

Newsletter

Issue 7~ December 2011



Kirklees **Safeguarding Children** Board

Foreword

The last few months have been a particularly busy time for the Board and partners, as we have experienced inspections of safeguarding and looked after children's services. The overall finding that safeguarding concerns are identified and addressed quickly to ensure children are safe, and the many areas of good practice identified, are a credit to all of you who work hard to ensure children are safeguarded in Kirklees. I commend the full reports to you, and I know that through partnership working we can move on from strength to strength.

Areas for further development were identified – but nothing that we were not already aware of. The further development of the Common Assessment Framework is one such area and the Board, in partnership with the Children's Trust, is committed to making progress on this.

In the time I have been Chair I have been impressed by the strong commitment of all Board partners to improving safeguarding arrangements in Kirklees and to working collaboratively. This is particularly the case in relation to learning lessons from serious case reviews where there has been impressive work undertaken to ensure improvements are embedded. Following on from a specific serious case review, the Board and its workstreams have prioritised the theme of neglect for particular attention, resulting in significant development in practice and training. A recent overview of recommendations from previous reviews shows the strong track record in delivery and implementation in Kirklees has been maintained.

Despite the very challenging climate of financial cutbacks and rapid change, commitment to safeguarding and the work of the Board has been maintained. Every partner agency has dealt with significant losses of funding and staff, and the Board has played its part in ensuring all expenditure is reviewed. In addition, the Board has kept abreast of and involved in the large scale changes impacting on Primary Care Trusts and health service delivery through GP commissioning, to ensure that safeguarding considerations are not compromised. The impact of the Munro proposals and the potential changes for Safeguarding Boards that are emerging will be kept under close review by the Board in the months ahead.

Bron Sanders, Independent Chair

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Working together to safeguard children

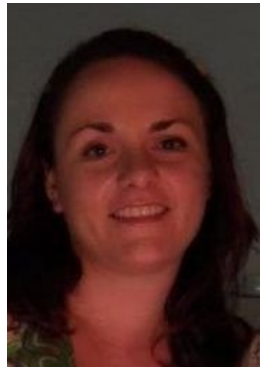


Welcome to new KSCB Board Members

Rachael Taylor has joined the Board representing the voluntary and community sector. Rachael is service manager for the Lifeline Adult Drug Service in South Kirklees and she is safeguarding lead for Lifeline Kirklees Drug and Alcohol Services. Rachael previously worked for the health and social care charity CRI as team leader and service manager in community and criminal justice settings. She also has experience of working in homelessness and learning disabilities.

In October Rachael became chair of the Voluntary and Community Sector Workstream. Her hopes for the workstream are to ensure membership and

attendance from as many voluntary and community groups as possible, to provide a safe forum for safeguarding consultation to this very diverse group, and to ensure that practices that promote the welfare of children are embedded throughout the voluntary and community sector in Kirklees.



Sue Cannon joined the Board in the summer representing NHS Kirklees. Sue is executive director of quality and governance, and executive nurse. Her background is in general management, commissioning, service improvement and leadership within acute, community and primary care settings. She is ambitious for patients, communities and staff, with a passion for quality and patient safety.

Karen Hemsworth left NHS Kirklees in November to take up a new post with Calderdale and Huddersfield NHS Foundation Trust as associate director for safeguarding children and adults. Karen now represents this Trust on the Safeguarding Board. She is continuing her roles as KSCB vice chair and chair of the Serious Case Review Workstream.



Councillor Cath Harris joined the Board in July as a 'participating observer'. Councillor Harris is the Council's Lead Member for Children's Services with responsibility for children, young people and families. She is a welcome and well informed participant at Board meetings bringing appropriate challenge to the work of the Board. Cath is also chair of the Children's Trust Board in Kirklees thus adding additional strength to important links between the Safeguarding Board and the Trust.

Locala (formerly Kirklees Community Healthcare Services)

On 1 October Kirklees Community Healthcare Services, the provider arm of NHS Kirklees, became Locala Community Partnerships, a community interest company. Members of the public, including patients, service users and carers, can become members of Locala and via the Members' Council, have a say in the way community health care and support is provided. Staff can now become shareholders who own the company. Although Locala continues to provide NHS services it is not an NHS organisation and any surpluses will be invested in the community either by further developing local services or directly into the community.

Services provided by Locala include health visiting, district nursing, school nursing, therapies, children's community nursing, stop smoking support, dental care, foot care and physiotherapy. Christina Quinn, Director of Clinical and Operational Services, represents Locala on the Safeguarding Children Board.

KSCB Conference - Safeguarding in the Voluntary and Community Sector (VCS)

A conference organised by the Safeguarding Board on 8 November was attended by over 100 people and feedback was really positive with 100% of attendees saying they would like to come to a similar event in the future! The event ran from 1pm to 7pm and participants were able to join a selection of 10 different workshops which each ran twice. Professionals from a range of services and organisations gave their time freely to lead the workshops on:

- Young people and substance misuse
- Teen domestic violence
- Safer recruitment
- E-safety
- Managing allegations
- Involving young people
- Safeguarding in sport
- Safeguarding in faith settings
- Common assessment framework
- Funding for children's projects

Key note speeches were provided by Tom Taylor, chair of Third Sector Leaders, and Gill Middleton from Safe Network. Opening remarks were provided by Eunice Cox, KSCB manager. All spoke of the key part VCS organisations have to play in safeguarding children and early intervention.

Between workshops there was time for browsing a range of stalls, gathering information, networking and refreshments. KSCB will be running another event in 2012. Organisations or anyone who would like to make sure they receive information about future events should send their contact details by email to KSCB.Admin@kirklees.gov.uk

Voluntary and Community Organisations – A new section on the KSCB website

Voluntary and Community Sector

Voluntary organisations working with vulnerable children, young people, families, and vulnerable adults in Kirklees have a very important role in safeguarding. KSCB wants to help organisations promote the work they do. In this new section on the website we invite organisations to send

information about the services they offer by email to KSCB.Admin@kirklees.gov.uk so that their details can be published on the website and shared with other organisations and practitioners.

Safeguarding Children Guidance for Voluntary and Community Sector Organisations

New guidance has been developed and it is on the website at <http://www.kirkleessafeguardingchildren.co.uk/safeguarding-children-guidance.html>

The guidance contains advice on:

- The Designated Safeguarding Officer Role
- Writing a Safeguarding Policy
- Safer Recruitment
- Managing Staff and Volunteers
- Health and Safety and Accident Prevention
- E Safety and Digital Technologies



Female genital mutilation (FGM) – recognise the signs and take action

Dr Clare Isaac, speciality doctor contraception and sexual health, and Gill Poyser-Young, named nurse child protection, spoke at a KSCB Safeguarding Briefing in September.

FGM involves either the partial or total removal of external female genitalia for non-medical reasons. There are four types of FGM ranging from a symbolic prick to the vagina to extensive removal of the labia and narrowing of the vagina opening.

FGM is mainly practised in African countries and the Middle East but it has spread to the West with increased immigration. The practice is illegal in the UK as is aiding and abetting the practice, for example by sending a girl abroad for the procedure.

It is vital that professionals are aware of who is at risk, and when. A family may talk of a girl going to a 'ceremony' (be particularly aware if the girl is going to stay with her grand-mother), the girl may talk of 'coming back as a woman', or 'coming back with a sore bottom'. Girls whose family or culture supports FGM are particularly at risk, or where the mother or older siblings have undergone FGM. After FGM a girl's behaviour, personality or health may change suddenly. **If risk factors are present or actual FGM is suspected an immediate referral should be made to children's social care.**

It is most important to be aware of the health risks of FGM for girls in order not only to care for them but also to educate parents so that they do not wish the procedure to be carried out on their daughters. Health risks are many and include infection, haemorrhage, urine retention, long-term chronic pain, sexual dysfunction, complications in pregnancy and childbirth, and psychological problems. There is also a detrimental effect on newborn babies of mothers who have undergone FGM.

Beliefs that sustain FGM include custom, tradition and honour, plus perceived benefits on hygiene, fertility and male sexual pleasure. One of the most challenging aspects is to tailor our own reactions so that they are respectful of foreign cultures while not compromising our own principles that FGM is a cruel and harmful practice. In particular, if our approach to women who have undergone FGM demonstrates shock or outrage it can add to the psychological trauma of the woman.

More information can be found in the KSCB Safeguarding Children Procedures online at: http://www.proceduresonline.com/westyorkscb/chapters/p_fem_gen_mut.html

Forced marriage

Karma Nirvana, a campaigning organisation which provides practical help to victims of forced marriage, brought their roadshow to West Yorkshire earlier this year. The organisation received 5,500 calls last year and the roadshow, entitled "Increasing Reporting, Reducing Isolation, Saving Lives", helped raise awareness of the issue.

In *forced* marriage one or both spouses do not consent to the marriage and elements of duress, physical, and emotional abuse are involved. They differ from *arranged* marriages where the choice of whether or not to accept a marriage arrangement remains with the young people.

Central to the issue is the concept of honour (*izzat* in Punjabi and Urdu). The refusal of a child to go ahead with a marriage which has been agreed between two families may be seen as harming

the honour of the family and bringing shame on the family. This can then lead to 'honour based violence'. The Home Office estimate that there are at least 12 honour killings each year, but Karma Nirvana believes there are more.

Most victims are South Asian, but it can also be an issue for young people from African, Eastern European and traveller communities. Often, victims are informed around the age of 13 – 14 that they are to marry.

Forced marriage places young people and vulnerable adults at risk of rape and possible physical harm. It is important to believe and support children who report that they may be forced to marry. If necessary children can become 'looked after' under the Children Act 1989 and forced marriage protection orders can also be put in place. A referral should be made in accordance with Kirklees Safeguarding Children Procedures – see

http://www.proceduresonline.com/westyorkscb/chapters/p_force_marr.html

More information about Karma Nirvana can be found at www.karmanirvana.org.uk and 0800 5999 247 is a helpline for both victims and professionals.

The Safeguarding Board delivers training on Forced Marriage. The next course is running on 17 January – see http://www.kirkleessafeguardingchildren.co.uk/forced_marriage.html

Government response to Munro recommendations

In June 2010 the Government asked Professor Eileen Munro to conduct an independent review to improve child protection. Professor Munro released her final report, and the Government responded to her findings in July 2011. As a result of the review the Government has announced that it will:

- reduce regulation to ensure more direct work with children, young people and families;
- remove timescales and the distinction between core and initial assessments;
- work with key bodies to develop the knowledge and skills of social workers;
- develop a new inspection framework that focuses on the experiences of children and young people;
- introduce greater transparency and coordination of local arrangements to provide early help to children, young people and families;
- create a Chief Social Worker to advise Government on social work practice and the effectiveness of the help being given to children and young people;
- produce a work programme between key bodies to ensure continued improvement of safeguarding arrangements in health reform; and
- support local Safeguarding Children Boards to move towards using systems review methodology for serious case reviews.

The full report and Government response are available from <http://www.education.gov.uk/munroreview/index.shtml>

CAF is here to stay!

The Common Assessment Framework (CAF) is a process whereby practitioners can identify a child's needs early, assess those needs holistically, deliver coordinated services and review progress. The CAF is designed to be used when

- a practitioner is worried about how well a child or young person is progressing (eg concerns about health, development, welfare, behaviour, learning);
- a child or young person, or their parent or carer, raises a concern with a practitioner;
- a child's needs are unclear, or broader than the practitioner's service can address.

The process is entirely voluntary. There should be no stigma attached to the CAF and families themselves can request a CAF. The CAF process is not a 'referral' process but a 'request for services'.

The Kirklees CAF team is available to help—Some common questions and answers are:

Q. Who can be the lead professional?

A. Anyone who is involved with the family. Ideally it should be someone who has a good relationship with the child and the parent.

Q. Why do I have to do a CAF when we are having meetings for the family anyway?

A. By completing a CAF and registering it with the CAF team the family does not have to answer the same questions over and over again. Time spent completing the CAF early will reduce time spent having to follow up information later.

Q. What support is available to professionals throughout the CAF process?

A. The CAF team is available to answer all queries regarding the CAF process. CAF coordinators can attend the first couple of Multi-Agency Support Team (MAST) meetings to advise and support. Drop in advice sessions are held regularly.

Q. Apart from the CAF team, who can we share a CAF with?

A. You can only share that a CAF has been completed but not share the content without the consent of the parents.

Q. What if a parent refuses to engage in a CAF?

A. You should continue to offer services and support the family in the best way you can, you should also record that you offered a CAF but it was refused. For cases that are bordering on child protection this may be the last piece of the jigsaw to trigger a referral. However, many parents are simply anxious about the CAF process and need reassuring so you should tell them about the positives of the CAF.

Q. Is there someone who can speak with parents and explain the CAF process?

A. Yes, the Parent Support Service can provide this to groups of parents. Contact Liz Fletcher, Neighbourhood Enrichment Manager, on 01924 326770 or Karen Worthington, Parent Support Practitioner, on 01924 326638.

Q. What are the benefits of a CAF?

A. CAFs improve the co-ordination of services to families. Information sharing is increased which leads to better quality assessments and intervention. There is continuity for families who don't have to repeat their information many times. The main aim is to provide intervention early so that children are better supported and protected.

Q. What if I am unable to attend a MAST meeting?

A. MAST meetings work best when everybody involved attends. If it is impossible for you to attend, a colleague can go in your place or a written report can be sent or you can telephone the lead professional with an update of your involvement with the family.

For further information, details of CAF training and all CAF queries contact the Kirklees CAF team on 01484 456823 (internal 860 3823) or email caf.helpdesk@kirklees.gov.uk The CAF team leader Joan Madden is supported by CAF co-ordinators Claire Furze and Joanna Dunkley-Pritchard, and Information Officers Jahangir Sohail and Robb Harropp. They are based at Somerset Buildings, 10 Church Street, Huddersfield HD1 1DD.

Serious Case Reviews – Key messages from national research

Ages of Concern: Learning lessons from serious case reviews - A thematic report of Ofsted's evaluation of serious case reviews from 1 April 2007 to 31 March 2011.

Ofsted reports have consistently highlighted that babies and older children have been the subject of a high proportion of serious case reviews. This report considers 482 serious case reviews and focuses on those that concerned babies less than one year old and young people aged 14 or above.

The report identifies recurring messages from cases of babies less than one year old:

- shortcomings in the timeliness and quality of pre-birth assessments;
- the risks resulting from the parents' own needs were underestimated, particularly given the vulnerability of babies, and there was a need for improved assessment of, and support for, parenting capacity;
- there had been insufficient support for young parents; and
- the role of the fathers had been marginalised.

In cases about young people over the age of 14, the reviews show that:

- agencies had focused on the young person's challenging behaviour, seeing them as hard to reach or rebellious, rather than trying to understand the causes of the behaviour and the need for sustained support;
- young people were treated as adults rather than being considered as children, because of confusion about the young person's age and legal status or a lack of age-appropriate facilities;
- a coordinated approach to the young people's needs was lacking and practitioners had not always recognised the contribution of their agency in making this happen.

See the full report at <http://www.ofsted.gov.uk/resources/ages-of-concern-learning-lessons-serious-case-reviews>

The Voice of the Child: Learning lessons from serious case reviews - A thematic report of Ofsted's evaluation of serious case reviews from 1 April to 30 September 2010.

This report considers 67 serious case reviews. The main focus is on the importance of listening to the voice of the child. The report identified five key issues:

- the child was not seen frequently enough by the professionals involved, or was not asked about their views and feelings;
- agencies did not listen to adults who tried to speak on behalf of the child and who had important information to contribute;
- professionals were prevented from seeing and listening to children by parents and carers;
- practitioners focused too much on the needs of parents, especially vulnerable parents, and overlooked the implications for the child; and
- agencies did not interpret their findings well enough to protect the child.

See the full report at <http://www.ofsted.gov.uk/resources/voice-of-child-learning-lessons-serious-case-reviews>

Child and family practitioners' understanding of child development: Lessons learnt from a small sample of serious case reviews Brandon, Sidebotham, Ellis, Bailey and Belderson 2011

This study considered how practitioners' knowledge about child development had an impact on the case subject to serious case review and on outcomes for the children. Learning is presented in themes linked to age related stages, starting with babies and toddlers and moving to older children. The study found a number of examples that suggested that acting on child development knowledge with more confidence and a greater degree of urgency might have protected children sooner or better.

See the full report at <https://www.education.gov.uk/publications/eOrderingDownload/DFE-RR110.pdf>

Supervision in child protection work

Throughout this year KSCB workstreams have been undertaking projects aimed at enhancing the support given to managers and practitioners in child protection work.

A task and finish group looking at supervision and expectations of KSCB agencies has surveyed frontline workers on their experience of supervision and what they find beneficial. A survey of line managers to assess their confidence in providing child protection supervision and to gauge the need for a specific multi-agency training course on this issue is due to commence in December. Work on comparing all agencies' supervision policies with the West Yorkshire Consortium Procedures, highlighting areas of particular good practice, is nearing completion.

When the survey and comparison of policies has been completed the group intends to draw together good practice guidance for providing child protection supervision. This will include a clear definition of how it differs from other forms of supervision. If the survey of line managers indicates a need, the group will develop a multi-agency training course for those providing child protection supervision. The task and finish group aim to complete their final report including good practice guidance by March 2012.

For further information contact Rebecca Williams, KSCB Learning & Development Officer,
Tel: 01484 225161 Rebecca.Williams@kirklees.gov.uk

Joint visits guidance—NEW

Many professionals in Kirklees visit family homes to conduct assessments, signpost families to local services and support families who may find it difficult to attend appointments and/or take up opportunities offered within settings. There are benefits in conducting home visits with professionals from other disciplines to broaden assessments of family need and co-ordinate the delivery of services for families.

Kirklees Safeguarding Children Board has worked with the Kirklees Safeguarding Adults Board to develop guidance to encourage and support staff to undertake joint visits as part of their work to support children and families. The guidance is on the following page on the KSCB website:
<http://www.kirkleessafeguardingchildren.co.uk/procedures-guidance.html>

West Yorkshire Safeguarding Children Procedures

All practitioners should familiarise themselves with the Safeguarding Children Procedures on-line at <http://www.proceduresonline.com/westyorkscb/chapters/contents.html>

The contents include:

- Managing individual cases where there are concerns about a child's safety and welfare
- Children in specific circumstances, for example disabled children, children who go missing, children at risk where parents have a learning disability or a mental health problem, children living away from home, domestic violence, fabricated illness, race and racism, reluctant and hostile families, and many other circumstances
- Safe workforce
- Complaints and professional disagreements

The procedures are updated twice each year and any changes are highlighted.

Allegations against people who work with children and the role of the Local Authority Designated Officer (LADO)

In October 2006 guidance came into place that created the position of the Local Authority Designated Officer (LADO). All allegations about people who work with children must be referred to the LADO. A referral must be made if there is information about a person indicating they have:

- 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;
- behaved towards a child or children in a way that indicates she/he is unsuitable to work with children.

If there is an allegation with regard to someone who works with children about children they care for in another capacity then this potentially has implications for their professional role and must also be referred to the LADO.

Any allegation can require potentially three different enquiries: a police investigation; a child protection enquiry; and a disciplinary enquiry. The LADO will ensure that enquiries are managed appropriately and that information is shared between the police, social care and the employer. The LADO will discuss with the employer how the person who the allegation is about will be supported and managed whilst enquiries are being undertaken and how children will be kept safe whilst enquiries are ongoing.

If it is evidenced that someone is unsafe to work with children the LADO will ensure required actions have been taken including, when necessary, referring to the Independent Safeguarding Authority.

On occasions someone who works with children can behave in a way that causes their colleagues or management anxieties. Such behaviours may include:

- failure to understand or appreciate how his or her own actions or those of others could adversely impact upon the safety and well-being of a child;
- inability to make sound professional judgements which safeguard the welfare of children;
- failure to understand or recognise the need for clear personal and professional boundaries in his or her work;
- behaved in a way in his or her personal life which could put children at risk of harm;
- become the subject of criminal proceedings not relating to a child.

Anyone with concerns about a person's suitability to work with children should contact the LADO for advice and guidance. The LADO for Kirklees is Phil Holmes who can be contacted on 01484 226748; 07973490746; Phil.Holmes@kirklees.gov.uk

Professionals should also refer to the West Yorkshire Consortium Safeguarding Children Procedures at http://www.proceduresonline.com/westyorksbc/chapters/p_alleg_staff.html



Ofsted - Overall rating 'Good'

The Ofsted inspection of Safeguarding and Looked After Children published on 18 November found that in Kirklees 'safeguarding concerns are identified and addressed quickly to ensure children are safe'. The partnership of agencies who work with children and young people have demonstrated that their services overall are effective and they have the capacity for improvement, following an overall rating of 'good' from Ofsted.

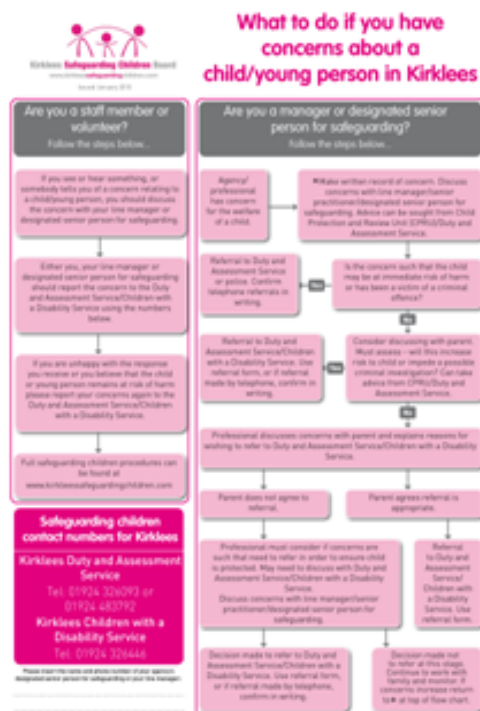
The report comments about the work of the Safeguarding Board including good leadership and partnership working; good monitoring processes ensuring the effectiveness of agencies in safeguarding; audits and lessons learned from serious case reviews shaping improvements to services such as for pre-birth assessments; referrals for domestic violence and the co-location of social workers with the police safeguarding unit. They found a comprehensive range of good quality training and made comment that schools in Kirklees perform particularly well in the area of safeguarding.

The Safeguarding Board will build on this success. It will seek to improve the range of safeguarding performance information collected from agencies, ensure we are listening to the voices of children and young people; and look to further increase the use of CAF to support effective safeguarding of the children and young people in Kirklees.

Eunice Cox, Safeguarding Children Board Manager

Kirklees Safeguarding Children Board Website www.kirkleessafeguardingchildren.com

The website contains a wide range of safeguarding information, local protocols and guidance, training opportunities, e-learning courses and much more. Latest news and website updates are highlighted on the home page. Let us know if you find the website useful or have suggestions regarding content— use the Feedback form on the site or email KSCB.Admin@kirklees.gov.uk



Quick reference guide of what to do if you have concerns about a child in Kirklees

Posters and wallet size folding cards are available for staff and volunteers across Kirklees. The name of your designated manager should be inserted so that it is clear who staff should speak to if they have concerns about a child in any circumstances.

To request copies please ring 01484 225161 or email KSCB.Admin@kirklees.gov.uk

Contact us

KSCB Manager—01484 225218
Training enquiries – 01484 225161
Child death overview panel – 01484 225450

Serious case reviews – 01484 225019
All general enquiries – 01484 225161
www.kirkleessafeguardingchildren.com