



CAMBRIDGESHIRE LOCAL SAFEGUARDING CHILDREN BOARD

Annual Report 2016/17



Foreword by the Independent Chair

It gives me great pleasure to present to you Cambridgeshire's Safeguarding Children Board annual report for the period April 2016 – March 2017.

The report outlines the activity and contribution of the Board and its partners over the last year.

This has been a very active year for all agencies and it has included a major review of Cambridgeshire County Council services that put it in the best possible position to meet the needs of children in the challenging years ahead. The Board has been a key player in ensuring that the changes were made in a context of effective multi-agency working.

Our overarching objectives through Working Together 2015 were to:

- 1) *Co-ordinate what is being done by each person or body represented on the board to safeguard and promote the welfare of children in Cambridgeshire, and*
- 2) *Ensure the effectiveness of what is done by each such person or body for those purposes.*

We have worked well through our priorities for the year and are continuing with them into the year ahead. They are achieved in conjunction with other boards working in Cambridgeshire and Peterborough and demonstrate clear joint agency working arrangements in Cambridgeshire.

The next year is an exciting one with lots of opportunities for the partnership to continue our work and to move to be a very good, if not outstanding, Safeguarding Board.

We have reviewed how the Board operates and are very well placed to meet the opportunities and challenges that the new Social Care Act brings.

I would like to thank all of the Board members (in particular the Lay Members) and their organisations, especially the frontline staff, for the hard work they have carried out to keep children and young people safe from harm in Cambridgeshire.

Finally I would like to thank Andy Jarvis and all of his team for their unstinting commitment to the work of the Board and keeping children in the County safe.



Dr Russell Wate QPM



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How has the LSCB Carried out its Functions

How has the LSCB carried out its Functions?

- ▶ Coordinate what is done by partners to safeguard and promote the welfare of children and young people
 - Launched a Domestic Abuse Strategy
 - Launched a Neglect Strategy
 - Adopted the CSE Protocol
 - Drafted and consulted on the new Threshold Document
- ▶ Ensure the effectiveness of what is done by each partner
 - Completed the Section 11 Action Plan
 - Monitor Ofsted, HMIP, HMIC and CQC Inspection action plans
- ▶ Demonstrate inclusion and co-operation
 - Built on the Inclusion project with the Eastern European communities.
- ▶ Undertake reviews of cases and practice
 - Undertaken Multi-Agency Audits on Domestic Abuse, Neglect, Threshold's and MASH
 - Undertaken four Multi-Agency single case reviews where learning was identified and used to promote improvement
- ▶ Monitor, evaluate and challenge—listen to feedback
 - Developed a new Dashboard and Dataset of performance information across agencies
 - Consulted children and young people with SEND
 - Heard from the Participation Service
 - Used service users in the development of CSE provision
 - Challenge practice where issues are identified, such as children being held in cells and initial health assessments for looked after children.
- ▶ Maintain Learning and Improvement framework
 - Revamped the Learning and Improvement Framework
 - Ensured learning turns into change
 - Mapped the evidence available on Safeguarding in Cambridgeshire to give a coordinated picture of what we know and any gaps
- ▶ Policy and procedures including thresholds, training, recruitment, supervision, allegations
 - Launched Threshold Document
 - Undertake a major review of LSCB multi-agency procedures
- ▶ Communicate and encourage to raise awareness
 - Provided a well-respected Website
 - Developed use of social media and emails for communication
 - Delivered multi-media campaigns
 - Supported Local Practice Groups
 - Ran training to over 2,000 professionals
 - Undertook a training needs survey
- ▶ Participate in planning of services
 - Chair MASH Governance Board and delivered new MASH arrangements
 - Participated in the MASH operational group
 - Membership of Change Programme Strategic Boards
 - Led work strands supporting the Children Service change programme

Glossary of Terms

Glossary of Terms

Acronym	Full Title	Description	Acronym	Full Title	Description
CAMH	Child and Adolescent Mental Health	Secondary services covering child mental health	CPFT	Cambridgeshire and Peterborough Foundation Trust	Local provider of CAMH
CCC	Cambridgeshire County Council		CQC	Care Quality Commission	Health Inspectorate and regulatory body
CCG	Clinical Commissioning Group	Responsible for organising the provision of health services in the area	CSC	Children's Social Care	CCC Division working with CP cases
CDOP	Child Death Overview Panel	To identify the avoidable causes of child death and reduce or prevent future deaths	CSE	Child Sexual Exploitation	Child sexual exploitation (CSE) is a type of sexual abuse in which children are sexually exploited for money, power or status
CJB	Criminal Justice Board	Strategic Board of agencies involved in the Criminal Justice System	DOLs	Deprivation of Liberty	The legal context that authorises controlling restrictions being placed on children and adults
CP	Child Protection	The formal multi-agency process for safeguarding children at immediate risk of serious harm	GCP	Graded Care Profile	An assessment tool for Neglect

Glossary of Terms

Acronym	Full Title	Description	Acronym	Full Title	Description
GP	General practitioner		QEG	Quality and Effectiveness Group	LSCB monitoring and audit committee
HWB	Health and Wellbeing Board	Statutory partnership responsible for integrating Health and Social Care provision	SAB	Safeguarding Adults Board	Statutory partnership responsible for the safeguarding of adults with care and support needs
LPG	Local Practice Group	Open meetings for all staff involved in working with children to improve practice and communicate learning.	SCR	Serious Case Review	A Statutory case review held when a child dies or is seriously harmed where neglect and/or abuse is a factor.
LSCB	Local Safeguarding Children Board	Statutory partnership responsible for monitoring and supporting effective safeguarding of children	TDWSG	Training, Development and Workforce Strategy Group	LSCB Training Committee
MASE	Multi-Agency Sexual Exploitation	A meeting to coordinate the protection of individual children at risk from CSE			
NICE	National Institute for Health and Care Excellence	National Health body responsible for setting Standards and Guidance on practice issues.			

The Board

The Board

The Cambridgeshire LSCB is the statutory body overseeing multi-agency safeguarding arrangements for children across Cambridgeshire. Compliant with guidance in Working Together to Safeguard Children 2015 and the Local Safeguarding Children Board (LSCB) Regulations 2006, the Cambridgeshire LSCB Board brings together the senior leaders from the core agencies. It has two objectives; to co-ordinate the safeguarding work of agencies and to ensure that this work is effective.

KEY ROLES AND RELATIONSHIPS

Up to September 2016 the Independent Chair of the Cambridgeshire LSCB was Felicity Schofield. From September 2016 this role has been carried out by Dr Russell Wate QPM.



The chair has the professional authority and organisational standing to challenge Board members over the performance of their agency, and works to ensure that national policy and strategy has a local response from partner agencies. The independent chair engages in the national debate and activity around Safeguarding.

As Chair they ensure the Board fulfils its statutory objectives and functions. A culture of transparency, challenge and improvement is key.

Whilst being unable to direct organisations, an LSCB does have the authority to hold agencies to account for their safeguarding. Its influence includes governance as well as direct services that impact on the welfare of children and young people.

In Cambridgeshire, the independent chair of the LSCB also chairs an operational Business Committee and the Child Death Overview Panel. The latter also includes Peterborough. This arrangement brings continuity and consistency whilst driving the delivery of the Business Plan.

The Serious Case Review Sub Committee is chaired by Felicity Schofield.

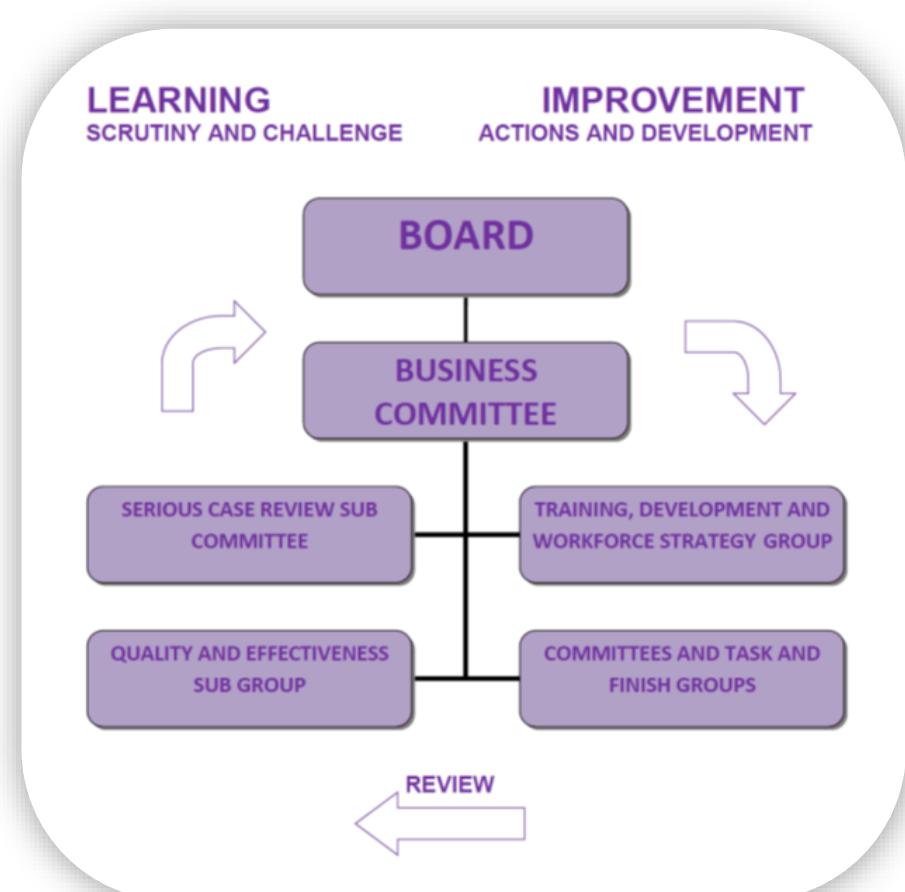
The Board

BOARD MEMBERSHIP

The Board includes representatives from:

- ▶ Adult Social Care
- ▶ BeNCH
- ▶ Cafcass
- ▶ CCC Children Services
- ▶ Clinical Commissioning Group
- ▶ Council Representative
- ▶ Cambridgeshire Community Services
- ▶ CCG Children Services Designated Doctor and Nurse
- ▶ District councils
- ▶ Lay members
- ▶ NHS England
- ▶ NPS
- ▶ Primary School
- ▶ Police
- ▶ Secondary School
- ▶ Voluntary Sector
- ▶ YOS

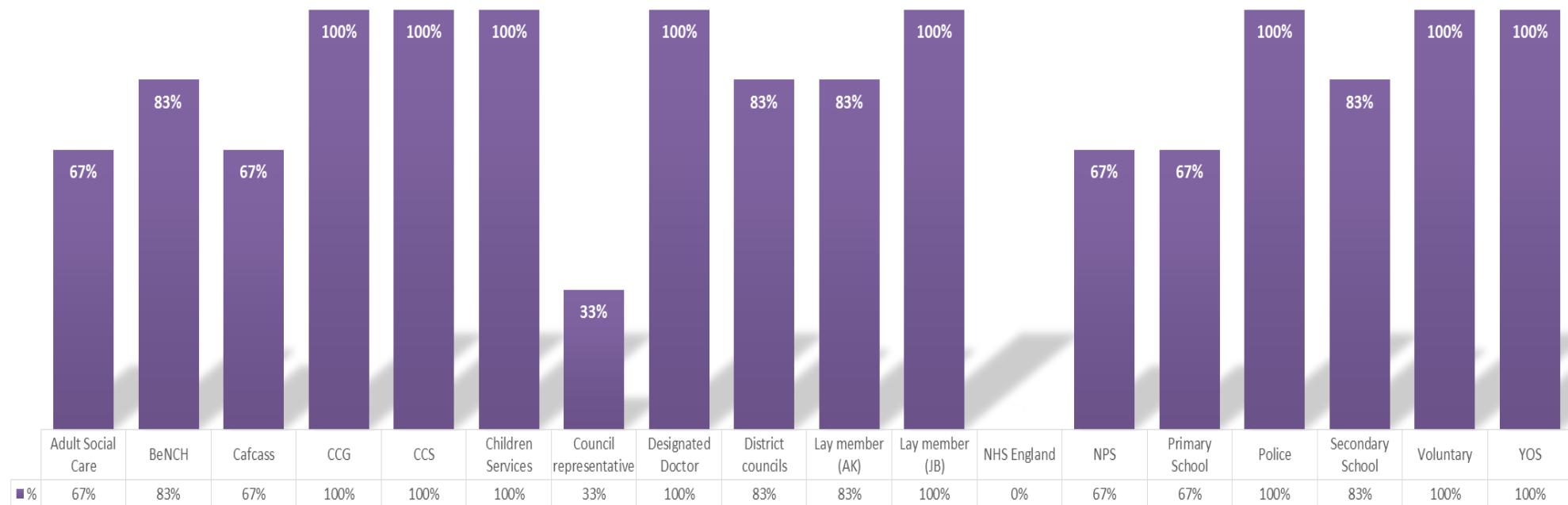
The Board has overall responsibility for the strategic direction of the LSCB. Work is delivered through Sub Committees, Standing Committees and Task and Finish Groups. Each meeting has a clear remit, timescale and purpose linked with the business cycle of the LSCB.



The Board

LSCB ATTENDANCE

LSCB attendance (2016-17)

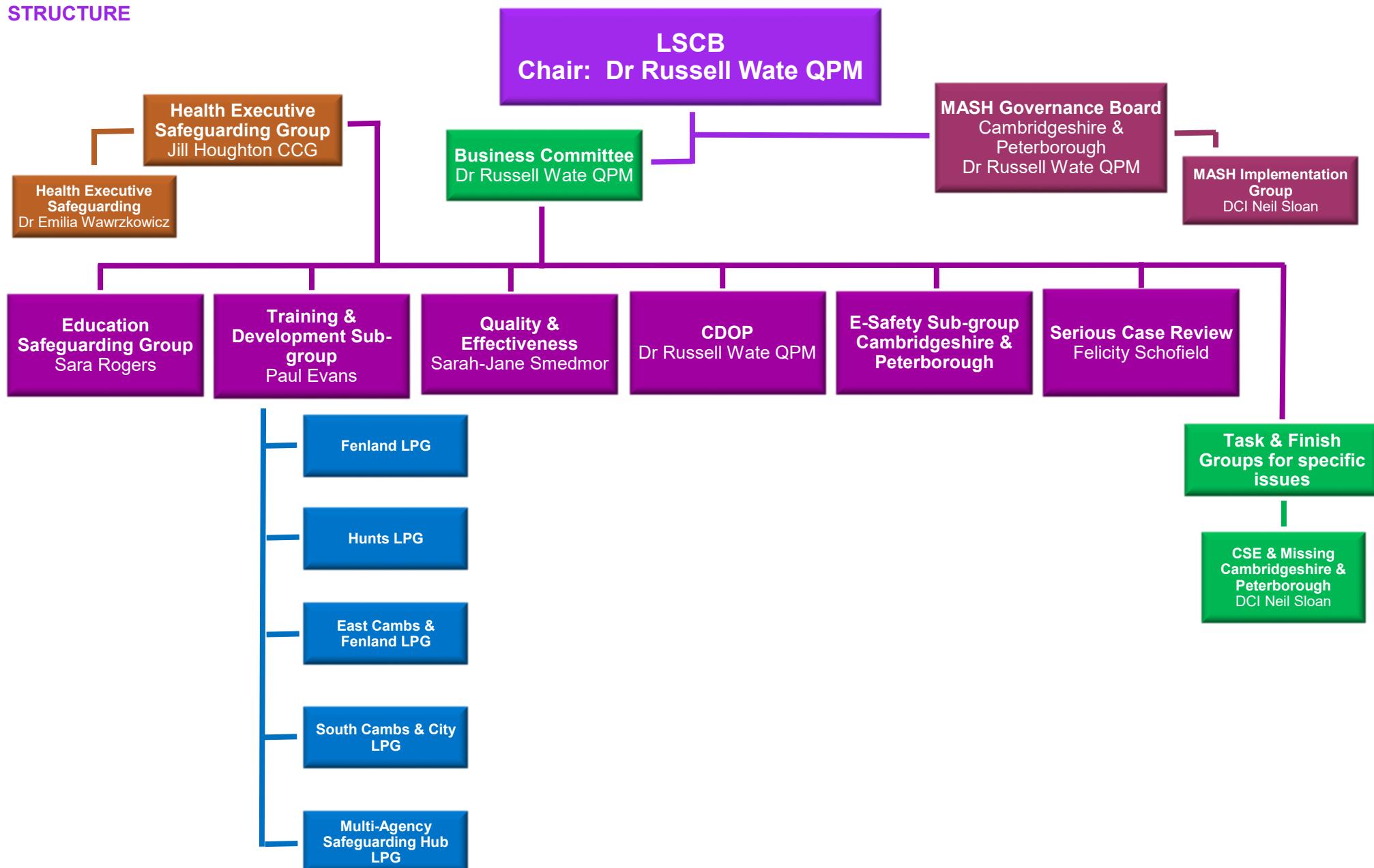


LSCB Board Attendance; April 2016 – March 2017 (6 Meetings)

Figures in this diagram include deputies where used. NHS England had formally indicated that they are unable to attend Board meeting. Communication is through the CCG representative.

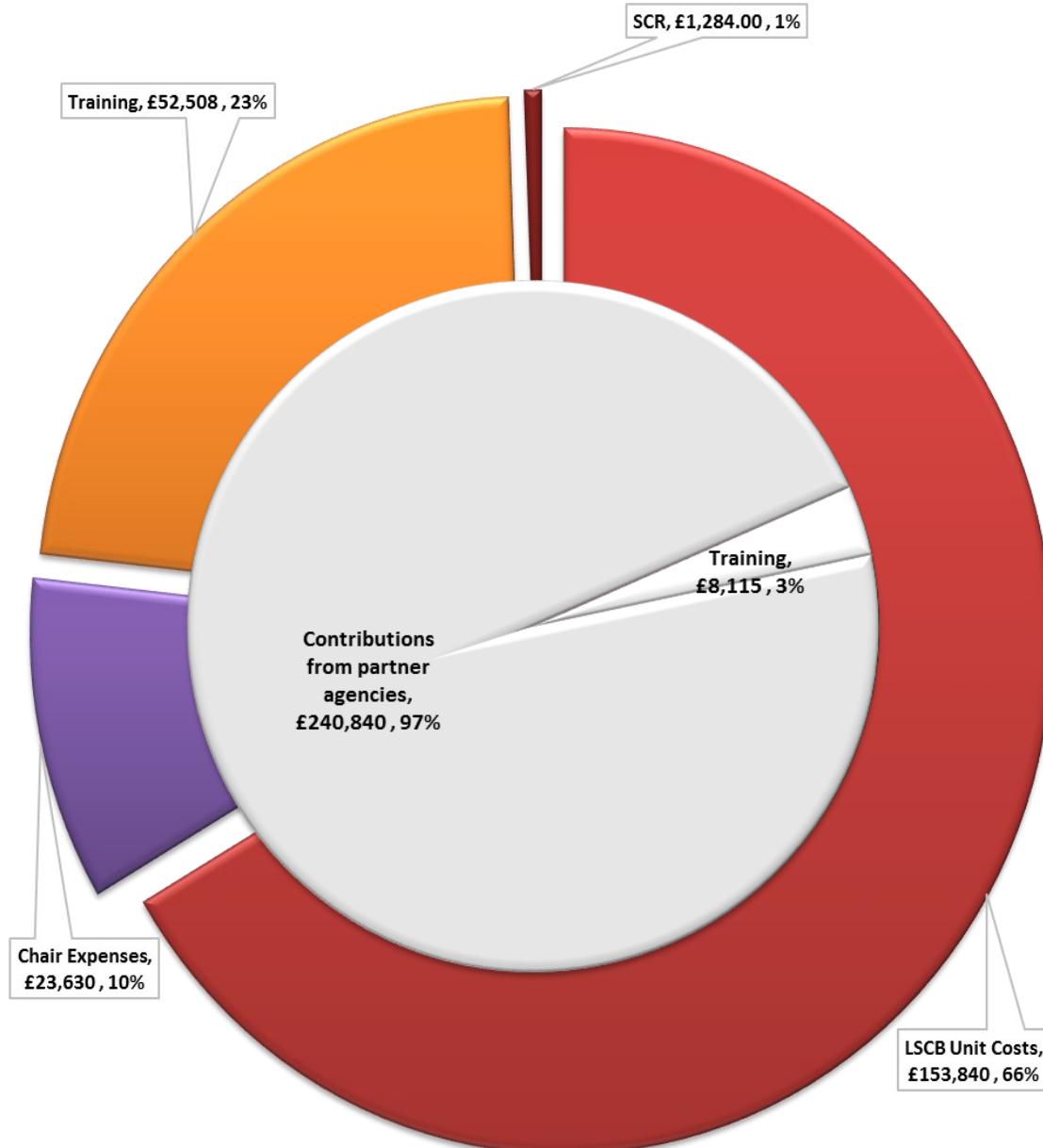
The Board

STRUCTURE



The Board

FINANCIAL ARRANGEMENTS



LSCB INCOME 2016/17

Contributions from partner agencies	£240,840
Training	£8,115
Total	£248,955

LSCB EXPENDITURE TO END MARCH 2017

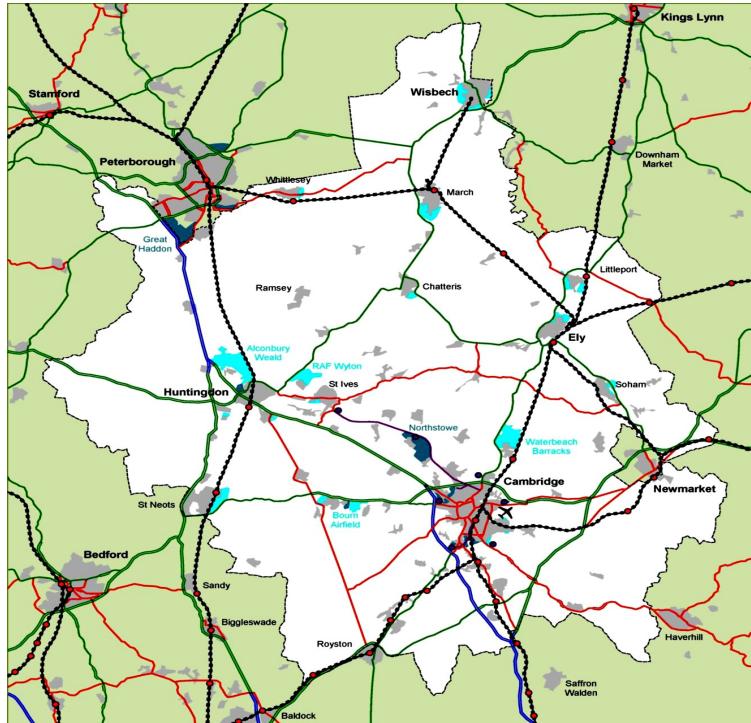
LSCB Unit Costs	£153,840
Chair Expenses	£23,630
Training	£52,508
LSCB – Serious Case Review	£1,284.00
TOTAL	£231,262

The LSCB runs a surplus in the SCR Budget allocation in order to manage the significant differences in expenditure that comes from variations in the number of SCRs held. In 2016/17 we had an SCR budget of £29,809.00. In 2017-18 we have an SCR reserve of £27,989.

There was a shortfall in the non SCR budget of £10,296. This was covered by a reserve created from previous underspends allocated to meet the costs of a temporary CSE Coordinator post.

The Board

What our Lay Members say



There are two Lay Members who, together with the Chair, represent the independent element of the LSCB and serve on the main Board. Our role is to provide a different prospective to the professional Board members, to challenge when required and to act as a critical friend. We have had access to training that supports us in undertaking this role.

We have regularly attended Board meetings and have played a full and active part in the work of the Board. We both have a wide experience of local government and the voluntary sector giving us some insight into the difficulties and challenges faced by the statutory services. This is a time of ever tightening budgets and of significant change to the way that services are delivered. It is very important, in the face of these pressures, that the safety of our children remains our top priority. To make sure this is the case is our key role.

During the course of this year we have joined two of the LSCB Sub Groups, the one that monitors the quality and effectiveness of the work done by agencies and the Education Committee that coordinates the Boards work with schools and other providers of education.

The Board represents one of the few, possibly the only place where all the most senior officers with responsibilities for the safeguarding of our children come together around a table. If for that reason alone the LSCB plays a key role in making sure that all partner agencies communicate with each other and share experiences.

We have been impressed by the commitment and determination of all the partner agencies to learn from shared good practice and to take on the lessons learned from past poor practice. To our mind the LSCB has, and continues to have, an important contribution to make towards protecting our children from harm. We are pleased to have the opportunity to play a small role in this important work.

Cambridgeshire Safeguarding Snapshot

Cambridgeshire Safeguarding Snapshot

13% of Cambridgeshire children live in poverty - 16455 children. In some areas up to 38.7% live in poverty.

By 2031 the number of children and young people is forecast to grow 17% compared to 2011.

In the average three month period 3385 children received services from Early Help

Between 49 and 60 children & young people were recorded as missing from care or home each month, in the main being missing for a number of hours or days before returning.

Cambridgeshire had nearly 50% more than the national average 10 to 20 year olds admitted to hospital for self-harm.

In 2016-17 Children Social Care received 4373 referrals, of whom 203 had a disability.

18% of cases referred in were re-referrals

5061 single assessments were completed, 84% of them within timescale

As of March 2017 560 children were on a Child Protection Plan.

675 children & young people were looked after as of March 2017. At that point Cambridgeshire was responsible for 67 Unaccompanied Asylum Seekers

12% of Looked After Children cases had 3 or more placement breakdowns.



Cambridgeshire Safeguarding

Cambridgeshire Safeguarding

WHAT DOES THE DATA TELL US?

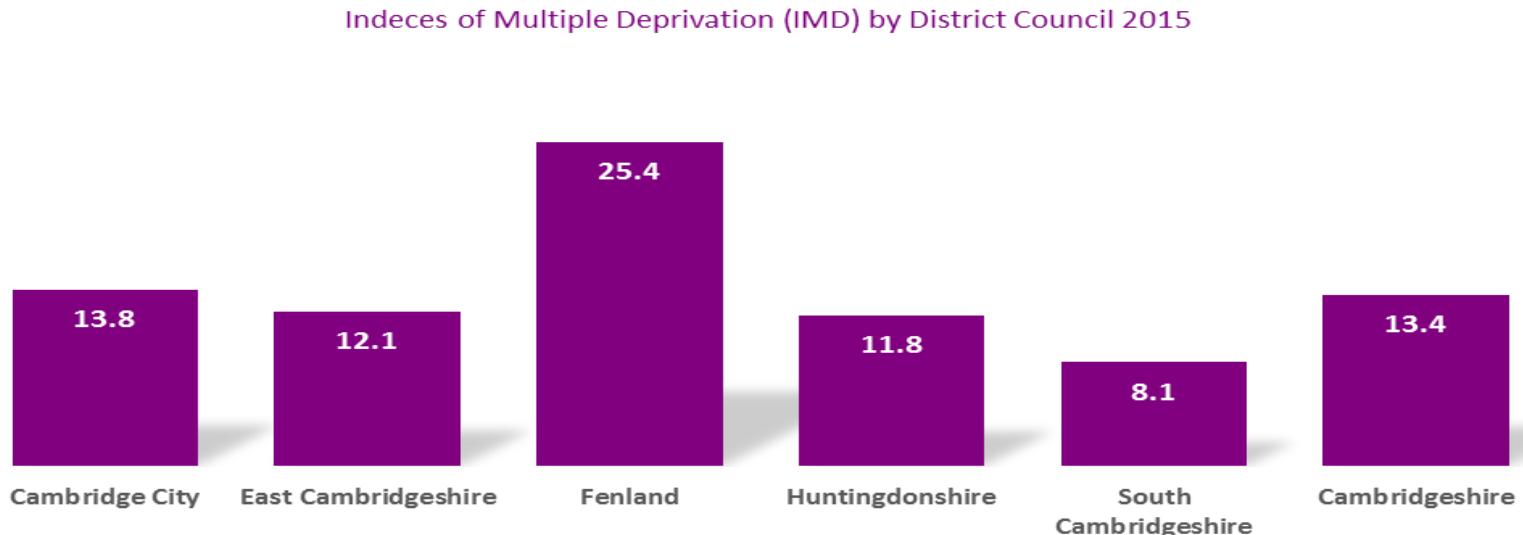


- ▶ There is significant deprivation in Fenland, and some wards within Huntingdonshire and Cambridge City
- ▶ There is evidence of higher levels of harm being present for children and Young People in Huntingdonshire than the deprivation figures might anticipate.
- ▶ There is no evidence that Neglect is present in Cambridgeshire to a disproportionate extent but there is a high level of Neglect in the referrals and CSC caseload
- ▶ There is evidence of higher than national average figures for hospital admissions from self-harm and regional average figures for substance misuse.
- ▶ There was a significant rise in CSC caseloads over the year
- ▶ Domestic Abuse and Parental Mental Health are the most significant factors in CIN and CP cases.

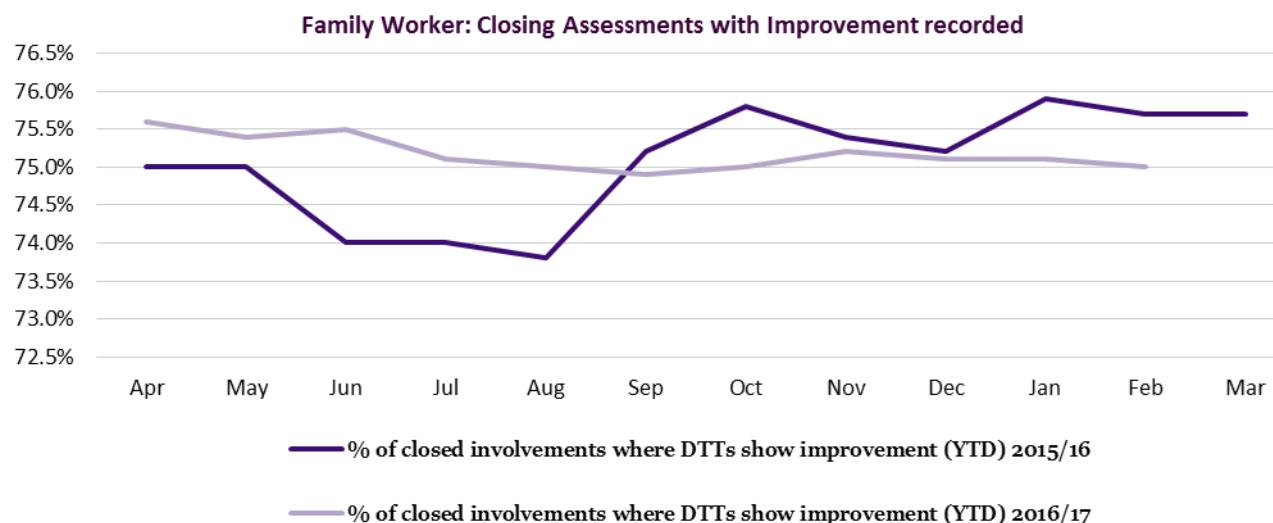
Cambridgeshire Safeguarding

CAMBRIDGESHIRE DEMOGRAPHICS

"Indices of Deprivation" show the overall picture of deprivation faced by children within each District. Fenland stands out as having the most significant issues.



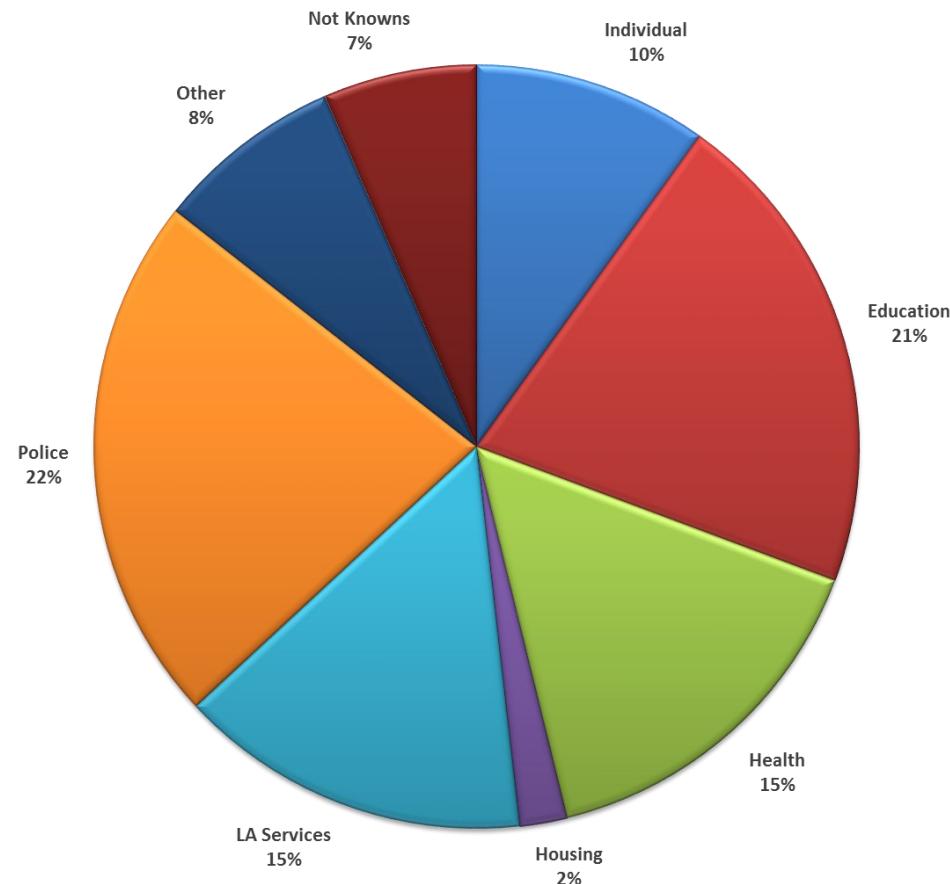
EFFECTIVE EARLY HELP



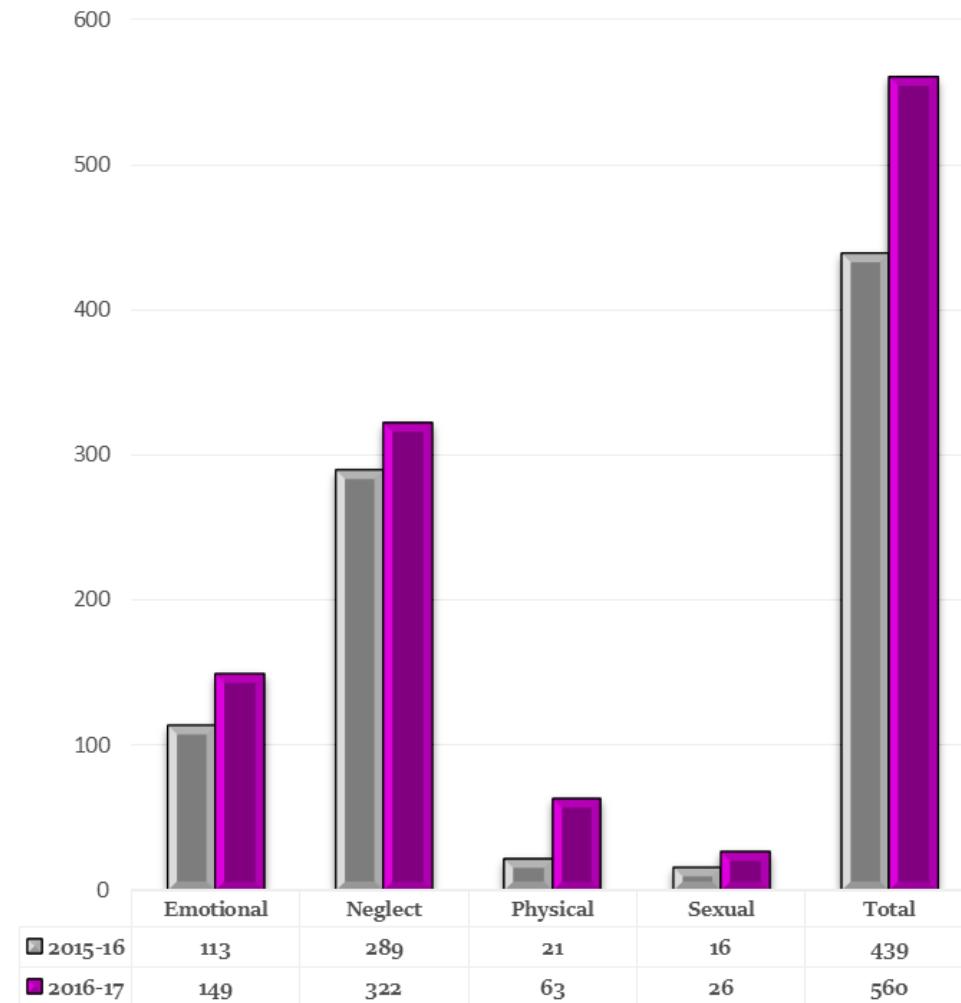
- ▶ Closing assessments of Early Help intervention show a consistent level of agreement that there has been improvement.
- ▶ On average **4.3%** of Early Help cases became open to Children Social Care each month. **52%** of new Children Social Care cases received Early Help in the preceding year. Early Help that identified and met need effectively would have a low first figure and a high second.

Cambridgeshire Safeguarding

2016-17 REFERRAL SOURCES



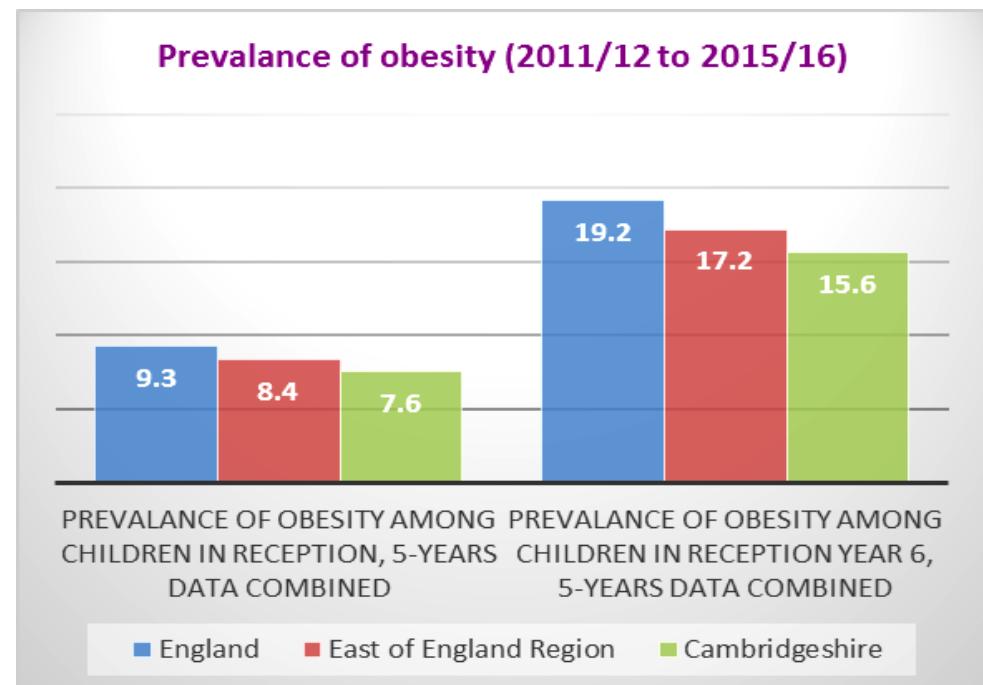
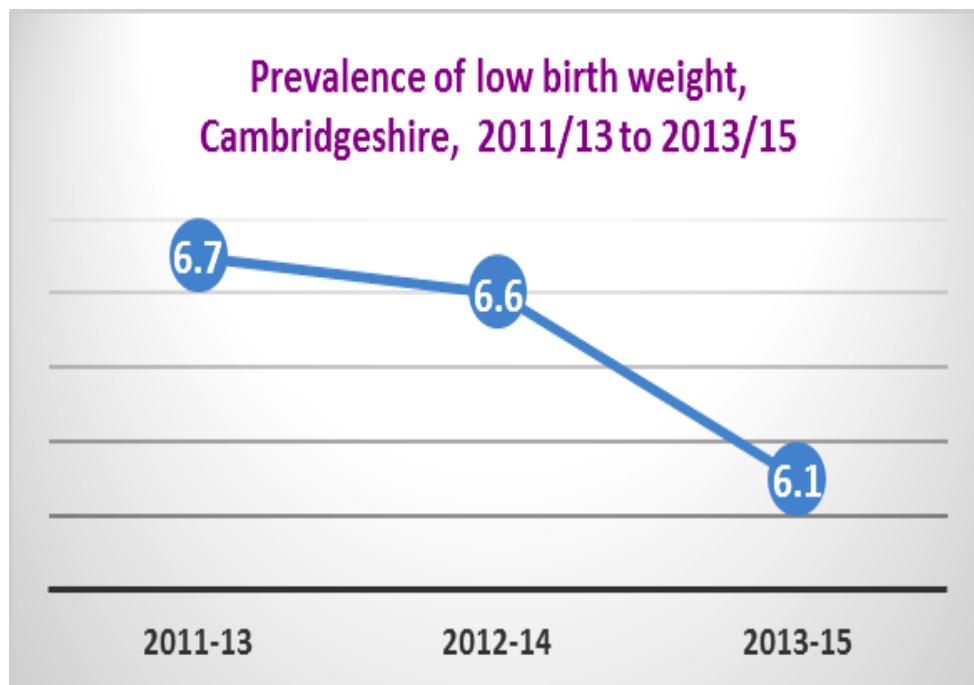
- ▶ Referrals have increased in number, but there is little change as to the proportion that comes from each source.
- ▶ Just under **1 in 5** referrals is a re-referral of a previously opened case.



- ▶ CSC caseloads continue to increase. Neglect remains the most significant criteria for a Child Protection Plan.

Cambridgeshire Safeguarding

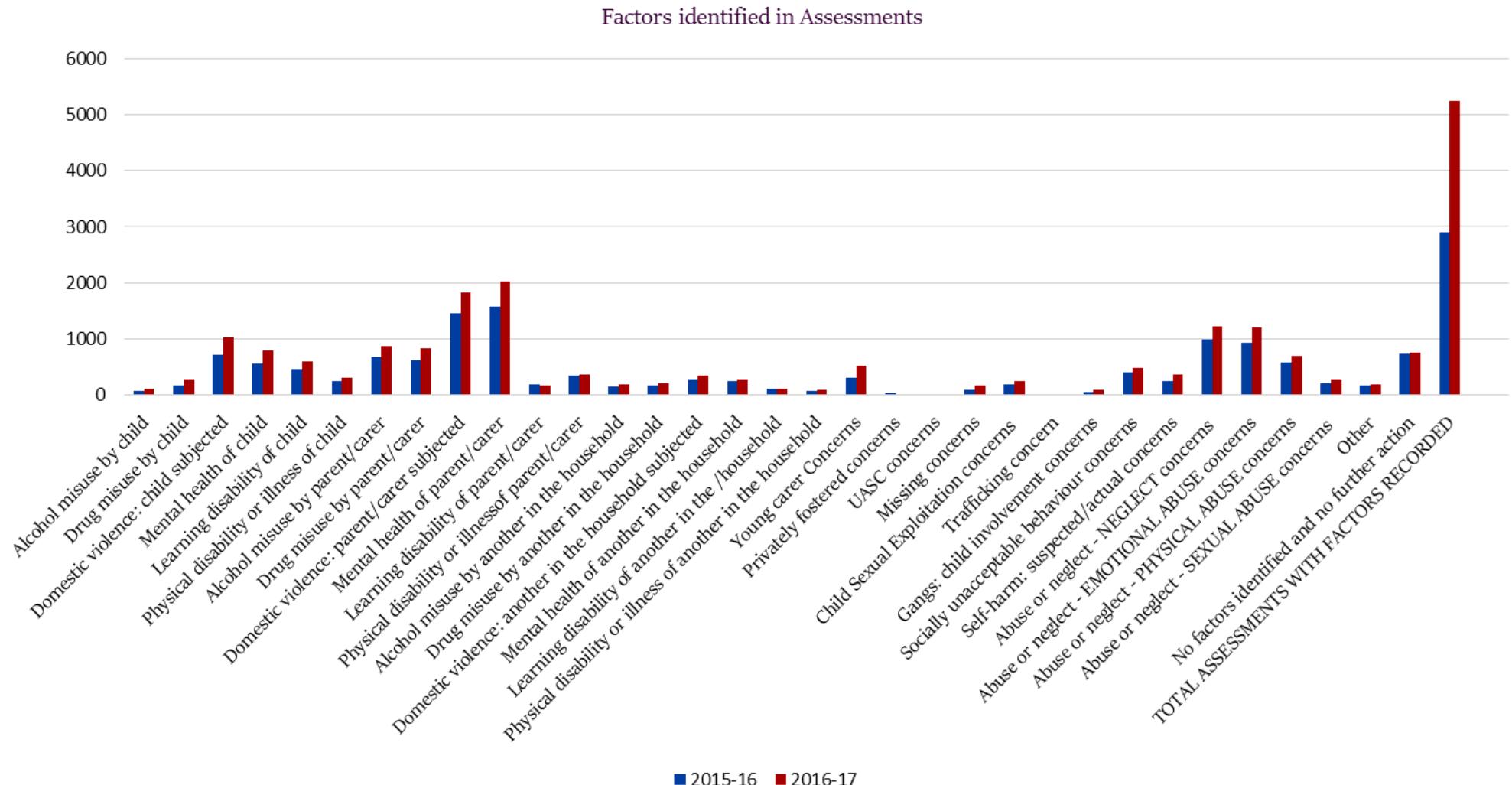
NEGLECT



- ▶ The prevalence of low birth weight has reduced over the past five years and obesity in primary school aged children is below the national and regional averages.
- ▶ Whilst Neglect remains the largest criteria for Social Care intervention, evidence suggests the actual level of neglect present in Cambridgeshire communities is below the national average.
- ▶ Cambridgeshire has lower than average rates of under-age pregnancy and sexually transmitted diseases.

Cambridgeshire Safeguarding

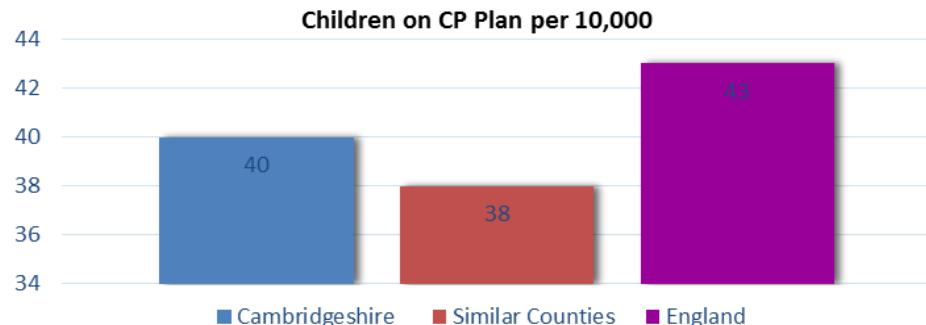
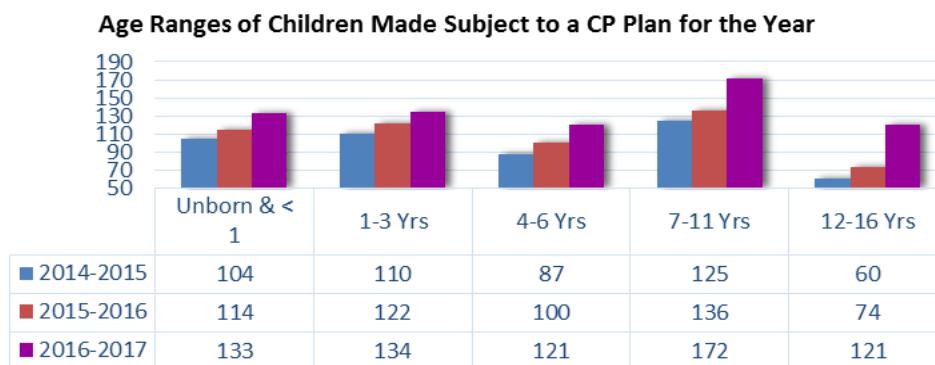
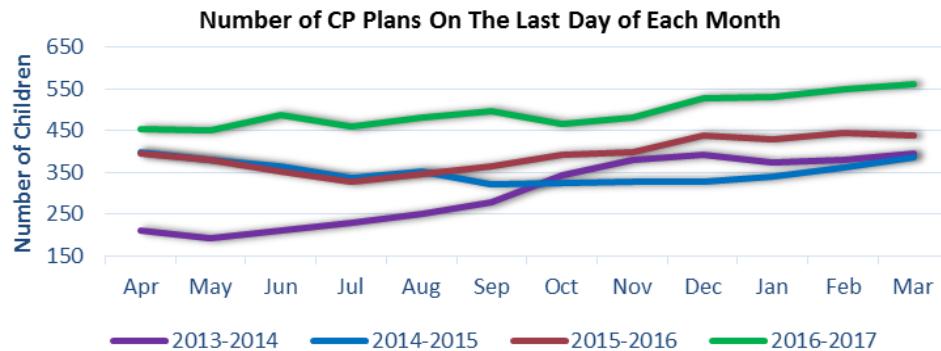
ISSUES PRESENT IN CASES



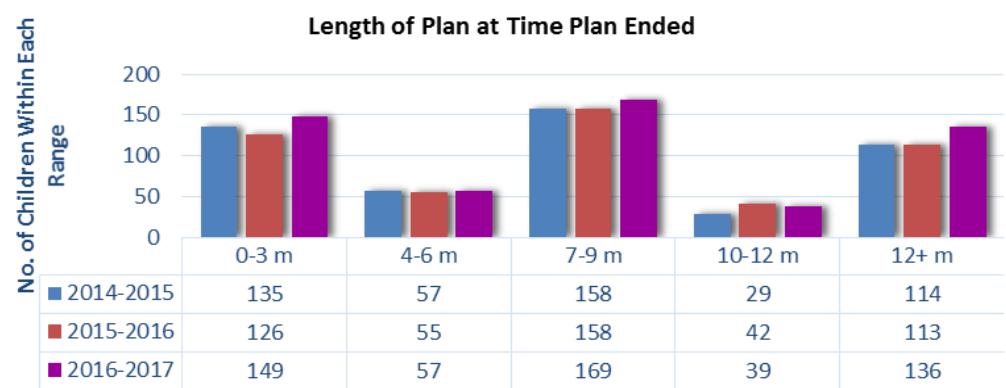
The Factors identified show the nature of issues present in cases when the initial assessment is undertaken. Services should be in place to address these issues effectively if children are to be safeguarded. The most significant presenting issues remain Domestic Abuse and Parental Mental Health.

Cambridgeshire Safeguarding

CHILD PROTECTION PLANS



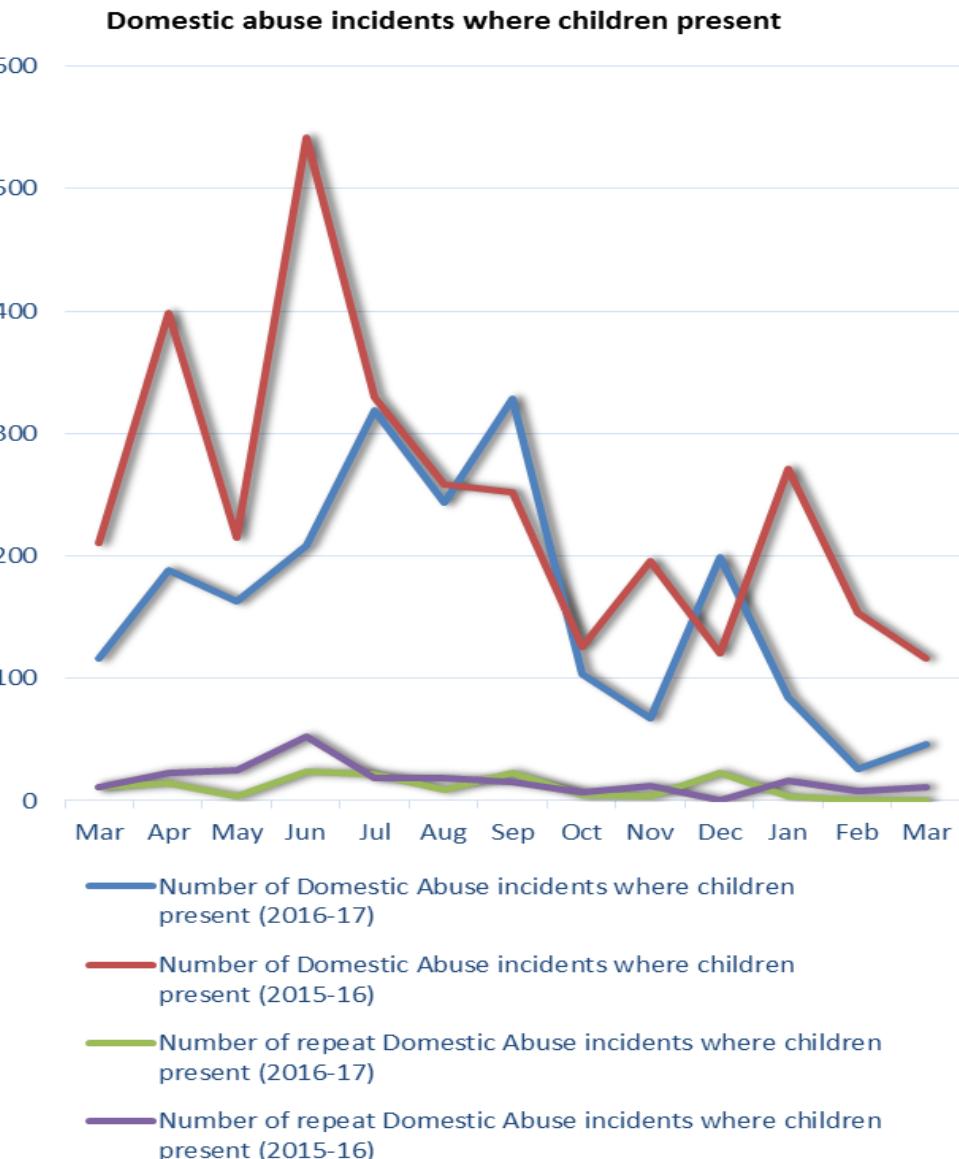
- The number of children subject to Child protection Plans has risen significantly over the year.
- There has been a noticeable increase in older children on plans.
- When comparisons are made against other areas, the number of children on Plans does not look disproportionate



- Plans that end within three months or have been in place over two years will almost invariably involve legal proceedings to decide on the appropriate placement of the child.

Cambridgeshire Safeguarding

DOMESTIC ABUSE



- There is evidence of a gradual decline in the number of Domestic Abuse incidents dealt with by the Police where children were present..

LOOKED AFTER CHILDREN

- The number of looked after children rose over the year from **615** to **675**.
- Whilst there was an increased percentage of cases where there were repeated placement breakdowns, there was significant success in increasing the stability of longer term placements for children under sixteen.
- Over the year the LSCB worked with Children Services and Health staff to improve the number of children coming into care who had a comprehensive health assessment within the first twenty days. These are vulnerable children who are at a point of crisis in their lives. A proper understanding of their physical and psychological needs is critical to providing them with the services they need. This will remain a priority

Cambridgeshire Safeguarding

HOW HAS THE LSCB AND ITS PARTNER AGENCIES RESPONDED TO WHAT DATA SHOWED?

ISSUE	RESPONSE
There is no evidence that Neglect is present in Cambridgeshire to a disproportionate extent but there is a high level of Neglect in the referrals and CSC caseload.	The LSCB has built on its Neglect Conference in 2016 and launched a Neglect Strategy, supported by an Action Plan and training programme to enable staff to be more effective.
There is evidence of higher than national average figures for hospital admissions from self-harm and regional average for misuse of substances.	A) There was a major, and successful, initiative to reduce waiting lists for specialist psychiatric services B) Health have embarked on the redesign of provision for young people and commissioned services for those who have emerging needs.
There remains a significant rise in CSC caseloads over the	Working with the LSCB the local authority has launched a major reorganisation to ensure that the right services are available to the right child at the right time.
Domestic Abuse and Parental Mental Health are the most significant factors in CIN and CP cases.	The LSCB has undertaken a major audit of Domestic Abuse cases, launched a Domestic Abuse Strategy, delivered training, and promoted good practice.

Cambridgeshire

KEY AREAS OF WORK

Looked After Children

The key principles for working with looked after children and young people are:

- Providing early help to reduce calls on specialist services
- Increasing in county foster care provision and reducing out of county residential provision.

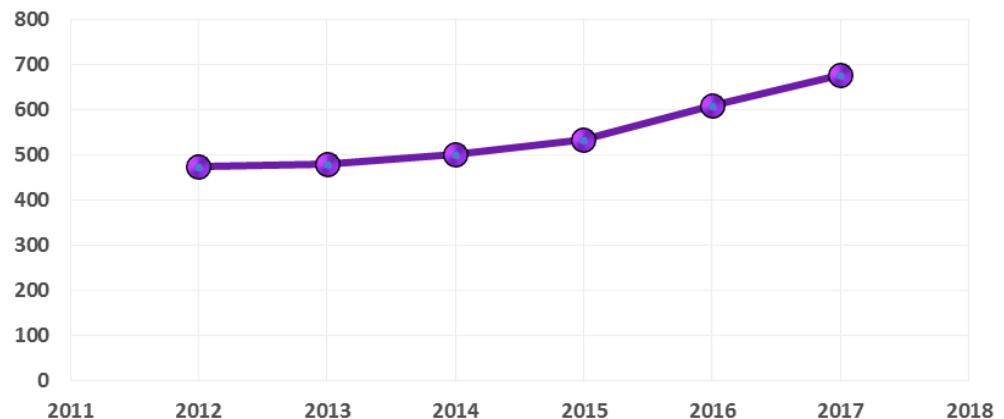
Ensuring reunification as quickly as possible or moving children quickly through to adoption.

All Services should be aware that these children have experienced disruption, trauma and distress prior to being looked after. They need an approach that sets them on a journey towards stability and permanence with a focus on their individual needs and views.

Number of Children who are looked after

There has been a 35% increase in the number of looked after children, in line with national trends.

The number remains below both national and regional average.



There are nearly 700 children who are looked after, with just over 300 moving into being accommodated during the year.

- Adoption: 39 adoption orders were made, 42 children were placed in potential adoptive homes and 62 placement orders were made.
- Fostering: 96 children were referred for a new family placement during April 2016 – March 2017. 41 children were matched to long term foster carers.

For both adoption and fostering the number of sibling groups that are being referred is a key issue. There is a lack of available adopters and long term foster carers who can take three or more children.

Each child or young person will have an Independent Reviewing Officer (IRO), an experienced independent professional whose role is to ensure that the child's care plan fully reflects their needs and to ensure that each child's wishes and feelings are given full consideration.

Cambridgeshire Safeguarding

“They are good because they are there to support you and help and are independent.”

The 2017 **Voices Matter Young People Champion Award** is chosen by the children and young people themselves.

They have selected the IRO Service for their total dedication to having the young people at the centre of what they do. They ensure that young people feelings and views get heard and they work tirelessly for young people ensuring the best possible outcomes happens.

This service promotes and celebrates the individual achievements for the young people they work with and many times without recognition for the work they do.

For many young people they are one of the consistent workers in their lives and support them all the way until they become 18.



“My review meeting was excellent, everyone supports me and I feel able to say what I would like help with. My IRO always does excellent meetings”

This award is to say thank you for what they do and that what you do makes a huge difference to the young people you work with. The **Voices Matter Young People Champion Award** goes to the **Independent Reviewing Service.**

“I had my IRO for over 10 years and she really listened to me and understood me and I really miss her now I am over 18”.

“My IRO was really helpful and listened to me and helped me stay with foster carer.”

Cambridgeshire Safeguarding

KEY AREAS OF WORK

Private Fostering

Private Fostering is where children or young people aged under 16 years (18 if they have a disability) are living with someone who is not a close relative for 28 days or more. Local authorities have a statutory duty to assess the suitability of the arrangement and to ensure that the welfare of privately fostered children is safeguarded. We have a comparatively large number of placements in Cambridgeshire.

- ▶ **Mainstream placements.** 27 Children were in placements, an increase on recent years. All have a social worker to ensure effective oversight of their safety and welfare. In recent years our work with these children has been reviewed and the Board is increasingly confident that private foster parents know they need to inform the local authority about the children and that they are then safeguarded and given the opportunities they need.

- ▶ **Language Schools.** 21 of the 33 Language schools in our region are in Cambridgeshire. Nearly all of the young people coming to these schools, often being housed with local families, are from abroad. They frequently come in large, organised groups. Many of the schools work with the Local Authority as it promotes good practice and proper safeguarding for these children. However, there is no requirement for Schools to engage and there remains concern about the safety of children placed through non-cooperating

schools. The LSCB has written to the Department of Education raising this issue and proposing a statutory duty on the schools to inform the local authority about their children..

Young Carers

Young carers are young people or children who provide care for another person of any age where that care is not provided for payment. The Local Authority must assess whether a young carer within their area needs support and, if so, what those needs are. There have been growing numbers of young carers identified as more attention has been given to their needs.

In Cambridgeshire the staff from the County Council assess the needs of young carers and develop a support plan. Centre 33 then work to deliver the support plan.

When the young person's circumstances change, service providers are expected to work closely with the local authority worker to review and update the assessment and plan.

Cambridgeshire Safeguarding

KEY AREAS OF WORK

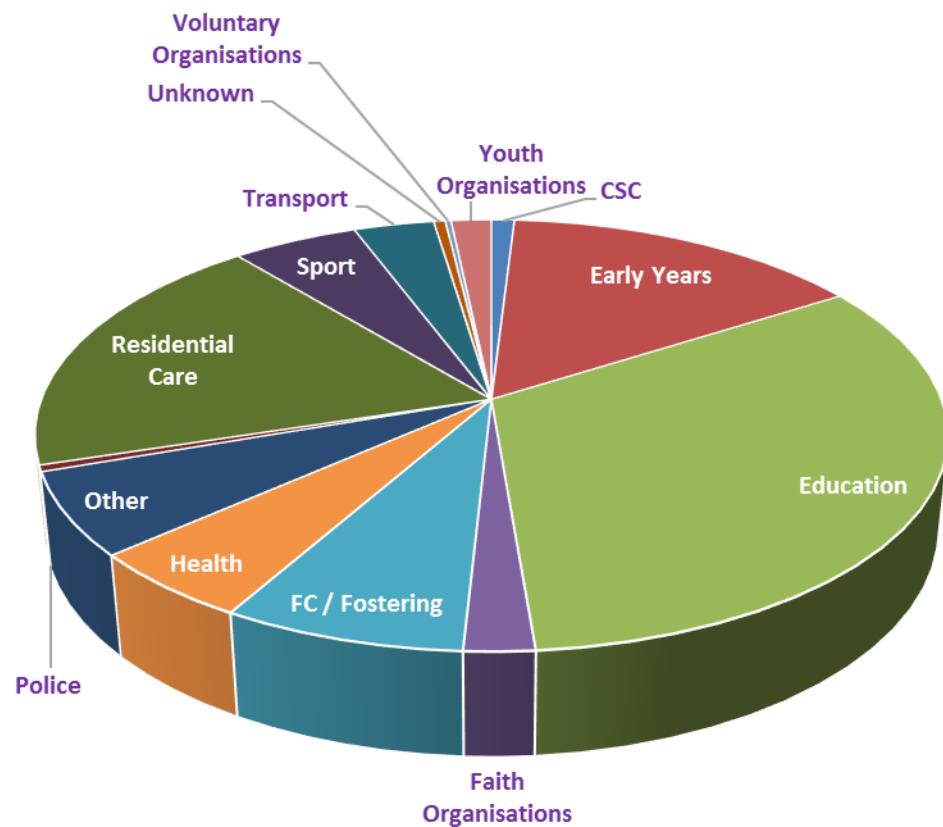
Local Authority Designated Officer (LADO)

The LADO manages allegations against adults who work or volunteer with children in the public, independent or voluntary sectors. The LADO must act where it is alleged that a person who works with children has:

- ▶ Behaved in a way that has harmed, or may have harmed, a child
- ▶ Possibly committed a criminal offence against, or related to, a child; or
- ▶ Behaved towards a child or children in a way that indicates they may pose a risk of harm to children.

There are three pathways for referrals once made:

- ▶ 'Logged and Closed'. Cambridgeshire LADO provides and advice to referrer, records and closes the case.
- ▶ Internal Investigation. Where there are safeguarding concerns but no immediate evidence to suggest that a criminal offence has occurred. LADO will advise the employer to undertake an internal investigation.
- ▶ Multi-Agency Response. Safeguarding concerns have been raised which indicate a possible criminal offence may have occurred. MASH, child protection and criminal investigation processes will be followed.

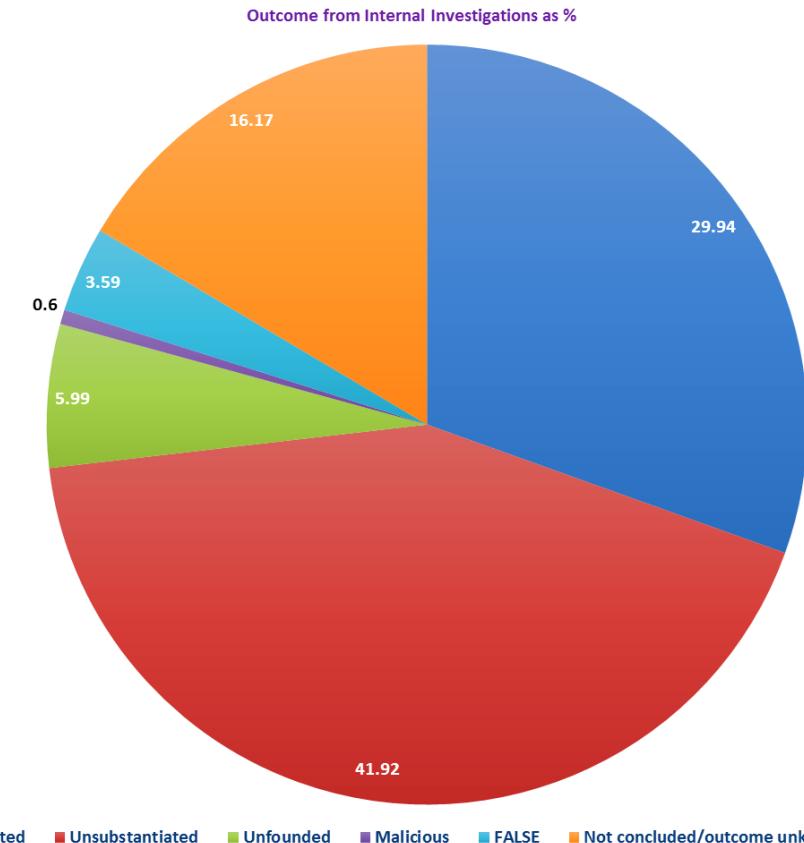
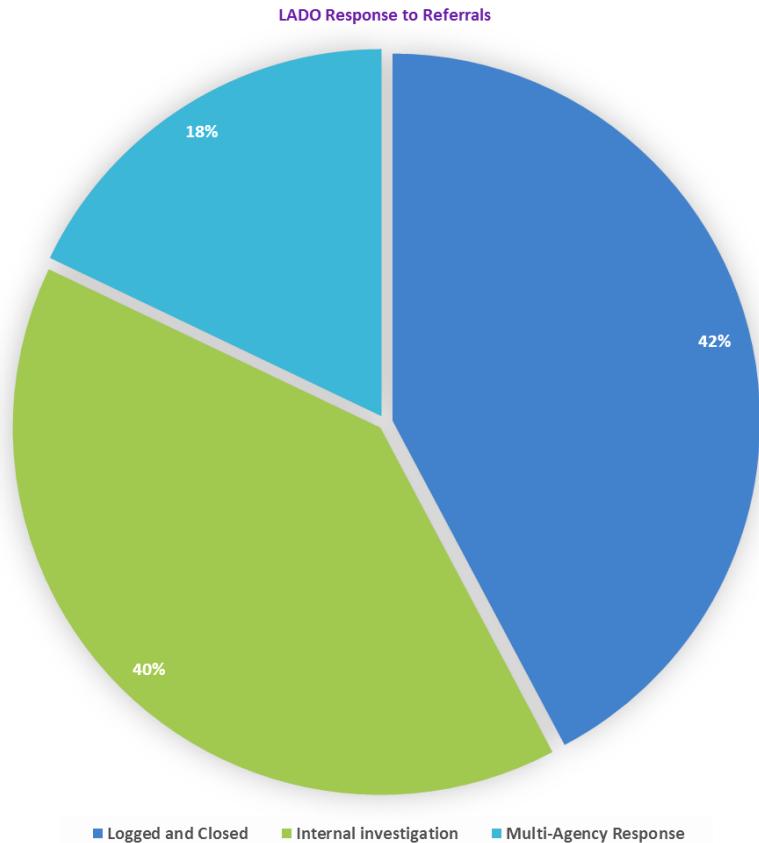


Where do LADO referrals come from?

Cambridgeshire Safeguarding

KEY AREAS OF WORK

Local Authority Designated Officer (LADO)

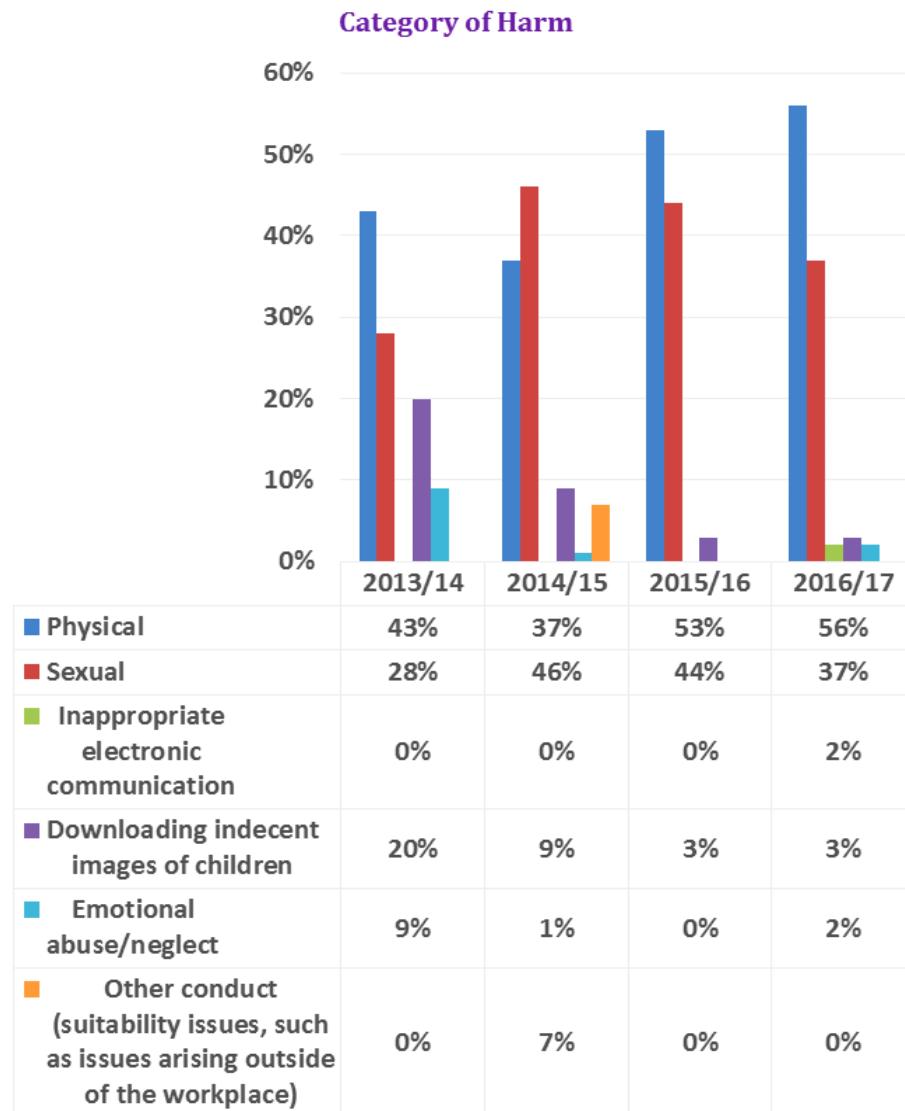


- ▶ Over the year there has been a 12% decline in the number of referrals.
- ▶ The reduction in referrals has coincided with a reduction in Logged and Closed cases and in increase in internal investigations and multi-agency responses.

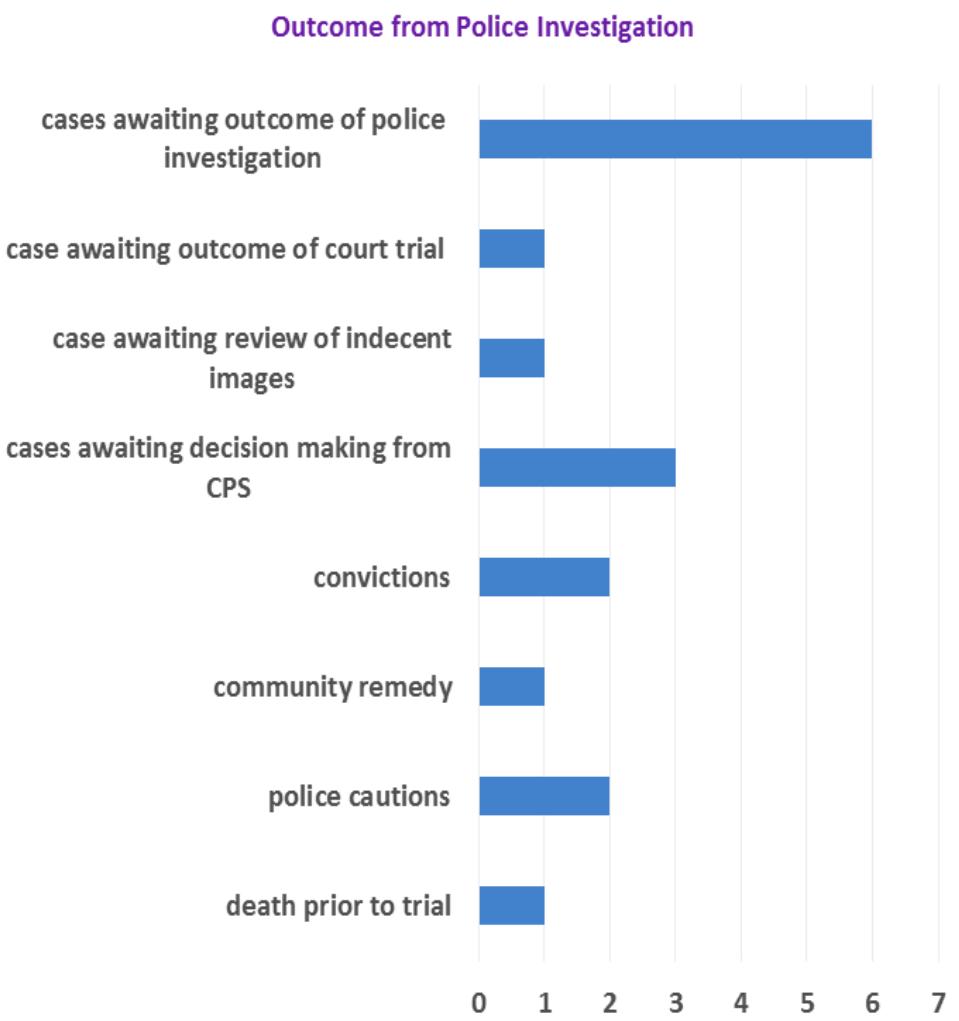
Cambridgeshire Safeguarding

KEY AREAS OF WORK

Local Authority Designated Officer (LADO)



- Multi-Agency responses will ensure that identified children are safeguarded.
- Not all allegations required police investigations, but of those that did:



Cambridgeshire Safeguarding

KEY AREAS OF WORK

Children with Disabilities and SEND

Ofsted inspected Cambridgeshire services and found an improving outlook for children and young people with special educational needs and/or disabilities (SEND)

The outcomes for these children and young people are improving, and strong leadership from organisations and agencies is making a difference. In March, Ofsted and the Care Quality Commission (CQC) conducted a joint inspection to judge Cambridgeshire's effectiveness in implementing the disability and special educational needs reforms in the Children and Families Act 2014.

The full findings of that inspection are published by [Ofsted](#), but the main points highlighted by inspectors were that council, health and education leaders understand well the issues around the development of SEND services, improvements they've already made are having an effect and they are clear about what they still need to do.

They found all organisations understood that while they might not have been quick enough to implement changes, there are now credible plans in place to make rapid improvement; and that the actions being taken are making a difference.

Main findings included:

- ▶ Leaders collaborate effectively with parents to develop services that meet the needs of children and young people, such as the design of a lifelong pathway for SEND.
- ▶ Providers and local area officers make sure that the views of parents and carers, children and young people are included in the plans.
- ▶ Safeguarding for this group is given a high priority – particularly for those placed out of county with regular visits and scrutiny of providers.
- ▶ Children and young people with SEND progress as well as others at secondary schools and colleges. However, the children receiving SEN support make less progress than all pupils nationally during key stage 2.
- ▶ Young people are well supported into adulthood with high proportions in work, further education or in training.
- ▶ Specialist health services are providing care within the target 18 weeks.
- ▶ Health professionals hold joint clinics to identify those with SEND needs early.
- ▶ A high proportion of new education, health and care plans (EHCPs) are completed within the required 20-weeks.
- ▶ Specialist services provided by education, health and social care professionals are of high quality and are well regarded.

Cambridgeshire Safeguarding

Main findings included: (cont..)

- ▶ Professionals across the local area are organised in geographical teams and make sure that there is close joint working between agencies, including services that are available to all and some targeted at specific groups.
- ▶ Professionals share information about individual children and young people, making their work more cohesive and ensuring that needs are met more effectively.

Inspectors found that senior leaders in the local area are working well together to improve services:

- ▶ The number of permanent exclusions has reduced by three quarters in a 12-month period.

Strong and effective leadership is evident in joint commissioning arrangements:

- ▶ As an example health and social care are jointly commissioning face-to-face and online counselling services as part of their work to improve emotional health and well-being.
- ▶ Children and young people were involved in the design of the services provided. [Keep Your Head](#) and [Kooth](#).

LADO

37 (9%) of referrals to LADO were in relation to an adult who worked or volunteered with children with a disability. Of these

- ▶ 8 Logged and Closed
- ▶ 23 went to Internal Investigation
- ▶ 5 led to Multi-Agency involvement
- ▶ 1 involved a police investigation



Cambridgeshire Safeguarding

Youth Offending

During the year there was a Full Joint Inspection on Youth Offending Work in Cambridgeshire. The key findings were:

Reducing Reoffending



Protecting the public

Protecting children & young people

Making sure the sentence is served

Governance & partnerships

Reducing reoffending

- ▶ Staff and managers were committed to the delivery of high quality work to make a positive difference to those affected by offending.
- ▶ Managers and staff should be commended for maintaining their services over a difficult period
- ▶ Some attention was needed to return aspects of practice to the levels they expected.
- ▶ Good attention was given to the quality of engagement with children and young people.
- ▶ A broader range of approved interventions was needed.
- ▶ Work in the courts was strong and custodial sentences were used only in the most serious cases.
- ▶ There was a strong Intensive Surveillance and Supervision scheme in place.

Protecting the public

- ▶ Assessment of the risk of harm to others was generally good.
- ▶ Planning, and making effective use of assessment tools to support it, required improvement.
- ▶ Multi-Agency Public Protection Arrangements were not understood well and partnership work was not effective
- ▶ There were good examples of restorative justice
- ▶ More attention needed to be given to the needs of victims
- ▶ Oversight by managers was not always effective
- ▶ Police intelligence sharing needed to be more comprehensive
- ▶ Children and young people were able to describe work undertaken with them to reduce their risk of harm

Protecting children & young people

- ▶ Work carried out to safeguard or reduce vulnerability of children & young people was often good
- ▶ Joint work and information sharing with children's services was not always effective
- ▶ Planning and management oversight required some improvement
- ▶ The sexually harmful behaviour service was well integrated with the YOS, and Multisystem Therapy was used as well

Cambridgeshire Safeguarding

Making sure the sentence is served

- ▶ This was an area of significant strength
- ▶ Staff were good at understanding and then seeking to address those factors in the lives of children and young people that were likely to affect their engagement with the YOS
- ▶ Where children and young people did not comply with the sentence appropriate action was taken to encourage future compliance or, when necessary, to return the order to court
- ▶ Good attention was given to health and well-being factors.

Governance and partnerships

- ▶ Outcomes against national criminal justice system indicators were consistently among the best in England and Wales
- ▶ There were important gaps in attendance at the Management Board
- ▶ The partnership had not been effective in improving education, training and employment outcomes for those known to the YOS post-16
- ▶ The YOS was highly valued by partners and well led by a respected YOS manager
- ▶ Cambridgeshire County Council had shown a high degree of commitment to the work of the YOS and to maintaining a unique identity for youth offending work
- ▶ Difficulties with IT systems had a substantial impact on the work of the YOS

- ▶ An action plan is in place to address the areas for improvement and the LSCB will receive an update on progress.

Youth Offending Service



www.cambridgeshire.gov.uk

Progress on Cambridgeshire Priorities

Progress on Cambridgeshire Priorities

This year has seen a major review and re-organisation of how Children Services are delivered in Cambridgeshire. The LSCB has been a key point for consultation and communication between the local authority and its statutory partners.

The LSCB has been closely involved in the development of cross agency working. The two most significant areas of activity have been

- ▶ a new Threshold Document to replace the MOSI and
- ▶ the development of the Multi-Agency Safeguarding Hub (MASH).

The MASH has joined up with the new Early Help Hub to make the two halves of an Integrated Point of Entry for all local authority services for children. This Integrated Point of Entry is designed to make it easier for the right children to get the right service at the right time.

These developments were built on the learning from effective practice in Cambridgeshire and across the country.

The LSCB will receive performance information and audit findings from the Integrated Front Door in order to establish its effectiveness.

INTEGRATED POINT OF ENTRY

The MASH and Early Help Hub (EHH) together make up the Integrated Front Door. The Integrated Front Door is the single point of contact for all safeguarding and wellbeing concerns regarding children and young people in Cambridgeshire. It does this by:

- ▶ Acting as a “front door” to manage all safeguarding referrals including Child Protection investigations where required
- ▶ Acting as a “front door” to Early Help advice and support

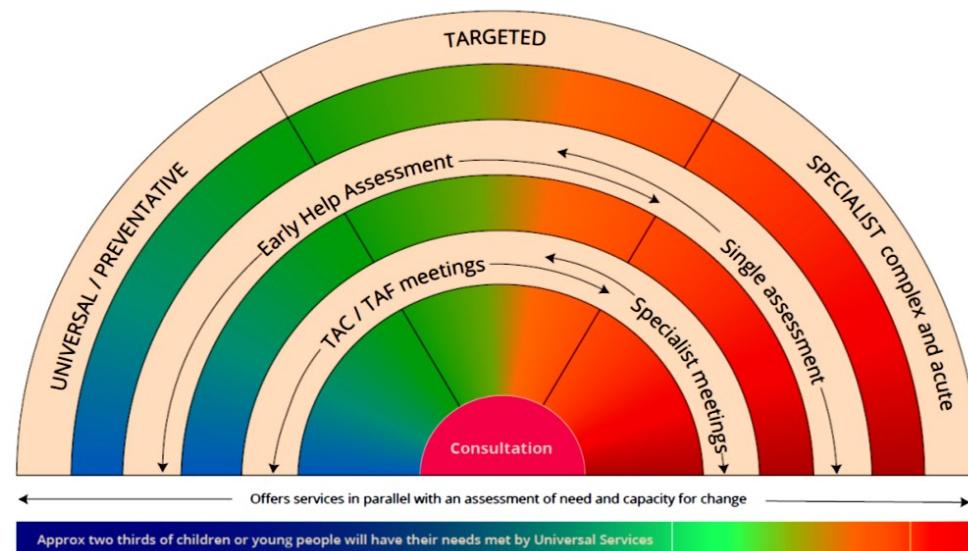
The MASH and Early Help Hub are designed to meet the two key principles of effective safeguarding as defined by Working Together 2015.

- ▶ Safeguarding is everyone’s responsibility: for services to be effective each professional and organisation should play their full part; and
- ▶ A child-centred approach: for services to be effective they should be based on a clear understanding of the needs and views of children.

Both MASH and EHH operate within a Think Family approach and the Thrive framework. They identify and develop the capacity of the whole family to meet the needs of its children, adjusting services to the changing needs of the family over time.

Progress on Cambridgeshire Priorities

THRESHOLD DOCUMENT



Each LSCB is required to have a Threshold. Ours sets out how Cambridgeshire services approaches keeping children and young people safe and protected from harm. At its centre is the continuum of need, a model that emphasises that the assessment of a child's needs, and meeting those needs, is never a static process. Situations change and as a result so does the level of need and risk.

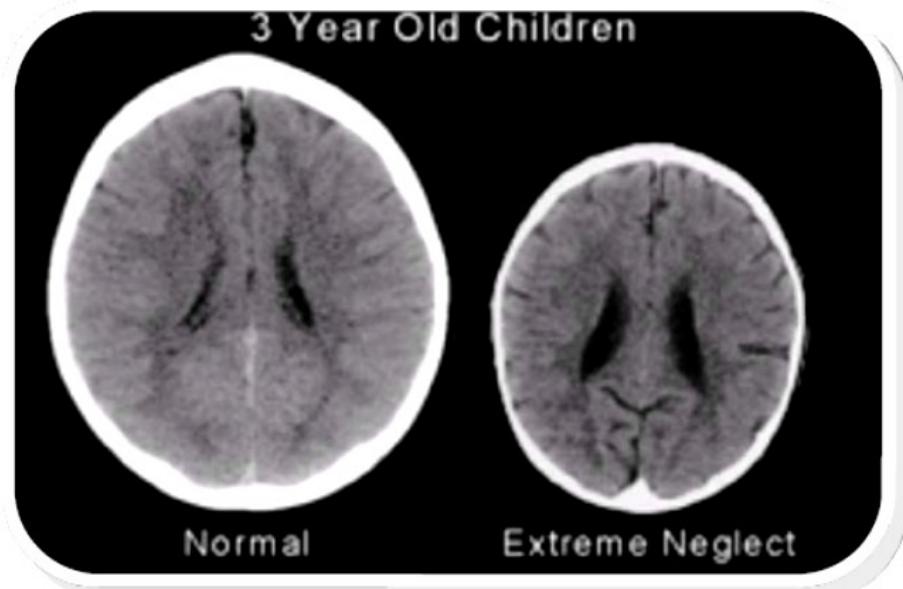
The guidance, which covers the threshold of need and intervention, is a vital tool that underpins the local vision to provide targeted support services at an early stage through to specialist and statutory interventions when it is needed. It offers a clear framework and a common understanding of thresholds of need for practitioners within all agencies. This promotes a shared awareness of the different interventions required

to effectively support children, young people and their families or carer. The Document provides information, advice and guidance that enables any practitioner working with children to know when additional services may be required, including when there is a risk of harm, and how to access those services.

The Document and Integrated Point of Entry were supported by an LSCB publicity campaign and a training programme delivered to a thousand professionals across the county.

NEGLECT

Neglect remains the single most significant reason for a child to be on a Child Protection Plan.



Progress on Cambridgeshire Priorities

Following our Conference in February 2016 it has been an area of priority of Cambridgeshire. We have:

1. Developed better data on the prevalence of neglect in Cambridgeshire
2. Adopted and launched a Strategy that sets out how agencies in Cambridgeshire recognise and respond to "neglect"
3. Outlined what this means for professionals and agencies exercising their duties and responsibilities to protect children and young people
4. Defined how agencies should work together to reduce the chances of children and young people being neglected
5. Reviewed and relaunched the Cambridgeshire Graded Care profile (GCP)
6. Supported the GCP with publicity and a training programme
7. Planned a series of Neglect Workshops to promote good practice and awareness of the available resources



TOOLS: Graded Care Profile

- Based on Maslow's Hierarchy of Needs
- Identifies four areas of care: Physical, Safety, Responsiveness and Esteem - these are then broken down into sub-areas
- LSCB supports the use of the GCP for **assessing Neglect**
- Informs the child protection referral process/improves referrals
- Identifies needs of each individual child within a family
- Can be used to 'work with' and to 'engage' the family
- Objective **Assessment Tool**
- Can be used as a 'Targeted' Action Plan'
- Evaluate changes for children
- Can be used as supportive evidence
- Reflects the Cambridgeshire Threshold Document levels



http://www5.cambridgeshire.gov.uk/lscb/info/12/child_neglect

Progress on Cambridgeshire Priorities

MULTI-AGENCY SAFEGUARDING HUB (MASH)

Evidence of the performance and effectiveness of Cambridgeshire services

- ▶ Through the Cambridgeshire Children's Change programme there is increased partnership representation within the MASH responding to safeguarding concerns across the county.
- ▶ There is a stronger governance structure for the MASH and associated partner agencies. There is a Governance board, chaired by the LSCB chair, and attended by suitably senior representatives of MASH agencies covering the three MASH thematic areas of child protection, domestic abuse and vulnerable adults.
- ▶ The MASH operations meeting sits monthly with appropriate managers from MASH partners.
- ▶ The Early Help Hub is now up and running and situated next door to the MASH.
- ▶ The developments of the MASH through the Cambridgeshire Children's Change programme have increased safeguarding partners within the MASH and created the Missing Exploited Trafficked (MET) hub within the MASH.

- ▶ A MASH dataset has now been created and will be subject to monthly scrutiny through the MASH operational meeting.
- ▶ There are weekly multi agency audits of 10 cases that have moved through the MASH.

Strengths and weaknesses

- ▶ At the start of this year the governance arrangements around the MASH were weaker than previously experienced. This is now addressed with an embedded Governance Board and the previously mentioned Operational meeting.
- ▶ Developments within the MASH have targeted children related services over this year. There is still a focus on developing multi agency services for adults in the coming year.

Actions undertaken by LSCB and partners

- ▶ There is a single threshold document for child protection / concern matters.
- ▶ There is a defined CSE protocol.
- ▶ There is a single CSE risk management tool used within the MASH.

Progress on Cambridgeshire Priorities

Impact of the actions taken

- ▶ The MASH has enhanced partnership representation in a collocated environment to deliver multi agency safeguarding responses.
- ▶ The MASH is aligned to the early Help Hub.
- ▶ Agencies all working to and understanding the defined thresholds.

Future Plans

To develop the MASH estate and infrastructure to deliver a bespoke MASH environment across child and adult safeguarding concerns alongside related domestic abuse issues.

CHILD SEXUAL EXPLOITATION

We have two key objectives:

- ▶ Develop a model of staged intervention or “Offer” for the victims and potential victims of CSE
- ▶ Ensure the risk and vulnerability of children Missing from Care, Home and Education has been effectively managed

Work has continued to realign how we structure services to meet the needs of the children and young people at risk. The ability of professionals to identify and respond to CSE has been enhanced by the

creation of a Joint Risk Management tool specifically for CSE which now clearly highlights the level of risk and the correct level of intervention necessary to reduce it.

There is a coordinated multi-agency response to CSE:

LSCB Joint CSE and Missing Strategic Group

This is the forum to manage our services through the joint CSE action plan. Issues arising with partners can be dealt with at this meeting and it is the forum where we would apply lessons from national themes and trends.

MASE Meeting

This meeting ensures we respond to the identified themes and trends in Cambridgeshire. We have access to significant data surrounding CSE and Missing for analysis and respond to areas of concern as they emerge.

Operation Makesafe

This is a police led monthly meeting concentrating specifically on an identified “cohort” of individuals most at risk. The intelligence provided focuses specifically on potential victims, locations and offenders.

Actions arising from the meeting are managed by the CSE and Missing Coordinator who will ensure that the right agencies are engaged.

Progress on Cambridgeshire Priorities

Actions undertaken by LSCB and partners

- ▶ There has been targeted CSE education programmes have been delivered to schools across Cambridgeshire.
- ▶ They engaged with hotels and identified that wider engagement across this industry was required. This has been progressed via a wider regional CSE forum and national Police safeguarding leads.
- ▶ There was partnership engagement with a range of hotels across the county to deliver education in relation to spotting indicators of CSE and seeking such establishments to be more proactive in raising concerns to appropriate safeguarding agencies.

Future Developments

- ▶ We are developing measures to show impact of our work that will go alongside the existing data on numbers of young people at risk and Missing incidents.
- ▶ Respond to the recognition that exploitation can be broader than just sexual and may include gang association or gang related exploitation.

HEALTH

The 'Health Family' have continued to seek to champion the needs of vulnerable children within the health sector and to work effectively with partners during 2016/17.

Together we have

- ▶ Maintained high levels of compliance within health providers for safeguarding children training
- ▶ Engaged with multi agency audit programme
- ▶ Embedded recommendations from CQC Inspections county wide.
- ▶ Ensured due process is followed in the event of a child death, and provided a Consultant led rapid response process
- ▶ Monitored timeliness and quality of LAC Health Assessments.
- ▶ Ensured an effective high quality service for children who are victims of child sexual abuse.
- ▶ Embedding a case conference report template into primary care to strengthen their contribution to case conferences.
- ▶ Strengthened engagement within the Multi Agency Safeguarding Hub
- ▶ Strengthened the use of a "think family" approach in emergency department settings.
- ▶ Developed a pathway for unaccompanied asylum seekers to manage blood born viruses.
- ▶ Developed and utilised a personal health care record for care leavers.
- ▶ Reviewed processes around transitioning of children to adult services in accordance with NICE guidance.
- ▶ Annual Safeguarding GP conference focussing on referrals to social care, fire safety, and unaccompanied asylum seekers.



Progress on Cambridgeshire Priorities

This has improved outcomes for children and young people by

- ▶ Improvements in Primary Care contribution with Case Conferences.
- ▶ Raising awareness of adults presenting in Emergency Departments where there may be hidden children who need support.
- ▶ Improved engagement around LAC health processes
- ▶ Supporting care leavers to be aware of their health needs.
- ▶ Enabled partners to know where to access information and support for young people with emotional wellbeing concerns.

In the year to come we will seek to

- ▶ Fully embed the Child Protection Information System across the county.
- ▶ Engagement with No Wrong Door project for looked after children to improve their life chances.
- ▶ Further embed neglect tool kits across health.
- ▶ Implement resources and awareness of the work of the Lucy Faithful Foundation across the health family
- ▶ Quality audit Child Protection Medical and Sexual Abuse services

SCHOOLS & COLLEGES

The LSCB has a designated group looking at the Education sector that includes representation from all education sectors, LA, Locality, LADO, school nurse and this year one of the LSCB lay Members joined the group.

Its main impact has been to ensure messages get to the right groups and that consistent advice and guidance is provided to schools and settings across all sectors. It has also ensured that LSCB priorities are highlighted with schools and settings, often through the conferences that are run throughout the year

- ▶ All changes across Children's Services have been highlighted and the Threshold document considered
- ▶ Reports have been submitted to the group on safeguarding Reviews and Safer Recruitment Audits carried out in schools.
- ▶ Changes and updates in Government guidance has been scrutinised including Keeping Children Safe in Education.
- ▶ There has been a response to particular issues: Sexting, Exploitation, Neglect and Children Missing



Progress on Cambridgeshire Priorities

VULNERABLE GROUPS & CURRENT ISSUES

Unaccompanied Asylum Seekers

At any time around sixty unaccompanied asylum seekers are in the care of Cambridgeshire County Council. The overwhelming majority are from Iran, Iraq and Eritrea. Over 80% are male, sixteen or seventeen and placed in another local authority area. They have needs assessments and plans in place to support them but these processes were identified as needing to be enhanced. Specialist provision is being established within the Children Services 14 to 25 Team to support this and their effective integration.

Looked after children

The outcomes for Looked After Children remain unsatisfactory. The Council's Corporate Parenting Strategy is supported by workstreams to improve this and the LSCB has received reports on the progress made, providing support and challenge as required.

The number of children getting the medical assessment they need within a month of being accommodated was low and attention has been focussed on this issue at the Board. Action has been taken to improve performance and there is evidence it has been successful.

Children detained in cells overnight.

There was considerable attention paid during the year to the impact on young people of their being held overnight in police cells.

The most significant action to reduce the number of children detained in police cells overnight has come from increased access to responsible adults able to support the child or young person in interview. The Office of the Police and Crime Commissioner provided temporary funding to improve access and this provided ample evidence that this facility was needed. The LSCB has supported agencies in finding a long term solution to meeting this need.

Safeguarding and Sport

The LSCB undertook a review of current safeguarding within organised football and was able to confirm the good level of Safeguarding practice now within the Football Associations.

JOINED UP WORKING

- ▶ Work with the other statutory partnerships to develop an integrated plan on how key shared objectives will be met to reduce duplication, confusion and delay.
- ▶ Work with the Adult Safeguarding Board and Peterborough Safeguarding Boards to increase efficiency and simplify the safeguarding message for staff across the partnership.

Learning and Improvement

Learning & Improvement

VOICE OF THE CHILD



Learning & Improvement

THE VOICE OF FAMILIES

Partner agencies all have a responsibility to get the views of families and service users, through consultation, survey and Customer Care Teams. The LSCB is kept informed of the key messages that come through.

Over the last year:

- ▶ Updated and clearer information has been made available by the LSCB and agencies to service users, including those becoming involved with the Child Protection process or Court proceedings.
- ▶ The LSCB and the Children Services emphasised the need for timely reports and minutes to be prepared and shared with young people and their families. Everyone needs to be ready and prepared if they are to engage productively in discussion and decision making.
- ▶ Children Services staff have been reminded of the need to keep service users informed of progress in actions, and if there is no progress the helpfulness of making certain families know and understand how things stand and that they have not been forgotten.
- ▶ Even greater care is being exercised with information being used and shared in meetings where there is more than one family member involved, including when it is recorded on Flip Charts. Agencies have continually remind their staff about the importance of confidentiality and the safe communication of personal information.
- ▶ Professionals have been reminded that families need to know who professionals are, how they can be contacted and what their role is.
- ▶ We have been reminded that good customer service, be it answering the phone, proper use of Out of Office or displayed ID, is important when working with young people and families.
- ▶ It has been confirmed that professionals need to be particularly careful to provide information and a supportive service to people at points of greatest importance and sensitivity to them. This includes when services begin to be involved, if there is a start to any legal process, or when there are changes in contact arrangements.
- ▶ The LSCB has embarked on producing a web based film giving important information to children and families about how services work and what they can expect to happen when they become involved.

Learning & Improvement

REVIEW OF PRACTICE (SCR)

For the second year running there have been no SCR's in Cambridgeshire. We have, however, undertaken a number of Multi-Agency Reviews on cases which did not meet the criteria for a SCR but about which there were some concerns about multi-agency working.

Examples include:

- ▶ a boy with specialist mental health needs for whom an appropriate placement could not be identified
- ▶ two families linked by the same father where the children had been physically abused by him for a considerable period of time before the abuse was discovered
- ▶ a young woman who was in care and who was vulnerable to further abuse once she had returned to live in her local community.
- ▶ a case where historic information about sexual abuse was not appropriately shared with partners, potentially putting children at risk

In each of these cases, practitioners and managers from the relevant agencies met together and discussed their involvement with the case and identified where lessons might be learned for the future. Action plans were developed for each of the cases.

The learning points were then shared with other practitioners within the partner agencies and included in relevant LSCB training and development events. Where necessary, practice guidance and procedures were reviewed and amended. A 'lessons from practice' leaflet also summarises the learning from these Multi-Agency Reviews.

Throughout the year, work has continued with an independent school where two teachers were convicted of sex offences. The aim has been to ensure that appropriate changes had been made to the school's safeguarding practice. This work will continue into 17/18. The school have made significant changes since the offenders were identified.

From January 2017, Peterborough and Cambridgeshire combined their respective SCR sub-committees in recognition that the majority of members covered both local areas.

Felicity Schofield

Independent SCR Chair

Learning & Improvement

AUDITING

Section 11 Audit

Every two years agencies audit how well they comply with their legal requirements to safeguard and report the audit findings to the LSCB. This was the second year of the cycle. We required confirmation that issues had been addressed as planned. This is how we know if agencies have the leadership, policies and training in place required to safeguard children effectively.

In Cambridgeshire the key agencies were able to show they met these requirements and were set up to safeguard children.

There was a separate Section 11 Audit of GP surgeries carried out this year by the CCG. This highlighted Safeguarding with this key group of professionals and enabled the CCG to work with GPs in enabling them to safeguard children.

THRESHOLDS

Are children getting the right services at the right time? Prior to the changes in Children Services there was an audit of how the MASH responded to referrals that didn't go into Children Social Care.

It found:

1. Thresholding decisions were appropriate.
2. Subsequent work had been undertaken within Early Help to address the needs of the children referred.
3. Referring agency records had some information missing.
4. Feedback to referrers by MASH, and therefore to families, wasn't always understood and used effectively.
5. There was only limited evidence that families understood the referral process and the reasons that CSC had decided it was not in the child's interest they become involved.
6. Some agencies are required to provide information to CSC and/or to request information from Children Services when risk is not so high that a referral was required. This causes difficulties in communication between referrers and CSC.

As a result

1. The new MASH arrangements have clearer referral pathways for professionals and feedback to referrers is a priority.
2. Early Help and Children Social Care are working ever more closely together to ensure a child's needs are met by the right service at the right time.
3. The MASH navigator role will simplify appropriate information sharing between children services and other agencies.
4. MASH and the Early Help Hub have a multi-agency audit process to ensure the right decisions are being made to meet children's needs consistently and on time.

Learning & Improvement

DOMESTIC ABUSE

Agencies participated in an audit using the Ofsted inspection processes with a focus on Domestic Abuse cases

It found:

1. There was evidence of good work being done between agencies.
2. It could be difficult to get a clear picture of the child or young person's perspective on their home life and needs
3. Professionals continued to feel that resources were not readily available to respond to Domestic Abuse
4. Professionals found it difficult to manage the complex tension involved in responding to the needs of the adults present, particularly the victim, whilst focussing on safeguarding the children.

The key actions coming from it were:

1. The LSCB has adopted a Domestic Abuse strategy and resource pack which includes assessment models and interventions that practitioners can use when working with cases of Domestic Abuse
2. The LSCB ensures that the following are addressed in all multi-agency training. a) That the perspective of the child and significant adults must be present in all cases. b) Communication between agencies should include accurate information about the assessed needs of parents and carers.
3. Agencies will ensure that they have robust ways to identify relevant

cases and quality assure the work being done

4. The Cambridgeshire QEG should continue to monitor and improve the Child Protection Conference invitation process and attendance by agencies.
5. A review of the communication process following the identification by the police of a domestic abuse incident with a child present, including passing this information to early years provision, schools and Early Help Teams.

CSE

Shortly before the start of the year we undertook a multi-agency audit of CSE cases. The learning was used during 2016-17.

It found:

1. There was a need for more effective risk assessment of cases
2. There was an under developed range of resources available to meet the needs of young people at risk of CSE
3. Return Interviews were not being used to establish the views of the child and ensure their voice was heard by agencies.

All of these concerns have been addressed by the actions outlined in the CSE section of this report.

The Child Death Overview Panel

The Child Death Overview Panel



THE PROCESS

The primary function of the Cambridgeshire and Peterborough Child Death Overview Panel (CDOP) is to review all child deaths in the area. It does this through two interrelated multi-agency processes; a paper based review of all deaths of children under the age of 18 years by the CDOP and a rapid response service, led jointly by health and police personnel, which looks in greater detail at the deaths of all children who die unexpectedly.

This is a statutory process, the requirements of which are set out in chapter 5 of 'Working Together to Safeguard Children 2015'. The CDOP is chaired by the Independent Chair of the LSCB. The CDOP annual report can be found on the LSCB website.

There are two versions of the annual report, one for professionals and one for general publication. This second version summarises some information in order to prevent individual children from being identified.

The information in this summary relates only to Cambridgeshire children.

NUMBER OF CHILD DEATHS REPORTED AND REVIEWED

During the period of this report, 35 children's deaths were reported in Cambridgeshire, which is 6 deaths more than the previous year. Of those children who died, 66% were less than a year old, the majority of whom never left hospital.

MODIFIABLE FACTORS

It is the purpose of the Child Death Overview Panel to identify any 'modifiable' factors for each death, that is, any factor which, with hindsight, might have prevented that death and might prevent future deaths.

There were two deaths in Cambridgeshire where a modifiable factor was identified. Both of these deaths were babies that died following complications during delivery.

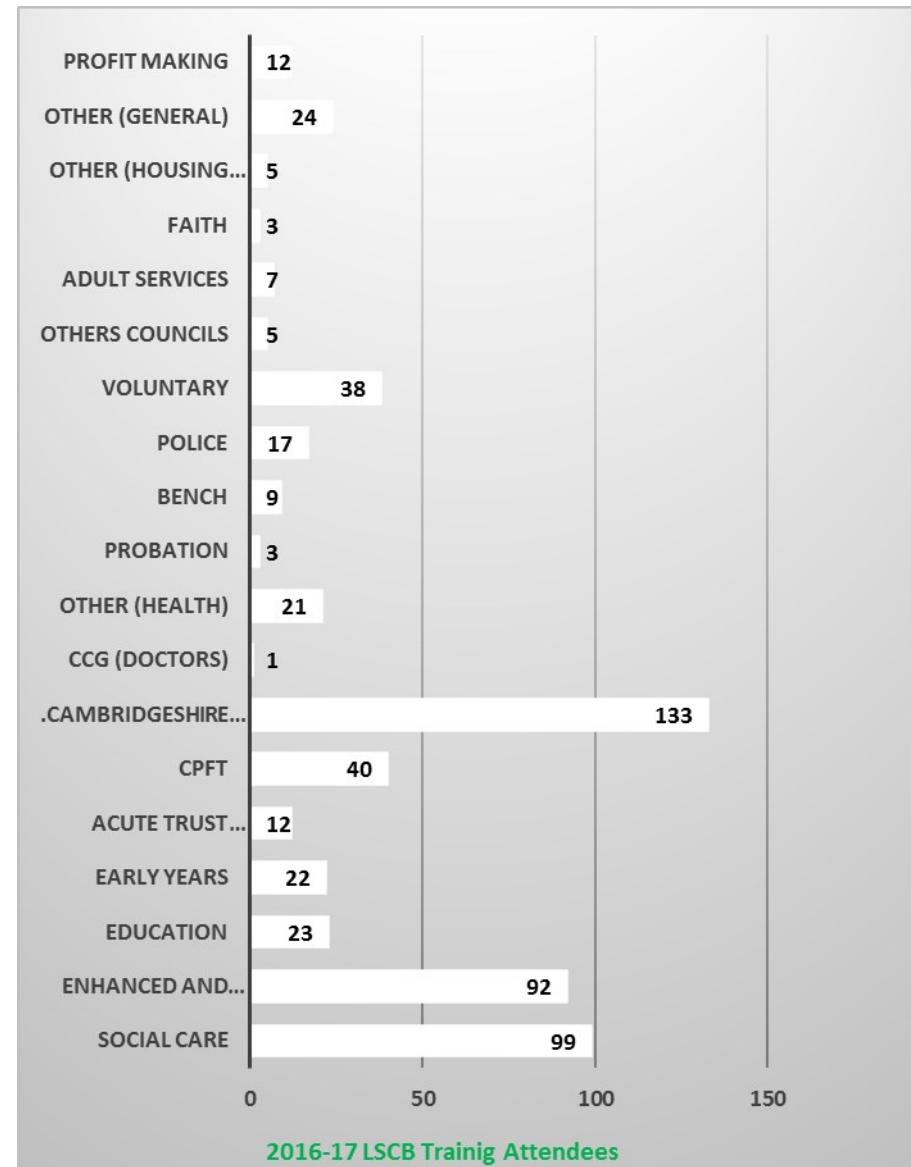
Training & Development

Training & Development

LSCB TRAINING PERFORMANCE & IMPACT

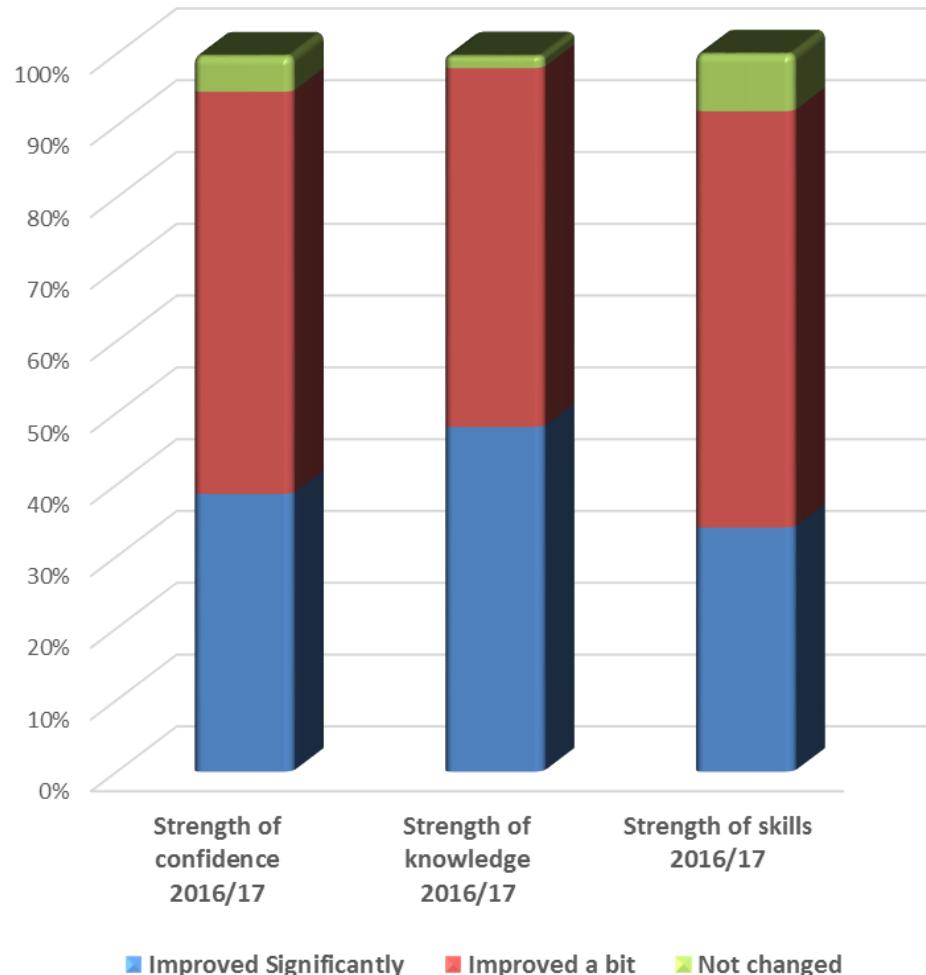
Just over 2000 professionals attended LSCB training events, free at point of delivery to LSCB contributing agencies.

- ▶ 578 practitioners attended 42 safeguarding training courses. 17 Local Practice Groups took place with approximately 217 practitioners attending. Overall, 1,289 practitioners attended 48 LPG Specialist workshops, facilitated to cascade important messages and safeguarding priorities to front line practitioners from a wide range of agencies.
- ▶ 161 people attended the joint LSCB Annual Conference day. 92% of attendees rated the day as 'excellent to good'.
- ▶ As in previous years the LSCB training continues to offer a high standard of training; according to attendees over 90% rated the LSCB training as excellent to good, achieving the aims and outcomes. Overall the feedback on all aspects of the conference were resoundingly positive and practitioners valued the time to reflect on practice and to 'network', finding out about other agencies, their roles and responsibilities for safeguarding children. Local Practice Groups continue to be a safeguarding 'mainstay' for practitioners offering focussed safeguarding workshops and networking opportunities. Practitioners report that '*trainers are brilliant, I feel more confident, will feedback to my team and has increased knowledge and skills*'.



Training & Development

Training data for 2016-2017 to show improvements in practitioner' skills, knowledge and confidence after attening the LSCB training courses



- ▶ Practitioner and manager reviews on the impact of the LSCB training indicate that practitioners feel that they are '*100% better informed*' and that the training '*is relevant to practice*'
- ▶ More importantly practitioner's state that their confidence, skills and knowledge has improved for working to safeguard children and young people.
- ▶ Only 3 single agency training courses have been validated by Cambridgeshire LSCB and 1 by Peterborough LSCB (3 health 1 from CCC workforce development) over the year;
- ▶ The LSCB continues to provide and support safeguarding training for those professionals who are deemed as 'hard to reach'

Training & Development

STRENGTHS & WEAKNESSES

Strengths	Weaknesses
<ul style="list-style-type: none"> • A comprehensive LSCB training programme • Training is well evaluated and reviewed - is shown to impact upon improving practice to safeguard children and young people • Voice of the child within the training / child centred • Well received annual conference • Excellent partnership working • Validation panel to validate single agency training • Proactive quorate workforce development group soon to be joint • Leaflets / information designed to support training on the LSCB website • Booking bug and survey monkey utilised for getting people on courses and evaluation / impact tools 	<ul style="list-style-type: none"> • Depleted training pool with few people available to facilitate courses- courses cancelled • Few planning leads for the LPGs/ LPG's closing • Partners not taking responsibility for LSCB training – to co-ordinate / update / contribute / enable trainers to facilitate • Partners putting pressure on LSCB training with practitioners to be trained as limited single agency courses available • Single agency training not being validated • Website will be changed over shortly may not have all previous programmes available
Opportunities	Threats
<ul style="list-style-type: none"> • Peterborough and Cambridgeshire LSCB Business Units joining- joined up working shared training opportunities • LSCB Business Unit restructure – new roles and responsibilities could enhance training • Assessment Tools becoming mandatory across the council leading to potential single agency training champions to take specialist training forward • New LSCB website / joint with Adults safeguarding and Peterborough • Workforce development group bi annual joint meetings for joined up approach • New CCC structure to support LPGs 	<ul style="list-style-type: none"> • LPGs at risk if there are no planning leads to take forward • Restructure and cost savings within agencies- reducing availability of support and staff involved within LSCB training • Training calendar reduced as no training pool to facilitate the training- courses deleted or cancelled • Lack of validation may impact on child protection and safeguarding – how do we know the training is happening and it's valid / robust and effective? • LSCB Training Manager role is changing – may impact on full time support for training in terms of planning, oversight, development and delivery

Training & Development

Action Undertaken by LSCB and Partners

There is little match between agency use of training and commitment of resources to the training pool, and an increase in support for the pool from some agencies is needed if we are to maintain training with reliable levels of delivery.

To support a local multi-agency approach the LSCB partners need to renew their commitment to allowing staff to continue to facilitate in both the LSCB training pool and the LSCB specialist training pool or both pools will close and the LSCB training will be at risk. Trainers should be willing to commit their time to the training and to plan accordingly.

Business Committee and Workforce development members need to agree on what training is a priority. Both LSCBs are in discussion regarding what courses can be cross the county and what issues are coming out of research, section 11 returns, serious case reviews as local training needs.

Heads of service from social care and Early Help are meeting with the LSCB with a view to bolstering the planning group's membership, reviewing the terms of reference for the LPGs and mapping the LPGs onto the new district model.

In terms of validating courses agencies need to understand that this is a statutory requirement and to ensure that their safeguarding training is either validated or accredited to ensure the training is fit for purpose for a competent and skilled workforce in terms of child protection.

Impact of Actions Taken

The impact of the actions suggested above should ensure the continuation of LSCB training programme and local practice groups for the foreseeable future. This will inform practitioners and improve practice for safeguarding and protecting our children and young people. Additionally by monitoring and reviewing single agency safeguarding training we can be assured that practitioners within agencies are equipped and confident to undertake safeguarding work with children and families.

Future Plans

Cambridgeshire LSCB training is a grounded and respected safeguarding resource for front line practitioners and managers. Moving forward, we need partner support and trainers for the programme. There will be a joint training programme with Peterborough and we will explore the possibility of a different focus on our training, holding shorter days and workshops to enable staff to attend.

Priorities for Next Year & Beyond

Priorities for Next Year & Beyond

ENSURE EFFECTIVE SAFEGUARDING OF CHILDREN AGAINST NEGLECT

- ▶ Demonstrate the successful implementation of the Neglect Strategy.
- ▶ Show that staff are equipped to make informed, consistent assessments of families where neglect is an issue using the Graded Care Profile.

CHILD SEXUAL EXPLOITATION & MISSING

- ▶ Continue the focus on ensuring that children who are vulnerable to exploitation are safeguarded
- ▶ Ensure the risk and vulnerability of children Missing from Care, Home and Education has been effectively managed
- ▶ Safeguard children from the risk of exploitation by Gangs.
- ▶ Safeguard children from the risk of exploitation by extremism and radicalisation.

THE VOICE OF THE CHILD

- ▶ Continued development in obtaining the views of children and young people for decision making and identify the impact of those views.

ENHANCEMENT OF LSCB EFFECTIVENESS IN DISCHARGING ITS RESPONSIBILITIES

- ▶ Working Together is being reviewed in the light of the Social Care Act.
- ▶ The LSCB is re-structuring how it works to prepare for the changes. It will need to continue to show it is effective, is in line with statutory requirement and meets the needs of Cambridgeshire children.

DEVELOPING AND SUPPORTING EFFECTIVE WORKFORCE

- ▶ To have in place adequate resources and capacity to deliver or commission training.
- ▶ That policies, procedures and practice guidelines inform and support training delivery in line with the Learning and Implementation Framework
- ▶ Undertake reviews of local training needs, taking into account research, national developments, learning from SCRs and child death reviews (not only those carried out locally), and Board priorities.