



City and Hackney Safeguarding Children Board

Annual Report 2010 - 11

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List of Abbreviations

CAF	Common Assessment Framework
CAFCASS	Child and Family Court Advisory and Support Service
CDOP	Child Death Overview Panel
CHSCB	City & Hackney Safeguarding Children Board
CPA	Community Partnership Advisor
CPP	Child Protection Plan
CRB	Criminal Records Bureau
CTB	Children Trust Board
CYPSP	Children & Young People Strategic Partnership
DAAT	Hackney Drug and Alcohol Action Team
DCS	Director of Children's Services
DWP	Department of Work and Pensions
ECM	Every Child Matters
FGM	Female Genital Mutilation
HCVS	Hackney Council for Voluntary Service
LADO	Local Authority Designated Officer
LSCB	London Safeguarding Children Board
LBH	London Borough of Hackney
NHS	National Health Service
PCT	Primary Care Trust
PSHE	Personal Social Health & Economic
SCR	Serious Case Review
VCS	Voluntary and Community Sector

Introduction from the Independent Chair

Key priorities for our Board in 2010/11

Our Business Plan was developed by the entire Board, around six agreed priorities. The context is one of great and unusual financial pressures and huge organisational change for all the agencies that are involved in safeguarding children in the City of London and in Hackney. This is also at a time when Professor Eileen Munro and her colleagues are working on a review of child protection nationally, at the request of the Secretary of State. Although the Munro team will not present their final report until the summer of 2011, there are already signs that Local Safeguarding Children Boards will feature in the recommendations.

The Board's key priorities in 2010/11 were:

1. Good governance with meaningful performance indicators that hold agencies to account for their safeguarding responsibilities.
2. Service-users views inform all our work.
3. Training and workforce programme to ensure the highest level of practice across agencies including safer recruitment procedures in place.
4. Agency representatives are accountable to the Board on behalf of their agency and at the same time carry out their shared responsibility with other members.
5. The Board actively seeks out information and makes the best use of it and acts upon it where appropriate to improve safeguarding practice.
6. The Board stays close to practice.

These priorities were developed early in 2010, some months before the General Election that brought about a change of government. However, they fit well with the need for all organisations to demonstrate the effectiveness and value for money of what they deliver, and to be purposeful at a time of great change.

Progress in relation to these priorities and other priorities that were identified during the year

Objective 1 - Good governance with meaningful performance indicators that hold agencies to account for their safeguarding responsibilities

The CHSCB has managed within budget for 2010-11 despite pressures from the costs of Serious Case Reviews commissioned by the Board. It has been agreed by the Finance sub-committee that partner contributions for 2011-12 budget are maintained at the same level in order to continue to fully support the Board's functions.

In November 2010, the CHSCB initiated its second Section 11 audit. This refers to Section 11 of the Children Act 2004, which required certain statutory and non-statutory agencies to promote the safeguarding and welfare of children. The aim of the Board's Section 11 audit is to monitor the effectiveness of these arrangements locally. After learning from the first audit, it was agreed to extend this one to include statutory-commissioned agencies and the voluntary, community and private sector. The intention is that the audit will help these organisations identify where improvements are needed and be helpful rather than burdensome at a time when the voluntary sector is having to make the case for its funding in stronger terms than ever before. The audit will also inform the Board of existing gaps in provision. The response from agencies in this sector has generally been positive. Because the understanding of thresholds for safeguarding services have not always been clearly understood (as demonstrated by two successive Serious Case Reviews), the audit was designed to focus on this area. The results of the Section 11 audit will help inform next year's multi-agency training programme and ensure that agencies have safer recruitment procedures in place.

Objective 2 - Service-users views inform all our work

The CHSCB has benefited from a £10k grant from the London Councils to develop a toolkit and companion guide with the London Child Protection Procedures. The grant will be used to run a project via the Hackney Youth Parliament to engage young people from the Turkish and Kurdish communities to consult on issues relating to forced marriage and honour-based violence and other safeguarding children issues they may have. This is locally relevant, and it was on this basis that the grant was given.

The CHSCB has finalised its Communication Strategy and is overseen by the Training and Development sub-committee. One of the key actions was to develop an independent website for the Board and it was successfully launched in August 2010 (www.chscb.org.uk). The website has enabled the Board to raise its profile with professionals and the wider community. It is used to publish key local and national publications and policies, signpost users to other agencies and resources and market the multi-agency training programme.

Objectives 3 and 4 - Training and workforce programme to ensure the highest level of practice across agencies including safer recruitment procedures in place;

Agency representatives are accountable to the Board on behalf of their agency and at the same time carry out their shared responsibility with other members.

A key issue for the CHSCB is to continue to promote a shared understanding of local thresholds in relation to risk and safeguarding as outlined in the Hackney Child Wellbeing Model. The issue was raised at the Board meeting in April 2010 and the Quality Assurance sub-committee was asked to recommend ways to address these issues, such as multi-agency case review audits and the Section 11 audit.

The sub-committee chairs have continued to demonstrate effective leadership. In particular, the chairs of the various sub-committees have started meeting with the Independent Chair on a 6-monthly basis to discuss the business and direction of the work of the sub-committees. Exception reports are also brought to the Board if discussion at Board-level is needed. The Independent Chair continues to meet with DCS on a monthly basis. The Chair regularly reviews the membership of the Board and attendance of agency representatives is closely monitored.

Objective 5 - The Board actively seeks out information and makes the best use of it and acts upon it where appropriate to improve safeguarding practice.

The Quality-Assurance sub-committee has begun a series of multi-agency 'Case Review' audits. The audits run on a quarterly basis and 2 cases are picked randomly according to themes such as domestic violence, mental health and adolescent cases. The first two audits took place between August and October 2010. Although it was generally felt the audit format could be improved, it proved to be an exercise which generated good multi-agency learning around issues of communication, identification of risk and child protection processes. The next set of audits is taking place between November and January 2011 and the audit tool has been refined. The operational members of staff involved in the cases will also be invited to attend a workshop with the auditors to enable learning for practitioners.

The CHSCB has completed two Serious Case Reviews (SCRs) this year. Please see Part 3 for a full update. The Chair of the Child Death Overview Panel presented its Annual Report to the Board in October 2010.

Objective 6 - The Board stays close to practice

The CHSCB has strengthened its link with practitioners this year by setting up an 'Operational Forum' which meets bi-monthly and reports to the Quality Assurance sub-committee. The group is made up of frontline staff from the partner agencies. It provides an arena for multi-agency working issues and new emerging themes in child protection to be brought to the Board's attention. Issues that have emerged from the forum include the effectiveness of core groups, patterns of sexual exploitation and the impact of honour-based violence and forced marriage on young people within certain communities. An event to scope the extent of sexual exploitation was held in January as a result, and actions suggested by practitioners at that event will be considered by the managers of relevant agencies, who are now members of a working group to take those actions forward.

Remaining challenges and issues for our Board, and issues to be raised with the Children's Trust Board

Board membership is constantly reviewed by the Chair and Professional Adviser to ensure that the Board has the most appropriate member from the main organisations. Many of these relationships have been long-standing, and the trust built up over the years since the Board was set up has been crucial in resolving difficult issues and ensuring accountability. During this year, as a result of legislation, plans have been announced for the commissioning function of the Primary Care Trust to become part of a wider NHS commissioning alliance. The community services once provided by the PCT will meanwhile be transferred to the Homerton University Hospital NHS Foundation Trust on 1st April 2011. The way in which safeguarding functions and accountabilities will develop within NHS commissioning remains to be seen. All of these changes will mean changes in CHSCB membership.

Reductions in a range of services for children are a foregone conclusion. Staff redundancies have meant that some valued champions of safeguarding have already left local services.

One of the requirements for a Safeguarding Board's Annual Report is for it to set out how its relationship with the Children's Trust Board has worked during the previous year. This is done in a later section, but at the same time, the future of the Children's Trust Board in Hackney is currently under discussion. Once mandatory, the Children's

Trust Board is no longer so, and the establishment of the Health and Well-being Board, newly required by government, is now being planned.

The Board is about to begin recruiting lay members and a member to represent schools. This is a requirement in updated government guidance for Local Safeguarding Children Boards. It is a priority for the Board but one that it is hoped can be done in a considered way that takes account of the many huge changes of current times.

Significant local issues for our Board

The integration of community and acute services provides an opportunity for the Safeguarding Board to work with the Homerton hospital to review and make the most of the range of safeguarding expertise and governance requirements within that organisation.

The Board covers both the London Borough of Hackney and the City of London. The City of London Sub-committee has a clear remit, and its achievements are described later on in this Annual Report. However, making the Safeguarding Board relevant at all times for the City members can be a challenge particularly as the population size, and level of need in Hackney far exceeds that of the City.

At the January 2011 event to scope sexual exploitation, considerable evidence was presented of the exploitation of young women involved with gangs in Hackney. This will be analysed in more detail by the working group that was set up following the event, and once the significance of this local issue is fully understood and agreed, appropriate actions will be developed.

Mention has already been made of the Munro Review of Child Protection which is currently under way. The Review Team has gained approval from Ministers for a small number of local authorities to be allowed to try new ways of working when assessing the needs of children. Hackney is one of them and Children's Social Care has been granted a dispensation which allows them to relax the current timescales for carrying out initial assessments, core assessments and core groups. This will be closely monitored by central government but the CHSCB will also be taking a close interest in what happens and whether there are predictable or unintended consequences for joint working and the effectiveness of safeguarding arrangements.

Fran Pearson Independent chair of the CHSCB

Context and summary

The CHSCB has published this Annual Report in line with the recommendation by Lord Laming and *Working Together* statutory guidance to report on 'the effectiveness of safeguarding in the local area' and 'provide challenge to the Children's Trust Board'. The report is available on the CHSCB website (www.chscb.gov.uk) from 1st April 2011.

Since the publication of *Working Together*, there has been a change in government policy around Children's Trust Board arrangements. As of 31st October, the statutory Children's Trust Board (CTB) guidance has been withdrawn and the Children and Young People's Plan regulations revoked. In Hackney, the Board has provisionally agreed to continue with a CTB with a shared partnership plan and to continue to invest in a strong partnership arrangement. The City of London currently continues operating with Children and Young People's Strategic Partnership, although arrangements are subject to change in 2011-12. The CHSCB will closely monitor any changes in CTB arrangements across both boroughs and how it may impact on safeguarding children.

The Annual Report is split into five sections. Part 1 focuses on the 'Governance and Accountability Arrangements'. Part 2 outlines how the CHSCB coordinates local work to safeguard and protect the welfare of children. Part 3 reviews how the CHSCB monitors and evaluates the effectiveness of what is done to safeguard children. Part 4 highlights 'Areas of progress / achievement' for the Board. The final section provides a conclusion and outlines the priorities for the following year. This year's Business Plan can be found in the appendices and the report reflects on the progress of the plan's priorities, highlighting where progress has been made and where further development is needed.

Part 1 - Governance and accountability arrangements

1.1 Board Structure

- 1.1.1 The CHSCB is made up of a Board with senior representatives from its member agencies and various sub-committees which undertake the Board's business. Please see Appendix C which outline structural arrangements of the CHSCB's sub-committees. The membership of the Board includes representatives from the following agencies:
- Children and Family Court Advisory and Support Service (CAFCASS)
 - Children and Young People's Services - Hackney Council
 - City of London Corporation
 - East London NHS Foundation Trust
 - Hackney Council for Voluntary Service
 - Homerton University Hospital NHS FoundationTrust
 - Metropolitan Police Service
 - NHS City and London
 - Safer Communities Service – Hackney Council
 - The Learning Trust
- 1.1.2 The Hackney's Lead Member for Children's Services, Councillor Rita Krishna, is the 'participant observer' of the CHSCB. Cllr Krishna is also chair of the Children's Trust Board.
- 1.1.3 In order to assist the Board to undertake its objectives and functions, there are well-established sub-committees. Each sub-committee is comprised of a multi-agency membership and is chaired by individual members of the Board. The new addition to the Board in 2010 has been the Operational Forum which was formed to inform the Board of current child protection issues and promote good-multi agency practice. More detail about this can be found in paragraph 2.8.7.
- 1.1.4 The roles of the individual sub-committee are outlined briefly below and the work of each sub-committee in 2010-11 is highlighted throughout this report:
- Child Death Overview Panel – makes recommendations of preventative measures for child deaths.
 - City of London sub-committee – monitors effectiveness of child protection arrangements in the City.
 - Finance sub-committee – recommends a budget to the Board, agrees partnership contributions and monitors spending.
 - Operational forum – informs CHSCB on current child protection issues and promotes good multi-agency practice. Reports to the Quality Assurance sub-committee.
 - Quality Assurance sub-committee – undertakes multi-agency case reviews, oversees production of Annual Report and monitors effectiveness of safeguarding arrangements in partner agencies.
 - Serious Case Review sub-committee – considers whether cases meet the criteria for a Serious Case Review (SCR), does initial scoping for terms of reference of SCRs and monitors implementation of action plans arising from SCR recommendations.
 - Training and Development sub-committee – responsible for development of multi-agency training programme and evaluating the provision of single-agency safeguarding children training. Oversees implementation of the Communication Strategy.
- 1.1.5 The Board closely monitors attendance of Board and sub-committee members throughout the year. The attendance break-down of the Board and sub-committees can be found in Appendix H. The Board and sub-committees are well-attended and represented by partner agencies.
- 1.1.6 Fran Pearson, the chair of the CHSCB is independent from local agencies and organisations, which enables the Board to exercise its local challenge function effectively. Fran Pearson has fulfilled this role for 4 years bringing invaluable, extensive local knowledge and expertise to the Board. Clare Chamberlain provided maternity leave cover for Fran Pearson and acted as interim independent chair from May to September 2010. The Board is very grateful for Clare's support in this period which ensured the Board continued operating effectively and had an independent voice.
- 1.1.7 The CHSCB is aware that recent legislative requirements require LSCBs to appoint a school representative and two lay members from the local community to the Board. The CHSCB does not currently have a school representative or lay member, but this will be brought forward in the Board's priorities for next year, subject to current government legislation and guidance.

- 1.1.8 The CHSCB Business Plan for 2010-11 set an objective milestone for sub-committee chairs to demonstrate that they are providing effective leadership and steer to their areas of responsibility (see 4.3, Appendix E). It was agreed that the independent chair should meet with the sub-committee chairs on a 6-monthly basis to review progress and plan ahead for the following year. The meetings took place in November 2010 and March 2011 and were well-attended by all chairs.

1.2 Relationship to Children's Trust Board

- 1.2.1 Fran Pearson sits on the Children's Trust Board (CTB) and provides a challenge to CTB by ensuring safeguarding is on the agenda in the planning, designing and delivery of services for children and young people in Hackney. The Chair of the CTB, Cllr Krishna, sits on the CHSCB as 'participant observer'. The CHSCB is committed to supporting the Children's Trust and partnership working in any way possible, with a focus on joint action.
- 1.2.2 The CHSCB is formally linked to the City of London's Children and Young People's Strategic Partnership (CYPSP) through the Family and Young People's Director, who is a member of the CHSCB, chairs the City of London sub-committee and is a member of the CYPSP Full Board and Executive.

1.3 Relationship between DCS and Independent Chair

- 1.3.1 The independent chair of the CHSCB is performance managed by the Director of Children's Services (DCS) for Hackney. The DCS does not sit on the CHSCB, but meets on a monthly basis with the independent chair and the Head of Safeguarding / Professional Advisor to the Board. The DCS for City joins these meetings on a regular basis.

1.4 Other relationships

- 1.4.1 The CHSCB is represented on a number of other strategic groups, both locally and regionally. The independent chair is a member of the London and national chairs network. The Head of Safeguarding / Professional Advisor to the Board sits on various groups including the Domestic Violence sub-group, Children and Young People Stakeholder Forum and Safer Young Hackney sub-groups. The Head of Safeguarding is also chair of the Children and Young People Domestic Violence sub-group. The Community Partnership Advisor (CPA) represents the Board particularly within voluntary sector forums such as the Hackney Refugee Forum and HCVS Children and Young People Provider Forum. The CPA also sits on regional London Safeguarding Children Board relating to specific safeguarding issues such as the Olympics and Faith and Culture. See Appendix F for a cross-representation map with full details.

1.5 Financial Arrangements

- 1.5.1 The CHSCB budget is managed by the London Borough of Hackney. The Board is funded jointly by partner agencies and contributions for 2010-11 were agreed as set out below:

Organisation	Contribution	Percentage
London Borough of Hackney	£186,929	60.29%
City & Hackney PCT	£24,000	7.74%
The Learning Trust	£24,000	7.74%
East London & City Health Authority	£24,000	7.74%
City of London Corporation	£24,000	7.74%
Homerton Hospital	£12,000	3.87%
Hackney Borough Police	£7,000	2.26%
London Councils (Metropolitan Police Authority)	£5,000	1.61%
London Probation Services	£2,000	0.65%
CAFFCASS	£1,100	0.35%
Total	£310,029	100%

1.5.2 At time of writing, the final outturn for 2010-11 was not available. However, a forecast is provided below (figures supplied at time of writing, March 2011):

	Budget	Forecast outturn	Forecast variance
Staffing	£245,029	£224,160	£20,869
Expenses:			
Independent chair	£18,000	£11,138	-£6,862
Serious case reviews	£15,000	£38,995	£23,995
Training	£32,000	£47,763	£15,763
LSCB Website Costs	£0	£7,070	£7,070
Under spend brought forward from 09/10	£0	-£10,450	-£10,450
Total	£310,029	£308,192	-£1,837

1.5.3 The Finance sub-committee ensures that the CHSCB is properly funded, partner contributions are fair and to oversee spending so that finances are used effectively and efficiently.

1.5.4 The sub-committee normally only meets twice per year. Once to oversee the year-end spend and to ensure the funding for the following year is sufficient and once to monitor spend mid-year and agree virements to ensure the CHSCB's priorities can be implemented.

1.5.5 Over the past year, spend on Serious Case Reviews was higher than originally budgeted and virements were agreed to accommodate these.

1.5.6 The Finance sub-committee is not proposing an increase in budget next year but it is looking at ways of reducing expenditure in order to ensure that priorities can be funded.

Part 2 - Coordination of local work to safeguard and protect the welfare of children

2.1 Thresholds for intervention

Background

2.1.1 The Hackney Child Wellbeing Model is a partnership-agreed model which defines the local thresholds for the different levels of services available to families according to their level of their need. It has been in place in Hackney since March 2009.

Priorities for this year

2.1.2 One of the priorities in the CHSCB Business Plan for 2010-11, was to ensure member agencies have a shared understanding of the local thresholds in relation to risk and safeguarding. At the Board meeting in April 2010, member agency representatives were reminded of the importance of being pro-active in raising awareness of the Hackney Child Wellbeing Model within their individual agencies.

Achievements, challenges and priorities for next year

2.1.3 A significant amount of activity has taken place over the last year to address professionals' understandings of thresholds:

- The content of the introductory level 'Safeguarding Children – a Shared Responsibility' multi-agency training course has been updated to include a specific outcome in relation to awareness of the Child Wellbeing Model
- All approved providers of training for the CHSCB have been provided with a briefing about the Child Wellbeing Model and asked to incorporate reference to this within the courses that they present.
- Lunchtime Seminar events to disseminate the findings of Serious Case Reviews have incorporated content relating to the importance of all professionals being aware of thresholds and the process for making referrals to Children's Social care.
- The First Response Team in Children's Social Care have made a number of presentations to partner agencies (including schools, children's centres, housing, midwives and other staff at Homerton University Hospital) about thresholds and the process for making referrals to Children's Social Care (CSC).
- Children Social Care's First Response Team provide regular input into training delivered by the Learning Trust for Designated Teachers, covering issues relating to thresholds and referral. An article written by the First Response Team was included in a recent on-line newsletter for Child Protection leads in schools.
- The PCT have arranged GP training sessions for 75% of GP practices which will take place before the end on March to raise awareness of thresholds and referral processes. The Head of Service for the First Response Team at CSC is part of the training group providing this input. Presentations have also been made by Designated Health Professionals to the School Health team and they are also undertaking work with Homerton University Hospital on this issue.
- The Named Nurse at Homerton University Hospital is working with Children's Social Care on auditing referrals from the Hospital to assess their quality and appropriateness. This was an action from the recent NHS London Safeguarding Improvement Team visit to Hackney in July 2010.
- A question has been incorporated into the Section 11 audit currently underway asking all agencies to report on whether the training they are providing to their staff includes content on the thresholds as set out in the Child Wellbeing Model. Where agencies are not meeting this requirement they will be asked to address this in their s11 action plans.
- The tool currently being used for multi-agency audits undertaken by the Quality Assurance sub-committee incorporates a section relating to the application of agreed thresholds and the quality of referrals.

2.1.4 Despite this level of activity around the issue, recent completed Serious Case Reviews have suggested that there remains further work to do within all agencies to ensure that professionals are aware of and familiar with the thresholds agreed across the multi-agency partnership, as contained within the Hackney Child Wellbeing Model. The recent unannounced Ofsted inspection of Children's Social Care Access and Assessment services also commented on the poor quality of some referrals made to CSC.

- 2.1.5 A briefing paper on 'Addressing thresholds and processes for referral to Tier 3 services' was presented to the Board in January 2001. It proposed future activities which included a review of the multi-agency training programme to ensure all courses incorporate content about thresholds and processes for referral, developing a protocol for schools about the process of making referrals, ongoing monitoring and analysis of the number of referrals made to CSC by different agencies and the number of those that make the Tier 3 threshold and a broad-ranging audit of Tier 2 services to examine whether thresholds are being appropriately and consistently applied at this level.
- 2.1.6 It was agreed at Board level that the Quality Assurance sub-committee will continue to monitor and oversee the work that is being undertaken to address this issue in the upcoming year.

2.2 Training of persons who work with children

Background

- 2.2.1 The Training & Development Sub-Committee (T&D), an established sub-group of the CHSCB, was chaired by Isabelle Trowler, Assistant Director of Hackney Children's Social Care from April 2010 to March 2011. The sub-committee has again benefited from strong direction and Isabelle Trowler will continue to fulfil this role in the coming year.
- 2.2.2 The group met regularly with a total of 4 meetings held from April 2010 to January 2011. The table below displays a break-down of agency attendance at T&D Sub-Committee meetings during this period.

Key priorities

- 2.2.3 The key actions and priorities for the T&D sub-committee, as outlined in the CHSCB Business Plan for 2010-11, were to: finalise the Communication Strategy to support service interaction whilst raising the LSCB profile; better understand the use of multi-agency training and endorse changes to the programme to reflect their differing need and also make better use of training data to understand whether improvements are being made to how we work together as a partnership to safeguard children.
- 2.2.4 These priorities were advanced via the T&D sub-committee Action Plan and CHSCB Communication Strategy Action Plan, signed off in May and July 2010 respectively, and detailed below.

Main activities and achievements

- 2.2.5 The T&D sub-committee again had a very productive year. Its main achievements were the launch of the CHSCB website, developing a consistent method of evaluating and providing training feedback, providing timely and relevant lunchtime seminars and the implementation of SCR recommendations into the training programme.
- 2.2.6 A key achievement of the T&D sub-committee was the launch of the T&D section of the CHSCB website in August 2010. Delegates now have immediate access to the training programme, timely information on course scheduling and the ability to book training online. The use of such technology has increased the effectiveness of communication, allowed wide promotion of the training programme and enabled signposting to the website as the resource for CHSCB related queries. The website will continue to be updated with relevant information as the training programme moves into the next year.
- 2.2.7 Using training evaluations from delegates, the T&D sub-committee advocated the collation of data not only to inform both the training programme in 2011-12 but also to quickly identify issues or concerns on the ground level. This was implemented by collation of data into an evaluation report, sent to both course trainers and a Safeguarding Group Manager for review shortly after each training course. Identified issues or concerns could be discussed and when scheduling subsequent training could be used as a guide to ensure that the training aims and objectives were met.
- 2.2.8 Another important measure in the evaluation process has been the ongoing observation of training by members of the T&D sub-committee. This process has allowed delegate evaluations to be triangulated against observer evaluations to concretely evidence if and how outcomes are being met. Both methods of evaluation are regularly fed back to members of the T&D sub-committee and due to their value, an increased emphasis on training observations has been noted for the forthcoming year. After careful consideration, the T&D sub-committee decided against administering post-training evaluations. Due to the

varied training audience, it was deemed this method would not provide a useful measure of the impact of training.

- 2.2.9 Between January 2010 and January 2011, the T&D sub-committee have organised seven lunchtime seminars, focusing on current issues, developments and policies at a national and local level. Topics included 'Preparing for the Olympics – Trafficked children and young people', 'Learning from Serious Case Reviews' and 'Child Protection Conferences – a new model for Hackney', all utilising the local knowledge of CHSCB representatives and bringing in external expertise where relevant. Session uptake has been high with a total of 320 delegates attending and representation from over 55 external organisations. Post seminar, delegates have been signposted to the CHSCB website to access relevant resources and seminar presentations to encourage information being disseminated to all relevant colleagues. The T&D sub-committee is committed to continue organising such seminars in the forthcoming year.
- 2.2.10 In addition to providing seminars on the subject, the T&D sub-committee have ensured that messages from Serious Case Reviews are built into Safeguarding training. Key messages were presented to internal trainers at their mid-year training review meeting and also sent to training providers to incorporate into forthcoming training. Rigorous auditing of presentational material has ensured that key messages have been disseminated to the training audience. As further messages are extracted from future Serious Case Reviews, the T&D sub-committee will continue to imbed them into the training programme.

CHSCB Multi-agency Training Programme

- 2.2.11 From April 2010 to January 2011, a total of 664 delegates attended the range of multi-agency training courses in Hackney and the City. These courses ranged from introductory child protection awareness to specific areas of practice within a safeguarding context. The introductory courses to safeguarding children have remained very popular and attract participants across all agencies.
- 2.2.12 In 2010-2011, the T&D sub-committee has continued to support the Interlink Foundation which provides child protection training for Jewish Orthodox community providers by funding 6 training sessions with circa 100 delegates in attendance.

Supporting data

- 2.2.13 The training data displayed is collected from attendees for the period of April 2010 to January 2011.
- 2.2.14 Figure 1 gives a break-down of the number of attendees from different agencies at training courses. Hackney Children's Social Care had the largest proportion of attendees at training although a wide range of organisations have been in attendance. Representatives from the voluntary and community sector feature strongly in the attendance figures which indicates an ongoing commitment by the non-statutory sector to safeguarding children. CHSCB representatives have also scheduled tailored and informal talks with organisations such as Hackney Probation Service and GP surgeries in Hackney.
- 2.2.15 Figure 2 shows the number of attendees on training courses. With 664 attendees at courses between April 2010 to January 2011, 68% of places were taken up. Over this period, the introductory (Group A) courses have again proved popular with delegates, however increased uptake and scheduling for Group B courses may indicate the progressive needs of the training audience.
- 2.2.16 Further analysis can be undertaken in April 2011 when data from April 2010 – March 2011 is collated.

Figure 1 – Course Attendance by Agency from April 2010 to January 2011

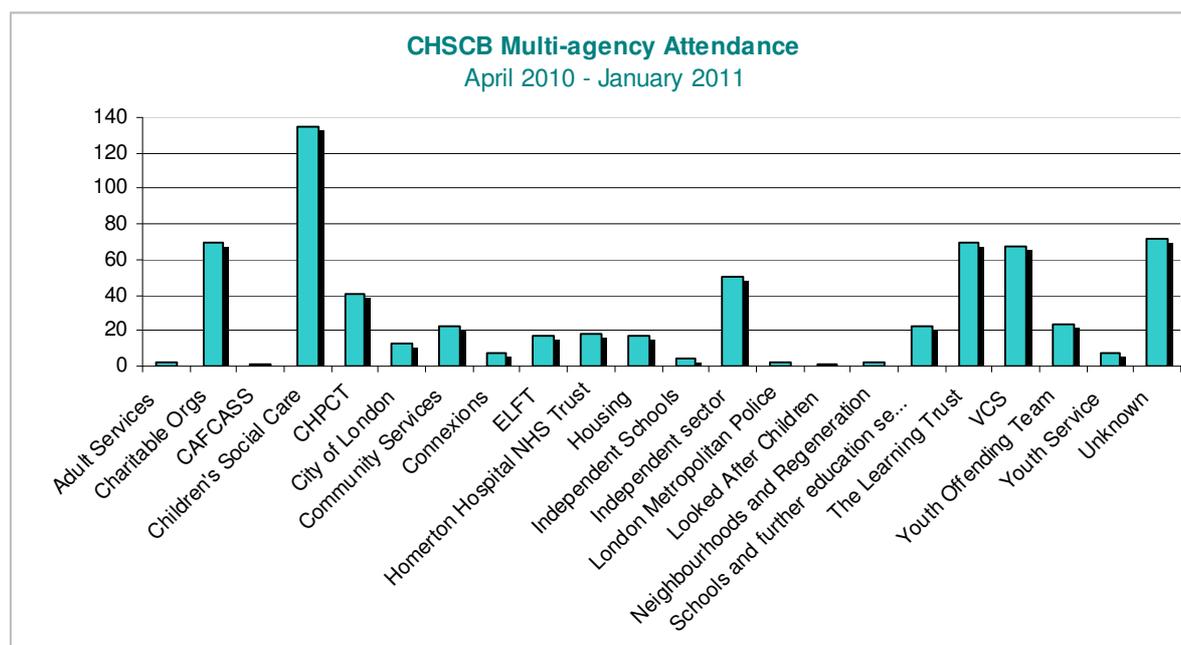


Figure 2 - Course Attendance from April 2010 to January 2011

Course Name	Maximum No. of Attendees	Actual No. of Attendees
Applying systemic theory to child protection and multi-agency working	25	17
Applying systemic theory to management of child protection and multi-agency working	25	12
Bwise 2 Sexual Exploitation	25	13
Communicating with children within a safeguarding context	50	44
Contributing to Serious Case Reviews	25	19
Impact of domestic violence on children and young people	25	16
Impact of parental learning disability on children and young people	25	18
Impact of parental mental health on children and young people	50	41
Impact of parental substance misuse on children and young people	25	15
Information sharing for practitioners	25	14
Managing allegations against professionals working with children	25	18
Overcoming dangerous dynamics in professional practice	25	20
Responding to sexually harmful behaviour by children and young people	25	21
Risk assessment, analysis and decision-making	50	39
Safeguarding children - a shared responsibility	175	114
Safeguarding disabled children	25	12
Safer recruitment	25	14

Supporting parents to develop parenting skills to safeguard children	25	17
Training for designated and named safeguarding children officers	25	15
Working together to safeguard children - sharing responsibility	75	50
Working with child sexual abuse	25	15
Working with cultural and economic diversity in safeguarding children	50	38
Working with diversity in safeguarding children	50	30
Working with fabricated and induced illness	25	14
Working with neglect	25	16
Working with unco-operative families	25	22
TOTAL	975	664

Figure 3 – Lunchtime Seminar Attendance from April 2010 to January 2011

Lunchtime Seminar	Date	Actual No. of Attendees
Learning from Serious Case Reviews	28 th April 2010 & 05 th May 2010	79
Preparing for Olympics – Trafficked children and young people	30 th June 2010	47
Child Protection Conferences – a new model for Hackney	12 th October 2010 & 09 th November 2010	106
Learning from Serious Case Reviews	19 th November 2010 & 15 th December 2010	90

Challenges and forward plans

- 2.2.17 Following work undertaken in Quarter 3 and 4 of 2010-11, a key priority for 2011-12 will be a review of how local agencies are meeting their duty under section 11 of the Children Act 2004. After collating results from the Section 11 Audit tool, a subsequent review of the training programme will be undertaken to ensure that the training programme meets local needs. After implementation of the revised programme, a significant challenge for the T&D sub-committee will be to ensure that training remains flexible and responsive to change. Training will need to be informed by key guidance on policies and procedures, new policy requirements, findings and recommendations from local Serious Case Reviews and from multi-agency case file audits undertaken by the Quality Assurance Sub-committee.
- 2.2.18 Following the implementation of more rigorous evaluation techniques, the T&D sub-committee plans to build upon this foundation by regularly feeding back and making sense of collated data. An increased emphasis will be placed on training observations to ensure that key messages and outcomes are delivered.
- 2.2.19 A further challenge for the T&D sub-committee in 2011-12 will be to expand its pool of internal trainers. The T&D sub-committee aims to deliver a training programme benefited by local expertise and modelling multi-agency working. A 'Training for Trainers' course has been re-commissioned for late spring 2011 to provide nominated delegates with training skills to strengthen their specialist knowledge in a training environment. Training will be offered to delegates committed to delivering training for CHSCB and in return, will be fully supported by the sub-committee.

Training monitoring and evaluation

- 2.2.20 For 2010-11, the T&D sub-committee has monitored and evaluated multi-agency training through trainee evaluation feedback forms, observation of training and feedback through agency representation on the sub-committee. As outlined above, following results of the Section 11 audit in conjunction with data collated from courses in 2010-11, the T&D sub-committee will be focusing on providing a revised multi-agency training programme tailored to the needs of local organisations.

2.3 Recruitment and supervision

Safer recruitment in schools

2.3.1 The key priorities for 2010-2011 included:

- Ensure all schools have at least one member who has undertaken (and achieved) the accredited “Safer Recruitment in Education” training. The Learning Trust keeps and monitors a record of school staff who have undertaken the appropriate training. All schools comply with this requirement. Four safer recruitment training courses have been delivered this year and 2 sessions on the main aspects of safer recruitment were delivered at the annual Governors’ Conference in November 2010.
- More robust checking of school’s safeguarding process, specifically in relation to the ‘Single Central Record’. The Learning Trust has a rolling programme of audit such that the single central record in each maintained school in Hackney is audited at least once each year.
- Finalisation of the HR Audit process, which focuses on recruitment practices as well as other safeguarding processes. This is being introduced in April 2011.
- Closer liaison with Children’s Social Care (CSC) in relation to the management of allegations against professionals working with children and young people. The Learning Trust has worked closely with CSC to develop updated guidance for schools on managing allegations against professionals. This is currently in draft but is scheduled for roll-out by April 2011. TLT and CSC have also delivered joint training on managing allegations on behalf of CHSCB.

2.3.2 The priorities for the following year are to:

- Develop specific ‘Management of Allegations against Professionals’ training programme for schools and other educational settings in line with the guidance identified above and taking into consideration the changing emphasis in the 2011 Education Bill which proposes changes in relation to behaviour management, wider ability to search pupils and the need to maintain confidentiality in respect of allegations whilst they are being investigated.
- Continue to deliver ‘Safer Recruitment in Education’ and capacity-build so that more members of staff are accredited to deliver training.
- Consider the impact of the changes to the ‘Vetting and Barring’ scheme and provide training and guidance as appropriate.
- Continue to develop closer, cross-agency liaison between professionals to ensure safeguarding remains embedded and is a focus in all schools and education settings.

Safer recruitment across agencies

2.3.3 In November 2010, the CHSCB initiated a section 11 audit with statutory agencies and the voluntary, community and private sector. The audit included an extended section on ‘Recruitment, vetting procedures and allegations against staff’ and questioned agencies on whether they have safer recruitment arrangements in place. This includes having a safer recruitment policy, completing appropriate checks on staff / volunteers in line with relevant guidance and legislation and procedures for handling allegations of abuse. Statutory agencies were asked to evidence that their staff involved in recruitment are suitably trained in safer recruitment. The findings are due back in February 2011 and will be presented in a report in the following year.

2.4 Investigation of allegations

Hackney

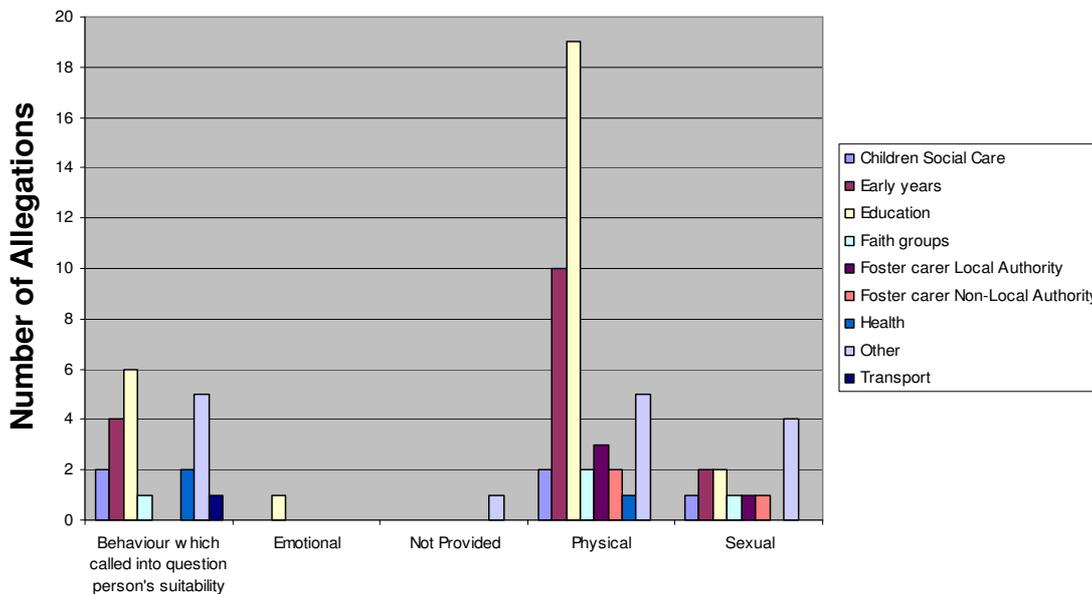
2.4.1 The Group Manager in Safeguarding holds the dedicated Local Authority Designated Officer (LADO) function of managing allegations against professionals that work with children. The LADO coordinates aspects of child protection enquiry, criminal investigation and disciplinary processes regarding employees about whom an allegation has been made. The LADO makes decisions about appropriate action and oversees reporting and management of data in this area.

2.4.2 Over the year from 1st April 2010 to 31st December 2010, a total of 79 referrals relating to allegations against adults working with children and young people were recorded as accepted. Of these 24 were received in the first quarter (Q1); 24 in the second quarter (Q2) and 31 in the third quarter (Q3) of the year. Of the referrals that were accepted:

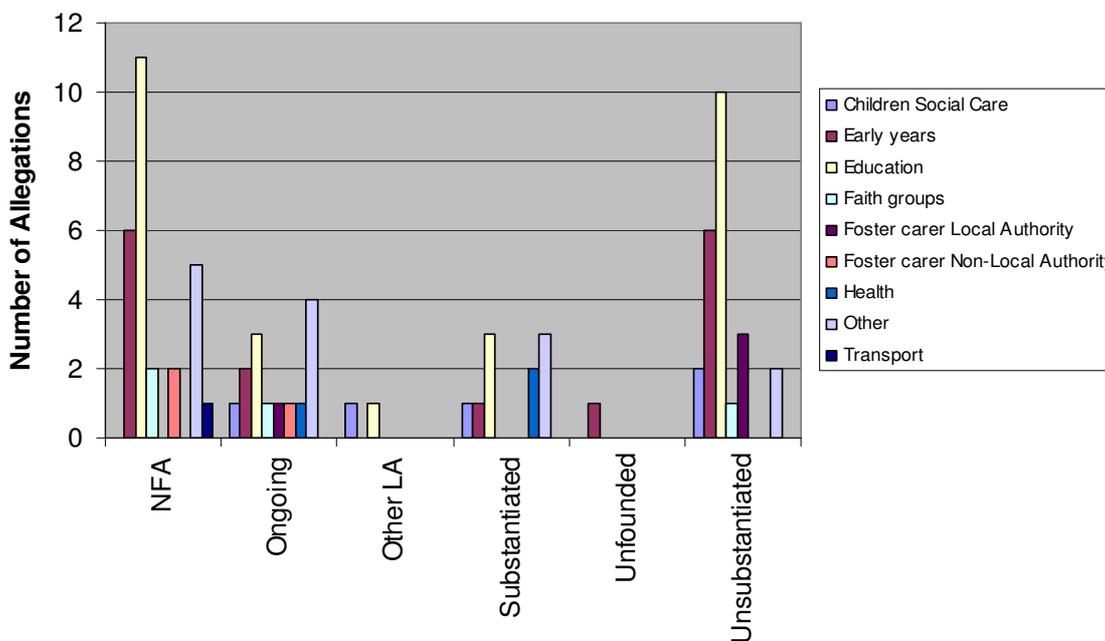
- 10 allegations were substantiated, meaning that there was clear evidence to support the allegation.

- 24 were unsubstantiated, meaning that there was insufficient evidence to reach a conclusion one way or another about whether the allegations could be substantiated.
- 1 referral for allegations was judged to be unfounded (concluded that the allegation was false) and for 27 allegations further action was not taken, meaning that clear evidence was found to establish that the alleged incident had not taken place.

2.4.3 Details of the nature of referrals received are set out in the table below, and the outcome of referrals. NB – the allegations are made about an adult or organisation – there may be more than one child involved in the allegation.



Nature of Allegations



Outcome

2.4.4 A number of developments have been undertaken to enhance multi-agency working in this area of safeguarding. The LADO holds regular meetings with the Learning Trust's Human Resources department and the Safeguarding in Education team. January 2011 saw the first CHSCB training in 'Managing Allegations against Professionals' attended by staff from children's social care; health, education and early

years as well as the voluntary sector. Additionally all basic safeguarding training delivered by CHSCB gives information regarding the LADO role and how to manage allegations.

- 2.4.5 Through direct discussion between the LADO and parents whose children have made allegations about the experience of the LADO process, we have been able to build into training and procedures the need to ensure ongoing communication with the family about the course of any investigation.
- 2.4.6 This year's section 11 (Children Act 2004) audit has requested that agencies demonstrate that they have procedures for reporting allegations against professional that work with children – the finding of this audit will be reported separately. This work has been taking place against a background of uncertainty in terms of national statute and guidance. The recently announced "freedom bill" proposes a scaling back of CRB checks for volunteers working with children and the merging of the Criminal Records Bureau and The Independent Safeguarding Authority, which will in turn impact upon how allegations are managed in the future.

City of London

- 2.4.7 The City of London is mainly a business centre with a daytime population of over 330,000 people. It has a residential population of approximately 9,185 people, of whom approximately 1,128 are aged between 0 and 19. In addition, over 2,000 children attend the City's four independent schools.
- 2.4.8 Due to the size and capacity of the City of London the Children's Social Care Services Manager takes on the role of the LADO function, representing the City of London on the CHSCB. The City of London has developed systems and processes to record and monitor allegations against professionals and enhanced procedures for managing these have been produced.
- 2.4.9 Over the year from March 2010 to February 2011, there has been 1 referral from within the City of London Corporation. Specific child protection awareness training has been delivered to the wider children's workforce to promote thresholds for referrals. The City of London's LADO has recently been working closely with the Independent Schools in reviewing their safeguarding policy and procedures around reporting systems. Training and development for the children's workforce is being promoted through the dissemination of training available from CHSCB and through City of London safeguarding training. Further development of the Children's Workforce Strategy is currently under review in relation to the City of London and wider children's workforce.

2.5 Privately fostered children

- 2.5.1 In February 2010, Children's Social Care embarked on a campaign to raise awareness of private fostering, encouraging people to let them know if they are private foster carers. The campaign included mail outs of guides for professionals and young people to schools, after school clubs, play centres, play groups, voluntary organisations, children's centres and council public access points.
- 2.5.2 In 2010-11, the CHSCB has continued awareness-raising of private fostering via the new website for the Board (see paragraph for 2.8.3 for more details). There are different sections on private fostering for parents and children. The website signposts users to the local guidance leaflets on private fostering which are available for these target groups and professionals. The Community Partnership Advisor for the CHSCB has also delivered safeguarding training sessions to parents within schools which have covered the issue of private fostering (see paragraph 4.2.2 for more information).
- 2.5.3 The Adoption and Fostering team within Children's Social Care are planning to re-issue the publicity around private fostering with staff, partner agencies and the wider public in the following year. The CHSCB will closely monitor the measures designed to strengthen private fostering notification arrangements and will continue to provide challenge in this area in the upcoming year.

2.6 Cooperation with neighbouring authorities

- 2.6.1 Safeguarding work in London inevitably involves working with neighbouring boroughs because some families with children move around. This year there has been collaboration for learning purposes as part of the London Learning Together pilot. There has also been agreement that Hackney staff will contribute to a piece of work in an adjoining borough where the criteria for a Serious Case Review are not met, but where there is some learning to be done.

- 2.6.2 The CHSCB belongs to the pan-London network of LSCBs, over-arched by the London Safeguarding Children Board. The CHSCB endorses the London Child Protection Procedures which provides practical guidance to the legislation contained in *Working Together to Safeguard Children* on how agencies should work together to safeguard and promote the welfare of children. The CHSCB has recently adopted the revised version which was published in December 2010.
- 2.6.3 The London Child Protection Procedures are followed in City and Hackney with regards to children who transfer between local authority areas.
- 2.6.4 London LSCB chairs meet quarterly, organised by London Councils. Nationally the Independent Chairs have been meeting but have recently moved to an online forum. Both fora are sources of valuable support and information sharing which help share best practice. The Board's team members sit on the London Safeguarding Children Board's sub-groups for Training and Development Officers. These networks provide an opportunity to learn about the work of other LSCBs, share ideas on how to improve or develop Board activities and gather information about developments happening in safeguarding regionally and nationally.

2.7 Communicating the need to safeguard children and promote the welfare of children

Background

- 2.7.1 The Business Plan 2010-11 prioritised the need for the CHSCB to finalise its Communication Strategy to support the Board's interaction with professionals, service users and the community whilst raising the Board's profile as a LSCB (see 2.2, Appendix E).
- 2.7.2 The CHSCB finalised its Communication Strategy in July 2010 and is overseen by the Training and Development sub-committee (see Appendix G). The strategy is targeted at three groups:
- 1) Board members / partner agencies;
 - 2) Broader professional community and the;
 - 3) Wider community

Key priorities and challenges

- 2.7.3 One of the key priorities was to develop an independent website for the Board and it was successfully launched on 17th August 2010 (www.chscb.org.uk). The website has enabled the Board to raise its profile with professionals and the wider community. It is used to publish key local and national publications and policies, signpost users to other agencies and resources and market the multi-agency training programme. The data relating to website usage is highlighted below:

Figure 1: Usage Summary

Website usage summary (for the period 17 th August 2010– 31 st January 2011)	
5,703 visits	37.91% Bounce rate (percentage of single-page visits or visits in which the person left site from the landing page)
21,557 views of pages	00:03:52 average time on site
3.78 pages per visit	58.02% new visits

Figure 2: Website Traffic Sources (for the period 17th August 2010– 31st January 2011)

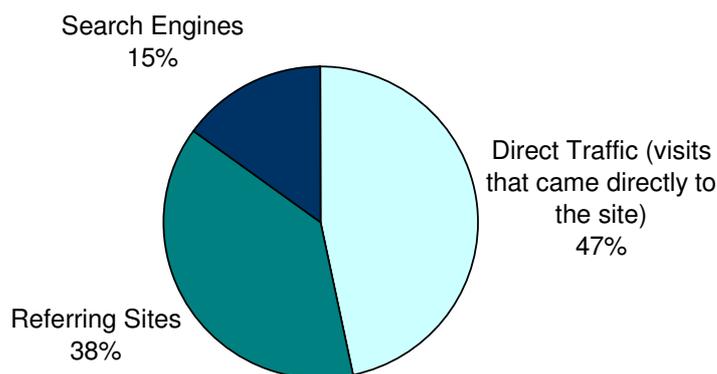


Figure 3: Top viewed website pages (for the period 17th August 2010– 31st January 2011)

	Web page	Views of page	% of views of page
1	Training calendar	3,838	17.80%
2	Welcome page	3,502	16.25%
3	Training programme	1,246	5.78%
4	Training application submission	791	3.67%
5	Lunchtime seminars	576	2.67%
6	Serious Case Reviews	536	2.49%
7	Contact us	392	1.82%
8	Policies and procedures	346	1.61%
9	Professionals landing page	334	1.55%
10	About the CHSCB	326	1.51%

- 2.7.4 The figures display that the website has been particularly effective in promoting the multi-agency training programme and its capacity to allow professionals to apply for courses online is very popular. The training calendar is the most-viewed page on the website between 17th August 2010 and 31st January 2011.
- 2.7.5 It was agreed that the CHSCB needed to develop an induction pack for new Board or sub-committee members. An induction pack is now available on the website. It aims to support new members in understanding the role, function and structure of the CHSCB and their individual role and responsibilities as a Board or sub-committee member.
- 2.7.6 Following the success of a couple of trial lunchtime seminars last year, the Board has established a series of lunchtime seminars this year alongside the multi-agency training programme. The subject matter of the seminars is responsive to topical issues arising in safeguarding both locally and nationally. For example, the Board has run seminars on child trafficking and the new model of child protection conferences in Hackney. The seminars are also used as an arena to feedback lessons learnt from recent local Serious Case Reviews (SCR) and national research on SCRs. The lunchtime seminars are very well-attended from a range of agencies and feedback has generally been very positive from staff. Figures on lunchtime seminar attendance can be found in paragraph 2.2.13.
- 2.7.7 The Business Plan highlighted the need for the CHSCB to actively seek out information and act upon it where appropriate to improve safeguarding practice (see Recommendation 5, Appendix E). The Communication Strategy has aimed to address this recommendation by developing an ‘Operational Forum’ to strengthen the Board’s link with frontline practice. This was set up in June 2010 and meets bi-monthly reporting into the Quality Assurance sub-committee. The group is made up of frontline practitioners from the Board’s partner agencies.
- 2.7.8 The Operational Forum provides an opportunity to discuss multi-agency working issues and for new emerging themes in child protection to be brought to the Board’s attention. It aims to enhance multi-agency practice and contribute to improvements in child protection and service delivery. Current issues that have emerged from the forum include effectiveness of core groups, patterns of sexual exploitation and the impact of honour-based violence and forced marriage on young people within certain communities.

- 2.7.9 The Communication Strategy focuses on the need for consultation and engagement with children and young people to take account of their views in the planning and deliver of safeguarding services. As commented on in our last Annual Report, historically this has been a struggle for the CHSCB and in general LSCBs across the country to engage children and young people in safeguarding issues. This year, however, the CHSCB has been fortunate to receive funding from London Councils through the London Safeguarding Children Board. The CHSCB is one of 6 local authorities taking part in the pan-London safeguarding children culture & faith project. The aims of the project are to:
- Promote statutory agency safeguarding children partnership working with local minority ethnic and faith communities and groups
 - Provide appropriate specialist guidance for professionals to assist them in safeguarding children from minority ethnic and faith communities and groups; and
 - Raise awareness in minority ethnic and faith communities and groups about safeguarding children issues.
- 2.7.10 The CHSCB has embarked upon a project that involves obtaining the views of young people about safeguarding issues affecting them. The project will focus on this, but with specific focus on obtaining the views of young people from black and ethnic minority communities. Some focus will be placed on issues surrounding culture and faith, forced marriage and honour based violence and intergenerational conflict. The project will employ a peer research model, which will involve using young people as peer researchers to design and administer questionnaires to other young people. The outcomes from the questionnaires will be used as themes in focus groups with groups of young people. The results of the peer research will be used to inform the work of the CHSCB.
- 2.7.11 The Board has also embarked on a scoping exercise to learn more about 'Sexual Exploitation' in conjunction with the Youth Crime Reduction and Community Safety teams in Hackney in January 2011. The Board's intention is to develop a joint strategy on this issue which will partly be informed by the views of young people.
- 2.7.12 At the time of writing, a section 11 audit (Children Act 2004) is underway with partner statutory agencies and the voluntary sector. A number of awareness-raising activities have taken place to raise the profile of safeguarding and the rationale behind voluntary agencies taking part in the section 11 audit. This includes the facilitation of an audit workshop for voluntary organisations at HCVS offices, written invitation to all independent schools in Hackney, advertisement of the audit on CHSCB / HCVS / Youth Provider Network websites and an article in the HCVS Spark magazine. A total of 41 voluntary organisations signed up directly with the CHSCB to participate in the audit.

Part 3 - Monitoring and evaluating the effectiveness of what is done to safeguard and promote the welfare of children

3.1 Quality-assurance activity

Background and remit of Quality Assurance (QA) sub-committee

- 3.1.1 The QA sub-committee is a formal sub-committee of the CHSCB which functions to ensure that safeguarding practice is monitored and evaluated to support a cycle of continuous improvement. The sub-committee meets bi-monthly, is chaired by the Associate Director, Children and Families within Community Health Services and has representation from the safeguarding team within CYPS, the local health economy, the Metropolitan Police (CAIT and the Borough Police) and the City. Attendance is very good.
- 3.1.2 The sub-committee has worked over the last year at developing a quality assurance system through a formal work plan and defined its priorities which were agreed by the CHSCB. This has been the first year that the sub-committee has produced a plan in this way, and for 2011/12 this work will be built on to ensure that priorities are informed by progress and the full contribution of sub-committee members and the CHSCB.

Priorities for this year

- 3.1.3 This year, the key priorities for the committee have included the need to develop a core data set to support baseline reporting of child protection practice to the CHSCB, the development of a multi-agency case review cycle to evaluate the quality of practice, and the establishment of the Operational Forum, a formal sub-group of the QA sub-committee. In addition there are core responsibilities that the sub-committee undertakes including the statutory requirements of completing a Section 11 audit and the production and publication of a Safeguarding Annual Report on behalf of the Board for the 1st April 2011.
- 3.1.4 The sub-committee has drawn on recommendations from the CHSCB, learning from SCRs and operational practice issues arising out of our multi-agency work to inform its work. To date the sub-committee has overseen the completion of 4 multi-agency case reviews and identified issues for immediate action and areas for development as part of our 2011/12 planning. These reviews supplement the quantitative data that we have, and provide some evidence of the effectiveness of practice and areas for action across the multi-agency system.
- 3.1.5 Data collection for a core data set has proved challenging, given the disparate data sources and the reliability and validity of these sources are being reviewed so that the final data set can be agreed by September 2011.
- 3.1.6 The Operational Forum has proved successful in bringing agencies together to discuss frontline practice and to work together at resolving issues.
- 3.1.7 Section 11 of the Children Act 2004 places a statutory duty on key persons and bodies to make arrangements to ensure that in discharging its functions, they have regard to the need to safeguard and promote the welfare of children and that the services they contract out to others are provided having regard to that need. Improving the way key people and bodies safeguard and promote the welfare of children is crucial to improving outcomes for children. Working Together to Safeguard Children (2010) requires Local Safeguarding Children Boards (LSCBs) to monitor the effectiveness of organisations' implementation of their duties under section 11 of the Children Act 2004.
- 3.1.8 The CHSCB conducted the first section 11 audit with key statutory agencies in 2009. This was a highly detailed and in-depth assessment and all agencies completed their own action plans following the audit and have reported regularly to the Board on the implementation of these. The Board agreed that a section 11 audit would be conducted biennially and that the process of the next audit in 2011 should be enhanced to involve strategic commissioned services and the private, voluntary and community sector.
- 3.1.9 A briefing event was held at Hackney Council for Volunteer Service (HCVS) offices in November 2010 which over 20 organisations attended. Further awareness-raising briefings were also held at HCVS Children and Young People Providers Forum, Youth Provider Networks and the Interlink Foundation. The audit has been advertised via HCVS mailing lists and HCVS, CHSCB and the Youth Provider Network websites. Independent schools were also invited by a written letter to participate in the audit. It is anticipated that we will receive completed audits from a significant proportion of voluntary organisations

which will enrich the data collection to inform the sub-committee and CHSCB about the wider safeguarding context as it applies to third sector providers.

The year ahead

- 3.1.10 The sub-committee has yet to formalise its priorities for the year ahead but will need to take forward development work from the Section 11 audit and multi-agency case reviews, reflecting on a full cycle of reviews and their findings. Once the core data set is agreed later in the year, reporting by agencies will commence and the sub-committee will be better placed to provide the Board with regular reporting. Given recent SCRs and learning events in Hackney, the QA sub-committee will also reflect on additional priorities that emerge and will respond to any national directives required with the publication of the Munro Report.
- 3.1.11 A significant local priority is to understand the reduction in the number of children subject to child protection plans and the sub-committee has commenced a review of CYPS activity to support this review. A wider review of Tier 2 service provision to understand the use of thresholds and the management of risk within preventative services has also been initiated.
- 3.1.12 This is also a period of significant change within the local economy, and the role of the QA sub-committee will continue to be pivotal in monitoring safeguarding practice and providing feedback to the CHSCB.

3.2 Serious Case Reviews

Role of Serious Case Review sub-committee

- 3.2.1 This sub-committee meets every two months with regular representation from the agencies and is substantially involved in safeguarding work in the City and Hackney. It is chaired by the Independent Chair of the Board.
- 3.2.2 The sub-committee receives reports of the deaths of any children in the two local authority areas. *Working Together to Safeguard Children (March 2010)* gives the Serious Case Review sub-committee some specific functions. If abuse or neglect of a child is known or suspected, or if a child has been seriously harmed and there is cause for concern as to the way in which the authority, their Board partners or other relevant persons have worked together to safeguard the child, the sub-committee makes a recommendation to the Safeguarding Board that a Serious Case Review should be carried out.
- 3.2.3 However this is not always clear-cut and so far this year none of the cases discussed have met the criteria for a Serious Case Review. Members of the sub-committee are keen to promote learning and develop good practice. As a result, between April and December 2010 no new Serious Case Reviews were set in train, although one was completed in this period and two other pieces of work were commissioned. The purpose of these was to explore and make recommendations about situations that had not met the criteria for an SCR but where there were lessons to be learnt. A third case is being reviewed as part of the London Councils Learning Together Pilot - there is more information about the pilot in the next section.
- 3.2.4 When the criteria for a Serious Case Review are met, the sub-committee again has a clear role, set out in *Working Together*, to commission, assure the quality of, and monitor the actions arising from, any SCR. Consequently the sub-committee has been doing its usual work of ensuring that Action Plans coming out of previous SCRs are completed, and that the Board's training programme continues to pick up on issues that have arisen in SCRs. This in turn is reported to the Board.

Achievements, challenges and priorities

- 3.2.5 Actions from previous SCRs were consistently and thoroughly monitored by the Board's Business Manager and where appropriate, issues were reported back to the sub-committee. Only one action from previous SCRs remains outstanding. This is apart from three for a government agency, which have been handed back to that department for completion.
- 3.2.6 Two SCRs were completed in June 2010 and January 2011, in line with timescales agreed with Ofsted. In relation to the SCR completed in June 2010, other processes were being pursued on this case which has delayed the publishing of the Executive Summary, this will however be published in the near future. The Board is awaiting Ofsted evaluation for the SCR completed in January 2011. Ofsted evaluated the SCR completed in June 2010 overall as 'Good' (the Terms of Reference for the review was 'outstanding'), and another SCR which had been carried out in the previous year as being 'Good'. The Executive Summary for the SCR completed in 2009 is available on the website www.chscb.org.uk.

3.2.7 Hackney was accepted as a pilot borough for the London Learning Together project which is testing new ways of carrying out reviews. This is done in conjunction with the Social Care Institute for Excellence and the model being piloted is one which has received a lot of attention nationally as it was developed by, amongst others, Professor Eileen Munro, who is leading the government review of the safeguarding. The pilot will feed into the Munro Review.

Summary of SCRs and lessons learnt

3.2.8 The Executive Summary of the case of a child known as 'Child J' was published in December 2010. This is one of the SCRs referred to above that Ofsted evaluated as 'Good'. Child J was a baby who died in the summer of 2009, when he was five months old, after his mother, Ms K, jumped to her death with him in her arms. An inquest subsequently found that she had taken her own life and that Child J had been unlawfully killed. Child J's aunt felt able to contribute to the Serious Case Review; this was greatly appreciated and should be recognised in this Annual Report.

3.2.9 This was an unusual Serious Case Review. Child J was a well-loved baby who received exemplary care from his mother until the point of his sudden death.

3.2.10 It was also unusual in that it involved a central government agency, the Department of Work and Pensions, as there was a complex issue as to whether or not Ms K was entitled to Income Support and other benefits. The Review found that there were a number of examples of inadequate customer care in the Department of Work and Pensions' practices. These included failure to reply to an important letter from Ms K's General Practitioner, the use of complex, detailed language in correspondence with Ms K, and unreasonable delay in processing appeals. Recommendations for the DWP have been passed back to that agency, as there are some outstanding issues to be resolved.

3.2.11 Locally, the Serious Case Review identified some weaknesses in the arrangements for support to vulnerable families (though they were not considered to be particularly significant in this case). There is clear guidance on thresholds for referral within and between agencies, but that guidance was not well understood and used. The Common Assessment Framework was not used. The implementation of this initiative is patchy and may require a stronger central drive to be used most successfully. The Board was given a recommendation to review local arrangements for support to vulnerable families with specific reference to the use of the Common Assessment Framework and the understanding and implementation of guidance on thresholds for referral within and between agencies.

3.3 Information about child deaths

Role of CDOP

3.3.1 The City and Hackney Child Death Overview Panel (CDOP) is a multi-disciplinary group established on 1st April 2008 to review all deaths of children (aged under 18 years) in the City and Hackney.

3.3.2 The CDOP plays a key role in improving the health, safety and wellbeing of all children who are resident in Hackney and the City of London. It does this by: reviewing all deaths in children, identifying trends, risks and predisposing factors such as service anomalies, epidemiological, environmental, social or cultural factors that could be associated with child deaths locally; and by making recommendations to reduce risk factors and to improve the quality of frontline services for children and young people preventing future deaths from occurring.

3.3.3 The CDOP meets quarterly and the meetings are well attended. The table in Appendix H displays a breakdown of agency attendance at the CDOP meetings from 1st April 2010 to 9th February 2011 - during this period, there were three meetings.

3.3.4 The CDOP reports its themes and learning annually to the CHSCB.

Child Death Data

3.3.5 During 1st April 2010 – 9th February 2011 the CDOP received 26 child death notifications and reviewed 48 deaths. The number of reviewed deaths includes 1 death from 1st April 2008 to 31st March 2009; 28 deaths from 1st April 2009 to 31st March 2010; and 19 deaths from 1st April 2010 to 9th February 2011.

3.3.6 Since 1st April 2010 the CDOP is required to categorise the preventability of a death by considering whether modifiable factors may have contributed to the death of the child and which by means of locally or nationally achievable interventions, could be modified to reduce the risk of future child deaths. In 12 cases the CDOP identified modifiable factors.

3.3.7 The Rapid Response (RR) group, which is monitored by the CDOP, has considered the unexpected deaths of 12 of the 26 deaths notified during 2010-11. Five rapid response cases are currently awaiting completion.

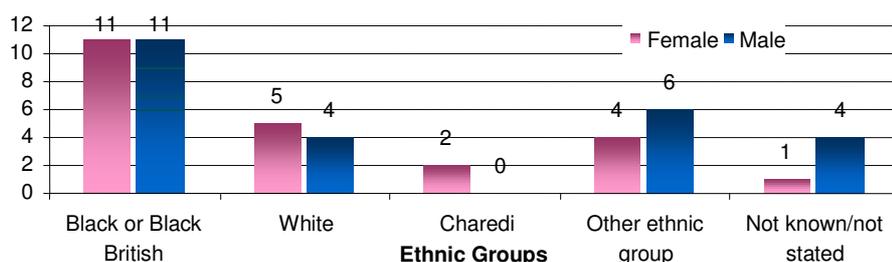
3.3.8 Of the 48 cases reviewed by the CDOP, 14 (29%) occurred within the first 28 days of life, increasing to 28 (58%) within the first year of birth.

Figure 1 Age and gender of children

	Under 28 days	Under 1 year	1-4 years	5-9 years	10-14 years	15-17 years	Total (%)
Female	3	11	3	3	1	2	23 (48%)
Male	11	3	6	0	2	3	25 (52%)
Total	14	14	9	3	3	5	48

3.3.9 Almost half of the deaths (22, 46%) occurred in Black or Black British children, nine (19%) in White children and 10 (21%) in other ethnic groups including children with a Turkish, Bangladeshi or Pakistani background.

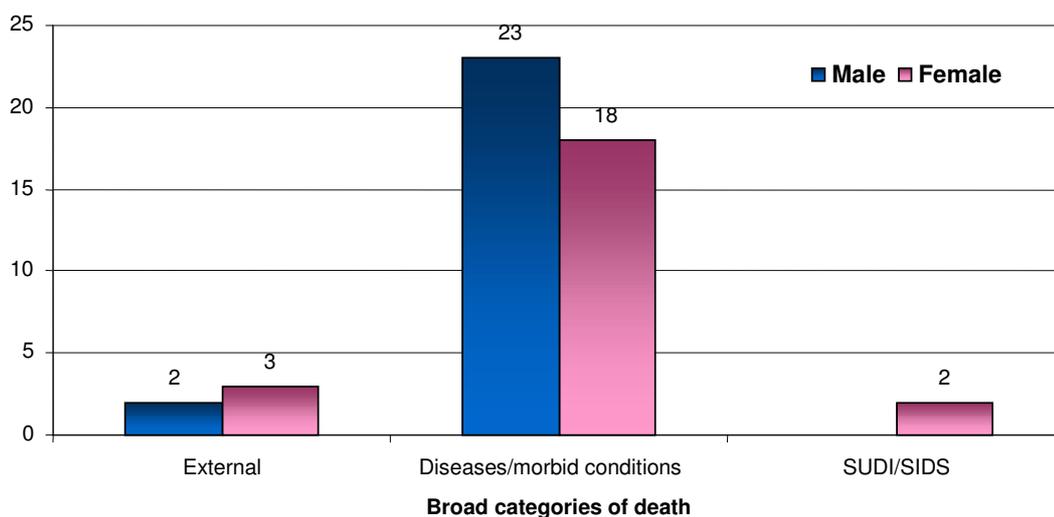
Figure 2 Ethnic groups



3.3.10 The main cause of death of children in Hackney and the City of London reviewed during 2010-11 was 'diseases/morbid conditions' (41, 85%) [international classification of diseases (ICD)]. This category includes congenital abnormalities, perinatal conditions, cancer and infections such as Streptococcus Pneumoniae Bronchopneumonia or Sepsis due to Streptococcus Pneumoniae.

3.3.11 External causes accounted for five deaths of children (10%) and included a car accident and four fatal assaults. Two cases were classified by the CDOP as a sudden unexpected, unexplained death.

Figure 3 Reviewed child deaths in City and Hackney in 2010-11 by cause of death



Key Priorities, Activities and Achievements

- 3.3.12 NHS City and Hackney and the CHSCB ensure that the CDOP has the administrative support required to carry out its functions effectively and efficiently.
- 3.3.13 Wherever possible the CDOP seeks to both further the child death review process and improve the wellbeing and safety of children and young people in City and Hackney. The main reason for furthering the child death review process is the belief that the quality of the process will directly affect the extent of learning issues that can be derived from the process. These learning issues should in turn play a significant role in informing and improving the safety, wellbeing and services to children and young people.
- 3.3.14 The achievements of the CDOP and the RR group in furthering the child death review process during 2010-11 were the:
- appointment of the Consultant Midwife in Public Health & Named Midwife for Safeguarding at the Homerton University Hospital to the CDOP.
 - appointment of the GP Medical Director at City and Hackney NHS to the CDOP;
 - invitation and involvement of non-CDOP members in the discussion and review of specific cases where they have personal knowledge of the case and are able to make a useful contribution.
- 3.3.15 In general, the achievements of the CDOP and the rapid response group in improving the wellbeing and safety of children and young people during 2010-11 were:
- providing a reminder to GPs about immunising asplenic children;
 - reviewing the Homerton University Hospital's Maternity Clinical Practice Guidelines in relation to Mother and Baby Bed sharing and Co-sleeping; and the NHS City and Hackney Health Visitor pack in relation to its safe sleeping messages;
 - supporting the need for Great Ormond Street Hospital to join the Image Exchange Portal System as soon as is practicable possible;
 - providing a reminder to medical staff of the importance of identifying symptoms related to a blocked shunt as early as possible;
 - supporting the need to ensure that all community midwives are trained in resuscitation of babies and have access at all relevant times to the portable equipment needed for homebirths;
 - advising on a recommendation by the London Ambulance Service about defibrillators in school;
 - supporting a literature review of the use of hypertonic nasal spray in infants and its potential link with cerebral oedema by the paediatric pathologist from the Royal London Hospital;
 - informing the Medicines and Healthcare Products Regulatory Agency and GPs of potential risks in the use of hypertonic nasal spray in infants;
 - supporting parents in a review of agencies policies and procedures in relation to homebirths and ensuring that the recommendations of such review were implemented;
 - awareness raising with Hackney Homes in relation to fall prevention strategies from buildings and windows;
 - recommending that the Homerton University Hospital's Asthma leaflets are made available to children's social care staff.

3.3.16 A recommendation which has been made around raising the public's awareness of the child death overview process has not yet been fully implemented. This is particularly due to the sensitive nature of this topic and the length of time it has taken to agree on the most appropriate language to use when communicating messages around the process. A leaflet and a letter to parents and carers have been drafted and approved by the CDOP.

Challenges

3.3.17 Current challenges for the CDOP are:

- ensuring that the CDOP is immediately notified of all deaths;
- timely access to post-mortem results;
- measurement of outcomes, benchmarking and system data development;
- development of a feedback pathway for recommendations from the CDOP to the CHSCB who will advise on their implementation and monitor outcomes;
- developing feedback processes to parents and/or carers;
- clarifying its relationship to other review processes;
- further emphasis on the importance of a joint home visit by Police and Paediatricians following an unexpected death;
- uncertainties about the future of the child death review process.

Lessons Learnt

3.3.18 The CDOP is concerned at the number of deaths occurring in the first year of life that it has come across during its review activities. As a first step in the process of potentially improving outcomes for children and families in relation to infant mortality, the CDOP has organised a number of themed meetings.

3.3.19 Recommendations made by the panel about required future actions to prevent child deaths include:

- A review of asthma related deaths in children.
- Awareness-raising of safe sleeping messages by distributing the following safe sleeping leaflet developed by the Foundation for the Study of Infant Deaths to the public.
- Ensuring in relevant cases that parents are referred to genetic counselling;
- A review of Homerton University Hospital's policy in relation to the treatment pathway of premature babies with a fever;
- An audit of premature and prolonged rupture of membranes cases at the Homerton University Hospital;
- Supporting the development of a policy regarding Vitamin D supplementation and the raising of awareness of Vitamin D supplementation within City and Hackney;
- A report by an independent expert of a City and Hackney child death by stabbing, to identify lessons to be learnt and actions to take to prevent future deaths in relation to adolescents;
- Advising about the risks of omitting important vaccines when choosing an alternative immunisation provider, who does not follow national guidelines.

3.4 City of London sub-committee

3.4.1 The City of London sub-committee provides a specific focus on keeping children safe in the City. Key partners of these groups are the City of London Police and City and Hackney Primary Care Trust. There is also representation from Early Years and Education, Early Intervention Services and the Integrated Youth Service.

3.4.2 The sub-committee has been set up as a dedicated partnership group within the joint Safeguarding Board, to coordinate and ensure the effectiveness of safeguarding arrangements within the City of London, in recognition of the distinctive needs of the children and young people who live, study and visit the area.

3.4.3 The sub-committee takes delegated responsibility from the CHSCB to execute a number of the functions specified in the Local Safeguarding Children Board regulations as they apply to the City of London. These are:

- Developing policies and procedures for safeguarding and promoting the welfare of children in the City of London in relation to:
 - a) recruitment and supervision of persons who work with children;
 - b) investigation of allegations concerning persons who work with children.

- Communicating to persons and bodies in the City of London the need to safeguard and promote the welfare of children, raising their awareness of how this can best be done, and encouraging them to do so.
- Monitoring and evaluating the effectiveness of what is done by the City of London and its Safeguarding Board partners in the City, individually and collectively, to safeguard and promote the welfare of children, and advising them on ways to improve. This function would be carried out in conjunction with the work of the monitoring and evaluation sub-committee of the full Safeguarding Board.
- Participating in the planning of services for children in the City of London.

3.4.4 The sub-committee has raised awareness around safeguarding services with partner agencies through multi-agency child protection and integrated working training and the key priorities for 2011-12 is to build and develop on this training through the Integrated Children's Workforce Strategy.

Part 4 – Areas of Progress

4.1 A new approach to Child Protection Conferences

- 4.1.1 In July 2010, the CHSCB agreed to support a new approach to child protection conferences proposed by Children’s Social Care in Hackney.
- 4.1.2 The approach was piloted from September 2010 and is now being implemented by all Conference Chairs, who are being supported by the Group Manager to ensure model fidelity. Conferences are now organised in a way that improves risk assessment and maximizes positive family relationships, family hopefulness and information about family resources.
- 4.1.3 Features of the new approach are:
- Employment of evidence-based behavioural and systemic family therapy intervention methods
 - Engaging the whole family system in reflecting on what needs to happen to keep children safe and devising family enacted plans to achieve change.
 - A strong child focused
 - An emphasis on thorough preparation
 - Use of the Signs of Safety approach to risk assessment. This focuses on the question “How can the worker build partnerships with parents and children in situations of suspected or substantiated child abuse and still deal rigorously with the maltreatment issues?” Signs of Safety is a partnership and collaboration grounded, strengths-based, safety-organised approach to child protection work, expanding the investigation of risk to encompass strengths and signs of safety that can be built upon to stabilize and strengthen the child’s and family’s situation. A modified Signs of Safety assessment framework is used at conferences. This structure actively assists the conference by enabling information to be shared in such a way that it is ‘sifted’ and organised to help participants attach risk value/meaning to each piece of information, and ultimately the whole picture.
- 4.1.4 Feedback in relation to the new conferences has been very positive from professionals and families alike.
- 4.1.5 A total of 159 evaluation forms were completed by parents and professionals. 62 of these were in relation to conferences where features of the new approach were used, and 97 where the new approach was implemented in full. See table below for percentages of responses:

	OLD STYLE CONFERENCE			NEW STYLE CONFERENCE		
	NO	SATISFACTORY	GOOD	NO	SATISFACTORY	GOOD
Were you able to explain your views to the meeting and did you feel listened to?	3.4%	3.4%	93.1%	0%	3.4%	96.6%
Was the chair helpful in getting everyone’s views?	1.8%	0%	98.2%	0%	0%	100%
Do you think clear information has been shared about family strengths?	3.6%	7.0%	89.5%	0%	3.4%	96.6%
Do you think clear information has been shared about risks and what needs to change?	1.8%	0%	98.2%	0%	1.2%	98.8%
Will the plan make things safer?	3.8%	3.8%	92.5%	0%	4.4%	95.6%
Do you think you will be able to carry out your part in the plan?	0%	3.9%	96.1%	0%	1.2%	98.8%

- 4.1.6 Professionals have reported positively in terms of meetings being more focused and information being better presented and structured, as well as meetings being more family friendly. Families have reported positively about meetings making them feel better included and valued, and have helped them understand what needs to change and why, and the role they can take in improving things for their children. Feedback in relation to the early evaluation was shared with the LSCB in January 2011.
- 4.1.7 There are currently approximately 130 children subject to child protection plans. This represents a significant reduction over the past year. The Safeguarding Group Manager is leading on and developing an analysis of some of the factors that are thought to have contributed to this reduction and identifying measures to ensure that risks continue to be managed appropriately.

4.2 Engagement of the wider community in safeguarding

Background

4.2.1 The CHSCB over the past year has continued to work towards engaging the wider community in the safeguarding agenda by promoting the message that safeguarding is everyone's responsibility. Work in this area has focused on promoting a preventative approach by actively engaging specific groups within the community which extended beyond organisations providing services to children and young people. The approach to engagement of the wider community, targeted parents via schools and children centres, the voluntary sector and faith based organisations. This work could not have been progressed without working in partnership with those voluntary sector organisations that have been committed to raising the profile of safeguarding children within the community.

Main activities

4.2.2 Developing awareness amongst parents via schools provided an effective way of developing awareness of safeguarding issues. The schools involved highlighted the need to engage specific groups of parents in understanding what safeguarding is, the role of the school in safeguarding children, the role of children social care and the impact of physical chastisement on children's health and development. These sessions were co-delivered with colleagues within the Learning Trust and Children's Social Care and the topics covered included: safeguarding children, domestic violence, positive discipline, Female Genital Mutilation, private fostering, and the role of Children's Social Care.

4.2.3 With funding received from the Learning Trust through the Adults Learners Week initiative, the CHSCB facilitated two workshops for adults in the community. The workshops were entitled 'Cultural practices and safeguarding children'. The sessions were co-delivered with the First Response Team and included a presentation on their role and Hackney's Reclaiming Social Work initiative. The workshop provided a unique opportunity for the community to understand what safeguarding is and aided to dispel engrained myths that communities often have about children social care.

4.2.4 Within the wider community the role of the voluntary sector in providing support and services to the community cannot be understated. Therefore, the need to continue our engagement with this sector is imperative to our work in making safeguarding everyone's business. The CHSCB's partnership with Hackney Council for Voluntary Service (HCVS) continues to facilitate this area of work through representation on the CHSCB and its sub-groups, providing in-house training to voluntary organisations, reserving 20% of training places for the voluntary sector on the CHSCB safeguarding training and supporting organisations with developing and implementing safeguarding policies and procedures within their organisation.

4.2.5 The CHSCB continues to engage with the local community by having an active presence and involvement with Domestic Violence Forum, Hackney Refugee Forum and HCVS Children and Young People Provider Forum. This active involvement in local events and forums continues to increase awareness of the role of the CHSCB and highlights our commitment to working in partnership.

4.2.6 Our work with the Orthodox Jewish voluntary organisations is facilitated through partnership working with Interlink which has allowed CHSCB to continue to develop awareness of safeguarding within this community. Additionally, the CHSCB provided 'Training for Trainers' training for a female member of the Orthodox Jewish community and male health worker also working within the community. This has reaped enormous benefits to the Orthodox Jewish voluntary sector as there has been an increase in the training delivered to this community. The CHSCB representation on the Orthodox Jewish Community Health Forum has assisted in augmenting the working relationship with this community.

Achievements

4.2.7 There have been a number of achievements over the past year but the most important to highlight is the CHSCB's ability to promote awareness of itself within the community and the key message that safeguarding is everyone's responsibility. The success of the engagement work is reflected by the growing demand for the CHSCB to be involved in a number of initiatives and projects, which allowed us to disseminate the knowledge gained nationally.

4.2.8 Our work on Female Genital Mutilation (FGM) has seen training delivered to members of the Somali community and a local Imam training to become a FGM trainer to work with men on this issue. The

CHSCB's Community Partnership Advisor is part of the National FGM Strategy group on FGM and part of a national initiative supporting voluntary sector organisations to raise awareness amongst specific communities.

- 4.2.9 The CHSCB worked in partnership with two Turkish/Kurdish women's organisation to raise awareness of forced marriage and honour based violence amongst service users and service providers. A community conference saw a wide group of attendees from health, children social care, the voluntary sector and housing.
- 4.2.10 Working in partnership with national organisations such as ContinYou and the Churches Child Protection Advisory Service and offering bespoke training to these groups continues to be an effective way of working in partnership and resulted in a number of churches, mosques and madrassah teachers receiving training on safeguarding.

Challenges and priorities for next year

- 4.2.11 The uncertainty of the current economic climate prevents particular challenge to the voluntary sector and presents particular socio-economic difficulties for the community. The reduction of financial resources will have some implications for engagement with the community. However, it is positive that the engagement already undertaken and the safeguarding messages communicated have registered the importance of keeping the agenda at the forefront.
- 4.2.12 Over the next year the CHSCB will continue to raise awareness with the community focusing on the need to safeguard and promote the welfare of children and ensuring the message that safeguarding is everyone's business is widely communicated. There will be a focus on engaging the community on specific issues covering safeguarding children in relation to faith and culture.

4.3 Sexual Exploitation

- 4.3.1 A number of professionals from different agencies have raised concerns with the CHSCB over the past year about the sexual exploitation of young women in Hackney, particularly (but not exclusively) in relation to gang activity. Much of the information shared has been anecdotal but it became apparent that there were emerging issues and patterns that needed to be understood so that agencies could plan appropriate services and responses to protect young people, prevent crime and provide support where it is needed.
- 4.3.2 In January 2011 the CHSCB, in partnership with the Safer Young Hackney sub-committee of Team Hackney (the Local Strategic Partnership) organised a half-day seminar to raise awareness of the issues, to develop a better understanding of the scope and extent of sexual exploitation in the borough and to facilitate some initial discussion about potential responses.
- 4.3.3 The seminar was attended by fifty-eight local professionals from a wide range of voluntary and statutory agencies, including local schools and was chaired by the Independent Chair of the CHSCB.
- 4.3.4 Carlene Firmin, previously policy officer for Race on the Agenda (ROTA) and now Assistant Director of Policy and Research at Barnardo's, delivered a very well-received presentation on 'The impact of serious youth violence and gangs on girls and women' which was based on extensive research that she had undertaken that had included contributions from young women and professionals in the Hackney area.
- 4.3.5 Local agencies shared quantitative data and current intelligence about sexual exploitation in Hackney and the Prevention Caseworker from the Youth Offending Team and Hackney Gangs Unit spoke about work that is currently being undertaken in the borough with young women involved in gang activity.
- 4.3.6 The seminar concluded with a plenary session exploring suggestions about what actions may be needed to prevent and better protect young people who are involved in sexual exploitation. Issues raised included the need for agencies to be clear about confidentiality and safe information-sharing when working with individual young people who may be vulnerable to reprisals if they disclose abuse, the need for schools to be supported in identifying high-quality 'Healthy Relationships' input for their PHSE curricular and the need to continue to support the provision and coordination of services to young people who are involved in sexual exploitation. It was agreed that a small working group will be formed to take forward work on some of these issues. The group will report back to the Operational Forum of the CHSCB.

4.4 Inter-agency Protocols

Joint Mental Health Protocol

- 4.4.1 The CHSCB launched the joint protocol between Adult's Mental Health services and Children's Social Care in 2009. The development and implementation of the Joint Protocol arose as one of the recommendations of the Serious Case Review into the deaths of Child A and B. The specific recommendation was that the 'City and Hackney LSCB should review multi-agency working with respect to parents with mental health problems, so as to ensure that joint working protocols reflect the need for multi-agency involvement, even if the children are not currently living with the parent with mental health problems.'
- 4.4.2 Last year in March 2010, a thematic audit looked at a number of cases held in Children's Social Care where both Adult Mental Health Services and Children's Social Care Services were working with families. The audit revealed a very high level of good practice in joined up working, information sharing and joint planning, including joint risk assessments.
- 4.4.3 This year, the CHSCB has initiated a series of multi-agency case reviews (see paragraph 3.1.4 for more information). The cases are thematic and one of the cases reviewed across agencies involved parental mental health issues. The audit findings demonstrated that Children's Social Care and Adult Mental Health Services had a shared understanding of the risk to the child. Information-sharing and communication between both agencies was timely and appropriate. The roles and responsibilities of the respective agencies were clearly understood. The audits displayed good multi-agency work between agencies which lead to a positive outcome for the child.

DAAT (Drug and Alcohol Action Team) and Children's Social Care Protocol

- 4.4.4 This year, the DAAT (the strategic body that ensure that the local drug and alcohol action plan is implemented and appropriate services commissioned) and Children's Social Care have drafted a working protocol.
- 4.4.5 Practitioners from both services met in a series of consultation events to discuss the challenges and benefits of working together where there are cases of parental substance (including alcohol) misuse which present a risk to children in the family. Operational and strategic managers from the DAAT and CSC drafted a protocol which describes how the two services can work together, in terms of thresholds (the Hackney Well-being Model); referrals to both services; and possible service responses and treatment pathways. It is anticipated that the protocol will be signed off by senior managers from the DAAT and Children's Social Care during early summer 2011.

4.5 Ofsted inspections

City of London

- 4.5.1 The City of London's unannounced safeguarding Inspection was in May 2010, this identified significant strengths, such as the joint arrangements for the City and Hackney Safeguarding Children Board and no priority actions for Children's Social Care. The City is committed to maintain and develop an excellent service to children and families, the main aims will be to focus on developing the skills of the children's workforce and raise awareness around safeguarding. This will incorporate recommendations that come from the Munro review and any future developments from the Social Work Reform Board around an overarching standard framework.

Hackney

- 4.5.2 Ofsted undertook two inspections of services in Hackney's Children Social Care within 2010/2011 - an unannounced inspection of the Access and Assessment service and an (announced) Inspection of Local Authority Fostering Service.
- 4.5.3 The unannounced inspection (which is scheduled to take place once in any 12 month period, following the creation of the inspection framework in April 2009) took place on 10th and 11th of August 2010 during which time two Ofsted Inspectors undertook an inspection of Hackney's Access and Assessment service without notification. The inspection sought to gain an insight into the quality and effectiveness of contact, referral and assessment arrangements of the Authority, and their impact on minimising any child abuse and

neglect. The inspectors considered a range of evidence, including: electronic case records, observation of practitioners and consultation with staff and partners.

- 4.5.4 There was found to be a range of areas of strength and satisfactory practice within the service. Of particular note they highlighted that effective partnership working across all agencies results in timely and planned action to protect children and young people. This was echoed in their finding that thresholds for access to children's social care, and protocols for collaborative working are clearly defined and understood by partner agencies.
- 4.5.5 They reported that an effective range of preventative services are provided to vulnerable children and their families and that staff morale is high and there is a clear and collective commitment to improving outcomes for vulnerable children and families. Inspectors also noted that good training and development opportunities for social workers are actively promoted by the council and the Local Safeguarding Children Board and are well regarded.
- 4.5.6 Points of note highlighted for development the inconsistency in referrals from other agencies that the Common Assessment framework was not well understood by partner agencies.
- 4.5.7 The recommendations from the report have been discussed at a range of meetings with partners and senior managers and a range of actions have been recorded (and are regularly monitored) via a service improvement log.
- 4.5.8 In September, Ofsted's inspection of London Borough of Hackney's (LBH) Fostering Service (an inspection which occurs once every three years) commenced. The inspection lasted five working days from 14th to the 20th September 2010.
- 4.5.9 The inspectors sought to examine the quality of service provision afforded to foster carers and families. The primary aim of the inspection was to identify the quality of service provided in relation to Every Child Matters outcomes (Children's Act 2004) and associated National Minimum Standards (Department of Health 2002).
- 4.5.10 Throughout the course of the inspection, inspectors met with staff, partners, foster carers and children and young people in order to understand user-engagement and perceptions of the service itself. Further points of evaluation included the provision of safeguards for children and young people, and the knowledge of both staff and foster carers of relevant good practice. This assessment was supplemented by a thorough examination of relevant files, including care plans and staff records. The inspectors found a consistently high-level service and thorough preparation and as a result LBH's fostering service was afforded an overall rating of 'good'.
- 4.5.11 This rating was in part formulated by an assessment of action on recommendations emerging from previous inspections. The inspectors were pleased that the service has acted on recommendations with relation to: the review and improvement of electronic storage of all files and records; the recording and monitoring of social work visits to carers and the policy relating to the foster panel protocol on agreeing issues arising. They also noted that Children's Guide needs to be amended to be even more accessible to younger children.
- 4.5.12 The other contributing factor for the overall rating, were judgements against Every Child Matters (ECM) outcomes and the fostering service was consistently rated as 'good' against all ECM outcomes. In terms of helping children to be healthy, the clear and comprehensive health care plan, and the creative engagement with children on health matters (healthy eating points reward system) were noted as areas of strength. The service's ongoing commitment to helping children to stay safe was clearly evidenced through the quality of support offered to carers (training, handbook, CRB disclosure protocol) and children/young people (counselling, advice services) with regard to a variety of risks, including substance misuse and bullying.
- 4.5.13 The inspection confirmed that children and young people are well able to continue enjoying and achieving; an emphasis on promoting and facilitating ethnic diversity and educational needs is soundly incorporated into the application procedure, training and practice throughout the fostering service.
- 4.5.14 Inspectors noted that Hackney's fostering service continues to encourage children and young people to make a positive contribution; particular appraisal was granted to the service's engagement with independent advocacy bodies and in-house consultation with children, young people and foster carers; these include 'Action for Children', Our Voice our Choice and The Hackney Pledge.

- 4.5.15 Furthermore, children and young people involved with the fostering service were found to be supported in achieving economic wellbeing. Hackney's care leaving service successfully engages with foster carers and young people to ensure a holistic approach to achieving independence.
- 4.5.16 At a wider organisational level, the fostering service was rated as 'good'. Of notable praise was the ongoing re-organisation of the fostering service as part of the Reclaiming Social Work initiative, which will ultimately streamline access to specific health and educational professionals and thus minimise any risk of delay in the referral procedure.
- 4.5.17 Inspectors also made recommendations including: a review of the Statement of Purpose and Children's Guide; ensuring foster carers understand and have the necessary equipment available on the safety of information relating to children; and ensuring separate records for carers and children. These recommendations are subject to ongoing discussion and action at Senior Management Team meetings, with all progress monitored on the Children's Social Care Service Improvement Log.

4.6 Safeguarding Improvement Team visit to City and Hackney Health Community

- 4.6.1 Over the course of 2010, NHS London undertook intensive two day visits across the health community in London focusing specifically on NHS performance in safeguarding and improved assurance of good practice, social work and CHSCB colleagues were contacted as part of the process. The visit to City and Hackney took place on 13-14th July 2010. On the first day senior managers and safeguarding professionals from the four NHS organisations were interviewed, on the second day visits were made to frontline staff in hospital community and general practice settings, followed by a feed back meeting with managerial and clinical staff from the NHS organisations and local authorities.
- 4.6.2 The team made recommendations about the completion the designated and named professional structures, the development of a commissioning assurance framework and the need to strengthen the arrangements with primary care teams. It advised on the importance of ensuring safeguarding services and structures remain strong through the organisational transitions which lay ahead. The team were positive about many aspects of services provided and gave special mention to CHYPS Plus, the Mother and Baby Unit at the Homerton Hospital and specialist roles in midwifery and health visiting. They noted good multi-agency relationships.

Appendix A: Hackney borough profile and safeguarding dataset

Child Protection Statistics

CP National Indicators	Description	Hackney 2009-10	Hackney 2010-11 Q1*	Hackney 2010-11 Q2*	Hackney 2010-11 Q3*	National Average 2009-10	SN Average 2009-10**
NI 64	% of Child Protection Plans ceased, who had been the subject of plan for more than 2 years	8.1%	17.2%	10.9%	9.2%	8.6%	5.9%
NI 65	% of children becoming the subject of Child Protection Plan for a second or subsequent time	11.9%	1.7%	5.8%	8.5%	11.7%	13.6%
NI 67	% of child protection cases which were reviewed within required timescales	100.0%	100.0%	98.0%	100.0%	89.0%	97.2%

* The data has been collected for the first three quarters April – December 2010.

** Statistical Neighbour groups (SN) help to benchmark local authorities' performance and group authorities based on similar characteristics such as population composition, deprivation indices, and other socio-demographic criteria. Hackney's statistical neighbours are Inner London boroughs.

	Hackney 2010-11 Q1*	Hackney 2010-11 Q2*	Hackney 2010-11 Q3*	Hackney 2009-2010	Hackney 2008-2009
Number of children who have been the subject of Referral to Children's Social Care (including re-referrals) in the year	792	1661	2501	4484	2486
Number of children receiving an Initial Assessment in the year	458	1215	1805	2677	1953
Number of children receiving a Core Assessment in the year	227	741	1146	2104	1240
Children who were the subject of initial Child Protection Conferences during the year	58	99	144	277	274
Children who were the subject of Section 47 enquires initiated during the year	202	378	592	681	492

Subjects of CPP by Category of Abuse, Gender and age as at 31/12/10 (end of quarter 3)

a. by category of abuse, age and gender

Category of Abuse as at 31/03/2010	Boys						Girls						Unborn children	Total children
	Age						Age							
	Under 1	1-4	5-9	10-15	16 and over	Total boys	Under 1	1-4	5-9	10-15	16 and over	Total girls		
Neglect	4	8	8	2	0	22	10	8	9	6	0	33	2	57
Physical abuse	0	1	2	3	0	6	0	1	1	1	0	3	0	9
Sexual abuse	0	0	0	1	0	1	0	1	2	0	0	3	0	4
Emotional abuse	0	0	4	5	0	9	2	3	3	4	0	12	0	21
Multiple/not recommended	3	6	13	8	0	30	0	6	7	5	1	19	3	52
Total children	7	15	27	19	0	68	12	19	22	16	1	70	5	143

Hackney Children & Young People who were the subject of a Child Protection Plan

b. by ethnic origin

Ethnicity		2010-11 (at 31/12/10 – Q3)	2010-11% (at 31/12/10 – Q3)	2009-10	2009-10%	2008-09
White	White British	27		58	0	99
	White Irish	4		5	0	0
	Any other white background	16		21	0	20
	Total	47	33%	84	34.9%	119
Mixed	White and black Caribbean	8		2	0	14
	White and black African	2		6	0	0
	White and Asian	1		n/a	0	0
	Any other mixed background	12		25	0	11
	Total	23	16%	33	13.7%	25
Asian or Asian British	Indian	7		12	0	7
	Pakistani	3		n/a	0	0
	Bangladeshi	0		9	0	3
	Any other Asian background	0		6	0	1
	Total	10	7%	26	10.8%	11
Black or Black British	Caribbean	30		41	0	28
	African	14		18	0	17
	Any other black background	13		22	0	10
	Total	57	40%	81	33.6%	55
Other ethnic groups	Chinese	0		n/a	0	0
	Any other ethnic group	1		5	0	2
	Total	1	1%	0	0	2
Unborn children		5		12		6
TOTAL CHILDREN		143		241		218
Total (excluding Unborn)		138		229		212

City of London Borough profile and safeguarding dataset

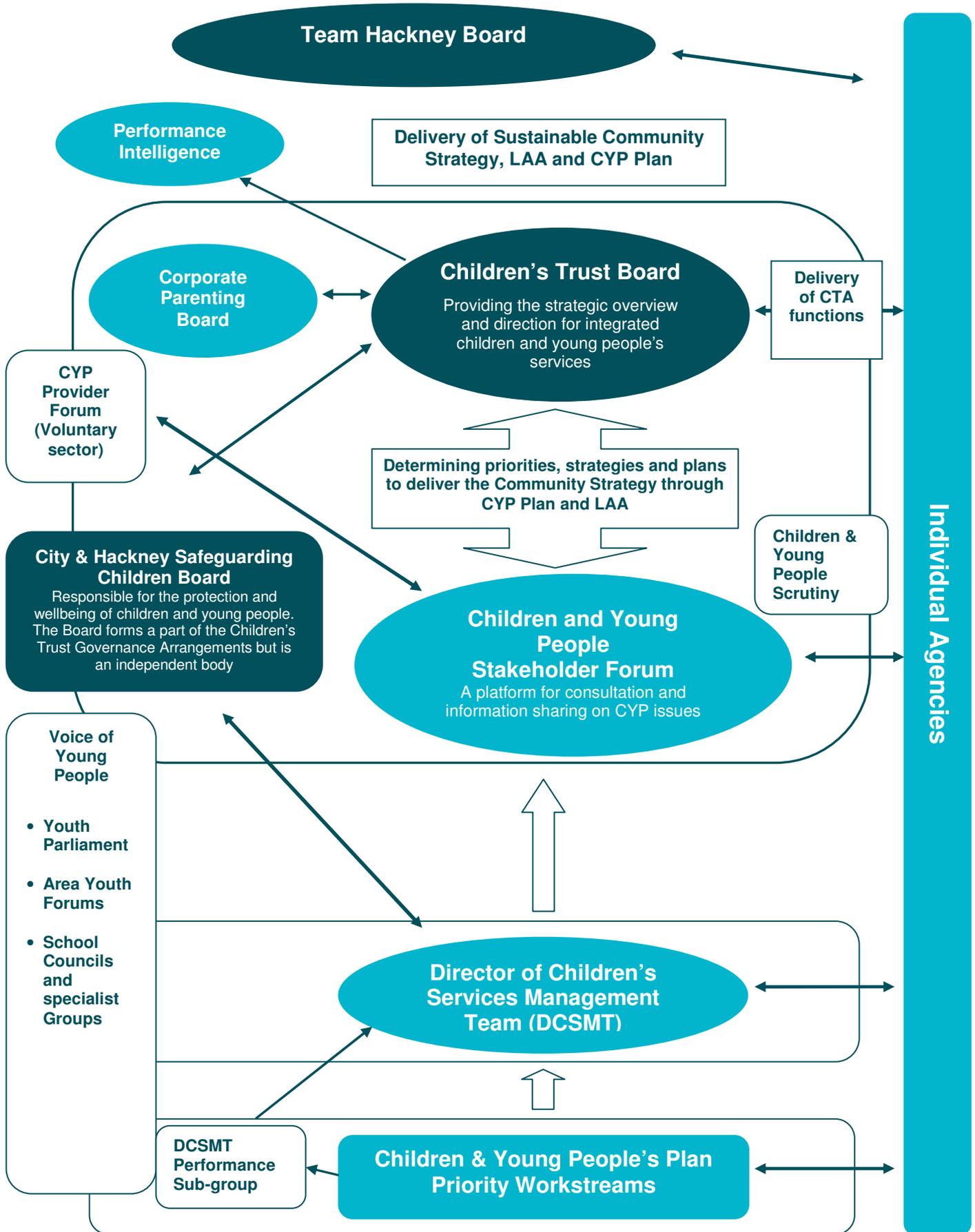
a. Child protection statistics

	2010-11*	Comment
Number of Children who have been subject to referrals and re-referrals to Children's Social Care	26	There were 26 referrals and none of these were re-referrals.
Number of children receiving an Initial Assessment in the year	23	
Number of children receiving a Core Assessment in the year	23	
Children who were the subject of initial Child Protection Conferences	1**	One child was the subject of CP Conference and was then put on the CPP.
Children on Child Protection plans lasting more than 2 years	0	
Children protection cases that were received within timescales	1**	One CP case reviewed within timescale.
Number of Children that were subject to child protection plan during the year	1**	There was one child on the CPP plan.
Number of Children on Child Protection Plan at end of year (31 st March 2010)	0**	
Children who were the subject of Section 47 enquiries initiated during the year	1**	
CAF received during the year	4	

* dates refer to 1st April 2010 – 31st December 2010

**data less than 5 to be suppressed

Appendix B: Governance structure (at time of writing, February 2011)



Appendix C: CHSCB Structure (as at February 2011)

City of London sub-committee

Chair: Gillian Humble - Family & Young People's Director, City of London

Quarterly meetings

Quality Assurance sub-committee

Chair: Lena Cadasse, Associate Director, City and Hackney Community Health Services

Bi-monthly meetings

Reports to

Operational Forum

Chair: Sarah Wright, Head of Safeguarding & Professional Advisor to CHSCB

Bi-monthly meetings

City and Hackney Safeguarding Children Board

Independent Chair: Fran Pearson

Quarterly meetings

Child Death Overview Panel

Chair: Dr Jose Figueroa - Consultant in Public Health

Quarterly meetings

Training & Development sub-committee

Chair: Isabelle Trowler - Assistant Director of Children's Social Care, Hackney Council

Bi-monthly meetings

Finance sub-committee

Chair: Steve Belk - Executive Director of Learning & Standards, The Learning Trust

Bi-annual meetings

Serious Case Review sub-committee

Chair: Fran Pearson - CHSCB Independent Chair

Bi-monthly meetings

Appendix D: Board Unit Diagram

Independent Chair
Fran Pearson

**Head of Safeguarding &
Professional Advisor to the CHSCB**

Sophie Humphreys / Sarah Wright
(job-share)

**Safeguarding Group Manager &
Local Authority Designated Officer**

Liz Harkin

Business and Performance Manager

Alice Tomlinson

Community Partnership Advisor

Leethen Bartholomew

Multi-agency Training Coordinator

Sandra Reid

**Child Death Overview Panel &
Rapid Response Co-ordinator**

Pernilla White

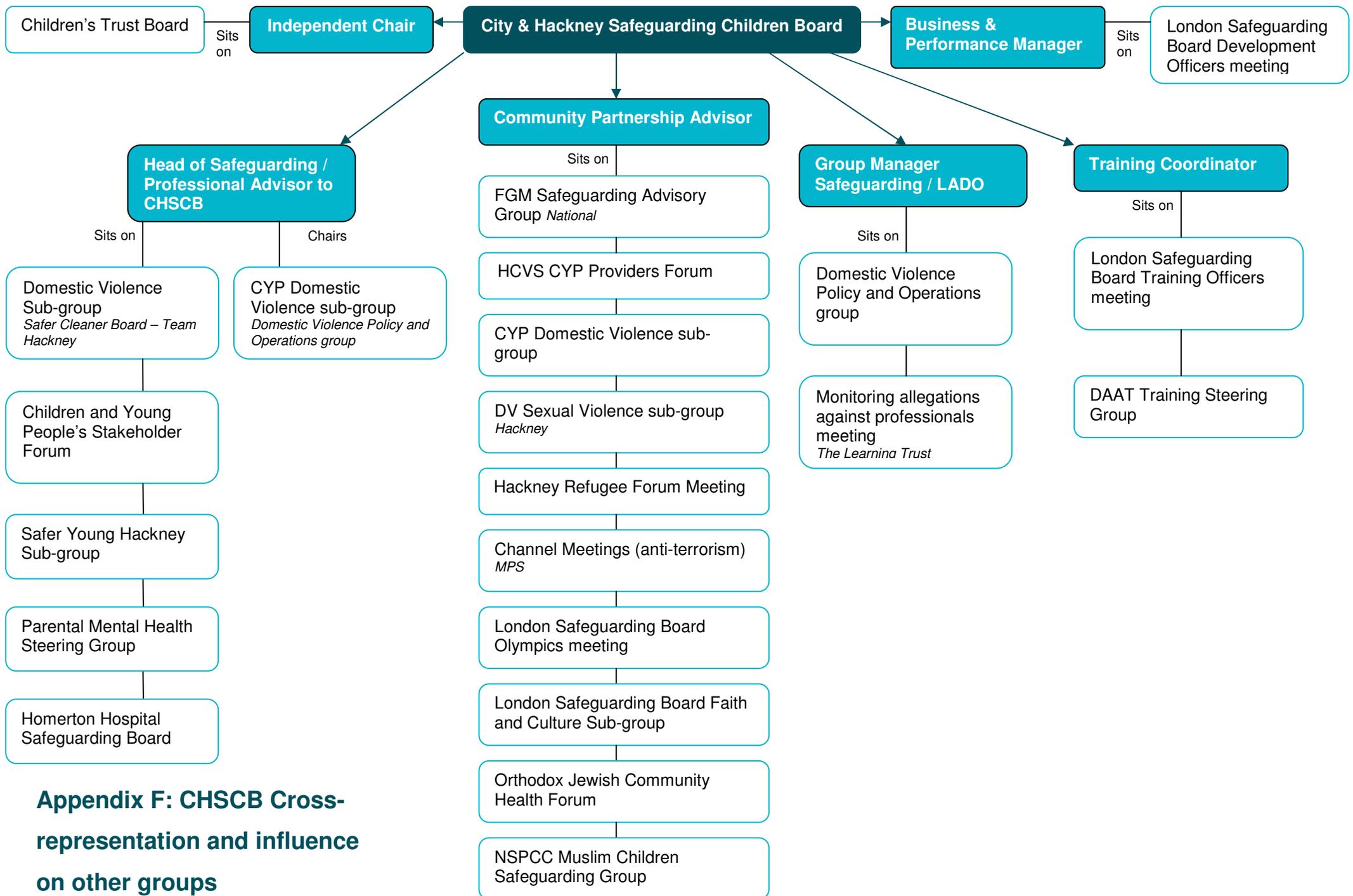
Safeguarding Board Coordinator

Sanna Johansson

Appendix E: Business Plan 2010-11

No.	Strategic objective	Milestones	Lead person or group	Timescale for completion
1	Good governance with meaningful performance indicators that hold agencies to account for their safeguarding responsibilities	<p>1.1 The Board continues to have the backing of all agencies for a budget that supports its business despite a context of shrinking budgets.</p> <p>1.2 The Annual Report increases accountability by providing performance information on work by partner agencies and the City and Hackney Safeguarding Children Board (CHSCB) to safeguard children including comparative analysis with other safeguarding boards.</p> <p>1.3 The scrutiny and challenge role of the Children's Trust Boards and CHSCB is further refined, implemented and reviewed.</p> <p>1.4 All member agencies ensure that the Section 11 Audit is completed on time and reflects the state of safeguarding within their service.</p>	<p>Finance Sub-committee</p> <p>Independent Chair</p> <p>Independent Chair</p> <p>All member agencies</p>	<p>March 2011</p> <p>April 2011</p> <p>January 2011</p> <p>March 2011</p>
2	Service-users views inform all our work	<p>2.1 We make the most of our relationship with the Children's Trust Boards and voluntary sector to benefit from planned and existing service-user and community engagement carried out across the partnerships and this is evidenced in at least one joint project.</p> <p>2.2 The Communication Strategy is finalised and supports our interaction with professionals, service users and the community whilst raising our profile as a local safeguarding children board.</p>	<p>Quality Assurance Sub-committee</p> <p>Training and Development Sub-committee</p>	<p>March 2011</p> <p>March 2011</p>
3	Training and Workforce programme to ensure the highest level of practice across agencies including safer recruitment procedures in place.	<p>3.1 The Board sees evidence that each agency is delivering safeguarding training to an appropriate standard to all those that require it.</p> <p>3.2 The Board better understands the way different sectors use the multi-agency training and endorse changes to the programme to reflect their differing need.</p> <p>3.3 The Board makes better use of training data to better understand whether it is improving how we work together as a partnership to safeguard children.</p> <p>3.4 Each agency provides the Board with evidence that it is meeting its safer recruitment responsibilities and the requirements of the Independent Safeguarding Authority.</p>	<p>Training and Development Sub-committee</p> <p>Training and Development Sub-committee</p> <p>Training and Development Sub-committee</p> <p>All member agencies</p>	<p>March 2011</p> <p>March 2011</p> <p>March 2011</p> <p>March 2011</p>
4	Agency	4.1 Chair continues the regular programme of meetings with the Chief Executive	Independent Chair	On-going

No.	Strategic objective	Milestones	Lead person or group	Timescale for completion
	representatives are accountable to the Board on behalf of their agency and at the same time carry out their shared responsibility with other members.	<p>of partner agencies and their representatives, in turn these people alert the Chair to any safeguarding issues within their organisation.</p> <p>4.2 Member agencies have a shared understanding of the local thresholds in relation to risk and safeguarding and that this is evidenced in Board minutes.</p> <p>4.3 Sub-committee chairs demonstrate that they are providing effective leadership and steer to their areas of responsibility.</p> <p>4.4 Agency representatives on the Board ensure the appropriate agency member attends and takes an active role in the Board's sub-committees.</p>	<p>All member agencies</p> <p>All sub-committee chairs</p> <p>All member agencies</p>	<p>March 2011</p> <p>March 2011</p> <p>March 2011</p>
5	The Board actively seeks out information and makes the best use of it and acts upon it where appropriate to improve safeguarding practice.	<p>5.1 Information gained from the Quality Assurance sub-committee and relevant audits is used in a way that is meaningful to the City and Hackney.</p> <p>5.2 Themes and learning from the Child Death Overview Panel are reported annually to the Board. The Board to ensure that partner agencies act on recommendations appropriately.</p> <p>5.3 That Serious Case Reviews are of a high standard and recognised as such by external regulators.</p> <p>5.4 That Serious Case Reviews improve practice and that the Board satisfies itself that this is the case and that all recommendations are actioned within appropriate timescales.</p>	<p>Quality Assurance Sub-committee</p> <p>Child Death Overview Panel and Independent Chair</p> <p>Serious Case Review Sub-committee</p> <p>Serious Case Review Sub-committee / Quality Assurance Sub-committee</p>	<p>March 2011</p> <p>March 2011</p> <p>March 2011</p> <p>March 2011</p>
6	The Board stays close to practice.	<p>6.1 Board members know exactly where CHSCB stands in relation to the Government's response to Laming.</p> <p>6.2 Independent Chair and Directors of Children's Services continue their rolling programme of membership reviews to ensure the Board and its sub-committees have members who can help deliver its objectives.</p> <p>6.3 Board members know what the 'Wicked Issues' are, particularly those that might not become apparent through Serious Case Reviews and that these issues are tackled regardless.</p>	<p>CHSCB</p> <p>Independent Chair and Directors of Children's Services</p> <p>CHSCB</p>	<p>July 2010</p> <p>March 2011</p> <p>March 2011</p>



Appendix F: CHSCB Cross-representation and influence on other groups

Appendix G: Communication Strategy

No	Method of communication	Actions	Timescale	Person/Group responsible	Progress to date
1. Board members/partner agencies					
1.1	Website section for Board members	Launch new website	August 2010	Business and Performance manager/ T&D sub-committee	Website launched August 2010
1.2	Annual report	Develop and publish annually New format for 2011 (link with CYPP)	June 2010 April 2011 (and annually thereafter)	Business and Performance manager/QA sub-committee Business and Performance manager/QA sub-committee	Published on the website August 2010 Annual Report 2010-11 scheduled to be published by 1 st April 2011.
1.3	Cross-representations on strategic groups	Chart cross-representation	October 2010	Business and Performance manager	Cross-representation chart completed
1.4	Half-yearly meetings between chairs of sub-groups	Set up meeting dates	September 2010	Head of Safeguarding & Independent Chair/Board coordinator	Chairs meeting held on 12.10.11 and next meeting scheduled for 8.3.11 to consider business planning for next year.
1.5	Business plan	Develop annually	April 2010 (and annually thereafter)	Business and Performance manager	Business Plan in place for 2010-11
1.6	Annual Board away day	Identify date	TBC - November 2010	Head of Safeguarding & Independent Chair	Due to budget constraints from SCR pressures, the Board Away day is not taking place.
1.7	Induction pack/briefings for new members	Induction pack to be developed	August 2010	Business and Performance manager	Published on the website August 2010
2. Broader professional community					
2.1	Website section for professionals	Launch new website	August 2010	Business and Performance manager/ T&D sub-committee	Website launched August 2010
2.2	Annual conference	Tbc (dependent on budget constraints)	TBC	Training coordinator/T&D sub-committee	Due to budget constraints from SCR pressures, the Board Away day is not taking place.
2.3	Training feedback/evaluation	Analysis of feedback to be undertaken and submitted to QA sub-committee	October 2010 (and 6 monthly thereafter)	Training coordinator/T&D sub-committee	Circulated to T&D sub-committee on 1.11.10
2.4	Lunchtime seminars	Programme and dates for	2 sessions to be arranged	Training coordinator/T&D	'Learning lessons from SCRs'

No	Method of communication	Actions	Timescale	Person/Group responsible	Progress to date
		year to be set up	June & July 2010. Further programme from Sept 2010 to be agreed by July 2010.	sub-committee	seminars held on 28.4.10 and 5.5.10. Child trafficking seminar on 30.6.10. 'Child Protection Conferences' lunchtime seminars held on 12.10.10 and 9.11.10. 'Learning lessons from SCRs' seminars held on 19.11.10 and 15.12.10. Other themes for 2011 could include Hackney Child Wellbeing Model. Provisional dates are booked for 16.03.11 and 7.4.11
2.5	Re-development of Operational/Practice sub-committee, reporting to QA sub-committee	Term of Reference to be agreed by QA sub-committee. Dates to be arranged	May 2010 July 2010	Head of Safeguarding Head of Safeguarding	TofR agreed at QA sub-committee on 18.5.10. 1 st meeting took place on 18.6.10 – further meetings held 10.9.10, 22.10.10, 17.12.10. Will continue to meet bi-monthly in 2011.
2.6	Responses to individual case concerns referred to Safeguarding team	System for logging and capturing issues raised to be developed. Regular reports to QA sub-committee	October 2010 April 2011 (and 6 monthly thereafter)	Business and Performance manager/ Group Manager - Safeguarding	System has been set up for recording and capturing multi-agency issues raised by single agencies.
3. Wider community					
3.1	Website section for public	Launch new website	August 2010	Business and Performance manager/ T&D sub-committee	Website launched August 2010

No	Method of communication	Actions	Timescale	Person/Group responsible	Progress to date
3.2	Leaflets for C&YP and parents/carers	Leaflets on new style of Child Protection conferences for CYP and parents/carers	November 2010	Group Manager – Child Protection Unit and IROs	Draft leaflets to be presented at next T&D sub-committee in January 2011.
3.3	Engagement with community/faith groups	<p>Engagement is via:</p> <ul style="list-style-type: none"> • Preventative action (e.g. training, Section 11 audit) • Intervention in safeguarding– individual casework • Development work (after intervention) <p>Community Partnership Advisor to provide a 6-monthly review to T&D sub-committee.</p>	Ongoing	Community Partnership Advisor	6-monthly review presented at the T&D sub-committee on 18.11.10.
3.4	Consultation activities with children and families	<p>Mapping of current consultation activities being undertaken in the City and Hackney and opportunities to collaborate.</p> <p>Develop proposal for an issue that Board would want to consult on and plan activities.</p>	January 2010	<p>Community Partnership Advisor/ Business and Performance manager/QA Sub-committee</p> <p>Community Partnership Advisor/ Business and Performance manager/QA Sub-committee</p>	<p>Community Partnership Advisor attended Participation Group on 10.11.10 (facilitated by Youth Service) and reported back on consultative activities taking place and opportunities for the CHSCB to get involved.</p> <p>The CHSCB has joined up with the Youth Offending Team, Community Safety and Children’s Social Care and undertook a scoping exercise on ‘sexual exploitation’ in Jan 2011 with an intention of developing a joint strategy which would be partly informed by the views of young people.</p>

Appendix H: Attendance at Board and sub-committees

Board

Organisation	Number of seats	% of meetings attended by agency
Independent Chair	1	100%
Professional Advisor to the Board	1	100%
CAFCASS	1	75%
<ul style="list-style-type: none"> Service Manager 		
Child Abuse Investigation Team - Metropolitan Police Service	2	75%
<ul style="list-style-type: none"> Detective Inspector Detective Chief Inspector 		
Children's Social Care – Hackney Council	2	100%
<ul style="list-style-type: none"> Assistant Director, Children's Social Care Deputy Director, Children & Young People's Services 		
City of London	2	100%
<ul style="list-style-type: none"> Director, Community & Children's Services Director, Family & Young People Services 		
City of London Police	1	0%
<ul style="list-style-type: none"> Detective Inspector 		
East London NHS Foundation Trust	4	100%
<ul style="list-style-type: none"> Borough Director Consultant Psychiatrist Clinical Director Mental Health Director 		
Education – The Learning Trust	2	100%
<ul style="list-style-type: none"> Executive Director Learning and Standards Head of Attendance in Safeguarding in Education 		
Hackney Borough Police - Metropolitan Police Service	1	75%
<ul style="list-style-type: none"> Borough Commander 		
Hackney Council for Voluntary Service	1	50%
<ul style="list-style-type: none"> Chief Executive Officer 		
Homerton University Hospital – NHS Trust	1	75%
<ul style="list-style-type: none"> Chief Nurse & Director of Governance 		
NHS City and Hackney	4	100%
<ul style="list-style-type: none"> Consultant Paediatrician Director of Public Health Associate Director for Children and Families Designated Nurse for Child Safeguarding, Commissioning 		
Safer Communities – Hackney Council	1	50%
<ul style="list-style-type: none"> Head of Safer Communities 		
Chairs of the Boards Sub-Committees:		
<ul style="list-style-type: none"> Child Death Overview Panel City of London Quality Assurance Serious Case Review Training & Development Operational Forum Finance 	1 1 1 1 1 1 1	% 100% 80% 100% 50% 100% 100%
Hackney Borough Mayor's Office	1	25%
<ul style="list-style-type: none"> Cabinet member for Children's Services – participant observer 		

* Please note: Attendance at the time of writing (April 2010 - January 2011).

** Please note: Clare Chamberlain covered May-Sep 2010

City and Hackney Child Death Overview Panel

Organisation	% of meetings attended *
Chair	100%
Child Death Overview Panel & Rapid Response Co-ordinator	67%
Child Abuse Investigation Team - Metropolitan Police Service • Detective Inspector	100%
Children's Social Care – Hackney Council • Head of Safeguarding • Head of Children in Need	100% 100%
City & Hackney Primary Care Trust • Consultant Community Paediatrician, Designated Doctor Safeguarding • Consultant Community Paediatrician** • Named Nurse Child Protection • PG Medical Director***	100% 50% 100% 100%
City of London • Director, Family & Young People Services	67%
City of London Police • Detective Sergeant	100%
East London NHS Foundation Trust • Named Professional for Safeguarding Children	67%
Education – The Learning Trust • Head of Attendance & Behaviour	33%
Hackney Borough Police – Metropolitan Police Service • Detective Inspector	100%
Homerton University Hospital – NHS Trust • Consultant Paediatrician • Consultant Neonatologist and Lead Clinician • Consulting Midwife-Public health & Named Midwife for Safeguarding****	67% 67% 100%
Royal London Hospital • Consultant Paediatric Pathologist	100%

* Attendance at the time of writing (April 2010 - January 2011).

** New member who has attended one of the two meetings scheduled since becoming a member.

*** New member who has attended the one meeting scheduled since becoming a member.

**** New member who has attended the two meetings scheduled since becoming a member.

City of London sub-committee

Organisation	% of meetings attended *
Chair of City of London Sub-Committee • Family and Young People's Director	100%**
CHSCB • Head of Safeguarding • Safeguarding Group Manager	33% 67%
City of London Corporation • Children's Social Care Manager	100%
City of London Police • Detective Sergeant	67%
NHS City and Hackney • Named Nurse in Child Protection	33%

* Please note: Attendance at the time of writing (April 2010 January 2011).

** Please note: Pat Dixon chaired September and December meetings.

Finance sub-committee

Organisation	% of meetings attended
Chair of the Finance Sub-committee	
<ul style="list-style-type: none"> Executive Director, Learning and Standards, The Learning Trust 	100%
Children and Young People's Services – Hackney Council	
<ul style="list-style-type: none"> Assistant Director, Finance 	100%
CHSCB	
<ul style="list-style-type: none"> Professional Advisor to the Board 	100%
City of London	
<ul style="list-style-type: none"> Director, Family & Young People Services 	100%
East London NHS Foundation Trust	
<ul style="list-style-type: none"> Assistant Director of Nursing 	50%
Homerton University Hospital – NHS Trust	
<ul style="list-style-type: none"> Chief Nurse and Director of Corporate Governance 	0%
NHS City and Hackney	
<ul style="list-style-type: none"> Director of Public Health 	0%

Operational Forum

Organisation	% of meetings attended *
Chair of Operational Forum**	100%
<ul style="list-style-type: none"> Head of Safeguarding 	
Children and Young People's Services - Hackney	
<ul style="list-style-type: none"> Children in Need- Consultant Social Worker Team Manager - Family Support (Parenting Support) Operations Manager for Prevention Services First Response Group - Consultant Social Worker 	67% 33% 33% 67%
CHSCB	
<ul style="list-style-type: none"> Head of Safeguarding Community Partnership Advisor 	100% 100%
City of London	
<ul style="list-style-type: none"> Children's Social Care Manager 	33%
DAAT	
	0%
East London NHS Foundation Trust	
<ul style="list-style-type: none"> Associate Director for Safeguarding Children 	33%
Education – The Learning Trust	
<ul style="list-style-type: none"> Principal Officer for Safeguarding in Education Quality Assurance and Training in Safeguarding in Education 	100% 67%
Voluntary Service	
<ul style="list-style-type: none"> Windsor Fellowship 	0%
CAIT	
<ul style="list-style-type: none"> Detective Sergeant 	33%
Triage	
<ul style="list-style-type: none"> Manager 	0%
NHS City and Hackney	
<ul style="list-style-type: none"> Enhanced Modern Matron Children and Families Nurse Manager Consultant Community Paediatrician 	67% 100% 33%

*Please note: Attendance at the time of writing (April 2010 - January 2011).

** Please note: The Operational Forum was set up in June 2010.

Quality Assurance sub-committee

Organisation	% of meetings attended *
Chair of the Quality Assurance Sub-committee	
<ul style="list-style-type: none"> • CHPCT Associate Director For Children and Families 	80%
Child Abuse Investigation Team - Metropolitan Police Service	
<ul style="list-style-type: none"> • Detective Sergeant 	60%
Children Social Care – Hackney Council	
<ul style="list-style-type: none"> • Head of Safeguarding • Policy and Strategy Manager 	100% 20%
CHSCB	
<ul style="list-style-type: none"> • Professional Advisor to the Board 	100%
City of London	
<ul style="list-style-type: none"> • Director, Family & Young People Services 	80%
East London NHS Foundation Trust	
<ul style="list-style-type: none"> • Associate Director for Safeguarding Children 	80%
Education – The Learning Trust	
<ul style="list-style-type: none"> • Head of Attendance and Safeguarding in Education 	80%
Hackney Borough Police - Metropolitan Police Service	
<ul style="list-style-type: none"> • Detective Inspector 	40%
Homerton University Hospital – NHS Trust	
<ul style="list-style-type: none"> • Named nurse for safeguarding children 	80%
NHS City and Hackney	
<ul style="list-style-type: none"> • Associate Director for Children and Families Designated Nurse for Child Safeguarding 	80% 40%

* Please note: Attendance at the time of writing (April 2010 January 2011).

Serious Case Review sub-committee

Organisation	% of meetings attended*
Independent Chair	100%**
Child Abuse Investigation Team - Metropolitan Police Service	
<ul style="list-style-type: none"> • Detective Inspector 	62.5%
Children Social Care – Hackney Council	
<ul style="list-style-type: none"> • Head of Safeguarding • Head of Looked-after Children 	100% 100%
CHSCB	
<ul style="list-style-type: none"> • Professional Advisor to the Board 	100%
City of London	
<ul style="list-style-type: none"> • Children's Social Care Manager 	50%
East London NHS Foundation Trust	
<ul style="list-style-type: none"> • Associate Director for Safeguarding Children 	37.5%
Education – The Learning Trust	
<ul style="list-style-type: none"> • Head of Attendance and Safeguarding in Education 	100%
Hackney Borough Police - Metropolitan Police Service	
<ul style="list-style-type: none"> • Detective Inspector 	37.5%
Homerton University Hospital – NHS Trust	
<ul style="list-style-type: none"> • Consultant Paediatrician • Named Nurse in Child Protection 	12.5% 50%
NHS City and Hackney	
<ul style="list-style-type: none"> • Consultant Paediatrician • Named Nurse in Child Protection • Designated Nurse for Child Safeguarding, Commissioning 	75% 50% 37.5%

* Please note: Attendance at the time of writing (April 2010 January 2011).

** Please note: Clare Chamberlain covered May-Sep 2010.

Training and Development sub-committee

Organisation	% of meetings attended
Chair of Training and Development Sub-Committee	50%*
Children and Young People's Services - Hackney <ul style="list-style-type: none"> Safeguarding Group Manager Professional Development Manager 	100%* 75%*
CHSCB <ul style="list-style-type: none"> Community Partnership Advisor Multi-agency Training Co-ordinator 	75%* 100%*
City of London <ul style="list-style-type: none"> Children's Social Care Manager 	50%*
Drug and Alcohol Action Team <ul style="list-style-type: none"> DAAT Training Co-ordinator 	0%*
East London NHS Foundation Trust <ul style="list-style-type: none"> Associate Director for Safeguarding Children 	25%*
Education – The Learning Trust <ul style="list-style-type: none"> Head of Attendance and Safeguarding in Education Children's Services Workforce Strategy Manager 	75%* 50%*
Hackney Council for Voluntary Service <ul style="list-style-type: none"> Organisation Development Manager & Children & Young Peoples Providers Forum Coordinator 	25%*
Homerton University Hospital NHS Trust <ul style="list-style-type: none"> Named Nurse Child Protection 	75%*
Metropolitan Police <ul style="list-style-type: none"> Detective Inspector 	0%*
NHS City and Hackney <ul style="list-style-type: none"> Named Nurse for Child Protection Designated Nurse for Child Protection 	50%* 0%*

* Please note: Attendance at the time of writing (April 2010 - January 2011).

Board Member Contact Details (as at March 2011)

City & Hackney Safeguarding Children Board Members				
Organisation	Representative	Position	Contact Tel No	Email Address
CHSCB	Fran Pearson	Independent Chair	0208 356 3661	pearson.fran@googlemail.com
CAFCASS	Elizabeth Coe	Assistant Director	01332 866480	elizabeth.coe@cafcass.gsi.gov.uk
Children and Young People's Services - Hackney	Isabelle Trowler	Assistant Director	020 8356 4779	isabelle.trowler@hackney.gov.uk
	Sarah Wright	Head of Safeguarding	020 8356 4042	sarah.wright@hackney.gov.uk
	Florence Kroll	Assistant Director, Youth Crime Reduction	020 8356 1012	florence.kroll@hackney.gov.uk
Child Abuse Investigation Team	Iqbal Singh	Detective Chief Inspector	020 8217 6484	iqbal.singh@met.pnn.police.uk
	Kevin Jeffery	Detective Inspector	020 8217 6481	kevin.jeffery@met.police.uk
City of London	Gillian Humble	Director of Family & Young People Services	020 7332 1722	gillian.humble@cityoflondon.gov.uk
	Joy Hollister	Director of Community and Children's Services	020 7332 1650	Joy.Hollister@cityoflondon.gov.uk
NHS City and Hackney	Anne Nesbitt	Consultant Paediatrician	020 7683 4276	anne.nesbitt@chpct.nhs.uk
	Maureen Gabriel	Designated Nurse for Child Safeguarding	020 8683 2701	maureen.gabriel@chpct.nhs.uk
	Lesley Mountford	Director of Public Health, NHS City and Hackney	0207 683 4355	Lesley.mountford@chpct.nhs.uk
	Lena Cadasse	Associate Director	0207 683 4691	lena.cadasse@chpct.nhs.uk
East London NHS Foundation Trust	Dean Henderson	Borough Director	020 8510 8944	dean.henderson@eastlondon.nhs.uk
	Richard Evans	Clinical Director	020 8510 8297	richard.evans@eastlondon.nhs.uk
	Sarah Wilson	Mental Health Director	020 7655 4063	sarah.wilson@eastlondon.nhs.uk
	Vanessa Crawford	Consultant Psychiatrist / Clinical Director	020 8510 8629	vanessa.crawford@eastlondon.nhs.uk
The Learning Trust	Steve Belk	Executive Director Learning & Standards	020 8820 7351	steve.belk@learningtrust.co.uk
	Elaine Peers	Head of Attendance and Safeguarding in Education	020 8820 7323	elaine.peers@learningtrust.co.uk
Hackney Borough Police	Steve Bending	Borough Commander	0207 275 4099	steve.bending@met.police.uk
Homerton University	Charlie Sheldon	Chief Nurse & Director of Governance	020 8510 7215	Charlie.Sheldon@homerton.nhs.uk

Hospital				
Safer Communities	Liz Hughes	Head of Safer Communities	0208 356 3164	liz.hughes@hackney.gov.uk
Hackney Council for Voluntary Services	Jake Ferguson	Chief Executive Officer	0207 923 1962	jake@hcvcs.org.uk
City of London Police	Steve Jackson	Detective Inspector	0207 601 2823	steve.jackson@cityoflondon.pnn.police.uk
Hackney Borough Mayor's office	Cllr Rita Krishna (participant observer)	Cabinet member for Children's Services	020 8356 3211	rita.krishna@hackney.gov.uk

Board Unit Contact Details (as at March 2011)

City & Hackney Safeguarding Children Board Unit			
Position	Name	Contact Tel No	Email Address
Head of Safeguarding & Professional Advisor to the CHSCB	Sarah Wright / Sophie Humphreys	020 8356 6824 020 8356 4042	sarah.wright@hackney.gov.uk sophie.humphreys@hackney.gov.uk
Group Manager & Local Authority Designated Officer	Liz Harkin	020 8356 4569	liz.harkin@hackney.gov.uk
Business and Performance Manager	Alice Tomlinson	020 8356 4175	alice.tomlinson@hackney.gov.uk
Community Partnership Advisor	Leethen Bartholomew	020 8356 6371	leethen.bartholomew@hackney.gov.uk
Multi-agency Training Co-ordinator	Sandra Reid	020 8356 4826	sandra.reid@hackney.gov.uk
Board & Sub-committees Co-ordinator	Sanna Johansson	020 8356 3661	sanna.johansson@hackney.gov.uk
Child Death Overview Panel & Rapid Response Co-ordinator	Pernilla White	020 7683 4344	pernilla.white@chpct.nhs.uk

You can find an electronic copy of this document online at:

www.chscb.org.uk

This Annual Report was produced with contributions from Fran Pearson, Sarah Wright, Sophie Humphreys, Alice Tomlinson, Leethen Bartholomew, Pat Dixon, Josie Collier, Sanna Johansson, Pernilla White, Elaine Peers, Rebecca Peters, Mary Jackson, Sandra Reid, Ajmer Fakir and the chairs of all the sub-committees.

The report was developed by Alice Tomlinson (CHSCB Business and Performance Manager).

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