub-group is currently chaired by the Children and Life Long Learning Assistant Director (of Safeguarding and Disability). The sub-group meets six times per year and its activity is supported by the Board Manager and Development Officer.

Child Death Review Panel – This is a cross-authority panel which consists of representatives from both Staffordshire Safeguarding Children Board and Stoke-on-Trent Safeguarding Children Board. This group has the responsibility for reviewing all deaths of children in Staffordshire (including Stoke-on-Trent). The panel is currently chaired by Staffordshire Police's Chief Superintendent (of their Public Protection Division) and its work is supported by two Designated Doctors for Unexpected Death (one for each Primary Care Trust in Staffordshire); a Child Death Coordinator and the Board Manager.

Professional Development & Training Sub-group – This sub-group is made up of training specialists from each of the statutory Board partners. The sub-group is responsible for the;

- Planning, organisation and delivery of inter-agency training to safeguard children and promote their welfare;
- Quality assurance and evaluation of single agency training;
- Quality assurance and evaluation of inter-agency training and;
- The publication of the Staffordshire Safeguarding Children Board Training Brochure for 2009-2010.

During the period covered by this Annual Report there was a period (April to September 2009) where the sub-group was chaired by the Staffordshire Safeguarding Children Board Training Manager in the absence of a Board Member being identified to fulfil this function. From September 2009 the sub-group was chaired by an Assistant Director (for Area Services) from the Children and Life Long Learning Directorate.

Policies and Procedures Sub-group – This sub-group consists of operational managers and Board Officers who are child protection specialists and who have experience of writing policies and procedures. The sub-group is responsible for the development, publication and implementation of the ‘SSCB Inter-Agency Procedures to Safeguard and Promote the Welfare of Children.’ The sub-group also reviews existing procedures according to an agreed review schedule, and as necessary in response to changes in statutory and non-statutory guidance. In addition, the sub-group has responsibility for communicating information about the work of Staffordshire Safeguarding Children Board to children, young people, their parents, carers, professionals and agencies. The sub-group is currently chaired by the Chief Executive of Staffordshire Connexions and is supported by the Development Officer.

Performance Management Sub-group – This sub-group consists of representatives from partner agencies who have experience and knowledge of information & performance management and the implementation of quality assurance audits. The sub-group is responsible for coordinating and analysing the Annual Section 11 Self-Assessment Audit of partner agencies (under section 11 of the Children Act 2004), and the Six-month Section 11 Review Audit; where agencies are asked to report on the progress they are making on any indicators they assessed as being in need of further development.

In addition, the sub-group conducts thematic audits to quality assure and promote compliance with Staffordshire Safeguarding Children Board’s Inter-agency Procedures. Audits are also undertaken to identify the impact on children of issues that make them vulnerable to abuse and neglect, such as domestic abuse. The sub-group is chaired by the Regional Assistant Director of the NSPCC and is supported by the Development Officer.

Prevention Sub-group – This sub-group consists of operational managers who chair Task to Finish Groups on behalf of SSCB. The group has responsibility for the development of a range of preventive strategies; for example, Hidden Harm; E-Safety, Restraint in Young Offender Institutions and the Sexual Exploitation of Children and Young People. The sub-group has been chaired by an Assistant Director (for Integrated Service Delivery) from the Children and Lifelong Learning Directorate.

Communications sub-group – This group ceased to exist in 2009, in preference to the establishment of task groups to coordinate and disseminate targeted communications campaigns relating to safeguarding children. In 2009 this campaign focussed on seat-belt safety for children and on information around how to keep your child safe during the summer holidays which was widely disseminated across Staffordshire via local communications and the ‘Your Staffordshire’ publication. Positive feedback was received from members of the public and professionals as a result of these campaigns.

3.2 The relationship between the SSCB & Staffordshire Children's Trust

The responsibilities of Staffordshire Safeguarding Children Board are complementary to those of the Children's Trust which has responsibility for the Every Child Matters five outcomes. It is the responsibility of Staffordshire Safeguarding Children Board to ensure that the arrangements made by individual agencies to safeguard and promote the welfare of children, are effective.

Staffordshire Safeguarding Children Board Manager and Staffordshire Children's Trust Manager worked closely together during the development of the [Children and Young People's Plan 2010 – 2011](#); specifically in relation to Objective One: ***'Safeguarding and promoting children's welfare is everyone's business. Children, young people and their families should experience Staffordshire as a place where they are supported to feel safe, and this will be achieved by improving everyone's understanding of their roles and responsibility in keeping children safe and healthy.'***

The SSCB Manager and the Staffordshire Children's Trust Manager meet monthly to review the progress being made against the Children and Young People's Plan and Staffordshire Safeguarding Children Board Business Plan.

3.3 Membership & Attendance

During the period covered by this Annual Report the Staffordshire Safeguarding Children Board has maintained full, statutory membership. A full list of the members of the Board can be found in **Appendix 2: SSCB Membership (see p.32)**. **Appendix 3 Table of SSCB Meeting Attendance (p.35)** details the attendance of statutory members of the Board at our quarterly Safeguarding Children Board Meetings during 2009 to 2010.

Staffordshire's Lead Member for Children (Councillor Ian Parry) also sits on Staffordshire Safeguarding Children Board as a 'participating observer' and is the Chair of Staffordshire Children's Trust Board. Councillor Parry routinely receives all Staffordshire Safeguarding Children Board's written reports and minutes of its quarterly meetings.

3.4: SSCB Financial and staffing arrangements

Information relating to how the Board is financed and its staffing arrangements, is detailed in **Appendix 1: SSCB Finance and Staffing Arrangements (p.31)**.

4.0 Key Areas of Progress & Achievements

This section of the Annual Report describes the main progress that was made by Staffordshire Safeguarding Children Board against the SSCB Business Plan key priorities for 2009 to 2010 as identified in section 1 (p.6) above, and incorporates actions that have arisen from the Laming Action Plan and the Local Safeguarding Children Board Challenge and Improvement Tool. It also considers the work undertaken by Staffordshire Safeguarding Children Boards Sub-groups and Task to Finish Groups and discusses their achievements.

Executive Group

During 2009 to 2010, as part of the SSCB's governance review, the decision was taken to re-constitute the existing Planning, Development and Resources Sub-group into a formal Executive of the Board. The Executive Group has the responsibility for the coordination and monitoring of the SSCB Business Plan.

The key achievements of this sub-group, during the reporting period are;

- The appointment of an Independent Chair of Staffordshire Safeguarding Children Board, who commenced his duties on 7th July 2009;
- The new appointment of a Board Manager for our Board, who commenced her duties on 1st November 2009;
- Agreeing the Board's Budget for 2010 to 2011;
- Producing, implementing and monitoring the SSCB Laming Action Plan.

The Executive Group has also received and analysed the following reports in relation to vulnerable children and young people;

- Private Fostering;
- Unaccompanied Asylum Seeking Children;
- Transition Plans for Disabled Children;
- Placement Stability for Looked After Children;
- Children subject to a Child Protection Plan (15 Plus Months);
- Multi-Agency Public Protection Arrangements (MAPPA) and;
- The Local Authority Designated Officer (LADO) in relation to Allegations Management.
- The publication of Staffordshire Safeguarding Children Board Training Programme 2010/11.

Consultations – Executive Group members have additionally responded to consultations in respect of:

- Chapter 8, Serious Case Review;
- Elective Home Education;

Executive Sub-group Development Day – In March 2010 members of the group met to review Staffordshire Safeguarding Children Board's governance arrangements. Work was centred on the development of a constitution (based on the existing Terms of Reference) and the development of the Staffordshire Safeguarding Children Board's Business Plan for 2010 to 2011.

Policy and Procedures Sub-group

This sub-group has responsibility for the development of new '**SSCB Inter-agency Procedures to Safeguard and Promote the Welfare of Children**', and for the review and revision of existing policies and procedures. All new or revised procedures are widely consulted on and once completed they are re-launched to ensure a wide dissemination to local practitioners and managers.

The key achievements for this sub-group, during the reporting period are as follows:

A review and revision of:-

- Chapter 8 – Serious Case Review
- Chapter 2A – Information Sharing
- Chapter 19 – Children and Young People in Prison;
- Chapter 14 – Working with Parents who Misuse Substances and;
- Chapter 10 – When a Child Dies.

The development of:

- A Contact Recording Procedure;
- Responding to Bruising in Babies (information for Health Professionals);
- Parental Mental Illness;
- Licensing and Gambling and;
- People Posing a Risk to Children.

Performance Management Sub-group:

This sub-group is responsible for managing a range of quality assurance and audit activities on behalf of Staffordshire Safeguarding Children Board and has achieved the following in relation to the priorities detailed within the 2009-2010 SSCB Business Plan:

S11 Annual Self-Assessment – This year the SSCB has established an improved reporting compliance of 83% from 24 (out of 29) organisations within Staffordshire, who have a statutory duty under section 11 of the Children Act 2004 to undertake an Annual S11 Self-Assessment Audit on the robustness and effectiveness of their organisations safeguarding children arrangements. Further work is now required to achieve 100% compliance for 2010-2011.

Members of this group also undertook a multi-agency 'Thresholds Audit' to analyse the local inter-face between tier two and three thresholds for services. A performance data set consisting of core child protection information is provided to the sub-group for analysis, with any arising trends and themes being reported to the quarterly SSCB meeting. The work of this sub-group and local performance data will be explored in greater depth under section 4: The Monitoring & Evaluation of SSCB Arrangements (p.18).

The Performance Management Sub-group received the following reports during 2009 to 2010;

- Report on Audit of Initial Child Protection Conferences Held from 1.1.08 – 31.12.08 which did not lead to a Child Protection Plan
- West Midlands Safeguarding Children Network – 'Improving the Participation of Children in Child Protection'

Serious Case Review Sub-group:

The key achievements for this sub-group, during 2009 and 2010 are:

- Producing the SSCB Freedom of Information Request Protocol;
- Providing Individual Management Review (IMR) Training to agency Individual Management Review authors and;
- Presenting the Overview Report in respect of a SCR conducted by another LSCB to an Extra-Ordinary Meeting of Staffordshire Safeguarding Children Board.

The sub-group also commissioned a Learning Review in respect to a case where the criteria for a Serious Case review had not been met but the Board felt it was important to learn lessons about how we work together to support teenagers who have complex needs. The findings of this review were shared with SSCB in June 2009, and the action plan arising from the recommendations has been regularly reviewed by the group to ensure that they have been comprehensively addressed by the relevant agencies.

Prevention Sub-group:

During 2009 to 2010 a number of task-to-finish groups have reported to the prevention sub-group:

- **E-safety Task to Finish Group** – This group reports to the Prevention Sub-group and has well developed work streams. The e-safety group has made considerable progress in relation to promoting internet safety across Staffordshire. The SSCB has continued to fund the delivery of a drama production to all key stage 2 pupils in Staffordshire's Primary Schools regarding how to stay safe on line and this production continues to be universally well received by both staff and pupils. A detailed report of this group's progress was made to the June 2009 Board. 200 places were also funded via Staffordshire Education Services, for staff to attend the Child Exploitation & On-line Protection (CEOP) Ambassador Training.;

All Staffordshire Schools have additionally been offered the 'Securus E-Safety Monitoring Solution' which forms a part of the Schools Broadband Service and comes at no extra cost. This solution monitors the keystrokes made by children and young people accessing school computers and alerts staff when certain words or phrases are typed. A number of schools have not yet taken up this offer, and others have already purchased alternative solutions.

- **Safe Recruitment** – An audit of agencies compliance with safe recruitment processes was commissioned and undertaken this year. The outcome of this report will be detailed under section 4: The Monitoring & Evaluation of SSCB Arrangements (p.18).
- **Missing Children Task to Finish Group** – This group was established during the reporting period and has produced SSCB procedures in respect of this vulnerable group of young people.
- **Restraint in Juvenile Secure Settings** – This group was established during the reporting period and an agreed multi-agency Review of Restraint Action Plan was established to monitor and provide multi-agency scrutiny of the restraint of juveniles within our local HMP Young Offenders Institution (YOI).
- **Behaviour and Bullying** – The Anti-bullying Strategy was launched during National Anti-Bullying Week, in 2009. In addition, training for dealing with difficult children has been provided to staff in special schools and a policy is being developed for mainstream schools.

The Prevention Sub-group also received the following information;

- **(The) 'Children Affected by Parental Substance Misuse Strategy'** – The sub-group received a draft Hidden Harm Strategy and were asked to actively consult on this strategy. Further work is required to drive this important work forward between 2010 and 2012.
- **Parenting Strategy** – A report was received from the Parent's Commissioner about how we can improve the engagement and consultation of parents and carers across Staffordshire which will inform our future business plan;
- **Gap Analysis of Domestic Abuse Children's Services in Staffordshire** - This gap analysis was undertaken as a result of concerns raised by local Domestic Abuse Co-ordinators to Staffordshire Safeguarding Children Board. Work is ongoing to address the four recommendations identified within this report to ensure that improvements are made to local services.

Child Death Overview Panel (CDOP)

The primary goal of the CDOP is to; reduce the number of child fatalities through a systematic multi-disciplinary review; to educate professionals and the general public on child death processes, and to make recommendations for legislation and public policy. These recommendations are based on panel reviews of circumstances surrounding individual cases of child death. The data is used to identify trends that require systemic solutions. Further information and data relating to the work of the CDOP is also detailed under section 4: The Monitoring & Evaluation of SSCB Arrangements (p.18).

Professional Development and Training:

Inter-agency training is an essential feature of all training to safeguard and promote the welfare of children. Our SSCB training builds on the training that has already been provided on a single agency basis. Staffordshire Safeguarding Children Board is responsible for ensuring that single and inter-agency training on safeguarding and promoting the welfare of children is provided in order to meet local needs. It also has the responsibility to ensure that both single and inter-agency training is delivered to a consistently high standard and that a process exists for evaluating the effectiveness of training.

The success of the training programme is heavily dependent upon the contributions made from our members as the Multi-Agency Level 2 Course '*Working Together to Safeguard Children*' is delivered by members of the local training team. This year there has also been multi-agency partner contributions to our; Refresher training; Child Death Review training; Safer Recruitment; Forced Marriage and Trafficking; detailed Practice Guidance for Conducting Child Protection Enquiries; Lessons from Serious Case Reviews, Understanding the Impact of Traumatic Abuse; Working with Children & Young People who Exhibit Sexually Harmful Behaviour and E-safety training. A total of 2384 staff and volunteers have accessed these well received training opportunities.

5.0 Monitoring & Evaluation of Local Safeguarding Arrangements

Section 11 Annual Self-Assessment Audit- All organisations that work with children share a commitment to safeguard and promote their welfare. Local authorities, District Councils, NHS bodies, Police, Probation & Prison Service, Youth Offending Teams & Connexions have a statutory duty under Section 11 of the Children's Act 2004 to ensure that their functions are discharged with regard to the need to safeguard and promote the welfare of children (as stated in 'Working Together to Safeguard Children', 2010).

In order to determine the level of compliance with Section 11 requirements, a questionnaire was distributed to Board member organisations during June 2007. Following this initial audit the exercise was repeated again during Autumn 2008, followed by a review of progress after 6 months in Spring, 2009. The Section 11 Audit conducted in October 2009 was the third conducted by Staffordshire Safeguarding Children Board.

Staffordshire Safeguarding Children Board has representation from 12 overarching organisations consisting of 29 individual establishments. In both the first and second years of the Section 11 Audit, the response rate was 20 out of 29 giving a percentage rate of 69%. In our third audit year the response rate was 83%, which equated to 24 responses from the 29 organisations.

This year there has been an improved response rate associated from increased responses from different divisions of the Children & Lifelong Learning Directorate of Staffordshire County Council. It is anticipated that a combined response will be provided in future years in order to provide a more complete County Council picture of compliance with Section 11 requirements.

Of the 24 establishment responses received, three organisations assessed themselves as fully compliant with the 51 indicators detailed within the audit. A further three organisations reported 98% compliance, with the lowest level of compliance being 43%.

There were three organisations with outstanding red judgements against standards. In addition there were a number of red judgements for two of the District Councils which related to the updating and review of safeguarding strategy and having in place robust safeguarding children systems. The majority of establishments either maintained their level of compliance or showed an improvement in terms of the percentage of standards met between this year and last year.

The SSCB completed the Section 11 Analysis of all agency returns and the following areas were identified as being in need of further improvement across agencies;

- Children are made aware of their right to be safe from abuse;
- Staff training on safeguarding and promoting the welfare of children for all staff working with or in contact with children and families;
- Further service development in respect of safeguarding children was required for some agencies.

These areas for review or improvement continue to mirror those identified in previous years and although work has been undertaken to improve the situation, they remain in need of further development by a number of SSCB member organisations.

Thematic Audit – Application of the Threshold Criteria for Contacts and Referrals- As part of Staffordshire’s Safeguarding Children Board commitment to ensure better outcomes for children and young people, the Performance Management Sub-group was asked to devise an audit tool to consider the effectiveness of the threshold model for service intervention in accordance with ‘*Staffordshire Children & Young People’s Threshold Framework*’ (June, 2007) and Part 3 of the Staffordshire Safeguarding Children Board Inter-agency procedures for Safeguarding Children ‘*Making Referrals*’ (*Recognition & Response*).

This task was clearly related to the priorities and core aims detailed within the Staffordshire Safeguarding Children Board Business Plan 2009-2010 and Staffordshire’s Children and Young People’s Plan 2007-2010.

The aim of the audit was to consider the quality of referral information received; to review how agencies collaborate to ensure that appropriate services are accessed and to determine whether a consistent threshold model approach was offered throughout Staffordshire. The audit was aimed at considering the referral process at the interface of level 2 and 3 of the Threshold Model from an over-arching multi-agency perspective; as opposed to auditing the effectiveness and operation of Staffordshire Children’s Social Care’s First Response Team (FRT).

Of the identified 84 Integrated Children’s System (ICS) Contact Records completed by the FRT on this date, 44 were considered by the FRT practitioners to meet the threshold model criteria for tier 3 service intervention and they were referred for further assessment to the appropriate local area social work teams. The remaining 40 ICS Contact Records identified that the threshold for Tier 3 intervention had not been met and in the majority of these contacts the appropriate response had been taken by the FRT.

Based on the findings of the audit there were four specific areas that were identified as being in need of further consideration and development;

- Number of ICS Contact Records & No Further Actions (NFA's) - There was a high percentage (70%) of ICS Contacts coming to the FRT that did not meet the threshold for level three services. This was a significant amount of referrals that would have had a direct impact on the time, capacity and resources of the FRT workers.
- The Common Assessment Framework (CAF) & exit planning - The statistics for recording whether a CAF was in place was extremely poor (0% in the Referral Records). Only two ICS Contacts made reference to the CAF and this was when the FRT workers advised the referring professional to initiate this process, as the concerns did not warrant service intervention from Children's Social Care Services.
- Format & Completion of the ICS Contact & Referral Records - A number of concerns were raised throughout the audit process in relation to the format and completion of the ICS Contact and the audit group felt that opportunities were being missed to collate important data and to assist in the initial decision making and assessment process.
- Role of Children & Families Services Team Managers - Members of the audit group considered that the Area Team Manager's decisions did not offer enough guidance and advice to the allocated social workers on how to manage the often complex needs and risks identified within the referral. This was considered by the SSCB to be a missed opportunity to reinforce good practice and the quality of further intervention.

It was also believed that if the initial decision made by the FRT Manager was deemed to be incorrect by the Area Team Manager, then the Area Team Manager has a responsibility to discuss this issue with the FRT Manager and record the outcome of that discussion within the Area Team Manager section of the Referral Record.

The resulting action plan from this audit continues to be monitored by the Performance Management Sub-group of the Board and progress has been made in driving forward the recommendations for improvements.

Multi-Agency Public Protection Arrangements (MAPPA) -Forming and maintaining links with other key strategic bodies involved with safeguarding and promoting the welfare of vulnerable children, young people and adults, forms a critical aspect of the development of Staffordshire Safeguarding Children Board. Multi-Agency Public Protection arrangements are statutory requirements for local agencies to identify, assess and manage the risks posed by offenders who are considered to pose a risk to the public.

Locally, the MAPPA Strategic Management Board has produced a CD Rom which is used as part of induction training for Staffordshire Safeguarding Children Board members and others professionals in the children's workforce. The MAPPA Annual Reports 2006-7, 2007-8 and 2008-9 have all been presented to the Board by the Manager of the Public Protection Unit.

The Board member for the Vulnerable Children's Division of Children and Lifelong Learning attends the MAPPA Strategic Management Board, to ensure that issues regarding the safeguarding of children are raised on the agenda. The County Council employs a Risk Management Co-ordinator, to ensure the County Council meets its duty to co-operate in relation to MAPPA. The Risk Management Co-ordinator reports on a regular basis to the Safeguarding Children Board Manager and collates information in relation to safeguarding children responsibilities.

The Risk Management Co-ordinator also plays a key support role in the co-ordination of the MAPPA SMB Youth Panel Sub-Committee, which considers issues in relation to MAPPA processes regarding young people. Staffordshire MAPPA includes separate Youth Panels which consider the risks and needs of young people who have committed relevant offences:

People Posing a Risk to Children – The West Midlands Regional Group led on the development of a regional protocol for the management of notifications regarding people posing a risk to children during 2008-2009.

This regional guidance regarding notifications to Children's Social Care of people posing a risk to children was re-published in 2009 and the Staffordshire Safeguarding Children Board '*People Posing a Risk to Children*' procedure has been updated to reflect the changes. This local guidance has been approved for publication and implementation by SSCB and a launch of the guidance is planned within Staffordshire in 2010 -2011.

The Management of Allegations against People who Work with Children - The Vulnerable Children's Division (VCD) of the Children and Lifelong Learning Directorate and Staffordshire Police have worked in consultation with the Staffordshire Safeguarding Children Board since the publication of Working Together (in 2006) to ensure local procedures for '*Managing Allegations Against People who Work with Children*' complies with statutory guidance. Procedures for the management of such allegations are available on the SSCB's '*Inter-Agency Procedures for Safeguarding and Promoting the Welfare of Children*' and have been reviewed once since their initial publication in April 2007.

Local Authority Designated Officers (LADO's) are now firmly established within Staffordshire's safeguarding arrangements and the Risk Management Co-ordinator for VCD, who fulfils one of the local LADO roles, has provided ongoing training to both inter-agency and single agency audiences.

Safe Recruitment and Safe Working Practices - Staffordshire Safeguarding Children Board continues to take its responsibility for promoting safe recruitment and working practices seriously. Safe recruitment procedures are in place across Staffordshire and the SSCB has supported the delivery of this training across the children's workforce during 2009-2010.

Staffordshire Safeguarding Children Board was one of the first Local Safeguarding Boards to offer Safer Recruitment training to the wider children's workforce in early 2008 and has subsequently facilitated this programme to over 150 individuals. This training has also been subject to an extensive roll out programme by the County Council to the schools sector where there is a mandatory requirement to evidence the successful completion of the training.

To further develop this work during August and September 2009 the Prevention sub-group of Staffordshire Safeguarding Children Board facilitated an audit of partner agency's recruitment and selection processes. It adopted a 'traffic light' (Green, Amber, Red) assessment methodology and sought responses from partner agencies in respect of 26 questions which reflect the nationally accepted best practices relating to recruitment and selection processes. Specific questions were also asked in relation to the evolving vetting and barring arrangements and the phased requirements of the Independent Safeguarding Authority.

The audit tool provided opportunity for agencies to provide additional written narrative which has proved most useful in establishing a clearer understanding of how well embedded the overall safer recruitment philosophy is in terms of shaping current practice and informing future review.

A total of 19 partner agencies (out of a possible 26) returned the audit tool, and of these:

- 1 agency demonstrated 100% compliance;
- 5 agencies (26%) submitted returns with no red assessments and;
- Of the 14 agencies who identified non-compliance around some areas, the average level of non compliance was approximately 11%.

It was noted that in all cases where an organisation had identified itself to be 'partially compliant' the attached narrative confirmed an intention to bring about full compliance by either immediate or planned amendment to current practices.

The self assessment audit exercise has revealed a very reassuring commitment by partner agencies of the Staffordshire Safeguarding Children Board to the principles and best practice guidance offered within the Safer Recruitment initiative. It is evident that the audit allowed organisations to audit their current processes, and where they found themselves to be only partially or non-compliant, they confirmed immediate or planned actions to modify practices.

Whilst there is no nationally published data arising from comparable audits to this one to allow comparison of these findings, it is clear that the Staffordshire Safeguarding Children Board's decision to roll out this programme to the wider workforce has had significant and positive benefits in terms of driving up the overall standards of recruitment and selection processes within Staffordshire.

In addition to the key partner agencies, a large number of independent, private, and voluntary sector organisations have accessed the Safer Recruitment training programme and it is known that there has been a broad ownership and implementation of the guidance and its principles.

During 2009-2010 a total of 693 education professionals received Safer Recruitment training, to ensure compliance with statutory requirements. The figures relate to;

- Head Teachers; Deputy/Assistant Heads; School Bursars = 249
- Governors = 269
- Designated Persons with responsibility for Safeguarding = 58
- Staff within Colleges of FE = 117

Complaints - Staffordshire Safeguarding Children Board received one complaint, during 2009–2010 which required management in accordance with Part 5 of the SSCB's 'Inter-Agency Procedures for Safeguarding Children and Promoting their Welfare'. The complaint was investigated by the SSCB's Development Officer. A Staffordshire Safeguarding Children Board Complaints Panel was convened to consider the complaint and then the panel made recommendations to the responsible Assistant Director within Staffordshire Children's Social Care Services. Elements of the complaint were either upheld; partially upheld or identified as not being applicable for the panel to consider under the criteria of the SSCB Complaints Procedure. The Assistant Director (Safeguarding, CLL) wrote to the complainant and an action plan was implemented to address the elements of the complaint that had been partially or fully upheld.

In accordance with the revision of Working Together to Safeguard Children (March 2010), SSCB will be required to update the section of the procedures that relates to the management of complaints.

Serious Case Reviews - The prime purpose of a Serious Case Review (SCR) is for agencies and individuals to learn lessons to improve the way in which they work both individually and collectively, to safeguard and promote the welfare of children. The lessons learned should be disseminated effectively, and the recommendations should be implemented in a timely manner so that the required changes result, wherever possible, in children being protected from suffering or being likely to suffer harm in the future.

In June 2009 an Independent Author was commissioned to re-consider a Serious Case Review which had been evaluated by Ofsted as being 'inadequate' during 2008. This re-considered review was revised and improved upon and gained an 'adequate' grading from Ofsted. The action plan for this review was amended and agencies are now required to produce further evidence on how they have achieved the recommendations detailed within the resulting action plan.

With the revision and publication of Chapter 8, Working Together to Safeguard Children (December 2009) and the publication of the Working Together to Safeguard Children (March 2010), SSCB has updated the Serious Case Review Toolkit to reflect the changes to the statutory guidance.

During 2009 to 2010 the SSCB Serious Case Review sub-group convened a total of two Scoping Meetings; the purpose of which was to make a recommendation to the Independent Chair of Staffordshire Safeguarding Children Board as to whether the criteria for conducting a Serious Case Review had been met. Of the two cases considered by the Independent Chair, he determined that only one met the criteria for a Serious Case Review to be commissioned. Whilst the agency Individual Management Reviews (with the exception of that from Staffordshire Police) have been completed, it has not been possible to conclude the review and finalise the Overview Report as a 'cause of death' has yet to be determined in this case. As a consequence the deadline for the submission of the Serious Case Review documentation to Ofsted has had to be extended. The implementation of Individual Agency Action Plans continues to be monitored and there is clear evidence of progress being made.

The Action Plans arising from local Serious Case Reviews are monitored by the SSCB Development Officer who reports directly to the Serious Case Review Sub-Group and the SSCB regarding the implementation of local actions plans. The Actions Plans of three Serious Case Reviews, which were concluded in 2008 to 2009, continue to be monitored and good progress has been made by individual agencies in implementing the required changes. Evidence portfolios are maintained to ensure that a robust approach is taken to the completion of recommendations arising from Serious Case Reviews.

Staffordshire Safeguarding Children Board partner agencies have also actively contributed to a Serious Case Review conducted by Leicestershire Local Safeguarding Children Board and to a Serious Case Review conducted by Derby City Local Safeguarding Children Board. The findings of these Serious Case Reviews will be presented to the Board once the reviews have been completed during 2010 to 2011.

During 2009–2010 additional training was provided to Individual Management Review Authors by the SSCB. Our Board has provided training events on both the DCSF Biennial Reports of on Lessons to be Learnt from National Serious Case Reviews and 'Lessons from Local Serious Case Reviews'. Executive Summaries, once approved by Ofsted, are made available on the SSCB website and are widely distributed to the workforce. All SSCB training contracts also stipulate the requirement for lessons from serious case reviews to be embedded into the delivery of all SSCB training events.

Child Death Overview Panel (CDOP) -The function of the CDOP has been previously stated (see p.17). The data collated from this process is used to identify trends that require systemic solutions. All childhood deaths below the age of 17 years and 364 days, both unexpected and expected, are reported to and reviewed by the Child Death Overview Panel at quarterly meetings. This includes neonatal deaths from 22 weeks gestation. A total number of **107 notifications** were received by the CDOP from 1st April 2009 to 31st March 2010; of these, 69 notifications relate to deaths of children normally resident in Staffordshire.

A total of **80 deaths were reviewed** in this period for Staffordshire: 25 occurred between 1st April 2008 to 31st March 2009 and 55 occurred between 01 April 2009 and 31 March 2010. Of these reviews, 5 deaths were deemed by the panel to be potentially preventable. The following tables identify the number of deaths in relation to gender (Table 1) and the category of death (Table 2).

Table 1: Total Deaths reviewed & gender

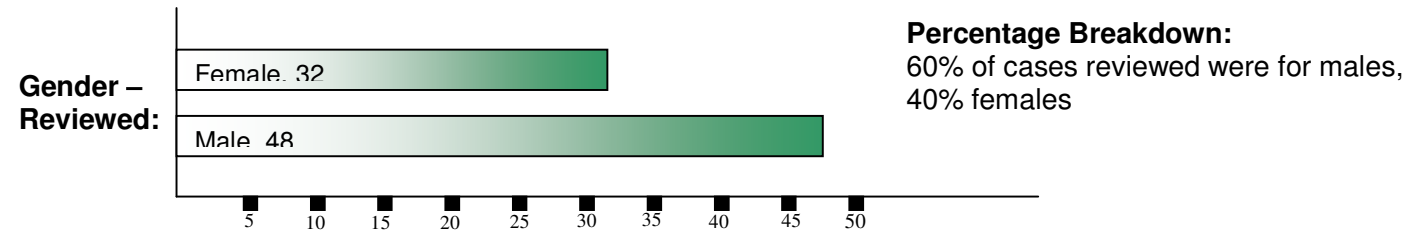
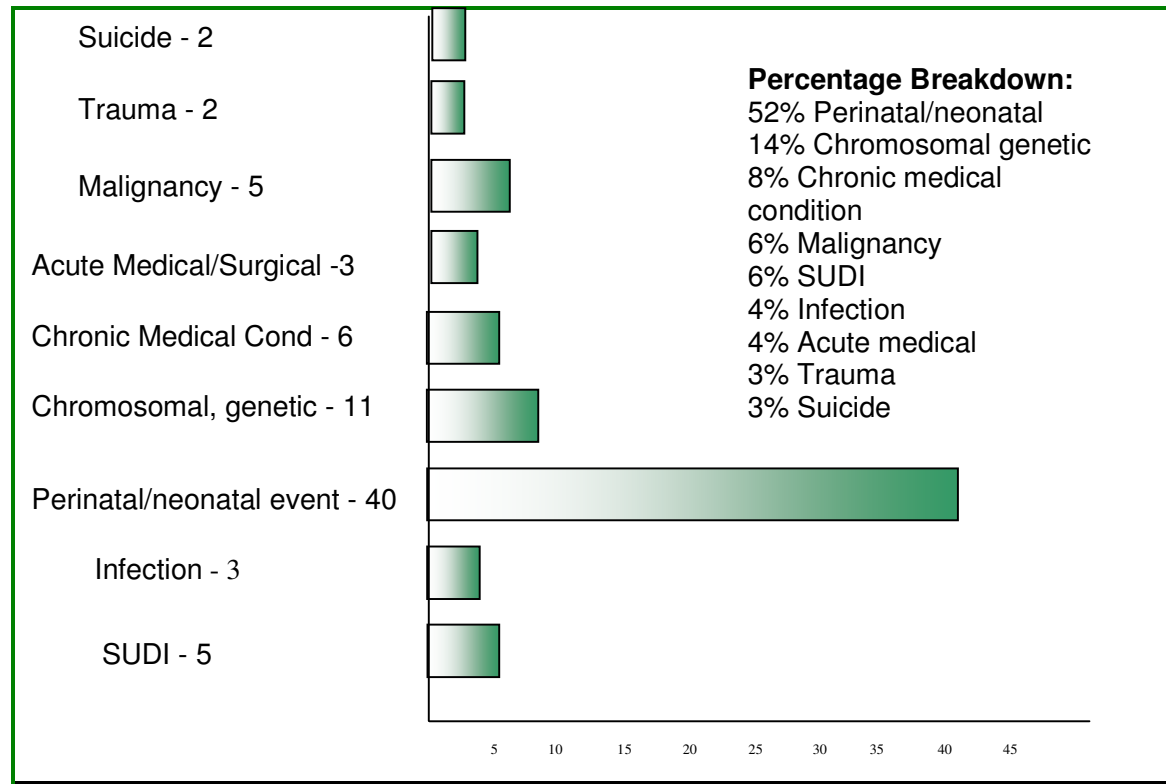


Table 2: Category of Death:



During this reporting period the CDOP have sought to raise public awareness around specific trends arising from their review of local child deaths e.g. Safe Sleep Campaign. This targeted communications campaign was recommended following a number of child deaths resulting from co-sleeping. The data collated by CDOP indicates that there are statistically more male deaths than females and that perinatal and neonatal events are the predominant cause of child deaths in Staffordshire. Infant mortality is recognised globally as an indicator of poverty and social exclusion and further specific analysis will need to be undertaken in 2010-2011 to gain a greater understanding about whether common themes (such as gender, location, age of parent etc) are associated with these local perinatal/neonatal deaths in order to agreed whether action is required to help reduce the number of these categorised deaths in the future.

Participation – Obtaining the views of children, young people, and their families – In March 2010 the SSCB Development Officer assisted Staffordshire Children’s Trust Participation Team to facilitate a conference for children and young people called ‘Shape It’.

The aim of the conference was to provide an opportunity for primary school children to give their views on issues that affect them. By being actively involved in the conference they have the opportunity to influence the delivery of services by shaping the changes to Staffordshire’s Children & Young People’s Plan.

A total of 98 children from Primary Schools in Newcastle and Cannock, and from North Staffs Young Carers aged 7 – 11 years attended the event and children from the Younger Children in Care Council acted as facilitators. A number of workshops and wall activities coincided with the key priorities identified by the Staffordshire Children’s Trust;

The children were all eager to be involved and freely gave their ideas and opinions. Over 66% of children’s concerns were about relationships with half of these being about family and half about bullying. ‘Bullying’ emerged as a prominent safety factor for many children who attended the workshops.

Feedback from school staff who attended was very positive e.g. Children really enjoyed the day having a chance to take part in something different and form discussions with them. They all felt they had been listened to. The domestic violence workshop for teaching staff was incredibly informative.

It is clear that, despite the implementation of the Bullying Strategy, children still cite this as a significant worry and further work remains to be done in this area in 2010-2012.

SSCB Training Events - During the year there were 149 events for which we either arranged or provided administrative support for. A total of 2384 staff and volunteers accessed our training.

To ensure professionals who have significant contact with children understand their own roles and responsibilities and those of professionals from partner agencies, SSCB delivers **'Working Together to Safeguard Children'** courses. During 2009 to 2010, 13 one day courses were held with a total of 314 attendees, and 19 two day courses were coordinated, with a total of 414 attendees. The tables below offer an insight into the practitioners who attended these training events:

Table 3: Agency Attendance at SSCB Working Together One Day Training

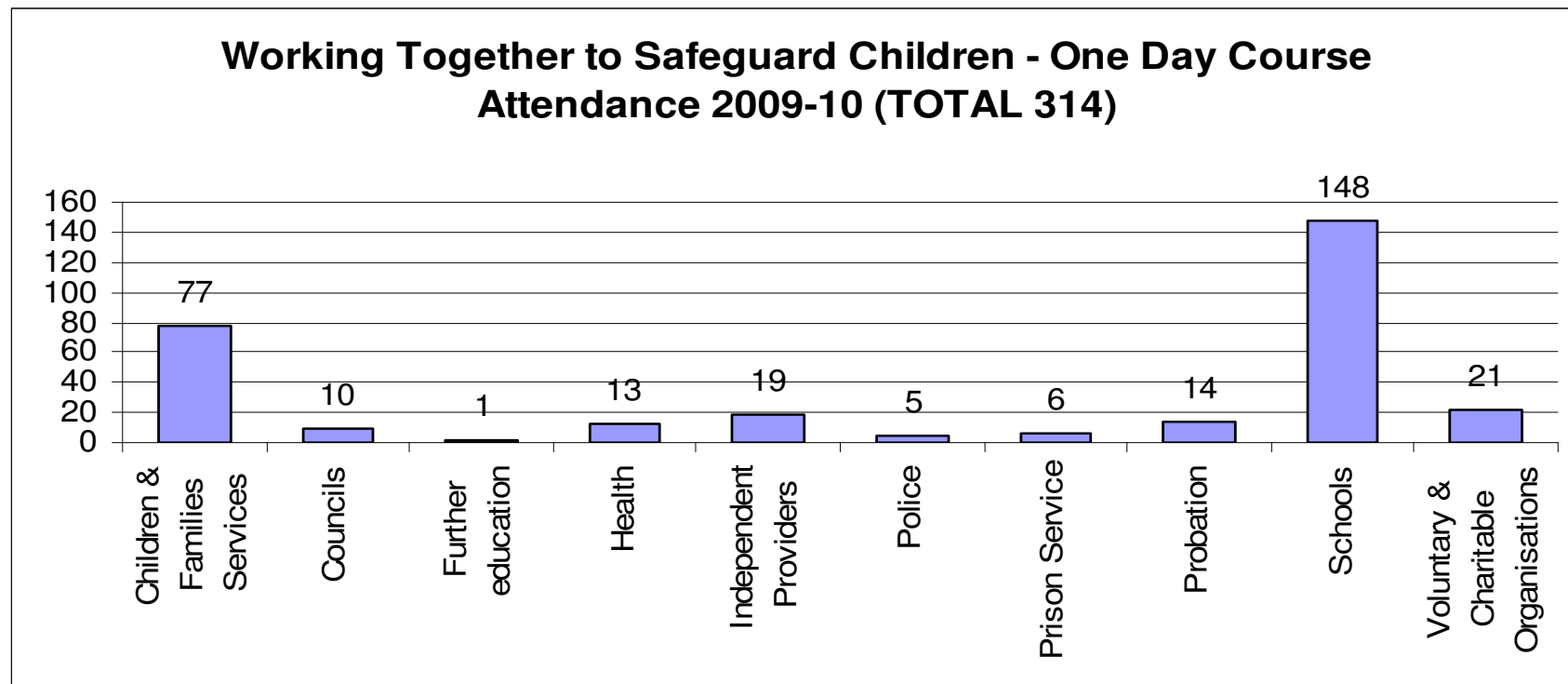
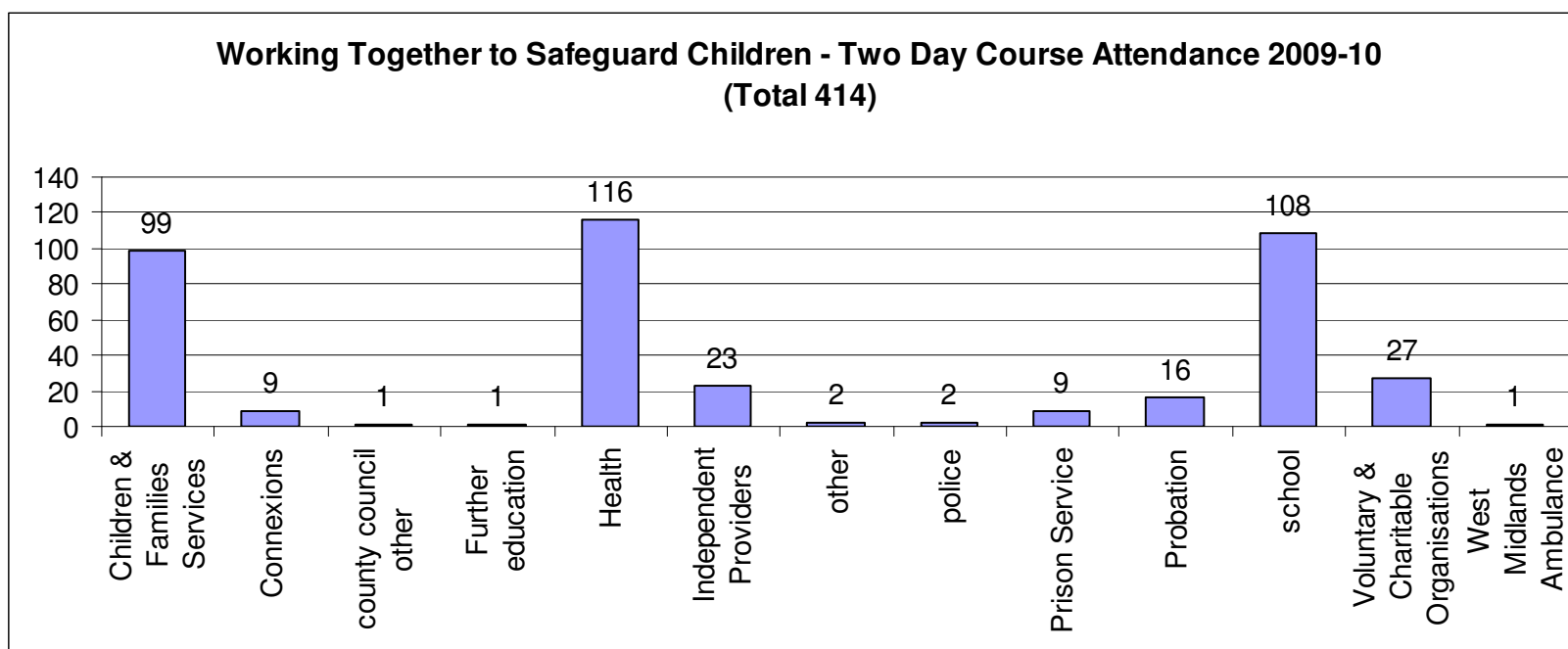


Table 4: Agency Attendance at SSCB Working Together Two Day Training



As can be seen from the tables above staff from schools account for 35% of all the attendees undertaking Working Together courses; this is a direct consequence of the implementation of a 'limiting judgement' within the OFSTED Schools Inspection Framework; combined with a requirement for Designated Persons with responsibility for safeguarding children in education settings have a statutory requirement to undertake training every two years.

The SSCB offers a Working Together Refresher course as an e-learning module however, it is worthy of note that despite the 'limiting judgement' staff from education settings do not appear to be accessing this course, and that there is a clear need to promote this package more robustly. It is also apparent that further work needs to be undertaken with adult service providers to ensure that their practitioners and managers are accessing multi-agency training. The need to 'think family' is a recurrent theme from lessons from serious case reviews. There is a need for adult services practitioners to recognise that their service users may have child care responsibilities. If this is the case, there should be active information sharing and communication between adult and children's practitioners in order to understand how the adult's needs may impact on their parenting capacity.

The SSCB also continues to provide a number of innovative **e-learning packages**, in 2009-10 these were:

- Introduction to Safeguarding children.
- The Awareness of Child Abuse & Neglect – Foundation module.
- The Awareness of Child Abuse & Neglect – Core module.
- The Awareness of Child Abuse & Neglect – For professionals/volunteers that work with young people.
- Think Safe, Be Safe and Stay Safe.
- Safeguarding Children Refresher training.

Our Board provides free access to contributing SSCB members and the third sector and is also able to sell licences to other organisations for the modules listed above or for other training provided by Virtual College (our supplier).

In 2009-10 there were 849 applications processed 68% (577) of which have completed their training. The highest rates of applications relate to the Core Awareness of Child Abuse (262); the subsequent Foundation Awareness Course (85) and the Refresher Course (167).

Further specialist training is also available to improve the knowledge and skills of the local workforce around complex safeguarding children issues such as; domestic violence, emotional harm, neglect, parental mental ill-health; substance misuse; children who go missing; forced marriage and trafficking; child sexual exploitation; safe recruitment, internet safety and information sharing. Specific training is also provided for practitioners on how to respond to child deaths and for managers on their safeguarding children responsibilities.

All our training is aimed at ensuring that Staffordshire continues to develop a safe, effective and well trained workforce; details of how to view course details and access SSCB training can be found at; www.staffsscb.org.uk/professionals/inter-agencytraining .

6.0 SSCB Strategic Priorities for 2010 – 2013

The Children and Young People’s Plan (2010 – 11) Objective 1 forms the basis of the SSCB Strategic Priority for 2010 – 2013 which is: ***“Safeguarding and promoting children’s welfare is everyone’s business. Children, young people and their families should experience Staffordshire as a place where they are supported to feel safe, and this will be achieved by improving everyone’s understanding of their roles and responsibility in keeping children safe and healthy.”***

SSCB has identified five key Strategic Objectives that underpin the strategic priority, based on local and national safeguarding trends and themes. These strategic objectives form the basis of the Business Plan 2010 – 2011 which can be accessed in full by using the link below.

[Please click here to view the full business plan: \(Staffordshire Safeguarding Children Board Business Plan 2010-2011\)](#)

Table 5: SSCB's Strategic Priorities for 2010-2013 and Annual Outcomes for 2010-2011

<p>Strategic Priority 2010 – 13: Safeguarding and promoting children's welfare is everyone's business. Children, young people and their families should experience Staffordshire as a place where they are supported to feel safe, and this will be achieved by improving everyone's understanding of their roles and responsibility in keeping children safe and healthy.</p>					
<p>Long Term Aims (Strategic Objectives)</p>	<p>The SSCB coordinates and ensures the effectiveness of what member organisations do individually and together.</p>	<p>Children and young people are safe from abuse, neglect, violence and the consequences of other people's behaviour.</p>	<p>Children and young people are safe from accidents on Staffordshire's roads and in their homes.</p>	<p>Children and young people, their families, carers and professionals find it easier to get the information they need.</p>	<p>Children and young people, their families, carers and professionals contribute to making Staffordshire a safe place to live.</p>
<p>Priority Outcomes 2010 – 11</p>	<ol style="list-style-type: none"> To review and evaluate the current structure and governance arrangements of the SSCB, its sub-groups and work streams. To develop and publish the SSCB Constitution. To deliver an annual report to the Children's Trust Board which considers the challenges faced by individual member organisations, and barriers to effective working together; alongside achievements. 	<ol style="list-style-type: none"> To review, revise and re-launch the SSCB Inter-agency procedures for Safeguarding and promoting children's welfare, in line with Working Together 2010.* To develop a SSCB Inter-agency Training Strategy, training programme and supporting materials to equip staff who have contact with children, young people and their families (albeit directly or indirectly) have knowledge and skills necessary to safeguard and promote children's welfare. <p>* Key deliverable to the Children's Trust</p>	<ol style="list-style-type: none"> To develop a range of materials to provide practical advice, guidance and signposting for children and young people. To develop a range of materials to provide practical advice, guidance and signposting for parents and carers. 	<ol style="list-style-type: none"> To develop and implement a public information and communication strategy. To review, revise and develop the children, young people and their family contents of the SSCB website. To publish and distribute hard copy posters and leaflets to enable people to report a concern about a child. 	<ol style="list-style-type: none"> To develop and implement a Performance Management Framework that builds upon the existing bi-annual S11 Audit process. To develop and implement a joint participation strategy with the Children's Trust. To disseminate lessons learnt from learning reviews, serious case reviews and child deaths, to inform frontline practice, policies, procedures and training. To establish an effective working relationship with the Adult Safeguarding Board.

7.0 Appendices:

Appendix 1: SSCB Finance and Staffing Arrangements

To function effectively Staffordshire Safeguarding Children Board is supported by its member organisations under Section 15 of the Children Act 2004, specifically through:

- financial contributions which collectively fund the staff of the Safeguarding Unit, the Independent Chair, day-to-day operational activities and the cost of undertaking Serious Case Reviews and;
- the provision of staff, goods, services, accommodation or other resources for the purposes of fulfilling Staffordshire Safeguarding Children Board's core functions.

The budget for Staffordshire Safeguarding Children Board and the contributions made by its member organisations for the financial year 2009 to 2010 were agreed in December 2008 and this budget is managed by the SSCB Manager. In addition to the contributions from SSCB Members, the Board also receives the Child Death Area Based Grant to support the important work of the CDOP. Income for the Board also continues to be successfully generated through the delivery of our high quality SSCB training.

SSCB Business Unit – The SSCB Business Unit consists of the following members of staff:

- SSCB Manager;
- SSCB Training Officer;
- SSCB Development Officer;
- 2 x 0.6 SSCB Administrators (1.2 FTE);
- 2 x 0.5 SSCB Training Coordinators (1.0 FTE);
- 1 x 0.5 SSCB Training Administrator; and
- 1 x 0.6 SSCB Child Death Coordinator (70% funded by SSCB and 30% funded by Stoke-on-Trent SCB)

The employment contracts of all the staff, with the exception of the Child Death Coordinator are managed by the local authority. The employment contract of the Child Death Coordinator is managed by Staffordshire Police. In February 2010, a temporary full-time SSCB Administrator/Training Coordinator was recruited to cover two members of staff on Maternity Leave.

Appendix 2: Membership of Staffordshire Safeguarding Children Board on March 31st 2010

MEMBERSHIP POSITION - Statutory Members as defined in Children Act 2004 3.58

- Ken Black – SSCB Independent Chair

County Council (incorporating children's services, adult services and public health responsibilities)

- Sally Rees –Corporate Director, Children's Services
- Councillor Ian Parry –Cabinet Member, Children and Young People
- Sally Rowe – Deputy Corporate Director, Children's Services
- Stephen Butterworth, Deputy Corporate Director Community Services
- Education – Mike Osborne-Town, Head of School Improvement Division
- Education – Karen Milligan, Greenhall Nursery
- Legal – John Hodges, Principal Solicitor

District Councils

- Naomi Chesters – Local Strategic Partnership Manager, Newcastle Borough Council (representing all local borough Councils Children's Leads)

Staffordshire Police

- Detective Supt John Maddox– Staffordshire Police (*Deputy = Helen Jones*)

The Local Probation Board

- Heather Sutton – Head of Staffordshire LDU, Staffordshire Probation

The Youth Offending Service

- Sharon Moore – Assistant Director SYPS –
- Barbara Elks, Head of Staffordshire Youth Offending Service

Staffordshire Fire and Rescue Service

- Ian Sloss – Head of Central Risk Reduction, Staffordshire Fire and Rescue Service (*Deputy = Simon Craythorn*)

Strategic Health Authority

- Helen Hipkiss, Children's Lead, SHA

Primary Care Trusts

- Yvonne Sawbridge – South Staffs PC Trust
- Jan Warren – NHS Stoke on Trent & NHS North Staffordshire

NHS Trusts and NHS Foundation Trusts, all or most of whose hospitals or facilities are situated in the LA area

- Dawn Leese – Burton Hospitals NHS Trust
- Dr Jonathon Lovett – North Staffs Combined Healthcare NHS Trust
- Neil Brimblecombe - South Staffs Healthcare Foundation NHS Trust (*Deputy = Heather Widdowson*)
- Kim Woolliscroft – Lead Nurse, Staffordshire General Hospital
- Dr Kate Reynolds – University Hospital of North Staffordshire – VICE CHAIR

The Connexions Service

- Carol Jones – Chief Executive, Staffordshire Connexions

CAFCASS

- Gen Innerarity – Cafcass Manager

The Governor or Director of any Secure Training Centre in the area of the authority

- Marilyn Welsh - HMYOI Werrington (Deputy Mark Hilditch, Governor Carl Hardwick)

NSPCC

- Sandra Lescott-Robinson – Regional West Midlands

IN ADDITION LOCAL AGREEMENT HAS BEEN REACHED TO INCLUDE

The Voluntary Sector

- Barry Halls, SCVYS Co-Ordinator

WMAS (NHS) Trust

- Kay Sheppey, West Midlands Ambulance Service

The Army Welfare Service

- Lieutenant Colonel (Ret'd) Jenkins

OFFICERS OF THE BOARD

- Carrie Wain – Acting Safeguarding Children Board Manager
- Jane Rowbottom – Safeguarding Children Board Training Manager
- Nicola Cartwright – Training Co-ordinator
- Designated Nurse (advisory capacity) – Angela Jervis
- Designated Nurse (advisory capacity) – Heather Widdowson
- Designated Doctor (advisory capacity) – Ros Negrycz
- Designated Doctor (advisory capacity) – Julie Sherlock
- Anne Yates – Safeguarding Children Board Administrator
- Estelle Landon – Safeguarding Children Board Administrator

Appendix 3: Table of SSCB Meeting Attendance

Agency	Staffordshire Safeguarding Children Board Meeting Dates – 2009-2010			
	16.06.09	15.09.09	15.12.09	25.03.10
Children & Lifelong Learning	√	√	√	√
Staffordshire Police	√	√	√	√
Staffordshire Connexions	√	√	√	√
NSPCC	√	√	√	√
North Staffordshire Combined Health	√	√	√	√
NHS North Staffordshire	√	√	√	√
South Staffordshire Primary Care Trust (PCT)	√	√	√	√
South Staffordshire and Shropshire Health	√	√	√	√
Army Welfare	√	X	√	X
Youth Offending Service (YOS)	√	√	√	√
Burton Hospital	√	√	√	√
Staffordshire Probation	√	√	X	√
West Midlands Ambulance Service	X	√	√	√
HMYOI Werrington	√	√	√	√
HMYOI Brinsford	X	√	√	√
Staffordshire Council of Voluntary Youth Services	√	√	√	√
District Councils	√	√	√	√
Children and Family Court Advisory and Support Service	√	√	√	√
Strategic Health Authority	√	√	√	√
Staffordshire Fire Service ¹	n/a	n/a	n/a	√
University Hospital North Staffs	√	√	√	√
Mid Staffs NS Foundation Trust	√	√	√	√

¹ Please note Staffordshire Fire Service commenced Board Membership in March 2010.

Appendix 4: What do we know about Staffordshire's Children? Statistical Facts

Population: In 2009, of the 828,700 people living in Staffordshire, around 190,000 were children, accounting for over 20% of the population. According to the 2009 Mid Year Estimates the 0-19 year old population made up nearly a quarter of the total population. Within Staffordshire, Newcastle has the highest number of children with nearly 28,000, but Tamworth district has the highest proportion of children with 25.5% of the total population under 19 years old, equating to 193,000 children. Staffordshire Moorlands has the lowest proportion of 0 to 19 year olds accounting for 21.5% (just over 20,000) of the total population.

According to sub national population projections, the 0 to 19 population in Staffordshire is projected to decrease to about 21% of the total population by 2021, whilst the 60 year old and above population is expected to increase from 23% to 30% of the population.

Staffordshire Population Statistics 2009

District/Region	Total Population	Total 0-19 Population	% Population 0-19
Cannock Chase	94500	22900	24.2%
East Staffordshire	108800	27200	25.0%
Lichfield	98300	22600	23.0%
Newcastle	124200	27900	22.5%
South Staffordshire	106300	23200	21.8%
Stafford	125500	27300	21.8%
Staffordshire Moorlands	95400	20500	21.5%
Tamworth	75700	19300	25.5%
Staffordshire	828700	190600	23.0%

Source: Registrar General's Mid year Estimates, 2009, ONS

Black and Minority Ethnic Groups: According to the 2001 Census only 2.4% (some 19,000) of Staffordshire residents were from black and minority ethnic groups (BME); this is much lower than the national average of 9.1%. The BME population is represented

mostly in the under 19 age group; however the pattern seen in the whole population is replicated, with Staffordshire having below average rates. Only in East Staffordshire district does the population get anywhere near the national figure.

Staffordshire BME Population Statistics 2001

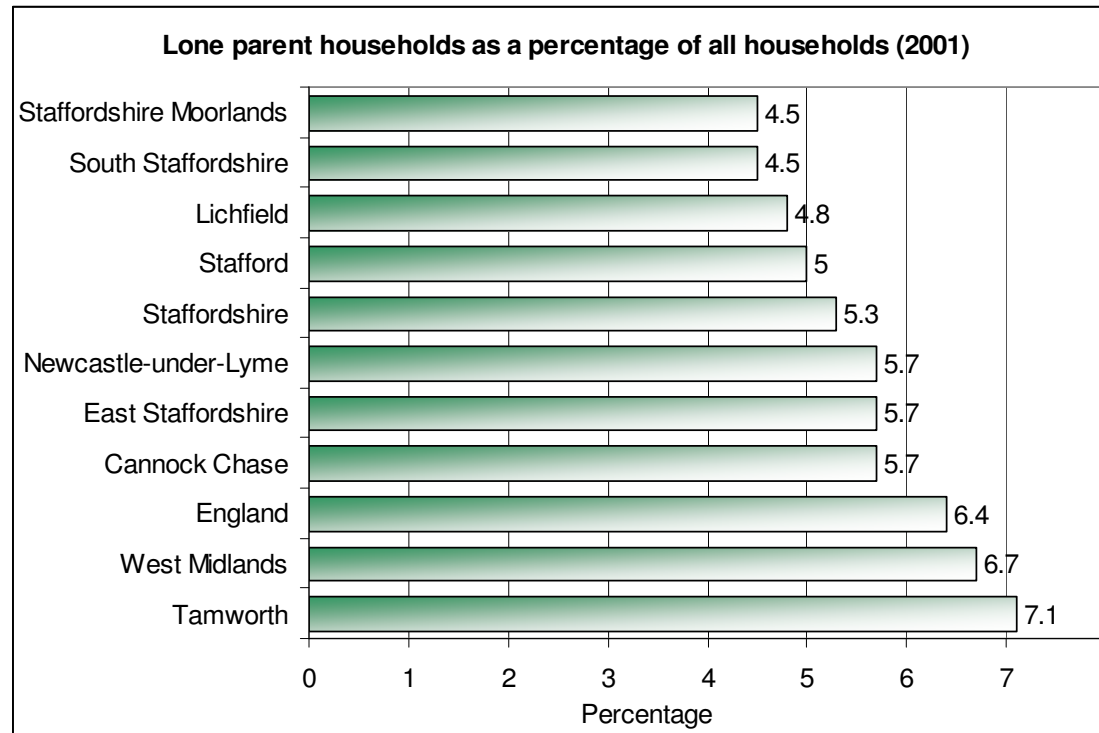
2001 Census Data	0-19 BME Population	% 0-19 Population BME
Cannock	561	2.3
East Staffordshire	2,867	10.6
Lichfield	713	3.2
Newcastle-under-Lyme	903	3.1
South Staffordshire	815	3.2
Stafford	1,096	3.9
Staffordshire Moorlands	288	1.3
Tamworth	579	2.8
Staffordshire	7,844	4.0
West Midlands	23,8721	17.5
England	1,669,293	13.6

Lone Parent

With Dependent Children; According to the 2001 Census, Staffordshire had some 17,500 lone parent households with dependent children. The rate of 5.3% in Staffordshire is somewhat below the regional and national averages. Tamworth district has the highest proportion of lone parent households with 7%, a rate higher than both the national and regional averages.

Households

Below the district level, there tends to be substantial variation in the lone parent household rate, with certain wards displaying significant lone parent household rates.



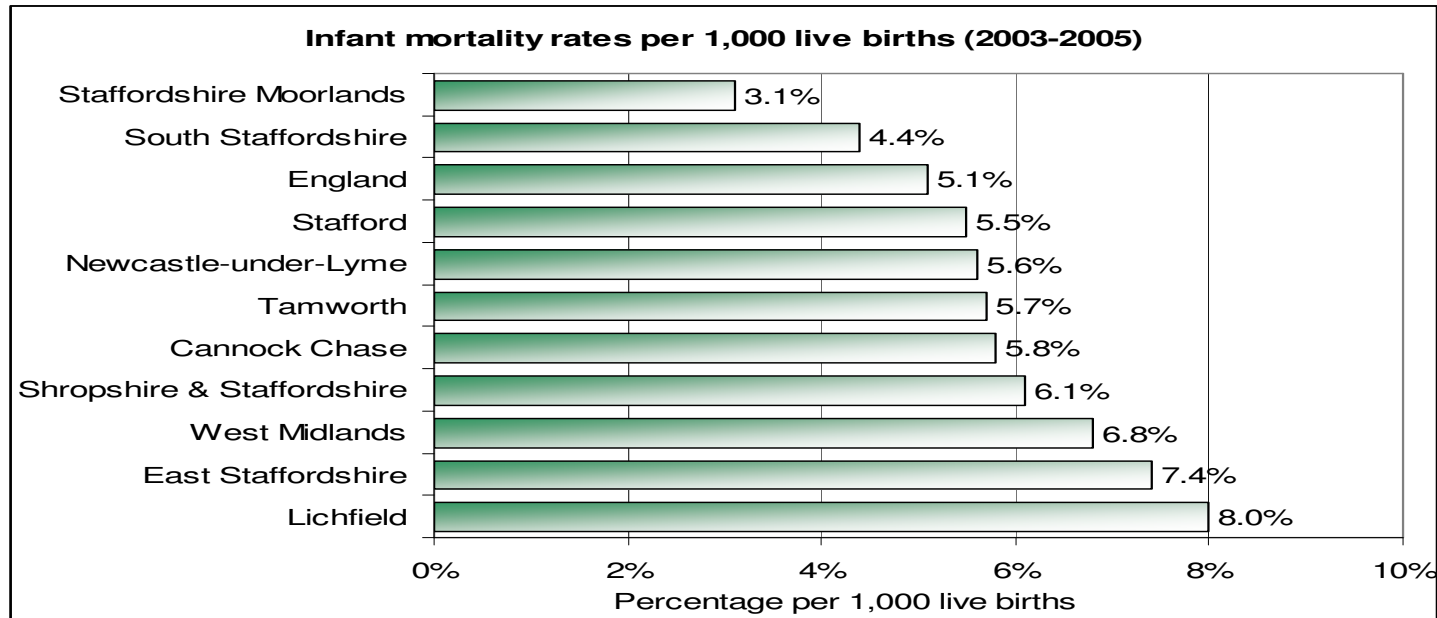
Source: 2001 Census Area Statistics

These are closely related to areas suffering from incidence of concentrated deprivation, especially in the inner wards of Burton-upon-Trent, Tamworth, Cannock, Rugeley, Stafford and Newcastle-under-Lyme. Data from the 2001 Census highlighted that 42 wards in Staffordshire have a greater percentage of lone parent households than the England average, whilst in five wards more than 10% of households are inhabited by lone parents.

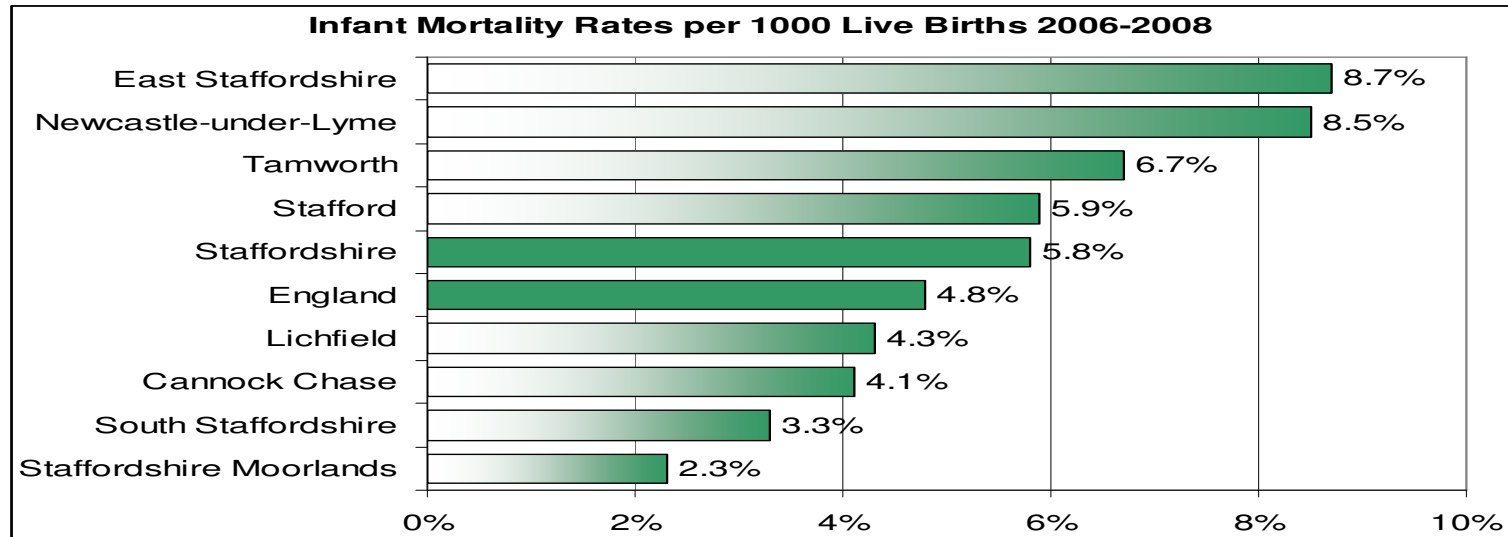
Infant mortality: Infant mortality is recognised globally as an indicator of poverty and social exclusion, and has many causes, two of which include poor diet and lack of nutrition. Infant mortality impacts on all areas of service delivery in an area, in particular accessibility to health services and education (concerning diet and lifestyle especially during pregnancy). Variations in rates often reflect inequalities in wealth, with rates increasing with lower socio-economic group; another important determinant of infant mortality is the age of the mother at birth, with infant mortality strongly linked to teenage pregnancy.

At a regional level, the West Midlands have a poor record with regard to infant mortality. In 2003-05, the region had an infant mortality rate of 6.8 deaths per 1,000 live births, compared to an England average of 5.1; however, the number involved were very small, and often fluctuated considerably by year which makes interpretations of this data fairly limited.

Infant Mortality Rates – 2003 -2005



Infant Mortality Rates – 2006 -2008:



Source: Healthcare Commission 2006

Teenage Conceptions: The UK has the highest rate of teenage conceptions in Western Europe, and one of the highest rates of teenage conceptions in the developed world. Over recent years a large amount of work has been undertaken to try and improve this situation, especially through programmes such as ‘Sure Start’ which aims to provide the best start in life for all children, and also help mothers through education, information and support. There is evidence that teenage mothers are much more likely to have prematurely born children, and consequently they are at greater risk of low birth weight and risk of death in infant life.

The Government set a target to reduce by 50% the number of under 18 conceptions by 2010. The national rate per 1,000 in 2004-06 was 41.1 falling to 40.9 in 2006-08 in comparison to a 2.9% rise in rate in Staffordshire from 37.7 to 40.6; however this overall figure does not truly reflect the picture in the County.

Newcastle has shown the biggest change in conception rates over the same time period with an increase of 8.8%, whereas South Staffordshire and Tamworth have seen a drop in rates over the four year period, but this masks the fluctuations across the County with South Staffordshire having the lowest rate at 27.7 and Cannock Chase the highest rate at 52.1.

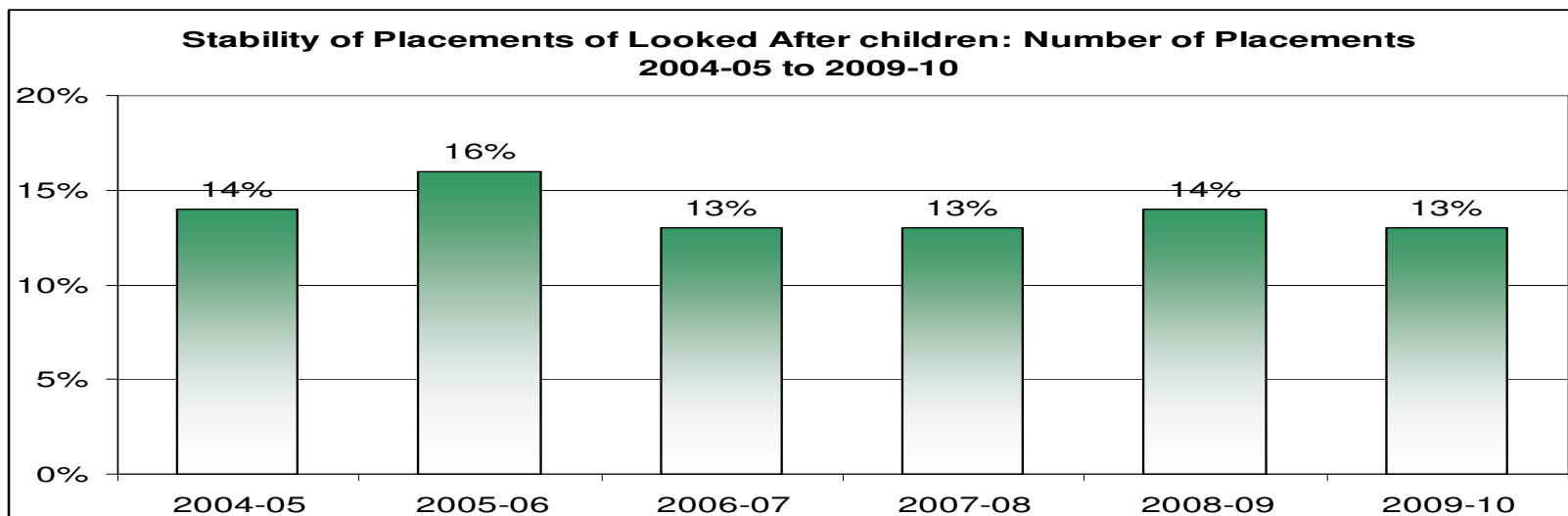
Under 18 conception rates per 1,000 15-17 year old females 2004-06, 2005-07 & 2006-08

District	2004–06	2005-07	2006-08	% Change in Rate
Cannock Chase	46.5	49.0	52.1	+5.6%
East Staffordshire	36.8	41.8	42.7	+5.9%
Lichfield	35.5	35.2	35.9	+0.4%
Newcastle	37.6	40.8	46.4	+8.8%
South Staffordshire	31.4	32.1	27.7	-3.7%
Stafford	38.1	40.2	39.1	+1.0%
Staffordshire Moorlands	27.8	34.8	34.0	+6.2%
Tamworth	50.1	49.2	48.5	-1.6%
Staffordshire	37.7	40.2	40.6	+2.9%
England	41.1	41.2	40.9	-0.2%

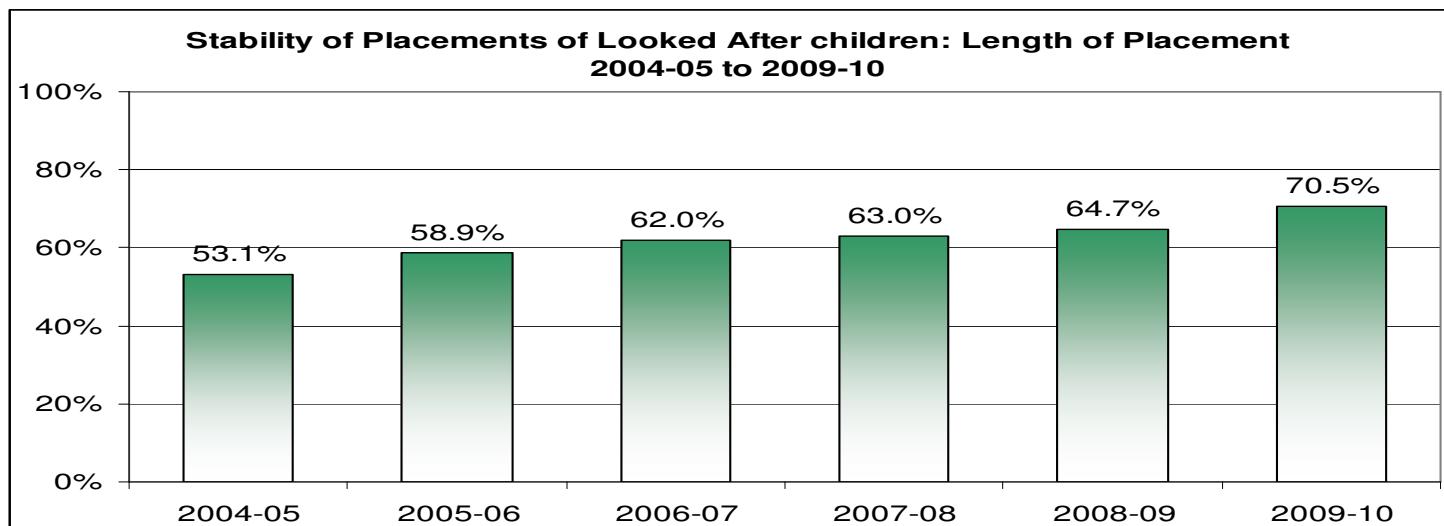
Source: ONS and Teenage Pregnancy Uni

Looked after Children- Number of Placements & Placement Stability - Alongside ensuring children and young people are safe from maltreatment, neglect, violence, sexual exploitation, accidental injury and death, service providers in an area can also impact on whether children and young people have security, stability and are cared for. It is believed that stability is associated with better outcomes. A high rate of placement moves and / or placement breakdowns may indicate an inadequate assessment of the child's needs or insufficient placement choice and can contribute to poor outcomes for children. In Staffordshire the percentage of children experiencing three or more placements has remained within expected levels for the past five years and remains comparable with our comparator authorities.

In Staffordshire the percentage of children looked after for two and a half years who were in the same placement for 2 years, or placed for adoption during the year, has steadily improved over the last 6 years with over 70% of Looked After children now living in a stable environment. View the tables below for further details:



Source: SSDA903 Statistical Return



Source: SSDA903 Statistical Return

Child Protection in Staffordshire

Referrals - There were over 8,000 referrals to Children's Social Care Services during the 2009-10 year. Overall, referral rates have increased significantly year on year and have been affected by events such as the death of baby Peter in Haringey, a trend which has also been reported by the Child Protection Unit of Staffordshire Police.

In 2009 to 2010 there were 1,093 children who were the subject of a Section 47 child protection enquiry (Children Act, 1989) by the local authority; this represents a drop in the number of enquiries over the previous year. Of the 1093 enquiries, less than half (506) became the subject of an initial child protection conference. This proportion of Section 47 enquiries converting to initial conferences is in line with previous years.

Children becoming subject of a Child Protection Plan - Ensuring children and young people are safe from maltreatment, neglect, violence and sexual exploitation is a responsibility of all service providers in an area. There were 437 children who became the subject of a child protection plan during the 2009 to 2010, of which 68 children were the subject for a second or subsequent time. This statistic is in line with national and neighbouring data trends.

Percentage of children subject to a Child Protection Plan for a second or subsequent time 2001-02 – 2009-10

	2001-02	2002-03	2003-04	2004-05	2005-06	2006-07	2007-08	2008-09	2009-10
Staffordshire	13%	13%	12%	18%	22%	11%	12%	14%	16%
Stats Neighbours	14%	16%	13%	13%	15%	16%	14%	15%	n/a
England	14%	13%	13%	13%	14%	13%	13%	14%	n/a

Source: Annual Performance Assessment & CPR3 Statistical Return

Children subject to a Child Protection Plan by age and gender at 31st March 2010

Category of abuse	Boys						Girls						Unborn children	Total children
	Age at 31 March 2010						Age at 31 March 2010							
	Under 1	1 – 4	5 - 9	10-15	16 & over	Total Boys	Under 1	1 - 4	5 - 9	10-15	16 & over	Total Girls		
Neglect	10	42	28	29	2	111	8	33	27	25	2	95	3	209
Physical abuse	2	8	6	2	0	18	3	6	5	1	1	16	0	34
Sexual abuse	0	3	5	4	1	13	0	2	2	6	1	11	0	24
Emotional abuse	2	21	16	19	2	60	3	14	12	15	2	46	1	107
Multiple	1	1	0	0	0	2	0	2	1	0	0	3	0	5
Total children	15	75	55	54	5	204	14	57	47	47	6	171	4	379

Source: Children in Need Census 2009-10 (Provisional)

The highest number of children subject to a Child Protection Plan were maintained under the category of neglect at 55% of the total child protection population. This category also accounts for the highest number of children subject of a child protection plan for a second or subsequent time and remains the most prominent category of concern around local safeguarding practice and understanding the safeguarding children concerns relating to neglect.

The academic evidence base indicates exceptionally poor long term outcomes for children suffering child neglect which persist into adulthood and then across generations. Training has been introduced to improve workforce practice in managing cases of child neglect which may result in an increase in children subject of a child protection plan under the category of neglect.

The significant number of children from white backgrounds is in contrast to the relatively low numbers of children from non-white backgrounds which have declined over the last few years. This raises questions about the accessibility to services for minority ethnic children that might protect them from harm and exploitation.

Children subject to a Child Protection Plan by Ethnicity 2001 - 2010

Ethnic Origin	2001-02	2002-03	2003-04	2004-05	2005-06	2006-07	2007-08	2008-09	2009-10
White Background	268	316	313	395	369	313	363	397	345
Afro Caribbean Background	3	2	4	3	2	0	7	2	1
Asian Background	4	6	6	5	2	0	6	7	4
Mixed Race Background	7	11	10	10	6	18	0	23	12
Other Ethnic Communities	0	4	1	3	1	0	3	3	13
Unborn Children	0	2	0	4	4	6	6	8	4
Total Number subject to a Child Protection Register	282	341	334	429	384	339	385	440	379

Source: Children in Need Census 2009-10 (Provisional)

User Survey on Parent / Carer Views on Child Protection Conferences 2010 - Independent Conference Chairs routinely seek the views of family members regarding their experiences in attending child protection conferences. The results are reported annually. 113 completed surveys were returned, out of the 263 distributed, between January and March 2010, a 43% response rate and significant improvement on the previous years 64 surveys (21% response). The most recent, eighth, annual survey detailed the following key issues;

- 99% respondents understood the main purpose of the conference;
- 96% respondents understand what it means if their child is subject to a child protection plan;
- 92% of respondents found staff helpful and polite;
- 89% of respondents said it was helpful to have met Independent Chairperson before the conference;
- 97% of respondents said everyone introduced themselves and explained their connection with the family;

During the conference:

- 89% felt able to say what they wanted;
- 92% felt able to ask questions;
- 90% felt able to disagree with information;
- 86% felt they were treated with respect; and
- 83% felt listened to.
- 41% of respondents were excluded from some part of the conference; of these 89% said the reason for this was explained to them;
- 42% of respondents said some reports were used which they didn't see, of these 53% were made aware of the contents, of those who were not made aware of the contents 18% were told why;
- 91% of respondents felt it was important they attended the conference;
- 70% of respondents know how to make a compliment or complaint about the service;
- 95% of respondents understood the decisions and recommendations agreed in the conference;
- 84% of respondents agreed with the decisions and recommendations agreed in the conference; and
- 20% of respondents additionally made comments, all of which have been shared with the Independent Chairs.

This data highlights that parents and carers experiences of attending child protection conferences in Staffordshire is positive, despite the nature of this child protection process. The greatest area in need of further development relates to social work practitioners sharing the child protection conference report with parents and carers prior to the conference meeting. This is an area of improvement that is being address by Children's Social Care Services and will be monitored by the SSCB for improvements.

National Performance Indicators

Ref	Performance Indicator	2003-04	2004-05	2005-06	2006-07	2007-08	2008-09	2009-10
NI 62	Stability of Placements of Looked After Children – Number of Placements	n/a	14%	16%	13%	14%	13%	13%
NI 63	Stability of Placements of Looked After Children – Length of Placement	59%	53%	56%	62%	63%	70%	71%
NI 65	Children subject to a Child Protection Plan for a second / subsequent time	12%	18%	22%	11%	12%	14%	16%
NI 67	Child Protection Cases reviewed within timescales	97%	100%	100%	99%	100%	100%	100%
NI 64	Child Protection Plans lasting two years or more	5%	5%	7%	6%	5%	9%	4%

In summary- Placement stability for children looked after by the local authority remained stable during 2009-2010 and a slight improvement was made on the length of placement; both of these statistics indicate that improvements have been made in relation to promoting the stability of children who are placed away from home. Child protection conferences are reviewed in timescale and there has been a significant reduction in the number of child protection plans lasting two years or more, possible due to increased awareness of this vulnerable group of children and to newly introduced internal CSC audit processes. There is an increased trend in children becoming the subject of a child protection plan for a second or subsequent time; this may be an emerging trend and will need to be considered in greater detail within the work of the Performance Management Sub-group within the SSCB Business Plan for 2010-2011.

End of SSCB Annual Report 2009-2010.