



Kirklees Safeguarding Children Board

www.kirkleessafeguardingchildren.com

Kirklees Safeguarding Children Board

Annual Report 2009-10



Contents

Page

Foreword	3
Introduction	4
Completion of Objectives in Business Plan 2007/10	4
Key Areas of Progress 2009-2010	5
Governance and Accountability Arrangements	5
KSCB Structure	
Implementation of Working Together	
Board Membership and Attendance	
Relationship to the Children's Trust and role of Lead Member	
Challenges for Children's Trust	
The Report of the Kirklees Safeguarding Commission	
The Kirklees Safeguarding Children Unit	
Budget 2009-2010	
Monitoring, Evaluation and Quality Assurance Activity	10
Single Agency Safeguarding and Quality Assurance Activity	
Multi-agency Public Protection Arrangements (MAPPA)	
Multi Agency Auditing of Quality of Safeguarding	13
Section 11 Responsibilities and Audit	
Monitoring Performance use of Data	
Learning and Development Activity	16
The Training Strategy and Training Plan	
E-learning	
Conferences	
Neglect Workshops	
Safeguarding in Education	
Serious Case Reviews	21
Serious Case Reviews in 2009/10	
Context of Serious Case Reviews in 2009/10	
Sharing the Findings and Lessons from Serious Case Reviews	
SCR Recommendations and Actions to Address Learning Implemented in 2009/10	
Child Death Overview Panel	27
Sudden Unexpected Death in Children Analysis (SUDIC)	
Standing Work of the KSCB	29
Communication	
Voluntary and Community Sector	
Domestic Violence	
Managing Allegations	
Child Sexual Exploitation	
Adult Services: Mental Health and Substance Misuse	
Appendices	
Appendix 1 Annual KSCB Budget	33
Appendix 2 Statistical and Management Information	34
Appendix 3 Multi-agency Training Programme April 2009 - December 2010	38
Appendix 4 Training Programme for Schools September 2009 - December 2010	40



Foreword

I am pleased to introduce this second report of the Kirkles Safeguarding Children Board (KSCB). Since I took up the role as the Board's first independent chair in April 2010, I have been impressed by the strong commitment of all Board partners to work together to improve safeguarding arrangements in Kirkles, to operate in a spirit of mutual support and challenge, and to endeavour to make the Board's work open and transparent to the wider public. The Board's focus has rightly remained on what is in children's best interests, and to making a difference to the children and young people of Kirkles.

This report provides evidence that despite the pressure of a heavy workload in the last two years, the Board and its workstreams have delivered all the objectives set for 2007-10, and ensured that we have responded to emerging challenges and changing agendas. This is testament to the hard work put in by staff at all levels and across all organisations. I particularly want to record my thanks to Alison O'Sullivan who has provided an exceptional standard of leadership to the Board during this time, and who continues in her commitment to safeguarding in Kirkles.

Considerable progress has been made through the completion of serious case reviews (SCRs), and in particular, in ensuring that improvements from these are embedded in practice. The lessons learned are the most important part of any SCR: a recent overview of recommendations from previous SCRs shows a strong track record in delivery and implementation in Kirkles.

Having a skilled and effective workforce in every partner agency is key to safeguarding children. The Board has commissioned and coordinated a robust multi agency training programme in safeguarding, as well as ensuring each agency is delivering a thorough in house training programme. In addition through a developing audit programme, incorporating challenge and reflection, improvements are being embedded in practice.

The future for safeguarding and the capacity of the Board to maintain its momentum looks very challenging in the climate of financial cutbacks and rapid change. Every partner agency is facing significant losses of funding and staff, which will inevitably impact on work of the Board and its workstreams. In the months ahead, the Board is committed to keeping a clear focus on safeguarding, particularly for those who are most vulnerable, and in ensuring the impressive progress of recent years is not lost in the change process. I look forward to leading the Board through the challenges ahead.

Bron Sanders
Independent Chair
Kirkles Safeguarding Children Board



Introduction

Local Safeguarding Children Boards (LSCBs) co-ordinate local safeguarding activity and drive improvement to safeguard and promote the welfare of children more effectively. Their role, functions, governance and operation are set out in Chapter 3 of the statutory guidance Working Together to Safeguard Children. Partnership working is the key principle that underpins the work of the Board and its member organisations. This means not only that agencies work in partnership with each other, but also that agencies develop good partnerships with families.

The Kirkles Safeguarding Children Board (KSCB) was established in April 2006 and this is the second report to be published about the work of the Board. This report covers the period from April 2009 until December 2010, and complies with the new guidance for annual reports set out in Working Together 2010, and the requirement to publish a first report under the new guidance by 1/4/11. In future years the Board expects to publish a report annually in June to take account of all the Board's activity within the previous financial year.

Completion of Objectives in Business Plan 2007/10

The KSCB Business Plan is developed to cover a three year period. The KSCB Development and Business Planning Workstream reviewed the 2007–2010 Business Plan in July 2010 and established that all the actions planned for completion by the end of 2010 were achieved on time and all longer term or ongoing actions have been included in the 2010-2013 Business Plan. The 2007-2010 completed Business Plan was presented and signed off by the Board in July 2010 and the new Business Plan for 2010-2013 was agreed. Both documents can be found at http://www.kirklessafeguardingchildren.co.uk/business_plan.html

The information in this report describes the detailed progress of the completed work of the Board as outlined in Business Plan. All the work of the Board and its workstreams directly links to the objectives set out in its Business Plan.





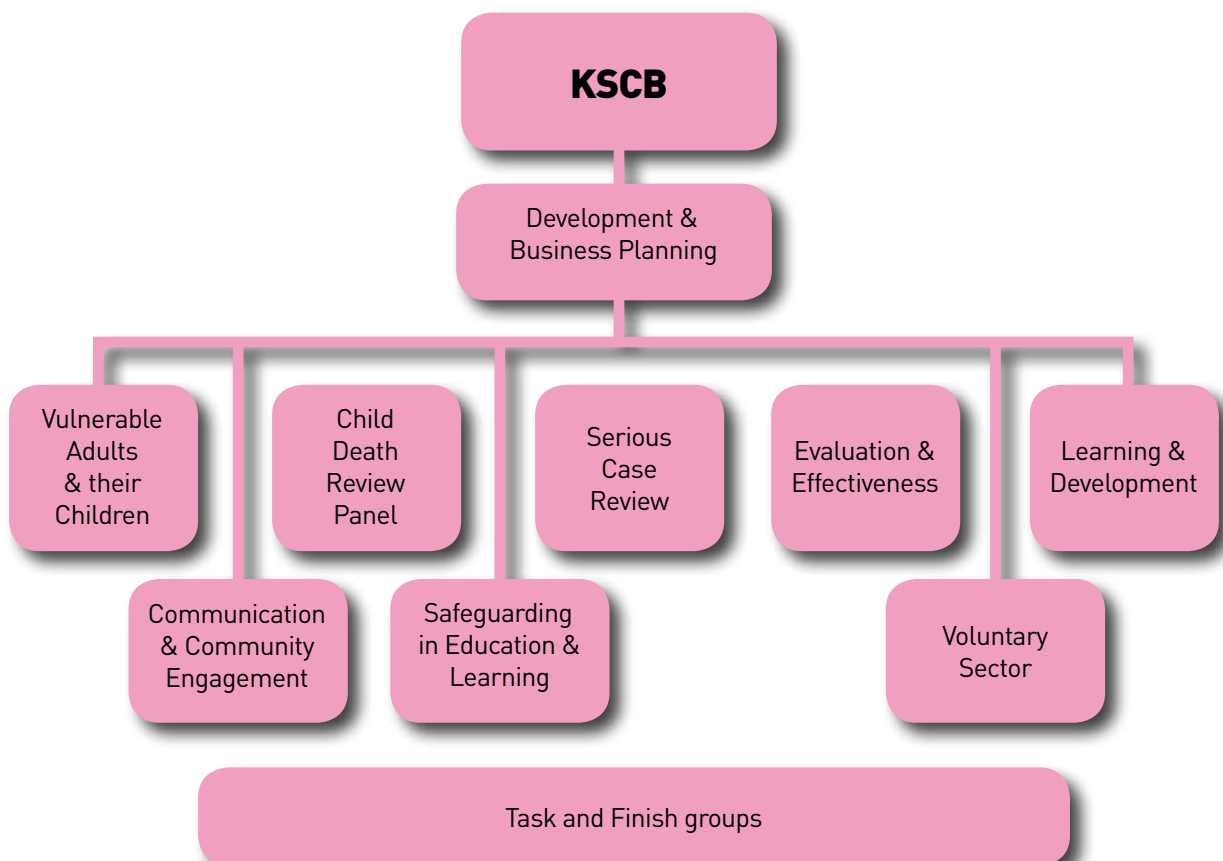
Key Areas of Progress 2009-2010

The KSCB's progress includes the following key areas:

- Increased expertise in serious case reviews (SCRs) including organisation and management, sharing and embedding lessons from SCRs
- Achieved objectives in KSCB Business Plan 2007-2010
- Appointment of independent chair of the Board
- Appointment of a non executive (lay) Board member
- Significant contribution from schools to focus on safeguarding through the funding of additional learning and schools safeguarding officer
- Increased capacity to focus on training and SCRs including significant additional grant from Primary Care Trust in 2009
- Robust Section 11 audit process in place
- Participation in scrutiny commission of safeguarding and implementation of actions
- Joint work with the KSCB and the Kirkles Safeguarding Adults Board

Governance and Accountability Arrangements

KSCB Structure





To strengthen and support the work of the Board a number of workstreams, as identified above, are in place. Members of the Board have taken responsibility for leading these workstreams, including chairing or identifying a chair. A great deal of time and commitment from Board members and their staff has ensured that work is progressing well.

The new structure was reviewed and amended in April 2010 and was approved by the Board in June 2010. The notable changes to the structure are introduction of the Safeguarding in Education and Learning Workstream and the amalgamation of the Domestic Violence, Substance Misuse and Mental Health and Parental Learning Difficulties Workstreams into the Vulnerable Adults and their Children Workstream. The latter will sit within both the Safeguarding Children and the Safeguarding Adults Boards and become the joint responsibility of both Boards. The reason for this was to bring together those aspects that may cause an adult to be vulnerable which may have an impact on parenting and therefore have adverse or safeguarding issues for their children.

The Safeguarding in Education and Learning Workstream is chaired by the assistant director for learning, Directorate for Children and Young People. The statutory representation of schools on the Board has been arranged from head teacher membership within the workstream. Independent schools, sixth form colleges and further education colleges together with representatives from the Learning Service and the Safeguarding Children Unit are also members.

Implementation of Working Together

The Board has implemented most of the key changes in the revised guidance Working Together to Safeguard Children relating to LSCBs.

From its inception on 1st April 2006 until April 2010, the Board was chaired by Alison O'Sullivan, director for children and young people. During this time the Board has grown and developed in response to several changes in legislation and associated guidance, and Board partners have shown their firm commitment in implementing their safeguarding responsibilities. The Board was very pleased to appoint an independent chair, Bron Sanders, on 19th April 2010. This will further strengthen the role of the Board in holding all partners to account for their contribution to safeguarding, and contribute to building public confidence in the openness and transparency of the Board's work.

Board Membership and Attendance

Attendance at Board and workstream meetings is identified by the KSCB as one of the ways in which partner agencies demonstrate their commitment to multi-agency working. The time spent by agency representatives attending KSCB meetings and completing the work that flows from these is recognised as a valuable contribution in kind, without which the successful functioning of the Board would not be possible.

The expectation is that members will attend all Board meetings but where they are unable to do so they should send apologies. There were 11 Board meetings in 2009/10: attendance by agency representatives at meetings was very good bearing in mind that during 2009 the



Board met monthly and had additional extra-ordinary meetings to consider serious case reviews. The attendance from one service area was poor; this was challenged by the chair and resulted in a change of membership that has resulted in good attendance from that service area.

The Board set up a recruitment process to appoint two lay members who will be known as non executive members. The role was promoted and advertised in local newspapers in November 2010, which generated considerable interest and resulted in the appointment of one non executive member who will attend his first meeting in February 2011 following a period of induction. The KSCB has decided to postpone the recruitment of a second non executive member for six months to benefit from the experience of developing this new role on the Board.

Relationship to the Children's Trust and role of Lead Member

The KSCB chair attends the Children's Trust meetings to regularly update the Trust on the work of the KSCB and to provide opportunities for discussion and challenge. Prior to the appointment of the independent chair, the chair of the Evaluation and Effectiveness Workstream and KSCB member Tracey McErlain-Burns undertook this role. The lead member of Kirklees Council with responsibilities for children's services chairs the Children's Trust and also attends KSCB meetings as a participating observer. There are strong and clear strategic links between the Board and the Trust which is enhanced by the chair attending both meetings.

Matthew Holland the lead officer for the development of the Children and Young People Plan (CYPP) is a member of the Board's Development and Business Planning Workstream where the safeguarding elements of the plan are considered and challenged. Pauline Martin, manager of the Safeguarding Children Board, participated in the CYPP challenge event that took place in summer 2009 to identify changes as part of the review process. This resulted in a revised CYPP that has a greater focus on neglect, domestic violence and the implementation of the Common Assessment Framework (CAF). The KSCB has participated in the review of the Children and Young People Plan and receives regular reports about its progress. This annual report will be formally presented to the Children's Trust who will respond through the revision of the CYPP.

Challenges for Children's Trust

The implementation of the Common Assessment Framework has been identified as an issue in the Section 11 audit, serious case reviews, and was also reflected in the findings from the Duty and Assessment Service unannounced inspection which took place in October 2009. Considering the size of the children's workforce within Kirklees, organisations do not appear to be identifying families to support through the CAF process. The Board has satisfied itself through regular reporting that there is a clear infrastructure in place to support the CAF process but practitioners are not yet using this to its full potential. The Board has been monitoring CAF for 12 months and is satisfied that training and support mechanisms are in place. The Board continues to promote the importance, potential and take up in the use of the CAF and believes that this could be enhanced further by the Children's Trust.



The Report of the Kirkles Safeguarding Commission

The commission into Kirkles safeguarding services was established by the Council's Cabinet on 07.02.09. The commission was independently chaired and comprised of five elected members of the council, and an independent adviser. The terms of reference for the commission were to examine:

- the effectiveness of the council's child protection services and the quality of service provided;
- arrangements for the identification and prevention of maltreatment to children, including training and procedural guidance for all agencies involved;
- mechanisms for the scrutiny and accountability, including external evaluation and the role of key elected members, senior officers and managers; and
- the effectiveness of the Safeguarding Children Board, including learning from serious case reviews.

The full report was presented to the KSCB in October 2009 and found the KSCB as well established, with high levels of commitment from partner agencies, and as having achieved an appropriate balance between challenge and support. The Board's training responsibilities were found to be well managed, and the accessibility and quality of safeguarding procedures, now standardised across West Yorkshire, had been widely commended by both managers and front-line staff.

The commission described the work of the KSCB as well organised, and acknowledged that its workload had increased partly because of resources required for serious case reviews, and partly because of the increased focus and publicity on safeguarding nationally. Lessons from serious case reviews were found to have been widely disseminated and influential in improving policy and practice. The KSCB has been monitoring the progress of the action plan developed in response to the commission's report, and has incorporated actions into its own Business Plan. Some of the key findings have shaped and influenced the design and delivery of future services, particularly integrated services.





The Kirklees Safeguarding Children Unit

The KSCB employs a safeguarding children manager, Pauline Martin, to ensure the Board works effectively and to move forward the operational and strategic responsibilities of the Board ensuring objectives are achieved. She chairs a number of KSCB workstreams and other meetings. A key aspect of the role is to support working relationships between the KSCB and the Children's Trust Board, KSCB members and voluntary and community groups. She has a lead role in the development of the KSCB Annual Report, business and training plans and manages the KSCB budget. To support the manager deliver the work of the Board she manages a small team of staff:

- **Safeguarding children coordinator**, Phil Coneron, whose remit is the coordination of the Child Death Overview Panel (CDOP) and day to day running of the child death review process. He is also responsible for updating and implementing policy and procedures, and collating and analysing performance information that supports the work of the Evaluation and Effectiveness Workstream.
- **Learning and development officers**, Lynrose Kirby and Rebecca Williams, who are responsible for developing the KSCB multi agency training strategy and plan. They work in partnership with multi-agency staff on the implementation of the training plan. They also design, deliver and commission a range of training and development activities to ensure the KSCB training strategy outcomes are achieved.
- **Learning and schools safeguarding officers**, Eunice Cox is responsible for providing safeguarding training within the Learning Service and schools. The role acts as lead officer and provides professional advice and support on child protection and safeguarding issues for the service and schools. Due to the very high demand from schools for support the Schools Forum has funded an additional learning and schools safeguarding officer for two years, Suzanne Brown was appointed to this post in July 2010.
- **Safeguarding children coordinator** (practice and review), Chani Mortimer enables the Board to meet its responsibilities on implementing local and national guidelines for carrying out serious case reviews and ensuring effective implementation of learning and the evaluation of action plans. The post is a fixed term appointment for 12 months.
- **Administrative and information officer**, Diana Flocks is responsible for all Board and workstream administration. She takes responsibility for updating the information on the website and is a lead on communication initiatives.
- **Administrative assistants**, Caryn Hansom and Kursharanjit Kaur, who support the training and child death review functions, both posts support the administration of a number of workstreams.



Monitoring, Evaluation and Quality Assurance Activity

A significant aspect of this work is overseen by the Evaluation and Effectiveness Workstream. The workstream was chaired by Tracey McErlain-Burns, Chief Nurse, Mid Yorkshire Hospitals Trust, until April 2010 and it is now chaired by Pauline Martin, KSCB Manager. Its main focus is to monitor and challenge the effectiveness of safeguarding arrangements within each of the partner agencies and report to the KSCB Board.

Single Agency Safeguarding and Quality Assurance Activity

This part of the report describes the external quality assurance activity within individual agencies that is regularly collated for monitoring by the Evaluation and Effectiveness Workstream. If an agency or service is not performing well an exception report and action plan is required from that agency.

Health

Following the tragic case of Baby Peter, the Department of Health asked all NHS Trusts and Primary Care Trusts to review their safeguarding arrangements for children and publish a statement on how they are fulfilling their obligations. Health organisations were specifically asked to look at 'Board Assurance' around child protection systems, including governance arrangements, leadership, training, staffing and partnership working. This declaration was a key part of the Care Quality Commission Registration for April 2010.

The KSCB were informed that NHS Kirkles (formerly Kirkles PCT), Mid Yorkshire Hospitals Trust, Calderdale and Huddersfield Trust, and South West Foundation Partnership Trust were all compliant with the Care Quality Commission standards.





Annual Children's Services Assessment

The annual assessment of children's services is carried out by Ofsted looking at the performance profile of the quality of services and outcomes for children and young people in the local area. In reaching the assessment of children's services, Ofsted takes account of all inspected and regulated services for children and young people and arrangements for making sure children are safe and stay safe.

The assessment found the review of the Children and Young People Plan demonstrated good progress in some important areas and was also clear about what still needs to be done. The Local Authority has a strong focus on continued improvement and plans to improve performance in schools and is developing a 'narrowing the gap strategy' to address inequalities in outcomes for children and young people whose circumstances makes them vulnerable, including those from minority ethnic groups.

The outcome of the assessment received in December 2010 was that children's services in Kirklees Council perform well which is described by Ofsted as an organisation that exceeds minimum requirements.

Schools

In each of the last two years, a safeguarding audit has gone out to all schools in Kirklees. In the first year 54 schools responded and in the second year we have had returns from 109 out of 191 schools. In this current school year the Board aims for full compliance with the audit, and audits will also be sent this year to independent schools, sixth form, and further education colleges. Schools that have not responded will be followed up and a visit will be made to the school to go through the process with them individually.

The KSCB receives the outcome of Ofsted inspections in schools and since the Board has been monitoring this in 2009 no school in Kirklees has received an inadequate judgment in either the 'safeguarding' or 'pupils feeling safe' criteria.





Children's Social Care

Five Local Authority residential establishments for children were inspected during this period receiving a 'good' judgment for safeguarding and one received 'outstanding' for the third consecutive time.

Both the adoption and fostering inspections received 'outstanding' judgments. The private fostering arrangements were judged inadequate in November 2008, the KSCB has regularly monitored an action plan and resulting progress, and is satisfied that significant progress has been made to address the inadequacies in this service area. The Board's conclusion has been ratified as the recent private fostering inspection by Ofsted was judged to be 'good'.

The Duty and Assessment Service received an Unannounced Inspection in October 2009. There were no areas for priority action identified. A number of strengths were identified including all of the staff interviewed reporting good support through regular supervision, and high quality and appropriate training. Assessment records showed

good communications between agencies and good engagement with families as part of all assessments. The inspection highlighted effective implementation of the recommendations from serious case reviews including improvements to the work undertaken around pre-birth assessments, with the introduction of a good template to guide staff to deliver best practice. Good arrangements to respond to domestic abuse including assessment processes with the police were also identified.

The Unannounced Inspection identified a number of areas for improvement including the computer system and that the CAF was under-utilised by all partner agencies, resulting in greater demands on social care staff. A lack of adequate recording and analysis was also identified in some assessments. The KSCB has received regular updates on the progress of the action plan to address the issues identified in the inspection, and is satisfied that progress is being made, although there is still more work to be done on the use of CAF.

Multi-agency Public Protection Arrangements (MAPPA)

Where someone has been convicted of a serious violent or sexual offence they are subject to MAPPA. Under MAPPA, police, probation and prisons meet regularly with other agencies involved. They pool information in order to decide the risk posed by the offender and the action they must take to manage that risk.

West Yorkshire Probation has received 'green star' status for performance, which includes measures for public protection work, one of only two metropolitan areas to demonstrate this outstanding level of performance.

Andrew Bridges, HM chief inspector of probation, wrote, following an inspection of risk of harm work by West Yorkshire Probation: "A serious further offence can happen in any part of the country at any time, even where public protection practice is at its best. This is because it is not possible to eliminate risk when working with offenders in the community.... In the case of West Yorkshire Probation the position is that their public protection practice is above the national average for probation in England and Wales".



Multi Agency Auditing of Quality of Safeguarding

The Board monitors single agency audit activity through a number of channels, namely the Section 11 audit tool and by monitoring the implementation of recommendations from serious case reviews. Single agency audits may be brought to the Evaluation and Effectiveness Workstream if they highlight good multi-agency practice or areas where improvements may lead to better outcomes for children and families.

Section 11 Responsibilities and Audit

The Evaluation and Effectiveness Workstream oversees an audit to understand the compliance of agencies represented on the KSCB in meeting their responsibilities to safeguard and promote the welfare of children under Section 11 of the Children Act 2004. The KSCB member agencies complete a Section 11 self audit tool using a template on an annual basis in order to establish whether they are achieving desired outcomes. The audit enables KSCB member agencies to report on their internal programme and methods of audit. These audits usually have a specific focus, such as appropriate recognition of risk and monitoring the quality of referrals and assessments, record keeping and compliance with procedures. The audit template requests information on a number of areas including the following requirements:

- Having a named person at senior management level or equivalent to champion the importance of safeguarding and promoting the welfare of children throughout the organisation.
- That all staff should be made aware of their agency's policies and procedures on safeguarding and promoting the welfare of children.
- Safeguarding is taken account of in terms of policy, practice, training, recruitment and induction with specific identified actions in their implementation.
- Staff should have an understanding of their safeguarding roles and responsibilities, and those of other professionals and organisations.
- Robust recruitment and vetting procedures should be put in place to help prevent unsuitable people from working with children.
- Effective arrangements for safeguarding and promoting the welfare of children should include having agreed systems, standards and protocols in place for sharing information about a child and their family within and between agencies.

In order to add extra value to the process, it was agreed that each agency would also attend an annual challenge event; the first challenge event was held in June 2009 and was repeated in June 2010. The purpose of this event is to offer further challenge into each Section 11 audit that is returned. This process proved extremely successful, changing a paper based response into a dynamic, interactive process allowing both agency representatives and the Evaluation and Effectiveness Workstream an opportunity to examine the responses on the return. A fixed set of questions provided the framework in which to explore individual agencies' Section 11 audit return and representatives were also asked to give an informal 10 minute presentation describing the progress that has been made from the previous year's audit.



The organisations that took part were West Yorkshire Probation, The Mid Yorkshire Hospitals Trust, West Yorkshire Police, Calderdale and Huddersfield Foundation Trust, Kirkles NHS, Kirkles Children's Services, South West Yorkshire Partnership Foundation Trust, NSPCC, Communities and Leisure, and Connexions. CAF/CASS did not complete their audit and were unable to participate in the challenge event. This has been addressed by the KSCB chair and has resulted in a late submission.

Across the system a number of areas of **good practice** were identified:

- **West Yorkshire Probation** ensures supervision plans include the impact of parental offending behaviours on children.
- **West Yorkshire Police** have improved the way that information is shared on major cases and serious case reviews.
- **The Mid Yorkshire Hospitals Trust** safeguarding training strategy has been ratified and the compliance of individual members of staff with safeguarding training requirements is reviewed at their annual appraisal.
- **Connexions** continue to ensure that all services that are commissioned are required to complete a Section 11 audit.
- **Calderdale and Huddersfield Foundation Trust** took a team approach to working through the audit. This model of good practice resulted in consistently improving scores in all areas.
- **NHS Kirkles** have made considerable improvements in the engagement of children and young people via consultation documents and face-to-face interviews.
- **Kirkles Council Children and Young People Service (ChYPS)** have improved support and training for the implementation of CAF.
- **South West Yorkshire Partnership Foundation Trust** has improved its assessment process including questions that are asked about adults' contact with children.
- **NSPCC** developed training on cultural awareness and also improved the process for referrals.

There were some issues that were identified for further development within a number of agencies. These included:

- Implementation of the Common Assessment Framework.
- Some difficulty experienced by most organisations in engaging with children when developing services. There has been some good work in this area identified by NHS Kirkles which has been identified for sharing.

Following responses to last year's audit the Evaluation and Effectiveness Workstream redesigned the audit tool which has now been adopted as the standard tool for LSCBs in West Yorkshire. This allows those organisations that span more than one Local Authority area to complete their Section 11 audit once and has been seen as a significant improvement by those agencies. It will also allow cross-authority benchmarking which will help to share best practice and drive further improvement.



Monitoring Performance Use of Data

Performance indicators represent a useful tool for monitoring trends and statistical information. The Evaluation and Effectiveness Workstream regularly monitors information and uses it to raise questions and issues requiring further assessment. When data shows trends going out of the acceptable parameters this is challenged by the workstream. The workstream monitors information in respect of children subject to a child protection plan, information regarding domestic violence, the Common Assessment Framework, and statistical information regarding social care.

The number of children in Kirkles that became subject to a child protection plan increased during the reporting year April 2009 and March 2010 from 229 to 284, this information highlights a significant increase and has an impact on the workload of all agencies. This is similar to the rise in the numbers of children subject to child protection plans nationally and which has been linked to the outcome of the response to the death of Baby Peter that was reported in December 2008. Although figures in September 2010 indicate a decreasing trend (241) this is still higher than previous years.

For those professionals working with children and families with a child protection plan it is important that changes have been achieved in their lives to ensure children are protected. It is therefore important to ensure that the plan is effective and clear timeframes are in place for change to be made. In Kirkles children with a child protection plan which lasted longer than two years was 3.3% which is lower than the national average of 5.6% (2009), a low number in this indicator is viewed as good performance. The most common reason that children are made subject to a plan is because of neglect which is 39% in Kirkles and again is in line with the national data of the most common reason with a figure of 46%.

In September 2010, 121 children subject to a plan lived in North Kirkles, 114 in South Kirkles and six were recorded as living out of area. The majority of children (70%) with a child protection plan are in three of the seven Kirkles localities. These localities include some of the most deprived areas of Kirkles where 50% of Kirkles population resides.





The total number of domestic violence incidents that the police were called to within Kirklees from July 2009 to June 2010 was 4369 of which 1822 (42%) had children present in the household at the time of the event. The actual number of children recorded as being present was 3142. This is a significant number of children and whilst not all may have witnessed or heard the violence the Board has ensured that domestic violence and the impact on children is addressed within the Kirklees wide Domestic Violence Strategy.

The CAF is a standardised approach to conducting an assessment of a child's additional needs and deciding how those needs should be met. It can be used and completed by practitioners from any agency who come into contact with children and young people.

There is a clear infrastructure in place to support the CAF process and training has been rolled out and prioritised in agencies but practitioners are not using CAF to its full potential. From April 2010 to September 2010 the number of CAFs undertaken was 103, just considering the number of children in a household where domestic violence has occurred, one would expect a number of these children to have additional needs that would require support through the CAF.

A summary of some of the information that the Evaluation and Effectiveness Workstream has looked at can be found in appendix 2.

Learning and Development Activity

The majority of this work is overseen by the Learning and Development Workstream which was chaired by Lorraine Hansom, programme director for safeguarding, ChYPS, until September 2010. The workstream is now chaired by Catherine Harrison, community manager ChYPS.

The workstream met nine times during this period; attendance is much improved from last year and there has been good representation from across KSCB partner agencies. Some members of the group are responsible for training delivery, whilst others have a wider remit including workforce development. This has provided a good balance in dealing with the whole range of learning and development activity.

Throughout the year the workstream has focused on the Business Plan objectives and the Learning and Development Strategy and annual Training Plan. The appointment of two permanent KSCB learning and development officers has greatly assisted the workstream in making progress on the Business Plan actions and developing a strong approach to the training plan cycle.

The Training Strategy and Training Plan

The Board's learning and development activities have a key role to play in promoting local guidance, procedures and processes and in providing feedback from practitioners on what works well and what needs to improve in inter-agency work.

The KSCB learning and development team were fortunate to have received an increased training budget during 2009-2010 due to a generous one-off grant from the PCT and this



significantly increased the training activity. It is recognised that during the coming years there will be increased pressures on budgets and training provision. The learning and development officers have therefore implemented changes in 2010-2011 to save money without affecting the range and quality of learning and development activities offered. Along with the pressures of budget it is felt that the biggest challenge to the learning and development team in the coming year is to “drill down” into single agency training provision on safeguarding to gain a full understanding of what is provided, to quality assure this and to provide support where required.

The training strategy and plan has been a key focus of the workstream activity, it ensures a balance between single agency and multi agency training to ensure that a full range of the necessary training and development activity is in place to safeguard children.

The training strategy describes the different levels of training that the Board provides in line with the Working Together Guidance:

- Level 1 – those in regular contact with children, young people and adults who are parents and carers.
- Level 2 – those who work regularly with children, young people and adults who are parents or carers who may be asked to contribute to the assessment of children in need.
- Level 3 – those who have particular responsibility for safeguarding children.
- Level 4 – managers and those with strategic responsibility.

A training needs analysis across KSCB member agencies was undertaken by the learning and development officers. This has helped identify the content of the training plan for the current year.

The availability of multi-agency courses has increased by 100% during 2009-2010 providing opportunities to share knowledge across disciplines and further develop knowledge in safeguarding and in particular, more complex safeguarding issues. It is well acknowledged that multi-agency training also fosters better working relationships between agencies. KSCB are fortunate to have the commitment of a wide range of individuals across the agencies in Kirklees who have given their time and expertise to enhance the multi-agency training provided. A full account of training and attendance can be found in appendix 3.

A broad range of agencies participate in groups such as the training pool, Learning and Development Workstream and supporting specific courses. The KSCB is also strengthening relationships with Organisational Workforce Development Team and adult safeguarding trainers, this has enhanced the training provided ensuring a strong understanding of the needs and pressures of individual agencies and avoiding overlap.

E-learning, short briefings and masterclasses have also increased the access to training by providing training in way that is time efficient and convenient.



The workstream has considered action plans in respect of two serious case reviews in which learning and development issues have been identified. The workstream has ensured that actions have been progressed and that evidence is collated to support these actions and demonstrate that learning is embedded. Over recent years inter-agency training on CAF has been rolled out by the CAF team within the council but in response to findings from serious case reviews and the Section 11 audit all KSCB training courses now incorporate training on the role, purpose and processes of CAF and link to the CAF training programme.

Key themes from recent serious case reviews in Kirklees are: neglect; importance of analysis; family history and fathers, or significant males, in assessments; inter-agency working; and keeping the focus in the child. These issues have all been either developed into specific courses or included in current courses with the course content reviewed.

In 2009 work began on an interactive DVD as a new training resource to facilitate preparing for and attending child protection conferences. The DVD shows the process of a conference and offers opportunities for learners to undertake a variety of training exercises. It was used for the first time on 14/07/10. The DVD has been received very well by learners and the Board is very grateful to the local practitioners who were involved in production of the DVD and the agencies which released their staff. An event was held to promote the new training package to managers as well as introduce them to some changes in the child protection process. We are filming an additional scene to show the chair of a child protection conference meeting with parents prior to the conference. We will upload the additional scene to the KSCB website in order that parents who will be attending a conference for the first time can be directed to it as part of their preparation to help familiarise themselves with the process.

E-learning

The Kirklees Safeguarding Children Board website has an e-learning training module in Awareness of Child Abuse and Neglect. It is the main delivery route for Awareness of Child Abuse and Neglect. It is the responsibility of individual agencies to meet the training needs of those who do not have access to the internet through other single agency training events.

The course is designed for anyone who comes into contact with children, young people, their parents or carers, through work or voluntary work in Kirklees. It is therefore a level 1 course which is endorsed and certificated by the Kirklees Safeguarding Children Board. The course went live on the KSCB website in September 2009 and has been extremely effective in enabling large numbers of staff to access basic training or refresh their knowledge of this subject. 7095 people completed the e-learning course between September 2009 and December 2010.

The KSCB also has an e-learning course on the issue of private fostering. This course is for everyone, including members of the public, who need a basic awareness of private fostering. The course explains what a private fostering arrangement is, the regulations, and the responsibility to inform the local council about children who are looked after by someone else in a private fostering arrangement.



Conferences

In October 2009 the Safeguarding Board hosted a multi-agency conference on the 'Impact of Domestic Violence on Children'. The purpose of the conference was to improve the knowledge of practitioners, managers and others about the impact of domestic violence on children in order that better protection can be put in place for those children affected. The conference was run in partnership with the University of Huddersfield and with the support of partner agencies.

On 06/07/10 the Board held a 'Think Family' conference at the University of Huddersfield. The purpose of the conference was to bring workers from children's and adult services together to think about the needs of the whole family whenever they are intervening with one family member in order to increase the protection of vulnerable people. 158 delegates attended from local agencies. There were opportunities for delegates to consider working with parents with learning disabilities to protect the rights of parents and children to a relationship while ensuring good assessments. The impact of parental imprisonment and the work of the Eden team which provides specialist services to pregnant women with additional needs were considered. The Fatherhood Institute delivered a presentation on how agencies can improve working with fathers and the Kirklees Family Intervention Project talked about their work with adults and children in Kirklees to reduce their anti-social behaviour so they can remain in their family home rather than running the risk of eviction. Evaluation forms showed overwhelmingly that delegates found the conference to be interesting, useful, and had given them a better understanding of how children's and adult services can work together.





Neglect Workshops

In October 2010 two workshops were held as consultation events. One was for practitioners with 46 attendees and the second for managers with 42 attendees. Sue Woolmore, independent consultant, gave a powerful presentation showing how easy it is to fail to protect neglected children because of non-compliance by parents and by being diverted by parents' issues in spite of good intentions and ostensibly following procedures.

Both practitioners and managers were asked a series of questions in facilitated discussions about how to best work with neglect, including what was current good practice and what might need to change in order to improve work in this area.

The feedback from these sessions has been presented to the Board with a number of proposals to meet the challenge that the Board will be working on during this and the next financial year.

Safeguarding in Education

The post of safeguarding officer for schools and learning was created in August 2008 and has now completed two academic years. The first year was very much about introducing the role to schools and providing training and support as demand required. The second year has been about developing the role and looking at how the training can be planned in a more strategic way and also developing courses from information gathered throughout the first year. The demand from schools for safeguarding training and support was very high and as a result the Schools Forum has provided funding for an additional post for two years to meet their requirements.

Much time has been given this year to responding to safeguarding queries from schools which have ranged from questions about their single central records and CRB checks to difficulties in managing complex child protection issues in their establishments. There have been some situations that have required discussions with children's social care to enable some clarity of understanding between the two agencies to ensure children remain at the centre of any action taken and other times when meetings have been held to work towards resolution of difficulties. Some time has been given to head teachers who have been quite new to the role of safeguarding providing advice and support in completing their audit, for others time has been spent supporting them in preparing for the safeguarding element of the Ofsted inspection.

Section 175 of the Education Act 2002 places a legal requirement on schools to safeguard and promote the welfare of children. Safeguarding Children and Safer Recruitment in Education guidance advises that all staff who work with children in schools and governors have training on safeguarding children to enable them to fulfill their responsibilities in respect of child protection and that suitable refresher training is accessed to keep staff knowledge and skills up to date.

In Kirkles there are 194 schools, of which 154 are primary schools, seven are middle schools, 20 are secondary schools, six are special schools and there are two pupil referral units. There are also young people under the age of 18 receiving education at sixth form



Serious Case Reviews

The Serious Case Review (SCR) Workstream fulfils the statutory duty of Board in respect of SCRs. It consists of appropriate representatives of the Board and is chaired by the assistant director for safeguarding children and vulnerable adults/designated nurse, NHS Kirklees.

The SCR Workstream takes responsibility for considering whether a review should be undertaken and will make recommendations to the KSCB chair in that respect. The workstream also has the responsibility for monitoring the progress of action plans relating to SCRs.

The Board values the SCR process as an important learning tool that gives partner agencies an opportunity to consider how practitioners are working to support children and families on the front-line, and to identify lessons for improving the way in which agencies work together to protect and promote the welfare of children.

Serious Case Reviews in 2009/10

Newly Commissioned Serious Case Reviews in 2009/10

SCR6 was commissioned in March 2010, an independent chair and author has been appointed and the SCR panel has met on eight occasions. No further information is included in this report as this will be published in the executive summary. At the time of writing this report police investigations are ongoing which may affect the panel in reaching its final conclusions.

Ongoing Serious Case Reviews in 2009/10

SCR5 commenced in 2008/09 and was ongoing throughout 2009/10.

SCR1, commissioned by Sheffield Safeguarding Children Board in 2007/08, was ongoing in 2009/10. However, it should be noted that Kirklees agencies have already made improvements to local services during the reporting year as a result of lessons from this case.

Three SCRs were completed in 2009/10, SCR4, SCR3 and SCR2: these were commissioned prior to the period covered by this report.

Context of Serious Case Reviews in 2009/10

The reporting year was a challenging and resource intensive time for all agencies that work with children and families in Kirklees. The Board had commissioned a number of SCRs, and was managing a complex and high profile case that was subject to intense media speculation and scrutiny. This was a very challenging time and had an enormous impact on partner agencies. However, the Board remained focused on review processes as an opportunity for learning and to generate real improvements in the way in which practitioners engage with and support children and families. Partner agencies engaged with the review process and worked hard to prioritise their response to this work, and all



agencies that work with children and families in Kirkles are to be commended for their contributions to the review process and for responding to the lessons that emerged.

During 2009/10, there were five ongoing SCR overview panels that concluded their review in this period. The table below shows which agencies were represented on these panels:

Agencies Represented	SCR1	SCR2	SCR3	SCR4	SCR5
Safeguarding Children Board manager	✓	✓	✓	✓	✓
Barnardo's			✓		✓
Children and Family Court Advisory and Support Service					✓
Calderdale and Huddersfield NHS Foundation Trust		✓	✓	✓	✓
Kirkles Council Strategic Housing					✓
Kirkles Council Children and Young People Service, Learning Service					✓
Kirkles Council Children and Young People Service, Localities - Early Years					✓
Kirkles Council Children and Young People Service, Planning, Performance and Commissioning		✓		✓	
Kirkles Council Children and Young People Service, Safeguarding and Specialist Provision	✓	✓	✓	✓	✓
Kirkles Council Youth Offending Team			✓		✓
Kirkles Council - Legal and Governance		✓			✓
Lifeline Kirkles					
The Mid Yorkshire Hospitals NHS Trust				✓	
NHS Kirkles	✓	✓	✓	✓	✓
South West Yorkshire Partnership NHS Foundation Trust				✓	
West Yorkshire Police		✓	✓	✓	✓
West Yorkshire Probation Board				✓	✓

It should be noted that SCR01 is a review managed by Sheffield Safeguarding Children Board. As such, it is not necessary for the full range of Kirkles agencies to be represented on this panel.

There is considerable overlap between the membership of the SCR Workstream and the required membership of the various overview panels and, in 2009/10, most SCR Workstream members were also full Board members. Given the number of ongoing SCRs and the regular work undertaken by the SCR Workstream, attendance at all relevant meetings required considerable commitment from agencies.



The table below shows the number of meetings for each SCR overview panel, SCR Workstream meetings, and extra-ordinary Board meetings held during the reporting period:

	Number of Meetings
SCR Workstream	9
SCR1	2
SCR2	1
SCR3	4
SCR4	2
SCR5	13
SCR6	8
SCR Workstream extra-ordinary meetings to consider cases for SCR	2
Extra-ordinary KSCB Board meetings to consider specific SCRs	3
Total	42

Sharing the Findings and Lessons from Serious Case Reviews

The SCR Workstream takes responsibility for ensuring that an overview panel makes the necessary arrangements to provide feedback, and debriefing as appropriate, to children, family members and staff affected by a review, prior to the publication of the executive summary (and any subsequent media attention).

The Board delivers regular multi-agency training, which is available to staff across all Kirklees agencies, about the lessons that have been learned from all SCRs undertaken locally and high profile national cases.

Translating Lessons into Improvements in Individual Agencies

Individual agencies take responsibility for translating recommendations from SCRs into improvements in services and producing quality outcomes for children and families. This is managed and monitored through action plans, which are developed alongside agency management reviews, and completed as soon as is practicable and without waiting for an SCR to be completed.

Whilst agencies have a responsibility to monitor progress in implementing recommendations, the SCR Workstream, on behalf of the Board, has a key role in quality assuring the development and implementation of action plans. The SCR Workstream maintains an up-to-date register of progress against all agency recommendations, and compiles evidence to demonstrate that lessons from SCRs have led to improvements in quality outcomes across all areas of service.



Translating Lessons into Improvements in Multi-Agency Working

Established KSCB workstreams are well placed to drive forward recommendations from SCRs. For example, the Communication and Community Engagement Workstream has completed an enormous amount of work to raise public awareness about what to do if it is believed a child is being abused. This work was the direct result of a serious case review recommendation and was implemented by a multi-agency group.

Task and finish groups are created to fulfil the requirements of a particular recommendation. These groups will establish clear terms of reference to identify responsible officers, timeframes, intended outcomes and how success will be measured, and usually focus on a review or audit of multi-agency working arrangements and/or the development of new protocols or working arrangements. For example, a task and finish group was established to develop the protocol for integrated working between health professionals and social care professionals to safeguard children where parental learning disability / difficulty is a factor in parenting ability.

SCR Recommendations and Actions to Address Learning Implemented in 2009/10

An overview of SCR recommendations and improvements that have been implemented across agencies as a result, is summarized as follows:

Assessments:

Clarity and recording in the assessment process. It was sometimes difficult to find appropriate records of assessments and when they began and when and if they were finished. It is clearly important that assessment records are available to current and future professionals working with a family since they form the basis for decision making and planning and provide snapshots of families' changing needs over time.

Most statutory agencies have made improvements to procedures for record keeping and made revisions to existing templates and record keeping systems to enable good record keeping.

Partner agencies have established programmes of audit to check that records are clear and up-to-date.

Pre-birth Assessments:

SCRs identified issues with professional understanding of risk factors and timely and appropriate referrals to children's social care.

Kirkles Children and Young People Service have changed the team responsible for conducting pre-birth assessments to ensure the timely allocation of assessments.

The Calderdale and Huddersfield Foundation and The Mid Yorkshire Hospitals NHS Trusts have made improvements to their internal safeguarding monitoring systems in relation to ante natal care.



The Common Assessment Framework (CAF):

The SCRs have identified some confusion around the arrangements for integrated working and the role of a lead professional. Also, agencies showed limited initiative in completing CAFs as a means of joint professional intervention for children with additional needs.

Kirklees agencies have undertaken a huge amount of work to promote knowledge of and confidence in using the CAF. Governance arrangements, including a programme management board, operational group and locality hubs, have been established to support practitioners undertaking the CAF. CAF co-ordinators are available to support practitioners with the CAF and Multi-Agency Support Team meetings. Over 2000 staff and managers have received training through e-learning and levels 2 and 3 CAF training. Furthermore, as part of the CAF roll-out 'Indicators of Need' have been developed to provide guidance to practitioners involved in identifying, assessing and meeting the needs of children and young people. This document is incorporated into the CAF handbook.

A document has been produced to clarify the interface between the CAF and referrals to children's social care. Close work is being done with key partnerships including probation, Lifeline, teenage pregnancy, MARAC and the police to agree pathways into the CAF process.

Child Protection Conferences and Child Protection Procedures:

Child protection conferences featured in some SCRs, they tended to concentrate on what was known about the adults in a family and did not evaluate the relationship between parent/carer social histories, current risk factors, and the likelihood of harm.

Outline child protection plans were not sufficiently precise about what was needed to change to reduce or manage the risk of harm. Optimistic attitudes led professionals to over-emphasise perceived improvements in parenting while putting aside previous concerns that had prompted child protection measures.

The Child Protection and Review Unit has undertaken a comprehensive review of the child protection conference process, including administration, preparation, minuting, chairing and information gathering. Recommendations from the review have included a stronger focus on risk assessment, changes to invitations, attendance and minutes, refresher training for conference chairs, and making conferences more accessible for children and their families.

Communication Issues:

Numerous inquiries into child deaths nationally (OFSTED 2008; 2009), have identified organisational and professional issues, including poor communication. Kirklees SCRs have identified that failures in communication can take different forms:

Failure to pass on information: In some instances, Kirklees SCRs identified professional failures to pass on information that might have significantly influenced the nature of professional intervention.



Information sharing is integral to the multi-agency training programme and that, delivered by single agencies. Information sharing is a key feature of safeguarding induction programmes across agencies.

Confusion about communication and referrals: Some SCR identified confusion about who would take the responsibility for making referrals and/or passing on information, which could have been clarified by more effective communication. Through the effective use of supervision, as a support and monitoring mechanism, and training, staff at all levels are made aware of when and how to refer a matter of child protection to their line manager, designated person, social care and/or the police as appropriate.

Professional supervision: Kirklees SCR have considered arrangements for professional supervision. Lord Laming emphasised the importance of supportive but challenging professional supervision in his progress report on child protection arrangements. The Board asked partner agencies to report back in six months outlining the steps taken to ensure that systems are in place to monitor supervision, appraisals and all staff competencies in relation to child protection. All the agencies responded to this request and gave details of what systems are in place. Supervision is also reported as part of the broader annual Section 11 audit.

Understanding and responding to domestic violence: A previous SCR had found that agencies involved with the children failed to take account of the effects of domestic violence and to wholly assess potential risks and provide appropriate interventions. SCR2 highlighted lessons associated with domestic violence during the pre-birth stage and the associated risks to the child before and after birth. Agencies have undertaken a lot of work to raise awareness of domestic violence and ensure that staff are equipped to provide appropriate interventions.

In 2009/10, the Board delivered a conference in partnership with the University of Huddersfield to raise awareness of the impact of domestic violence on children.

A protocol has been developed to improve the identification of risk factors and information sharing between police and children's social care Duty and Assessment Service. The protocol includes specific criteria to assist police in assessing when a situation requires a referral, for example when a child has been injured, used as a shield or has called the police, or when the victim is a pregnant woman.

Evaluating the impact of SCR recommendations: The Section 11 audit and the Ofsted unannounced inspection clearly evidence areas where SCR recommendations have made an impact on services provided and practice improvements. The SCR Workstream is also working with the Evaluation and Effectiveness Workstream to establish a programme for audit to consider if improvements made as a result of SCRs are being sustained over time, and if these improvements are having an impact on outcomes for children.



Child Death Overview Panel

The purpose of the child death review process is to collect and analyse information about the death of any child who normally resides in Kirklees with a view to identifying any matters of concern affecting the health, safety or welfare of children or any wider public health concerns. The child death overview panel (CDOP) also monitors the response of professionals to each sudden unexpected death of a child (SUDIC). Kirklees and Calderdale share arrangements for reviewing the deaths of all children in their area. The joint panel aims to better understand how and why children die, and through use of these findings, take action to prevent other deaths and improve the health and safety of the children in the area.

The panel meets every two months and the co-ordination and administrative support is shared by both Local Safeguarding Children Boards. The information collated is by financial year therefore the information in this report covers the period from April 2009 until March 2010.

In this period the deaths of 42 children were reported to the KSCB which is a lower number than in the previous the year when 54 deaths were reported. More than a quarter of all these deaths were related to issues with prematurity and infants just born or in the first month of life. It is not possible to report exact details of some of the information reviewed by the panel as this could identify individual children and their families.

Infant deaths (children under one year of age) in Kirklees are higher than the national rate, accounting for 50% of the deaths in 2009-2010. A significant amount of work to address this is being undertaken by Public Health and has been identified as a priority within the Children's Trust. The Child Death Overview Panel and Public Health are working together to ensure that information is collected and analysed in a consistent way to avoid duplication and to link with the Kirklees audit on infant mortality. A number of deaths were due to medical conditions, chromosomal, genetic or congenital abnormalities; the likely pattern of inheritance of conditions was not routinely recorded. The deaths in children over one year old remain relatively low as are deaths related to accidents or other issues such as co- sleeping. Whilst numbers remain low in Kirklees co-sleeping is an issue nationally. The panel has been assured that information given to mothers about the risks associated with this is well embedded, the panel have asked that this message is promoted to ensure fathers are made aware of the risks associated with co-sleeping.



Sudden Unexpected Death in Children (SUDIC) Analysis

During this second full year of the process the SUDIC paediatricians have carried out an increased number of home visits, part of the rapid response to the death of a child. This has mainly been when there has been an unexpected infant death, but visits have also been to families where there has been an unexpected death of an older child.

As in the first year, the SUDIC paediatrician role for Kirklees and Calderdale is shared by two consultant paediatricians who work within the acute hospital setting. Other paediatricians also provide cover for the rapid response when the SUDIC paediatricians are not available. The rapid response process will usually involve an initial detailed history from those present, i.e. parents, ambulance personnel, emergency department staff or the police. The process is now much more familiar to other professionals, including the police first responders, and therefore it has become easier to facilitate early home visits. These visits enable a joint approach to help to establish how and why the child died. The coordinated response amongst professionals provides support to parents at a difficult and distressing time.

A good working relationship with the local Coroner's officers has been developed and new guidance has enabled improved information sharing.



Standing Work of the KSCB

Communication

A significant amount of this work is overseen by the Communication and Community Engagement Workstream which is chaired by Cathy Rooney, communications and community engagement manager, ChYPS. The workstream met eight times during the year. Workstream membership comprises professionals with marketing, media, communications and social care expertise, Safeguarding Children Board staff and the nominated KSCB E-safety officer.

The KSCB Communication and Consultation Strategy has been published on the Board's website. The KSCB website is firmly established as a means of communicating safeguarding information to professionals, parents, carers and children, and the wider community. The web address is promoted on all KSCB correspondence, publications and at all events. The website is periodically reviewed and regularly updated and latest updates are clearly indicated on the homepage. Three KSCB newsletters were published during this period and these are distributed electronically to all partner agencies and published on the website.

During the year work on raising awareness of safeguarding children included a public campaign involving the distribution of information leaflets and posters entitled 'Keeping Children Safe'. Copies were sent to children's centres, libraries, sports centres, GP surgeries and health centres for display. Space was also taken in a local Kirkles community sport magazine to encourage people to report concerns about children.

In response to a recommendation from a serious case review, posters and wallet-size cards, last issued in 2007, which summarise the steps to take when abuse is suspected, were reviewed, updated and re-distributed. Additionally a safeguarding children message with contact telephone numbers was inserted into all council employee payslips in January.

During the year the workstream considered whether parts of the KSCB website could be re-designed to make it more accessible for children and young people. Feedback from a group of looked after children indicated that the website would not be the first place they would go to for information and that they would prefer to talk to adults and friends for advice and support. The workstream decided that the children and young people pages on the website should be maintained but should focus on providing links to appropriate external specialist sites.

The group has overseen and supported the work of the E-safety officer and working group. A detailed report on this area of work was presented to the Board in November 2009.





Voluntary and Community Sector

The Voluntary and Community Sector (VCS) Workstream meet bi-monthly, the chair is Yasmeen Sharif children's services manager with Barnardo's. The role of the workstream is to promote an understanding of safeguarding children including roles and responsibilities within the VCS. There is good representation from a wide range of organisations within the voluntary sector.

The year has focused on developing the VCS safeguarding self-audit tool which is similar to the Section 11 audit tool. This was piloted within 15 organisations to establish if it was the right audit tool for the sector and what the response would be in being asked to complete an audit of this nature. The feedback from the pilot was that participating organisations found it useful to understand what was required of them and it helped to identify areas where they needed further advice or support. The workstream has also found the process beneficial as it identifies areas that the workstream needs to promote or where it needs to highlight specific training requirements of the sector to the Learning and Development Workstream. One such example was the audit identified that extremely low numbers of CAFs were undertaken within the sector, a specific workshop on CAF is in the process of being developed as a result of these findings. The audit also identified a lack of knowledge of the safer recruitment process and whilst all organisations have CRB checks in place, further development of safer recruitment training and policies need to be developed. This has been raised with the Learning and Development Workstream.

Domestic Violence

Children are deeply affected by domestic violence, and children witnessing or being subject to domestic violence is a child protection issue. The importance of recognising and responding to this issue is highlighted in the Kirklees-wide Domestic Violence Strategy which was presented to the Board in July 2009. The strategy has been enhanced by contributions from colleagues from the Safeguarding Children Board, who have ensured that it makes explicit links with the children and young people's agenda in general, and with the work of the Board in particular. The KSCB has responsibility for monitoring the implementation of Objective 5: Improve services to, and preventative work with, children and young people.

It is not uncommon for other vulnerabilities to co-exist alongside domestic violence such as alcohol misuse and mental health problems.



Managing Allegations

The local authority designated officer (LADO) has responsibility for managing all situations where it is alleged that a person who works with children has: behaved in a way that has harmed a child or may have harmed a child, possibly committed an offence against or related to a child, or behaved towards a child or children in a way that indicates she/he is unsuitable to work with children.

The KSCB receives an annual report on this work and the following information relates to all referrals made to the LADO from 1st April 2009 to 31st March 2010. In 2009/10 there were 81 referrals to the LADO compared with 67 in 2008/09. This represents a 21% increase on the previous year.

The referrals continue to come predominately from education, children's social care and the police. The education referrals, either through human resources or management, are referrals concerning teaching staff or other employees. The majority of children's social care referrals relate to enquiries undertaken with regard to someone in a parenting role who is also identified as working with children. Of the 81 referrals 41 relate to education staff (this includes nursery staff and child minders) representing 50.6% of all referrals. This is consistent with other Local Authorities. Guidance regarding allegations management has existed within education for a number of years and as a result schools and human resources staff are more aware of the required responses. 11 referrals related to children's social care staff and four to foster carers, compared to nine for both these areas in the previous year. There were five referrals with regard to health staff and these were all referred by either the police or children's social care.

Of the cases resolved in the year 52 were resolved within three months of the referral being received, representing 66% of the total. There were four cases that took over 12 months to be resolved as all involved complicated police and/or disciplinary enquiries.



Child Sexual Exploitation

The KSCB receives reports on developments and operational aspects regarding children believed to be at risk through child sexual exploitation (CSE).

The safeguarding improvement officer, in addition to other roles, acts in the capacity of single point of contact with regard to children believed to be at risk through CSE. The officer liaises closely with the police CSE lead within the Vulnerable Victims Unit with regard to children believed to be at medium to high risk. The police lead will undertake any required actions with regard to possible abusers including evidence gathering and the serving of harboring notices.

Within Kirkles a strategic multi agency group has met for several years to support responses to children at risk of sexual exploitation and children who go missing. The group has considered how agencies have responded to children and identification of possible abusers. There was a need for an operational group to assess the risks to identified children and determine actions to reduce these risks, to consider information concerning possible perpetrators and identify actions required to assist potential prosecutions and disrupt harmful activities. This group meets four-weekly and began meeting in November 2009.

An information sharing protocol has been produced between the police, Barnardo's Missing Service and children's social care. This involves the police sending a notification with regard to all children reported as missing to children's social care and Barnardo's Missing Service. The protocol identifies the role and responsibilities of agencies.

Work is presently being undertaken with regard to children placed by other authorities in private residential units in Kirkles to ensure that the police and other agencies are informed of any concerns with regard to children who are likely to go missing and determine plans to manage any risk.

Adult Services: Mental Health and Substance Misuse

The KSCB has representation of the Adult and Mental Health Services and it is well recognised by the Board that the vulnerability of adults is a factor in safeguarding children. It is for these reasons that previous themed workstreams have been amalgamated into a Vulnerable Adults and their Children Workstream. The work in this area is likely to be further enhanced with the reconfiguration of Adult and Safer Stronger Communities within Kirkles as our Board representative for Adult Services has responsibility for both areas of service.



Appendix 1

Annual KSCB Budget

Expenditure		
Salary Costs	275,613	275,613
Stationery, office equipment	1,000	
Independent chair	18,000	
Website	2,000	
Procedures	925	
Serious case reviews	20,000	
Intech telecoms	1,100	
Accommodation charge	1,250	
Training - staff development	1,200	
Multi agency training	17,000	
		62,475
Total Expenditure		338,088
Income		
Local Authority	223,500	
NHS Kirkles	85,479	
West Yorkshire Police	12,719	
West Yorkshire Probation	5,010	
CAFCASS	550	
Connexions	12,648	
		339,906
Net Variance		-1,818



Appendix 2

Statistical and Management Information

This section provides statistics regarding children and young people who are subject to a child protection plan in Kirklees. Comparisons are given with national statistics where available. Figures expressed as rates per 10,000 relate to the population of children and young people aged 0 – 17.

Number of children subject to a Child Protection Plan

At 31 March 2010 there were 284 children subject to a child protection plan in Kirklees. The table below shows the overall trend of the number of children on the register at 31 March each year since 2005. The information also shows the trend from the first two quarters of the year in 2010. The information highlights a significant increase in the number of children subject to a child protection plan during 2009 and 2010 rising from 229 to 284. This clearly has an impact on the workload of all agencies and although the first and second quarters of 2010 indicate a decreasing trend this is still higher than previous years.

Nationally the rate is 31 children per 10,000 with a child protection plan with Kirklees slightly lower at 26 as of Jul-Sept 2010.

Children Subject to a Child Protection Plan (CPP) 2005-2010

Period	2005/06	2006/07	2007/08	2008/09	2009/10	2010 April -June	2010 July -Sept
Children in Kirklees subject to CPP	204	201	215	229	284	268	241
Kirklees rate Per 10,000	22	21	23	25	30	29	26
National rate Per 10,000	23	24	25	27	31	31	31

For those professionals working with children and families with a child protection plan it is important that changes have been achieved to ensure children are protected. In Kirklees children with a child protection plan which lasted longer than two years was 3.3% which is lower than the national average of 5.6% (2009), a low number in this viewed as good performance.



Category of Abuse

Authorities are asked to classify children subject to a child protection plan according to one of four categories of abuse. A child suffering from more than one type of abuse would fall into the multiple category.

Neglect is the largest issue in Kirklees 39% (national rate last year was 46%) as the significant factor why children become subject to a child protection plan. This figure has slightly increased but this could be, in part, due to a decrease in the use of the multiple category as the Board has insisted that this category should only be used when more than one aspect of abuse has been identified.

Period	2005/06	2006/07	2007/08	2008/09	2009/10	2010 April -June	2010 July -Sept
Emotional abuse	30	29	58	51	69	70	71
Multi category	73	79	66	67	89	57	39
Neglect	81	55	70	83	107	104	90
Physical abuse	7	16	8	18	10	20	25
Sexual abuse	13	22	13	10	9	17	16
Total	204	201	215	229	284	268	241

Locality of Children with a Child Protection Plan

The majority of children (70%) with a child protection plan are in three of the seven Kirklees localities. These localities include some of the most deprived areas of Kirklees where 50% of Kirklees population resides.

Period	2005/06	2006/07	2007/08	2008/09	2009/10	2010 April -June	2010 July -Sept
Batley, Birstall & Birkenshaw	32	31	36	58	66	65	55
Denby Dale & Kirkburton	1	0	3	2	5	4	1
Dewsbury & Mirfield	59	57	45	46	45	50	51
Huddersfield North	34	31	20	17	45	39	35
Huddersfield South	34	42	66	47	68	76	62
Spennings	23	17	18	26	14	11	15
The Valleys	19	23	25	31	29	17	16
Not Known / Out of Area	2	0	2	2	12	6	6
Total	204	201	215	229	284	268	241



Age of Children with a Child Protection Plan

The ages of children with a child protection plan in Kirklees is in line with the national average.

Age Group	2005/06	2006/07	2007/08	2008/09	2009/10	2010 April -June	2010 July -Sept
Under 1 year	25	18	31	32	30	26	24
1-4 years	75	76	63	73	81	81	79
5-9 years	47	64	74	66	93	82	66
10-15 years	47	42	46	53	71	66	64
Over 16 years	10	1	1	5	9	13	8
Total	204	201	215	229	284	268	241

Ethnicity

White British make up almost 71% of children with a child protection plan. The national average is 78% (from year at 31st March 2009). Asian /Asian British is 11.5% (national 8.5%) and Mixed is 11.5% (national 8%)

Period	2005/06	2006/07	2007/08	2008/09	2009/10
White	158	197	203	206	190
Mixed	33	34	34	39	31
Asian/Asian British	18	21	19	21	24
Black/Black British	1	5	9	9	8
Chinese	0	0	0	0	0
Other	31	16	15	9	15
Total	241	273	280	284	268

Domestic Violence

The total number of domestic violence incidents that the police were called to within Kirklees from July 2009 to June 2010 was 4369 of which 1822 (42%) had children present, the total number of children present was 3142. A considerable piece of work by KSCB has ensured that children remain the focus when police respond to domestic violence incidents. All incidents of domestic violence where children are present are notified to children's social care and health. If the incident is assessed as meeting certain criteria then this will be sent by the police as a referral to children's social care.



Common Assessment Framework (CAF)

Sector/Service	Apr 2010	May 2010	Jun 2010	Jul 2010	Aug 2010	Sep 2010	Total
Attendance & Pupil Support	0	2	1	0	0	0	3
Children's Centres	4	1	0	3	0	1	14
Inclusion	0	2	0	0	0	2	4
KEYS Inclusion	0	2	0	0	0	0	2
Parenting support	0	0	0	0	0	1	1
Psychology & Specialist Outreach	0	0	0	0	1	1	2
Safeguarding	1	0	0	0	0	0	1
Young People's Service	0	0	0	0	0	1	1
Education (Schools)	5	9	10	6	2	5	37
Housing	0	0	0	0	0	1	1
Lifeline Kirklees	0	0	1	0	0	0	1
Health	6	6	1	11	5	5	34
Voluntary sector	1	0	1	0	0	0	2
Total	17	22	17	20	9	18	103

The Common Assessment Framework (CAF) is a standardised approach to conducting an assessment of a child's additional needs and deciding how those needs should be met. It can be used and completed by practitioners from any agency who come into contact with children and young people.

Considering the size of the children's workforce within Kirklees, organisations do not appear to be identifying families to support through the CAF process. There is a clear infrastructure in place to support the CAF process but practitioners are not using this to its full potential. It was felt by the Evaluation and Effectiveness Workstream that CAF is still an issue for the Board to challenge, and consider the impact on children's social care, and the potential for an escalation of risk if appropriate support is not in place early enough.



Appendix 3

Multi Agency Training Programme April 2009-December 2010

Level	Course	No. of courses April 09- March 10	No. of trainees April 09 – March 10	No. of courses April 10 – Dec 10	No. of trainees April 10 – Dec 10	Total courses April 09 – Dec 10	Total trainees April 09- Dec 10
1	Basic Awareness in Child Protection *	10	194	5	68	15	262
1	The Child Death Review Process **	3	79	0	0	0	0
1	E-Safety Awareness	1	75	3	67	4	142
2	Working Together to Safeguard Children	19	476	16	355	35	831
2	Working Together Refresher (New course introduced 2010)	0	0	4	69	4	69
2	Preparing for and Attending Child Protection Conferences	9	224	11	181	20	405
2	Making a Positive Contribution to Core Groups	9	180	11	157	20	337
3	Sexual Exploitation of Children and Young People	2	50	1	23	3	73
3	Issues of Child Sexual Abuse	2	49	2	41	4	90
3	Childcare proceedings (Course not run in 2010-11)	1	7	0	0	1	7
3	Safeguarding the Disabled Child	1	20	1	17	2	37
3	Impact of Domestic Violence on Children	4	79	3	63	7	142
3	Impact of Parental Mental Illness	1	19	2	28	3	47
3	Working with Parents with Learning Disabilities	2	49	3	22	5	71



Level	Course	No. of courses April 09- March 10	No. of trainees April 09 – March 10	No. of courses April 10 – Dec 10	No. of trainees April 10 – Dec 10	Total courses April 09 – Dec 10	Total trainees April 09- Dec 10
3	Lessons Learned from Serious Case Reviews	6	146	1	20	7	166
3	Improving Assessment and Engagement Skills	2	38	1	23	3	61
3	Impact of Parental Substance Misuse	4	79	3	61	7	140
3	Sex Offenders and Abusive Images in 2010-11	3	66	2	38	5	104
3	Neglect	4	53	3	53	7	106
3	Impact of Forced Marriage	2	45	2	42	4	87
3	Engaging Families (course not run in 2010-11)	4	69	0	0	4	69
4	Master classes	1	45	1	26	2	71
4	Managing Allegations Against People Who Work with Children (new course for 2010-11)	0	0	2	33	2	33
	Safeguarding Briefings	4	192	9	281	13	473
	Conferences – Domestic Violence & Think Family	1	206	1	158	2	364
	Neglect Workshops	0	0	2	88	2	88
Total		95	2440	89	1914	181	4275

*The course Basic Awareness in Child Protection has not been delivered as a multi-agency training course since April 2010 but it has been provided on request to individual agencies. The agencies which have received this training are Kirkles Neighbourhood Housing, Kirkles Active Leisure, The Forget Me Not Trust and local Madressahs. The course is called Awareness of Child Abuse and Neglect.

* *Input on the Child Death Review Process was also included in two training sessions provided for the Forget Me Not Trust in September and December 2010.



Appendix 4

Training Programme for Schools September 2009 – December 2010

Whole School Training

Course	No. of schools/ colleges Sept 09 – July 10	No. of trainees Sept 09 – July 10	No. of schools/ colleges Sept 10 – Dec 10	No. of trainees Sept 10 – Dec 10	Total schools/ colleges Sept 09 – Dec 10	Total trainees Sept 09 – Dec 10
Basic Awareness of Safeguarding	49	2284	15	735	64	3019
Safeguarding Briefing for Individual School Governing Bodies *	n/a	n/a	2	10	2	10
Total	49	2284	17	745	66	3029

* Commenced September 2010



Individual Education Staff Training

Course	No. of schools/ colleges Sept 09 - July 10	No. of trainees Sept 09 - July 10	No. of schools/ colleges Sept 10 - Dec 10	No. of trainees Sept 10 - Dec 10	Total schools/ colleges Sept 09 - Dec 10	Total trainees Sept 09 - Dec 10
Designated Senior Person Introduction	n/a	n/a	2	26	2	26
Designated Senior Person Refresher	9	111	2	26	11	137
Level One Safeguarding for Newly Qualified Teachers	9	135	2	30	11	165
Safeguarding Training for School Governors – for nominated governors	5	122	1	30	6	152
Head Teacher Safeguarding Briefing – new Head Teachers	1	10	1	10	2	20
Deputy Head Safeguarding Briefing – new Deputy Heads	1	25	0	0	1	25
Safeguarding Training for the Graduate Teacher Programme – trainee teachers	1	35	2	38	3	73
Safeguarding Briefing at Kirkles Caretakers Conference	1	100	0	0	1	100
Total	27	538	10	160	37	698