



City & Hackney Safeguarding Children Board Annual Report 2015/16

"An Outstanding LSCB" Ofsted 2016



Foreword by the Independent Chair

I believe the City and Hackney Safeguarding Children Board (CHSCB) is better placed than it was. We have developed a firmer grip, are moving with pace and are focused on doing those things that will have a real impact in the lives of children and young people. Over the last few years the commitment of partner agency leads and the hard work of their staff, many of whom accept Board responsibilities on top of demanding day jobs, has meant that the CHSCB has gone from strength to strength. Across health, social care, education, policing, probation, the voluntary sector and our Lay members we have built a strong, intelligent and reflective partnership.

In 2016, Ofsted graded the CHSCB as outstanding for its work in both the City of London and the London Borough of Hackney - the first outstanding judgements for an LSCB in the UK. This success has not been measured in terms of how well we get along, but by how our professionalism and drive has reflected one singular focal point – the safety and welfare of children and young people. Whilst every partner played a part on our journey to outstanding we could not have delivered the insight, relentless focus and evidence of positive impact without the leadership and expertise of our Senior Professional Advisor, Rory McCallum. I want to use this opportunity to pay tribute to Rory and thank him for the critical part he has played in the work of the Board.

As a partnership, we are much more comfortable with internal and external challenge, collaborate to deliver insightful learning and actively seek out opportunities to improve. Our vision to ensure that children are seen, heard and helped goes beyond mere rhetoric. We know that the context of an individual child's life is key; we are focused on investing in early help and we are determined to deliver professionally curious and collective leadership. Evidence of the impact we are having in both the City and Hackney can be found throughout this document.

Whilst I am convinced that we are maturing as a partnership, I recognise that we have more to do. We need to maintain our focus on getting the basics right. This year we will improve our ability to reflect the authentic voice of children and young people. We want them to help us look forward, to tell us what they want and critique our delivery. We will shortly publish our first business plan informed, constructed and delivered by young people themselves. The young people we engaged during this reporting period continued to reflect the simple desire to feel safe in all the spaces and public places they frequent.

The context of our children's lives is now reflected in the digitally empowered world in which they live. In my experience it's a world in which stand-alone e-safety policies simply don't work. In fact, I am willing to predict that very soon few credible safeguarding responses will be complete without recognition of the fact that the Internet is neither novel nor separate from 'real' lives, rather it is integrated within them. We need to take this seriously and will only really improve when Ofsted, CQC, HMIC and others develop a more contextualised understanding and critical expectation within their inspection regimes. Whether developing innovative approaches like the City of London's Private Fostering App, participating in online learning, Twitter conversations or building tools and policies to help frontline staff, the CHSCB intend to be at the forefront of this work.

In the body of this report you'll be able to read about the reviews we have carried out and I hope when you do, you can see the evidence of our willingness to accept responsibility, learn and improve services. In the Serious Case Review of a foster carer (SCR FC), we uncovered evidence of a significant failure to investigate an allegation that exposed many children to abuse at the hands of someone in whose care they'd been entrusted by the local authority. Partners responded positively to the





recommendations from that case, with the notable exceptions of the National Police Chiefs Council (NPCC) and the Home Office. Neither has accepted the need to review a national system which allowed an abusive foster carer to pass four DBS checks unchallenged, even though soft intelligence was held against him suggesting he represented a significant risk to children. Having written to the Home Office on several occasions I have yet to receive a satisfactory or reassuring reply.

One of the key roles of an independent chair is to use their independence constructively, especially when it comes to challenge. Last year I raised concern in the annual report regarding children and young people attending unregistered schools in Hackney. Despite the best efforts of the Chief Executive, the senior leadership team in Hackney Learning Trust, Children and Young People's Services and Ofsted, insufficient progress has been made to provide the level of reassurance that we, as the CHSCB seek. I am more optimistic that greater progress can be made throughout 2016/17 but this issue remains an area of concern and will therefore be the subject of on-going engagement, scrutiny and challenge.

Looking forward I am keenly aware of the uncertainty and potential difficulties partnerships will face during the Children and Social Work Bill's journey from ideological concept to concrete policy and practice. More restructuring and the apparent ability to choose what to do and how to do it, may be a good thing but we need to recognise the potential to destabilise on-going partnership commitment and work. I will therefore be recommending that the CHSCB choose not to allow ambiguity or unproven concepts to jeopardise a system that is currently judged to be outstanding. It will be business as usual until an evidence based, clear and coherent pathway to change is identified.

The City and Hackney Safeguarding Children Board remains firmly committed to listening, learning and working together. If you want to be part our journey, if you are a parent or carer, a child or young person or know one who might want to engage with us, click on the 'Tell Us What You Think' Link at the bottom of this page. By doing this and sharing your views and experience you will help inform and shape what we do next.

In closing I want to be clear that the progress the partnership has made would not have been possible were it not for our frontline staff. Ordinary people are doing extraordinary work in the most challenging of circumstances. They are the social workers, teachers, nurses and health professionals, police and probation officers and staff, partners in housing, volunteers in local and national charities and the grass roots organisations grown within our communities. They are your neighbours, relatives and friends, critically they are the people who are often unnoticed as they go the extra mile and work the extra hours to make our children safer and for that we should all be extremely grateful.

A handwritten signature in black ink, appearing to read 'Jim Gamble', with a stylized, cursive script.

Jim Gamble QPM
Independent Chair

Tell Us What You Think



Contents

 About the Annual Report	5	Child Sexual Exploitation	38	Missing Children	80
 Glossary of Terms	7	Missing Children	43	Female Genital Mutilation and Harmful Practices	83
 The Board	9	Female Genital Mutilation	45	Preventing Radicalisation	85
Key Roles and Relationships	10	Preventing Radicalisation	47	Designated Officer	88
Board Membership & Attendance	14	Designated Officer	49		
CHSCB Structure	15	 Hackney	51	 Learning & Improvement	91
Financial Arrangements	16	Hackney Safeguarding Snapshot 15/16	52	The Child's Voice	92
What Our Lay Members Say	17	Safeguarding Context	53	The Family's Voice	95
The Community Partnership Advisor	18	Hackney Demographics	53	The Community's Voice	95
		Contacts, Referrals & Assessments	53	Reviews of Practice	97
 Communication	20	Children on Child Protection Plans	55	Auditing	100
 The City of London	23	Duration and Repeat Child Protection Plans	56	Performance Data	105
City Safeguarding Snapshot 2015/16	24	Categories of Abuse	56	Front-Line Intelligence	106
Safeguarding Context	25	Looked After Children	56	External Learning	107
City Demographics	25	Placement Type & Location	57	 The Child Death Overview Panel	108
Contacts, Referrals & Assessments	25	Children Subject of Care Proceedings	58	 Training & Development	111
Children on Child Protection Plans	27	Domestic Violence and Abuse	58	 Priorities for next year & beyond	116
Looked After Children	28	Children & Young People at Risk of Sexual Exploitation	59	 Technology & Social Media	119
Placement Stability, Type and Location	28	Missing Children	59	 What you need to know	121
Domestic Violence and Abuse	28	Elective Home Education	59	 CHSCB Membership	124
Children & Young People at Risk of Sexual Exploitation	29	Babies	59		
Missing Children	29	Private Fostering	60		
Elective Home Education	30	Young Carers	60		
Private Fostering	30	Children with Disabilities	61		
Children with Disabilities	30	Youth Offending	61		
MAPPA	30	Children's Mental Health	61		
		MAPPA	61		
 Progress in the City	31	Alcohol and Substance Misuse	62		
Early Help	32	Mental Health	62		
Domestic Violence & Abuse	34	 Progress in Hackney	63		
Neglect	36	Early Help	64		
		Domestic Violence & Abuse	70		
		Neglect	72		
		Child Sexual Exploitation	73		



About the Annual Report



The CHSCB annual report for 2015/16 is a transparent assessment on the effectiveness of safeguarding and the promotion of child welfare across the City of London and the London Borough of Hackney.

- Pages 9 to 22 set out the **governance and accountability** arrangements for the CHSCB. They provide information about the structures in place that support the CHSCB to do its work effectively.
- Pages 23 to 50 set the context for safeguarding children and young people in the **City of London**, highlighting the progress made by the City partnership over the last year and the challenges going forward.
- Pages 50 to 90 set the context for safeguarding children and young people in the **London Borough of Hackney**, highlighting the progress made by the Hackney partnership over the last year and the challenges going forward.
- Pages 91 to 110 highlight the lessons that the CHSCB has identified through its **Learning & Improvement Framework** and the actions taken to improve child safeguarding and welfare as a result of this activity.
- Pages 111 to 115 describe the range and impact of the **multi-agency safeguarding training** delivered by the CHSCB and a brief account of the single agency training delivered by partners.
- Pages 116 to 123 set out the **priorities going forward** and the **key messages** from the Independent Chair of the CHSCB to key people involved in the safeguarding of children and young people.

In line with statutory requirements and best practice, the CHSCB annual report 2015/16 has been sent to the following:

THE CITY OF LONDON

- The Chairman of The Policy and Resources Committee
- The Town Clerk
- The Lead Member for Children's Services
- The Director of Community and Children's Services
- The Chair of the City Health and Wellbeing Board
- The Chair of the Safer City Partnership

THE LONDON BOROUGH OF HACKNEY

- The Mayor of Hackney
- The Chief Executive
- The Lead Member for Children's Services
- The Corporate Director, Children and Young People's Services
- The Chair of the Hackney Health and Wellbeing Board
- The Chair of the Hackney Community Safety Partnership

CITY & HACKNEY / OTHER

- The Independent Chair of the City and Hackney Safeguarding Adults Board (CHSAB)
- Hackney's Youth Parliament and City Gateway
- The Mayor's Office for Policing and Crime



Glossary of Terms



ABH	Actual Bodily Harm	HCVS	Hackney Council for Voluntary Service
BME	Black and Minority Ethnic	HLT	Hackney Learning Trust
CAF	Common Assessment Framework	HUHFT	Homerton University Hospital Foundation Trust
CAFCASS	Children and Family Court Advisory and Support Service	IRI	Independent Return Interview
CAIT	Child Abuse Investigation Team	LA	Local Authority
CAMHS	Child and Adolescent Mental Health Services	LAC	Looked After Child / Children
CCG	Clinical Commissioning Group	LADO	Local Authority Designated Officer
CDOP	Child Death Overview Panel	LSCB	Local Safeguarding Children Board
CHSAB	City and Hackney Safeguarding Adults Board	MAP	Multi Agency Panel
CHSCB	City and Hackney Safeguarding Children Board	MAPPA	Multi Agency Public Protection Arrangements
CHYPS	City and Hackney Young People's Service	MARAC	Multi Agency Risk Assessment Conference
CPA	Community Partnership Advisor	MASE	Multi Agency Sexual Exploitation
CPP	Child Protection Plan	MAT	Multi Agency Team
CRIS	Crime Reporting Information System	MPM	Management Planning Meeting
CSC	Children's Social Care	NHS	National Health Service
CSE	Child Sexual Exploitation	NSPCC	National Society for the Prevention of Cruelty to Children
CYPPP	Children and Young People's Partnership Panel	OFSTED	Office for Standards in Education, Children's Services and Skills
DBS	Disclosure and Barring Service	PPU	Public Protection Unit
DfE	Department for Education	PSHE	Personal, Social and Health Education
DVIP	Domestic Violence Intervention Project	PSP	Pupil Support Plans
EIP	Early Intervention and Prevention	SCR	Serious Case Review
ELFT	East London Foundation Trust	SDVC	Specialist Domestic Violence Court
ESOL	English for Speakers of Other Languages	SEND	Special Educational Needs and Disability
FGM	Female Genital Mutilation	SLT	Senior Leadership Team
FJR	Family Justice Review	SRE	Sex and Relationship Education
FRT	First Response Team	TRA	Tenant Resident Association
GLA	Greater London Authority	TUSK	Things You Should Know (CHSCB briefing)
GP	General Practitioner	UASC	Unaccompanied Asylum Seeking Children



The Board



“The LSCB is a highly accomplished safeguarding board, supported by solid governance arrangements. It demonstrates exemplary effectiveness in holding partners to account to ensure that they safeguard children.” City Ofsted report 2016

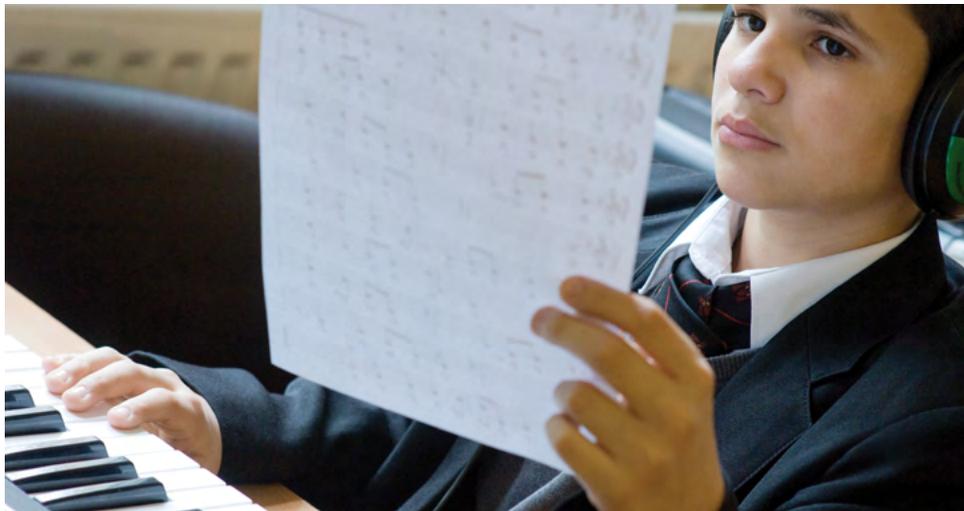


“This is an outstanding LSCB. It is a dual board covering both the City of London and Hackney. The board demonstrates an unwavering determination to safeguard children, with a firm commitment to sustaining and improving partnerships.” Hackney Ofsted report 2016

CONTEXT IS KEY

The CHSCB is the key statutory body overseeing multi-agency child safeguarding arrangements across the City of London and the London Borough of Hackney. Governed by the statutory guidance in *Working Together to Safeguard Children 2015* and the *Local Safeguarding Children Board (LSCB) Regulations 2006*, the CHSCB comprises senior leaders from a range of different organisations. It has two basic objectives defined within the Children Act 2004; to co-ordinate the safeguarding work of agencies and to ensure that this work is effective.

Over 2015/16, the CHSCB's comprehensive business plan and underpinning strategies accelerated a range of improvements to both the safety and welfare of children and young



people. Key to this success has been the partnership's 'laser-like' focus on the different safeguarding contexts that exist across the City and Hackney, with an acute emphasis being placed on children and young people being safeguarded in the context of their lives at home, in their friendship circles, in health, in education and in the public spaces that they occupy both offline and on-line.

Focussed leadership by the CHSCB in this regard has ensured the successful translation of the Board's vision into tangible actions that have made children and young people safer in the context of their lives in the City of London and Hackney: **“children and young people in the City of London and Hackney are seen, heard and helped; they are effectively safeguarded, properly supported and their lives improved by everyone working together.”**

KEY ROLES AND RELATIONSHIPS

The Independent Chair



“The independent chair provides strong and credible leadership. He has successfully facilitated a culture of openness and challenge that has positively influenced wider partnership working.” City & Hackney Ofsted reports 2016

Jim Gamble QPM has been the Independent Chair of the CHSCB since 2013. He is tasked with leading the Board and ensuring it fulfils its statutory objectives and functions. Key to this is the facilitation of a working culture of transparency, challenge and improvement across all partners with regards to their safeguarding arrangements.

The Chair is accountable to both the **Town Clerk of the City of London** and the **Chief Executive of the London Borough of Hackney** and met with both leaders frequently during 2015/16. **The Director of Community and Children's Services for the City** and the **Director of Children's Services for Hackney** also continued to work closely with the Chair on related safeguarding challenges.

Whilst being unable to direct organisations, the CHSCB does have the power to influence and hold agencies to account for their role in safeguarding. This influence can touch on matters relating to both local and national arrangements that impact directly on the welfare of children and young people.



“

The board has an ambitious resolve to be the best it can and to learn from itself, external sources and, most importantly, from children in its communities. As a result, it is making a real difference to children’s lives. An example is the chair’s persistent escalation to the

Home Office, the Department for Education and the National Police Chief’s Council of a recommendation from a serious case review.” City & Hackney Ofsted reports 2016 City & Hackney Ofsted reports 2016



The City & Hackney: Following the completion of a Serious Case Review (FC), a recommendation was made that the police guidance for the disclosure of soft intelligence be reviewed. The Metropolitan Police Service (MPS) escalated this matter to the National Police Chiefs’ Council. Their response

was that no review was needed. The Independent Chair did not deem this to be an acceptable response. An allegation had been made to the police that a foster carer had been sharing child abuse images. The MPS did not investigate this allegation when made nor did they disclose it to the Council when the foster carer’s criminal records checks (CRB and DBS) were made four times over the following decade. Over 30 children passed through the care of this individual and a number were sexually abused. At the very least, given the consequences for the survivors in this case, a review of guidance was considered a proportionate and prudent response. The Chair subsequently escalated this matter to the Home Office (via 3x letters) and the Department for Education (via 2x letters). Needless to say, at the time of writing this report, the Chair remains extremely concerned that there has yet to be any commitment from either Government Department to address this matter with the seriousness it deserves.

THE CHSCB TEAM

“

The senior professional advisor, board manager and community partnership adviser provide highly effective support to the board. The senior professional advisor has been pivotal in strengthening the board’s scrutiny function, as well as providing a valued resource to partners.” City & Hackney Ofsted reports 2016

The CHSCB is supported by a dedicated group of staff that ensure the smooth running of the Board’s day-to-day business. The team includes a senior professional advisor, a unique role that over the last year has continued to enhance the effectiveness of the Board’s challenge and scrutiny functions; a Board Manager, a Business and Performance Manager, a Training Co-ordinator, a Board Co-ordinator and another unique role, the Community & Partnership Advisor.



“I am extremely proud of the team in the City and Hackney. Achieving the first outstanding judgement is the result of their hard work and relentless focus on what is best for our children and young people. We have built a system that works and it works because of leadership, commitment and a willingness to engage in constructive reflective practice.

There is no burden of bureaucracy here. We collectively focus on what matters, the data that informs debate and the learning that drives improvement. Our structure, our approach, our staff and every partner on the Board make a real difference. Ultimately, the investment in a senior professional advisor, right at the heart of the safeguarding team has pushed us and made us smarter.” Jim Gamble QPM

THE CITY OF LONDON CORPORATION AND HACKNEY COUNCIL

“

Governance arrangements are robust, with clear lines of communication between the chair, DCS, lead member and chief executive” City & Hackney Ofsted reports 2016

Both the City of London Corporation and Hackney Council are responsible for establishing a Local Safeguarding Children Board (LSCB) in their area and ensuring that it is run effectively. A dual LSCB has been in operation for a number of years given the range of individual organisations that bridge both areas. The ultimate responsibility for the effectiveness of the CHSCB rests with the political leaders of both the City of London Corporation and Hackney Council. The Town Clerk in the City and the Chief Executive



of Hackney are accountable to these roles. **The Lead Members for Children's Services** in both areas have the responsibility for making sure their respective organisations fulfil their legal responsibilities to safeguard children and young people. The Lead Members contribute to the CHSCB as participating observers and are not part of the decision-making process.



The City: "The Town Clerk of the City of London, John Barradell, and the City's Lead Member, Dhruv Patel continued to invest their energy and focus into the work of the CHSCB. In September 2015, I spoke with John about the strength of leadership in the City of London and the progress made regarding the City's voice being much more explicit in the arrangements of the Board. The City's increase in contributions to the CHSCB was acknowledged, as was the success of Annual Conference held in the City in May 2015."



Hackney: "The Chief Executive of the London Borough of Hackney, Tim Shields and Hackney's Lead Member, Cllr Anntoinette Bramble continued to demonstrate their unwavering commitment to safeguarding children and young people within the context of their lives in Hackney. Their recognition of the importance of partnerships and their commitment to open communication was reflected in their engagement with me on two key issues: unregistered schools in Hackney and a programme of work focussing on improving outcomes for young Black men. Both issues remain subject to ongoing scrutiny by the CHSCB."

PARTNER AGENCIES



"Outstanding partnership working has enabled the board to respond to emerging safeguarding issues through highly effective strategic responses that positively influence children's lives." City & Hackney Ofsted reports 2016

All partner agencies across the City of London and Hackney are committed to ensuring the effective operation of CHSCB. This is supported by a [Constitution](#) that defines the fundamental principles through which the CHSCB is governed. Members of the Board hold a strategic role within their organisations and are able to speak with authority, commit to matters of policy and hold their organisation to account.



The City: The City of London Corporation continued to host its programme of multi-agency partnership events during 2015/16. Supported by the CHSCB and attended by a wide variety of relevant organisations, these events have been key to sharing best practice, celebrating local achievements, advising on important developments and cascading important learning. One attendee from commented; "Very useful to go through sessions with people from different agencies and departments."



Hackney: In December 2015, the local Hackney partnership agreed to participate in a pilot for the new Joint Targeted Area Inspection model. This inspection process engaged Ofsted, CQC, HMIC and HMIP and focussed on the 'front-door' arrangements in Hackney Council and the multi-agency response to CSE. The letter of finding received in January 2016 stated "The partnership benefit from a collective determination at a political, strategic and operational level to offer a wide range of high quality services to meet the diverse needs of children and families in their community. Leaders have high aspirations for all children in Hackney; they understand well the experiences and needs of children who have experienced sexual exploitation and, through innovative practice, are improving the lives of some of the most vulnerable children and families."

DESIGNATED PROFESSIONALS

The Designated Doctor and Nurse take a strategic and professional lead on all aspects of the health service contribution to safeguarding children. Designated professionals are a vital source of professional advice. Across the range of CHSCB activities, these designated roles have continued to demonstrate their value during 2015/16.



The City & Hackney: In June 2015, the Designated Nurse for the CCG escalated an issue to the Independent Chair concerning a planned change in practice in how immunisations are given. The Designated Nurse advised that the newly commissioned health visiting service was going to promote immunisations but no longer will deliver them. This was considered to potentially put children at risk by removing one of their current vaccination opportunities. The Chair agreed with the Designated Nurse that her ongoing representations to NHS England should continue and to escalate the case further should there be no progress. As a result, a transition plan was agreed with NHS England, with the immediate risks identified by the Designated Nurse being safely and appropriately mitigated.



RELATIONSHIP WITH OTHER BOARDS

“... the board effectively influences partner agencies and provides persistent challenge to ensure that safeguarding is a golden thread running through all strategic priorities.” City & Hackney Ofsted reports 2016

The CHSCB is a highly influential strategic arrangements that directly influences and improves performance in the care and protection of children. There has been achieved through robust arrangements being sustained with key strategic bodies across the partnership. During 2015/16, engagement continued with the City & Hackney Safeguarding Adults Board (CHSAB) and the respective Health and Wellbeing Boards and Community Safety Partnerships across both the City of London and Hackney.

There were also additional opportunities for the CHSCB to interface with elected members through the scrutiny functions operating in both the City & Hackney. [Inter-board protocols](#) for the City of London & Hackney set out the interface across these forums to ensure clarity of strategic alignment and management of risk. From the CHSCB's perspective, this has helped ensure that the voice of children & young people & their need for safeguarding has been kept firmly on the agenda in terms of multi-agency work involving vulnerable adults, health and wellbeing and the local response to crime.



The City & Hackney Health & Wellbeing Boards: In 2015/16, the Chair directly challenged Public Health and the Health & Wellbeing Board about the focus and pace in responding to Female Genital Mutilation (FGM). This added impetus resulted in a more comprehensive FGM strategy being published covering both the City of London and Hackney, alongside a defined plan and steering group to enhance the grip and action being progressed.



The City & Hackney Safeguarding Adults Board: Following the publication of a Serious Case Review into Child H in 2015/16, relevant children and adult facing services were engaged by the Senior Professional Advisor to discuss ways to improve and take forward the local work in the City and Hackney on Thinking Family. The CHSAB subsequently included a defined focus on this subject in its strategic plan with the CHSCB and CHSAB further developing a joint briefing note and guidance for front-line practitioners.



The City Safeguarding Sub Committee and Hackney CYP Scrutiny: The Chair and Senior Professional Advisor attended respective scrutiny sessions in the City of London and Hackney during 2015/16. At both meetings, challenge was raised about the attendance of agencies at multi-agency safeguarding training delivered by the CHSCB and the need for local leadership to drive an increase. This escalation, combined with continued promotion by the CHSCB, led to a significant increase in the training of City professionals over the course of 2015-16. A demonstrable increase in the attendance by both the Metropolitan Police and Hackney CYPS staff has also been seen leading into 2016/17.





BOARD MEMBERSHIP & ATTENDANCE



“Safeguarding is a firm priority for all board members, demonstrated by consistently good levels of attendance, effective engagement in sub-groups, and a strong culture of constructive challenge and debate.” City & Hackney Ofsted reports 2016

The Board continued to experience good attendance from organisations during 2015/16 with new members adding additional value to co-ordinated partnership working. Including a business planning session, the Board met four times during the 2015/16 and had a membership made up of representatives from all statutory partners and others concerned with safeguarding children. A list of current Board Members is set out at the back of this report. The attendance rates by agency for 2015/16 to the 4 full Board meetings are set out below. The  represents the number of seats per organisation.



The CHSCB: The CHSCB regularly reviewed performance through reference to its risk register, self-assessment process and partner agency updates submitted to each Board meeting. A secondary risk register was also implemented to improve oversight of key operational risks facing individual organisations and how these affected their ability to safeguard children and young people. During 2015/16, key risks identified as having the potential to impact on the CHSCB’s ability to carry out its statutory objectives included reductions in public sector funding, stakeholders not being sufficiently aware of the CHSCB and the regular updates it provides, delays in progressing reviews with sufficient speed and the impact of **the Wood Review** into LSCBs published in May 2016.

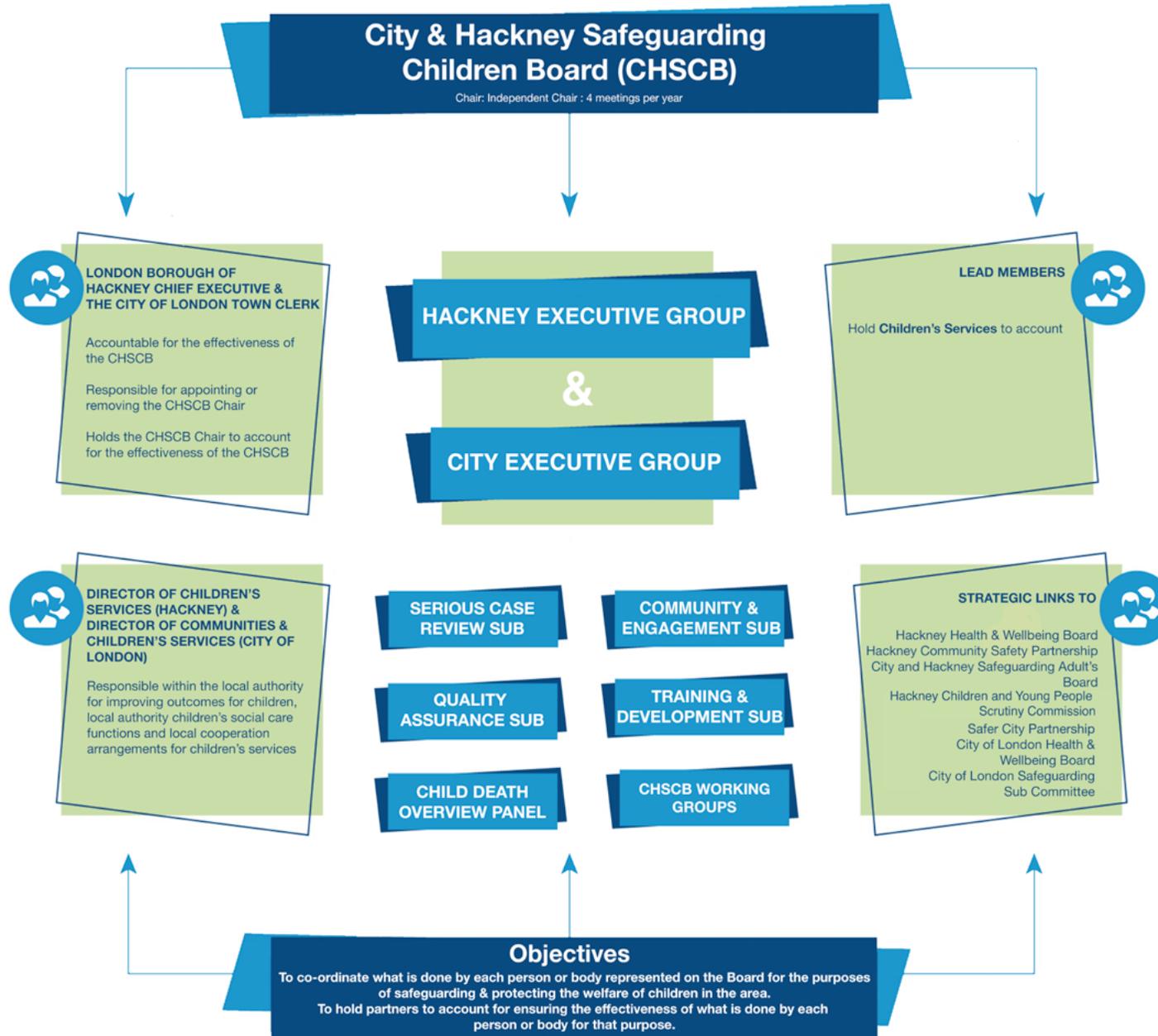


The Independent Chair formally wrote to both NHS England and Whittington Health regarding their poor attendance rates at the CHSCB in 2015/16. Both agencies gave an undertaking to improve this in 2016/17. Attendance rates remain subject to ongoing monitoring and challenge where necessary.

	Attendance	Number of seats per organisation
Independent Chair	100%	
The City of London Community & Children’s Services	100%	
The City of London Police	75%	
Hackney Children & Young People’s Services	100%	
The Metropolitan Police (Child Abuse Investigation Team)	100%	
The Metropolitan Police - Hackney Borough	100%	
Hackney Learning Trust	100%	
Hackney Homes	100%	
Hackney Council for Voluntary Services	100%	
Hackney Health & Community Services	100%	
Hackney Primary School representative	75%	
Hackney Secondary School representative	100%	
The London Community Rehabilitation Company	50%	
The National Probation Service	100%	
Children & Family Court Advisory & Support Service	50%	
Homerton University Hospital NHS Foundation Trust	75%	
City & Hackney Clinical Commissioning Group	75%	
City & Hackney Public Health	100%	
NHS England	0%	
East London NHS Foundation Trust	100%	
Lay Members	100%	
London Ambulance Service	100%	
Hackney Safer Communities	100%	
Whittington Health	0%	



CHSCB STRUCTURE





Having the right finances to deliver impact is key.

FINANCIAL ARRANGEMENTS

Partner agencies continued to contribute to the CHSCB's budget for 2015/16, in addition to providing a variety of resources, such as staff time and free venues for training. Agency contributions totalled £366,601, with Hackney CYPS providing 69% of the total CHSCB budget. This income ensured that the overall cost of running the CHSCB were met. Lower SCR costs, additional income and prudent financial management have resulted in a carry forward of £19,279 into 2016/17.

- Hackney Learning Trust and The City of London Corporation continued to provide access to free training venues to the CHSCB saving £16k.
- The City of London Corporation increased its contributions by £5k.
- The City of London Police provided one-off contribution of £2k in funding.
- The London Fire Brigade provided a voluntary contribution of £1k.
- The CHSCB budget was also supplemented by £2600 through income derived via training delivered by the Community Partnership Advisor to Hackney Homes and Barnardos.
- Engagement by Young People with the Safer Neighbourhood Board in Hackney was critical in the CHSCB accessing £15,000 from the Mayor's Office for Policing and Crime (MOPAC) to support a focussed campaign on Child Sexual Exploitation.



As part of its Corporate Social Responsibility (CSR) programme, Ineqe Group Ltd funded the complete cost of the design and development of the new CHSCB website and Twitter account. As a leader in its field, Ineqe continues to support the CHSCB in the production of its annual report and programme of work focussing on technology and social media.





Our Lay Members continued to play an important role supporting stronger public engagement and understanding of children's safeguarding issues.

LAY MEMBERS

The attendance of Lay Members at Board meetings and a variety of other forums has been key to offering a different perspective, helping everyone to stay in touch with local realities and the issues of concern in our communities. In 2015/16, the CHSCB increased its cohort of Lay members to 4, successfully attracting two new members with a discreet focus on the City of London.

The Lay Members, Shirley Green and Sally Glen for Hackney and Mary Robey and Belinda Blank for the City, have all been critical to the functioning of the CHSCB over 2015/16. All have been engaged in a variety of different forums and continue to offer their unique perspective to the Board based on their regular engagement in the communities with which they are intrinsically connected.

All operate as full members of the CHSCB, participating as appropriate on the Board itself and in various projects. Lay members continue to make links between the CHSCB and community groups, support stronger public engagement in local child safety issues and developed an improved public understanding of the CHSCB's child protection work.

- All the CHSCB Lay Members have continued to demonstrate an unwavering commitment to the work of the Board in coordinating and ensuring the effectiveness of safeguarding arrangements.
- The CHSCB is hugely grateful to the Lay Members for their dedication, time and effort in promoting improved public engagement in the work of the CHSCB and the focus of the community of safeguarding children and young people.
- All regularly attended CHSCB meetings.
- All have participated fully in Board discussions, adding value and facilitating the professional network to reflect on the work they are doing and its relationship to the

views that Lay Members have harnessed from their engagement work.

- In 2015/16, the CHSCB introduced written updates to the CHSCB to ensure the work of the Lay Members was accurately reported and reflected to the CHSCB.
- Lay members participated in the CHSCB development day (in April 2016) to help the Board reflect on its Business Plan priorities going forward into 2016-17.
- Lay Members have participated in the S11 Peer Review process and attended a variety of safeguarding training sessions.



Lay Member meeting with parents and carers at a coffee morning at a family centre. - The parents and carers talked about how they perceive staff in A&E to take an "accusatory stance" when their child had had an accident. They also talked about their experience of Domestic Violence and its impact on their children.

The CHSCB raised the comments from parents with the Head of Safeguarding at the hospital who provided a comprehensive written response. This detailed how hospital staff respond to child safeguarding concerns sensitively, but with a firm focus on putting the needs of children first. The Lay Member has agreed to revisit the setting to provide this feedback and prompt further discussion.



Lay Member attending Faith Leaders' Reception - This event provided the opportunity to network with faith leaders and community representatives in Hackney. Conversations highlighted the diverse activity of faith communities and the pivotal role they play in supporting families and community. I have agreed in the first instance to follow up conversations with the Director of the North London Muslim Group and the Lead Rabbi for safeguarding. This initial contact was followed up by both Lay Members with a visit to the North



London Muslim Community Centre to further promote the work of the CHSCB and to hear about current issues affecting the Muslim community. These were reported back to the full Board for further discussion.



Lay Member attending a parenting support programme hosted at a local school. - Participants had no knowledge of the CHSCB, but understood that there were public bodies that had safeguarding responsibilities. They were in agreement with the priority safeguarding issues affecting families in

Hackney, identified by the Board. The programme facilitator commented that lack of a crèche facility was acting as a barrier for some parents to attend the programme.

The CHSCB team contacted the provider of the programme who confirmed they have received funding for a crèche worker from Hackney Council for 10 weeks covering the first half of the course. Further funding will be required for the second half and the programme will be liaising with Hackney Council as appropriate.



In line with Board's intent to capture the authentic voices of children and young people, the engagement of lay members in the Community Engagement Sub Group was facilitated during 2015/16 to further utilise the skill and energy of these highly dedicated members of the public. The recent Ofsted inspection in the City of London agreed with this approach, noting: "The introduction of lay people who engage directly with children in settings such as schools and other services for children is already having an impact, but it requires further development to ensure that the authentic voices of harder-to-reach children and communities are heard." City Ofsted report 2016

COMMUNITY PARTNERSHIP ADVISOR

“The work of the Community Partnership Advisor (CPA) is highly valued in delivering a comprehensive range of training to children, parents and carers, schools, foster carers and the voluntary sector, including bespoke safeguarding training to the Orthodox Jewish community.” Hackney Ofsted report 2016

The CPA is funded by Hackney Council to provide consultancy, support and specialist training to staff on behalf of the CHSCB. With significant expertise on issues related to child trafficking, so called 'honour' based violence, forced marriage, female genital mutilation and children abused through faith, belief or culture, the CPA is a unique partnership role and is often called upon by other local authorities for assistance.

During 2015/16, the work of the CPA continued to be recognised as pioneering. This resulted in numerous requests for the CHSCB to be part of national governmental and non-governmental initiatives. The CPA represented the CHSCB on the Department of Health and the Home Office FGM Advisory Group and was a member of the Tackling FGM Initiative Advisory group, which oversees the work of several voluntary sector agencies, funded to undertake work on FGM by the Trust for London, Esmée Fairburn



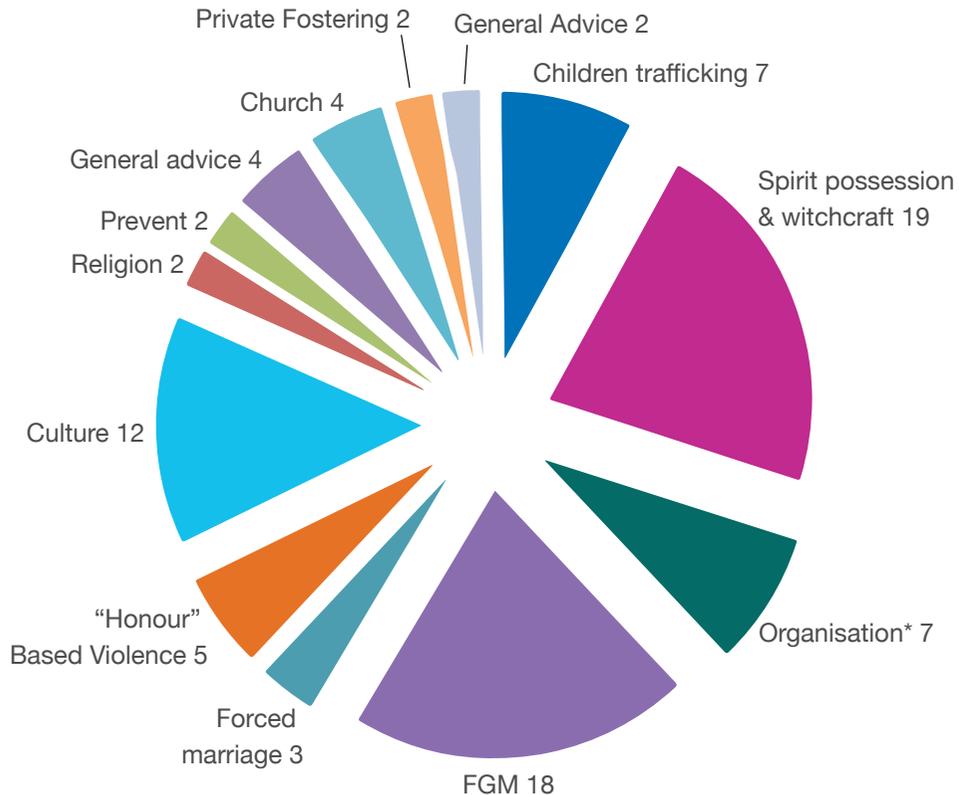


Foundation and ROSA. The following knowledge sharing activities were also undertaken:

- Presentation delivered at the National FGM Centre inaugural Conference
- Presentation and workshop delivered at Royal Colleges of Gynaecology and Obstetrics and Midwifery
- Presentation at Lewisham for International FGM Zero Tolerance Day
- Presentation to multi-agency team at Newham Council
- Presentation to Greenwich MASH Team

During 2015/16, there were 86 requests to the CPA for advice and consultation with 10 of these being from professionals outside of the City and Hackney. These other areas included Hull, Greenwich, Islington, Barking and Dagenham, Redbridge and Scotland.

The advice provided covered the following cases



“I consulted the CPA regarding a family where there was an identified risk of FGM due to the mother having undergone FGM as a child and the father coming from Somalia, where FGM is common. The mother was planning on travelling to her home town in Kenya with her children for four weeks during the summer holidays.

I received advice on how to explore the issue sensitively with the parents and what additional risk factors I should look out for. Both parents were clear with me that they understood the health risks associated with FGM and did not consider it to be a religious practice, therefore they did not want their daughters to undergo FGM. However, they were vague about their travel plans and did not seem to have considered the social pressures that might exist in the mother’s home community.

After further consultation with the CPA, I was able to explain the UK law on FGM and draw up a written safeguarding agreement with the parents. I also gave the parents ‘FGM passports’, which explain the UK Government’s position on FGM in a variety of community languages, so that they could share these with friends or relatives if they felt any social pressure to acquiesce to FGM.

We explored exactly who the children would be staying with in Kenya and discussed the importance of them only being in the care of trusted individuals who would not support FGM. I was also able to discuss the situation with the family’s Health Visitor, so that she could reinforce a consistent message about both the health implications of FGM and UK law that applies to families after return to the UK.

Following this intervention, I was confident that the children would be safeguarded from FGM while travelling in Kenya. The family went ahead with their holiday and both mother and children reported having a good time. The case has since closed to Children’s Social Care.” Hackney Social Worker



Communication



The board's website is accessible, mobile telephone friendly, easy to navigate and well used.

Significant work has been undertaken by the CHSCB in developing its digital ability to communicate with all stakeholders. A new website, created for the CHSCB by Ineqe Group Ltd, has been central to this work, alongside the creation of a Twitter account and a re-designed e-briefing for staff. All of these platforms were fully operational in 2015/16.

THE CHSCB WEBSITE WWW.CHSCB.ORG.UK

- The most visited page on the website in 2015/16 was its **Homepage**. This was followed by **Serious Case Reviews** and **Training**. Those interacting most with the website are professionals.
- The pages relating to Child Sexual Exploitation had over 1,000 page views, a likely result of the Say Something If You See Something Campaign.
- Visits to the CHSCB website were at their highest between 6th and 19th December 2015, shortly after the publication of the SCR – Case FC. During this time the most popular page was Serious Case Reviews; visited during 1,058 of the 1,819 sessions taking place over this two-week period.

TWITTER [@LSCB_CHSCB](https://twitter.com/LSCB_CHSCB)

- December 2015 was the most successful month for the CHSCB Twitter Account during 2015/16
- 15 Tweets, 1,247 Profile Visits, 53 New Followers, 25 Mentions & 40.3k Tweet Impressions
- Top Tweet earned 7,343 impressions - 'Ensure our children are Seen Heard & Helped Follow & encourage residents to engage. @hackneycouncil @cityoflondon pic.twitter.com/My7PZQC5wF'

YOUTUBE

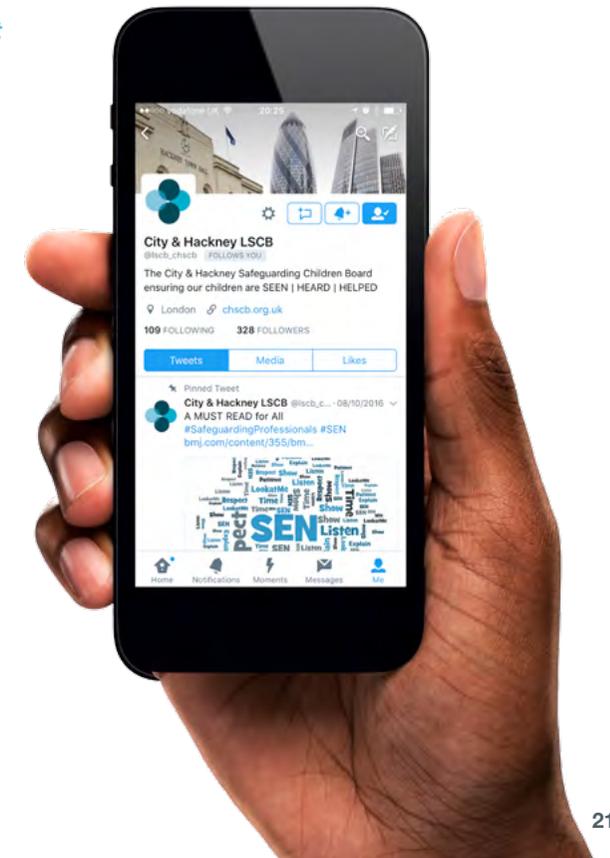
- The Say Something if You See Something film, produced by young people for young people on the risks of Child Sexual Exploitation, received over 1200 views
- The film's trailer received over 700 views

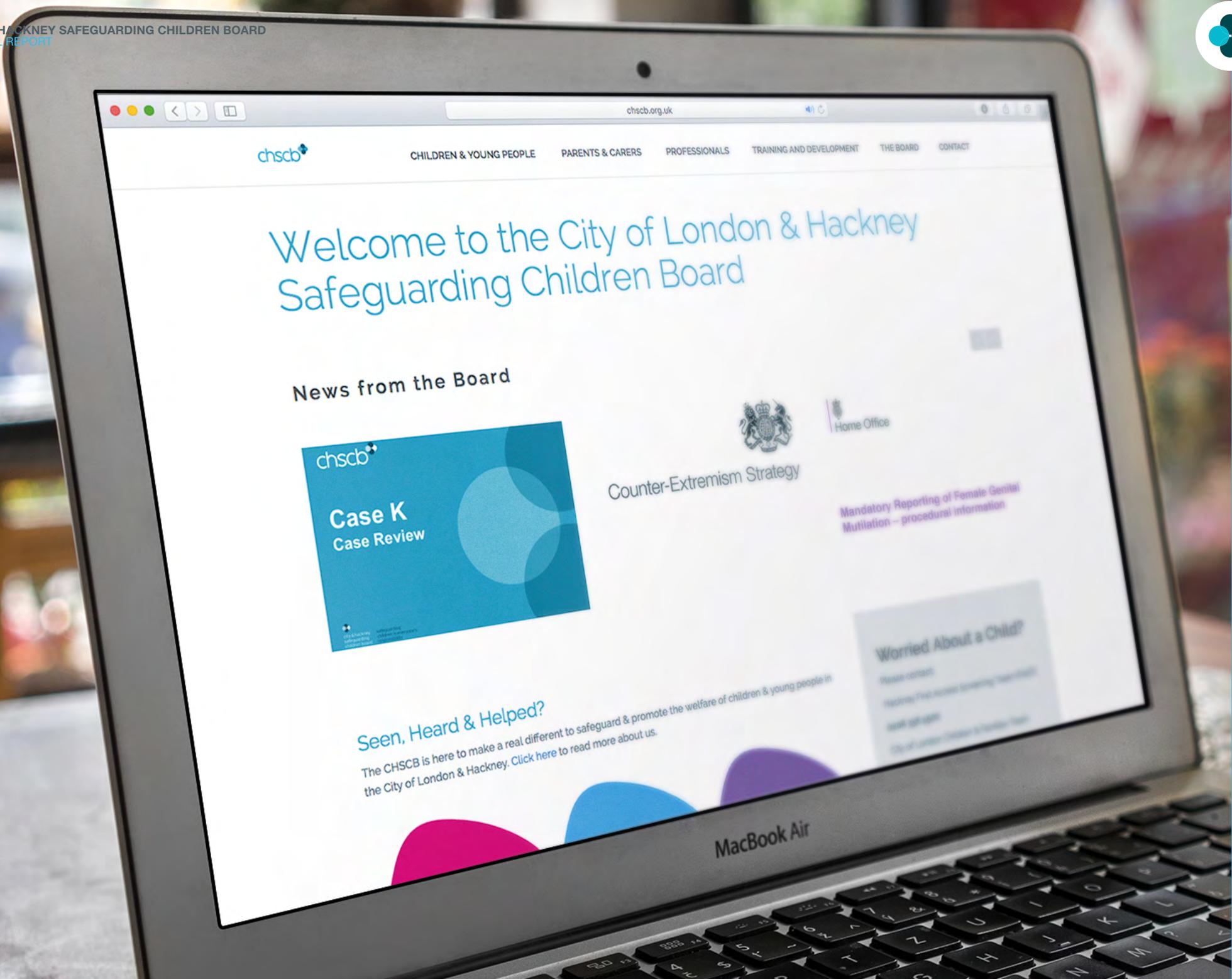
THINGS YOU SHOULD KNOW (TUSK BRIEFINGS)

The Board produces monthly e-briefings called **Things You Should Know**, more commonly referred to as 'TUSK briefings'. These are circulated to subscribers and also cascaded by Board members to staff within their organisations.



An analysis of communications presented to the Board identified an average open rate of 14.61% and average click rate of 4.14% for its TUSK and training mail-outs. This was identified as being below the industry average. Whilst noting this only related to subscribers, the Chair formally requested that all agencies confirm the specific way in which they cascade the TUSK briefings. This action was taken to reassure the CHSCB that important messages and learning were reaching the front-line. The reach of TUSK briefings will also be tested in the 2016 staff survey.





Welcome to the City of London & Hackney Safeguarding Children Board

News from the Board

chscb
Case K
Case Review

City of London & Hackney Safeguarding Children Board

Home Office
Counter-Extremism Strategy

Mandatory Reporting of Female Genital Mutilation – procedural information

Worried About a Child?

Please contact:
Hackney First Aid Centre (working hours only)
0208 356 3434
City of London Children & Young People's Team

Seen, Heard & Helped?

The CHSCB is here to make a real difference to safeguard & promote the welfare of children & young people in the City of London & Hackney. [Click here to read more about us.](#)

MacBook Air



The City of London



The City Safeguarding Snapshot 2015/16



Approximately
1,090 children
& young people
under 18

12.4% of
total population

14.3% of children living in poverty

Approximately **20.8%** primary school children in receipt of free school meals (the national average is 15.6%)

18 new cases referred to the City's Early Help Team

33 Team Around the Child (TAC) meetings held

1 City children and young people identified as being at risk of CSE

8 children and young people not resident in the City identified at risk of CSE by the Police - protected with liaison with home authority.

4 incidents of children & young people going missing from care.



0 incidents of children & young people missing from home.

277 contacts to the City Children & Families Team Hub

57 referrals ↔ **0** re-referrals

51 statutory social work assessments started by The City Children & Families Team

37 days – average timeliness of assessments

11 child protection investigations

1 child on a Child Protection Plan as of March 2016

11 open Children in Need cases as of March 2016

Circa **300** children and young people receiving services through Special Educational Needs and Disability (SEND) support

19 children and young people with a statutory plan to support their needs (0.3% of resident City children)

11 children & young people looked after as of March 2015

20 domestic violence notifications made to the police where children and young people were in the household

2 repeat incidents of domestic violence

6 MARAC meetings involving children

11 allegations against staff working with children and young people

1 Private Fostering arrangements as of March 2016

144 City professionals attending multi-agency training

1 case escalated to the Independent Chair concerning an allegation against a professional.





Safeguarding Context in the City of London

There is an improved focus on vulnerable children and young people in the City of London.....context is key.

The categories and themes set out in this section do not cover all the factors influencing the risk to children and young people within the City of London. The focus is on key local vulnerabilities and related themes, about which the CHSCB needs to have heightened scrutiny in terms of effective multi-agency practice to protect children and young people.

CITY DEMOGRAPHICS

The City of London has an estimated resident population of about 8760- and a transient daytime working population of around 450,000. Of the 8500 resident population, approximately 12% are children under the age of 18 years.

The City of London is an economically diverse area, with its population characterised by areas of affluence and poverty. Within the Square Mile, there are large disparities. The Barbican West and East residential areas are among the 20% most affluent areas in England. Portsoken ward, however, is among the 40% most deprived areas in England. According to the national figures, 110 City of London children (14.3%) were living in poverty in 2011, with Portsoken ward having the highest levels of child poverty. An estimated 78% of the City of London population is white British; however, approximately 43% of children are from black or ethnic minority groups compared to 22% nationally. The Bangladeshi community makes up 4% of the total population.

Domestic abuse remains a key issue in the City with the majority of child protection investigations in the City involving domestic abuse concerns. There are no children involved in the criminal justice system currently and no teenage pregnancies. Academic attainment for City resident children is higher than the national average – 67% of Key Stage 4 students are likely to gain at least five A* to C, including English and Maths. The numbers of children and young people Not in Education, Employment or Training (NEET), obesity rates, infant deaths and underweight babies, hospital admissions for self harm, deliberate injury, alcohol-related injury and the number of pregnant smokers are all low with numbers ranging from 0 to 5 in each category. There are no children currently identified as victims of child sexual exploitation who live in the City. Very few children are reported missing from home or care during the year.

Within the City, there is one maintained primary school (with a Children’s Centre attached) and five independent schools. It has no maintained secondary schools. The majority of children attending these schools come from other boroughs and most of the local authority’s secondary school age children go to school outside of the City. 21% of primary school children are eligible for and claiming free school meals. This is 5% higher than the national average.

CONTACTS, REFERRALS AND ASSESSMENTS



“Police forward all notifications to the children and families team when there are potential child welfare concerns. These often relate to children who have been stopped in the key transport hubs of the City. Many of these children do not live in the City, and some are flagged for child sexual exploitation concerns. When this is the case, the duty social worker proactively ensures that the referral is made to, and received by, their home local authority area.” City Ofsted report 2016

The Children and Families Team Hub acts as a single point of contact for referrals to both Early Help Services and Children’s Social Care (CSC) in the City. It provides responsive screening activities and ensures all contacts are immediately progressed as a referral





if the threshold for a statutory social work assessment is met. Signposting activity requires staff to have a continually updated knowledge of local services alongside a comprehensive understanding of the City Of London Thresholds of Need.

In 2014/15, 81 contacts were made with the Children and Families Team Hub regarding a range of issues concerning the welfare of children and young people. This was a 63% increase on 2013/14 numbers. In 2015/16, the number of contacts increased significantly by 242% to 277. 57 of these contacts converted to a Children's Social Care referral at a rate of 597 per 10,000 CYP, bringing the City closer to its statistical neighbours (580).

There have been no re-referrals in the last 2 years. The significant increase in contacts and referrals is considered by the CHSCB to reflect an improved awareness of the needs of children and young people in the City. This increase directly correlates with the significant activity undertaken by the CHSCB, the City of London and partners in promoting safeguarding awareness and the City of London Thresholds of Need Tool. The City's lower than average repeat referral rate continue to be indicative of high quality social work assessments and timely access to appropriate support that helps children and their families.

CONTACTS



REFERRALS



ASSESSMENTS



The absence of contacts from GPs, and other health sources continues to be noted by the CHSCB, although health visitors and other primary health services have been consistent sources throughout the year. The CHSCB used this intelligence to approach the one GP practice in the City to engage in a Peer Review to seek further reassurance on S11 compliance. The details of this review will be reported in 2016/17.



The relatively low, but successfully increasing rate of Children in Need in the City should be treated with some caution. Children and families in the City are closely supported by early help and other universal services, including post birth visits from the Children's Centre Outreach worker. The strength of these services is likely to affect the referral rates. Other factors include the fact that many children are likely to live in households with higher levels of income. Referrals relating to this demographic are likely to be lower for two reasons. Firstly, these children are likely to have less need arising from material deprivation and secondly, their need is potentially hidden because professional parents may not wish to involve children's social care services, and the local authority has a far greater challenge in keeping track of where these children live and attend schools.

The Children and Families Team aims to ensure that only those children meeting thresholds for statutory assessments are progressed as referrals. Local Authorities undertake these assessments to determine what services to provide and what action to take. The full set of statutory assessments under the Children Act 1989 can be found here.

The Children and Families Team started 51 assessments during 2015/16, a near trebling of the number of assessments recorded in the previous three years where numbers (circa



16-17) had remained broadly consistent. An increase in the average time that it takes to complete an assessment was noted, rising from 22 days to 37. Clearly correlated to an increase in activity, it is important to note that 100% of assessments undertaken in the City are still completed within 45 days or less. This means that children and families are receiving a timely service in this aspect of intervention.

“Assessments are comprehensive. They consider family history and reference the appropriate research. Strong examples were seen of social workers identifying presenting and emerging risks, including those arising from domestic abuse, sexual exploitation, honour-based violence and parental mental ill health.” City Ofsted report 2016

The rate of child protection (Section 47) enquiries in 2015/16 was 100.92 per 10,000. The threshold for Section 47 enquiries in the City is appropriate and whilst lower than national rates (147.5 in 2015/16) it is higher than some other large London Boroughs. Children are not being unnecessarily subjected to child protection intervention and practice is proportionate to the presenting need. Where a child protection response is required, these are all completed in a timely manner. 100% of Initial Child Protection Conferences take place within 15 days of the strategy meeting where the decision was taken to convene an enquiry. This means that in the City of London, children receive a swift service when safeguarding concerns are apparent.

All Section 47 enquiries undertaken in the City are led by a suitably qualified and experienced registered social worker. Audit activity by the CHSCB and the City of London

confirms that the findings from child protection enquiries are clear and that decisive action is taken when required.

“When children are identified as being at risk of significant harm, prompt action is taken to understand their circumstances and to protect them. Strategy discussions include relevant professionals, and appropriate decisions are made.” City Ofsted report 2016

The City of London has an extremely low requirement to implement immediate protection arrangements with just one EPO being issued by the courts in the last 5 years.

CHILDREN ON CHILD PROTECTION PLANS

“Multi-agency working to meet children’s needs and keep them safe is effective. Early help, child in need and child protection plans are regularly reviewed.” City Ofsted report 2016

Following a child protection enquiry, where concerns of significant harm are substantiated and the child is judged to be suffering, or likely to suffer, significant harm, social workers and their managers should convene an Initial Child Protection Conference (ICPC). An ICPC brings together family members (and children / young people where appropriate) with supporters, advocates and professionals to analyse information and plan how best to safeguard and promote the welfare of the child / young person. If the ICPC considers that the child / young person is at a continuing risk of significant harm, they will be made the subject of a Child Protection Plan (CPP).

Children who have a CPP are considered to be in need of protection from either neglect, physical, sexual or emotional abuse; or a combination of one or more of these. The CPP details the main areas of concern, what action will be taken to reduce those concerns and by whom, and how professionals, the family and the child or young person (where appropriate) will know when progress is being made.

6 children were subject to a CPP in the City during 2015/16. Whilst numbers are low, caution should be observed in analysing these figures because variations of one or two children on a CP plan can have a major impact on the rate per 10,000 and this performance can therefore fluctuate. In 2015/16, 100% of children on child protection plans were reviewed and visited on time and in accordance with their plan.

No children were on a child protection plan for over 2 years with 100% being taken off a





child protection plan within twelve months or less. None of the children who have been placed on a child protection plan have been previously subject to a child protection plan. Where children were deplaned, they received a child in need plan with support which was effective. This is very good performance and means that the work with children at risk of significant harm is timely and effective and that children are not subject to case work drift.

LOOKED AFTER CHILDREN

“All of the children looked after and care leavers spoken to during the inspection were very positive about the services and help that they have received.” City Ofsted report 2016

A child or young person who is “looked after” is in the care of the local authority. They can be placed in care voluntarily by parents struggling to cope, they can be unaccompanied asylum seeking children; or in other circumstances, The City of London Corporation and partners will intervene because the child or young person is at risk of significant harm.

As at 31st March 2016, the City was responsible for looking after 11 children and young people, an increase of 8 from 2014/15. Multi-agency case auditing by the CHSCB in 2014/15 evidenced strong and child focussed support being provided to looked after children and the CHSCB remains confident this continues to be the case following the Ofsted inspection in 2016.



PLACEMENT STABILITY, TYPE AND LOCATION

“Overall placement stability is good. There have been a small number of placement breakdowns, due in part to the lack of knowledge about children who have recently arrived in the country. Work is ongoing to improve further the choice of carers available.” City Ofsted report 2016

In 2015/16, 11.67% of children looked after by the City had three or more changes of placement over the year. Whilst an increase from no children in 2014/15, this relates to two young people. This continues to reflect good performance and means that children looked after in the City enjoy good stability and placements that meet their needs well. The number of young people in care in the same placement for two and half years or higher was 100% at March 2016. This is good performance and means that children in the City are living in stable and suitable placements.

The local authority does not have its own fostering service due to the size of the looked after children population, but spot purchases from the Pan London consortium. Ofsted rates all independent fostering agencies used by the City either Good or Outstanding. There are sufficient suitable placements available to meet the needs of the City’s looked after children and young people. All placements are outside of the local authority with only 2 UASC being placed over 20 miles from the City.

“The independent reviewing officer has established strong relationships with children. Children looked after reviews are purposeful, and plans are rigorously progressed. Potential risks for children are considered well.” City Ofsted report 2016

DOMESTIC VIOLENCE AND ABUSE

“Multi-agency risk assessment arrangements to support vulnerable victims and children affected by domestic abuse are effective.” City Ofsted report 2016

Ensuring a coordinated and robust response to domestic violence and abuse is a priority for the CHSCB. The Safer City Partnership initiated a comprehensive review of the response to domestic violence and abuse in 2014 and during 2015/16 further developed its strategic response to this issue with local partners. Domestic Violence and Abuse remains subject to ongoing scrutiny by the CHSCB in terms of its influence on arrangements to safeguard children and young people. Further detail on the progress

made is set out later in this report.

- 20 domestic violence notifications received by the police involving children and young people (increasing from 14 in 2014/15)
- 14 MARAC meetings held (6 involving families with children)
- 2 incidents of repeat domestic violence (involving City residents) (decreasing from 4 in 2014/15)
- 67% of social work assessments undertaken in 2015/16 featured domestic violence as an issue compared to 48.2% nationally (2014/15)

CHILDREN AND YOUNG PEOPLE AT RISK OF SEXUAL EXPLOITATION

“

Clear and well-publicised processes are in place to monitor and coordinate services, through the multi-agency sexual exploitation group, for those children who may be at risk.” City Ofsted report 2016

Multi-agency work to identify children and young people who may be at risk of Child Sexual Exploitation (CSE) across the City of London continues to be driven as a priority for the CHSCB and partner agencies. The range of achievements over 2015/16 are set out later in this report. 1 child sexual exploitation cases involving a City resident child was identified in 2015/16. The City of London Police engaged a further 8 young people at risk of CSE who were not City residents. Swift and appropriate communication as made to the home authorities of the children concerned.

CHILDREN MISSING FROM HOME, CARE AND EDUCATION

“

A small number of children looked after have gone missing over the past year. This has mainly been for a matter of hours. The response by children’s services and police has been swift and robust.” City Ofsted report 2016

Children missing from home, care and education is a priority for the CHSCB. The partnership response has been steered by a multi-agency missing children working group and the development of a CHSCB strategy and City specific action plan. Achievements made by partners in responding to missing children and young people are included in this annual report. In 2015/16, no children were reported missing from home or education. 2 young people went missing from care on 4 occasions.





ELECTIVE HOME EDUCATION

“Very few children are electively home educated in the City of London. For those children who are, good arrangements are in place to monitor their progress, in cooperation with their parents.” City Ofsted report 2016

As of March 2016, there were 2 children identified as being educated at home in the City of London. Children subject to these arrangements are closely monitored in the City, with staff visiting those who are educated at home on a six monthly basis (the requirement being annually), to ensure they are accessing the educational requirements, and making good progress.

PRIVATE FOSTERING

“Thorough assessments, in line with requirements, are completed with appropriate and timely ongoing support.” City Ofsted report 2016

A child under the age of 16 (under 18, if disabled) who is cared for and provided with accommodation by someone other than a parent, person with parental responsibility or a close relative for 28 days or more is privately fostered. A full analysis of activity in the City is available in the Private Fostering Annual Report 2015/16. The arrangements for managing private fostering in the City accord with statutory requirements. Progress in 2015/16 has included regular scrutiny of progress by the CHSCB, strengthening the links with schools and hospitals that cater for City children but are outside the City boundaries and setting up robust systems to track which secondary schools children move on to.

The local authority has clear procedures in place for managing private fostering referrals and with the CHSCB have engaged in a detailed campaign of awareness raising. As a consequence of this focussed activity, in 2015/16, the City of London received its first Private Fostering notification.

SEND

At the beginning of end of March 2016, there were 14 children and young people with disabilities known to the Education and Early Years Team. 6 of these children were not known to the Education and Early Years Team at the beginning of September 2014. 1 child has since left the City.

The children are more or less evenly split across the primary and secondary age range

(5 primary and 6 secondary). There are 2 young people at specialist colleges. 8 of the pupils are subject to a statement of special educational needs (SEN or an Education, Health and Care (EHC) plan and the 2 have Learning Difficulty Assessments (LDA's). 3 of the children do not have a statement of SEN or an EHC plan. 6 are on the autistic spectrum and 1 is currently under assessment. 7 of the children are receiving support from the Early Help or Social Care Team (6 accessing short breaks) and the 2 young people at specialist colleges are supported by Adult Social Care.

MAPPA

Multi-Agency Public Protection Arrangements (MAPPA) are the statutory measures for managing sexual and violent offenders. The Police, Prison and Probation Services (Responsible Authority) have the duty and responsibility to ensure MAPPA are established in their area and for the assessment and management of risk of all identified MAPPA offenders. The purpose of MAPPA is to help reduce the re-offending behaviour of sexual and violent offenders in order to protect the public from serious harm, by ensuring all agencies work together effectively. Between April 1st 2015 and March 31st 2016, 4 MAPPA meetings were held. The offenders involved were subsequently screened in and out of the process when actions completed and risk lowered. At the end of 2015/16, 8 level 1 offenders and 1 level 2 offender were being monitored. This is considerable lower than other London boroughs where there numbers range between 74 – 328 offenders per borough (2013/2014 MAPPA annual report).





Progress in the City of London



Children in the City of London who need help are identified early. They are supported by a range of services that make a tangible difference to their lives. Increasing the number of children who benefit from early help has been a priority for the City and partners.

EARLY HELP

Early help services across the City of London are delivered by People's Services and a range of partners, including schools, children centres, one GP surgery and health colleagues as well as other local service providers, including the community and voluntary sector. The range of services available to children, young people and their families are set out within the City of London Resource guide for Practitioners and these continue to adapt and evolve based on the needs of the local population.

The early help arrangements in the City have been in place now for a number of years and are embedded with agencies. The Children and Families Team comprises 3 social workers and a Senior Practitioner, 2 dedicated early help workers and 2 Family Intervention Practitioners who work attached to the Children's Centre at John Cass Primary School. The interface between early help and child in need/child protection is clear through the management of all referrals via the Children and Families Team Hub. The duty social worker takes all referrals and is able to step down cases for an early help response easily and rapidly where this is appropriate. The Early Help team is well resourced, and trained in the Solihull approach for working with hard to engage families. They take on the lead professional role for local agencies and co-ordinate the Team Around the Child.

This means that all children needing an early help service in the City receive a well-resourced, dedicated service, which is provided by trained staff, supervised by a Social Work Team Manager. This arrangement also enables the Team Manager to oversee the step up and step down process and decision making to ensure that they are appropriate and reflect the needs of the child.

The Early Help Strategy for the City of London was published in 2014/15. With a focus on ensuring the right help is provided at the right time and in the right place, the strategy is focussed on five key strategic objectives and continues to be coordinated by the Early Help Sub Group of the City CHSCB Executive group. The strategy's ambitions complement a range of existing enhanced universal and targeted services supporting early help that include:

- A Family and Young People's Information Service (Fyi) who seek to visit all children born in the City and make parents aware of the Early Help services available.
- A Family Information Service Directory
- Outreach by the Family Information Service
- A range of parenting, literacy, numeracy, and speech and language classes/courses for parents
- Short Breaks scheme
- Educational opportunities for families in the library settings
- Free child care for 2, 3 and 4 year olds
- Every Child a Talker programme
- The HENRY Course to promote healthy eating, nutrition and good parenting.
- All new parents receive an early help visit. This is often a joint visit by a family intervention worker and a health visitor. Such early identification has led to a complete take-up of two-year-old children's free childcare places.
- Families have access to a wide range of helpful services. The 'friendly dentist' scheme provides dental checks for all under-fives.
- Parenting support is available from a child psychologist through a commissioned



service, while weekly speech and language sessions, 'stay and play' and other activities are available through the City's children's centre.

- Parents are well supported with benefits advice and debt counselling by a commissioned service.
- The 'nanny network', launched in 2015 to establish links between the City's early help services and this large group of private childcare providers, runs weekly 'stay and play' sessions for approximately 10 nannies and the children for whom they care.
- There have been no teenage pregnancies in the City for a number of years, which is due in part to the preventative programme led by City Gateway.

Increasing the number of children and their families taking up early help services has remained a priority for the City of London Corporation and the CHSCB. Although numbers remain low, determined work across the partnership at a strategic and operational level led to a doubling of the number of new early help assessments completed in 2014/15. In 2015/16, this level of activity was not maintained with xx early help assessments being undertaken. This dip in activity should, however, be viewed alongside the significant increase in the number of statutory social work assessments and whilst subject to ongoing monitoring is not reflective of a lack of help being provided.

Alongside ongoing awareness raising and training, an improvement in the understanding of thresholds across partner agencies provides reassurance to the CHSCB that the City and partners know what to do if they are worried about a child. This is reflected in the low number of inappropriate referrals to the Children and Families Team.

With regards to thresholds, Work to revise the City of London Thresholds of Need document was initiated in 2014/15 and awareness raising sustained during 2015/16. The publication of this document is a statutory requirement for LSCBs as set out in Working Together 2015. It details the process for the early help assessment and the type and level of early help services to be provided; the criteria, including the level of need, for when a case should be referred to local authority children's social care for assessment and for statutory services and clear procedures and processes for cases relating to the sexual exploitation of children and young people.



"Partners report a clear understanding of thresholds, and this is supported by close partnership working" City Ofsted report 2016

THE MULTI-AGENCY PRACTITIONERS FORUM

Supporting the partnership understanding of early help, a monthly meeting for practitioners delivering early help services continued in the City. This Multi-Agency Practitioners forum (MAPF) provides an opportunity for front-line staff within a multi-agency context to discuss practice matters, encouraging consistent and effective service delivery.



During 2014/15, the Family Information Service collated and produced a new City of London Resource Guide for Practitioners bringing together details of all the services a practitioner working in the City might need to contact in the course of supporting a family – from pre-natal and maternity right through to adult care. Through use of their local knowledge, the MAPF was instrumental in identifying the relevant content, with most services being delivered via the broad range of agencies represented at this important forum.

QUALITY ASSURANCE

The Assistant Director for People's Services in the City of London chairs the CHSCB City Early Help Sub Group. During 2015/16, the chair initiated a programme of work to improve the quality assurance process for early help activity. Improvements in this area such as focussed auditing and a more robust performance dataset contributed to the City and partners better understanding both progress and the impact on the outcomes for children receiving early help during 2015/16.



"Parents told inspectors that they are very happy with the help that they receive. Although positive impact can be evidenced for individual children, the City is yet to introduce a multi-agency evaluation tool to help them to judge how effective their early help services are, overall."

City Ofsted report

Priorities going forward:

- Early Help remains a priority for the CHSCB going forward into 2015/16. The CHSCB will continue to evaluate the effectiveness of early help services in the City of London through the use of its Learning and Improvement Framework.
- Strengthen the quality assurance and evaluation process for early help activity in the City of London



Multi-agency risk assessment arrangements to support vulnerable victims and children affected by domestic abuse are effective. Meetings are convened when required, are well attended and lead to appropriate support plans.

DOMESTIC VIOLENCE AND ABUSE

Children and young people who are exposed to domestic violence and abuse can grow up in a vacuum of what is expected in terms of a positive and healthy relationship. This can create additional vulnerabilities and/or harmful behaviours. It is estimated that in the past year 7.1% of women and 4.4% of men have experienced intimate violence. Applying these figures to local populations would suggest that 200 women and 100 men in the City of London have experienced intimate violence in the past year. Responding proactively and in collaboration with the Safer City Partnership (SCP) remains a key priority for the CHSCB, recognising both the short and long term impact on the safety and welfare of children and young people.

During 2014/15, the SCP undertook a comprehensive review of domestic abuse arrangements. It identified strengths in the work of the police and the Independent Domestic Violence Advocate (IDVA) in providing effective support to adult victims, based on extremely positive victim feedback and an increased number of referrals. Police have trained their frontline staff to identify domestic abuse and this has led to a rise in identification of cases. The police have also undertaken innovative work with local businesses around prevention of stalking and harassment. The review also identified a range of improvements required and an action plan was agreed that is being taken forward.

- Strengthen the strategic joined up work of key agencies – housing, public health, health providers, CCG, voluntary sector, police and Social Care, and the Health and Wellbeing Board under a broader remit of Violence Against Women and Girls (VAWG). The VAWG strategy would encompass domestic violence and abuse, female genital mutilation, forced marriage, “honour” based violence, prostitution and trafficking, sexual violence including rape, sexual exploitation, sexual harassment, stalking and

faith-based abuse.

- Appoint a VAWG Coordinator for 3 years to lead partnership work and joint commissioning.
- Develop a joint commissioning strategy based on pooled budgets
- Develop clear pathways for victims and explore colocation of agencies, notably the IDVA, Police and Children and Adult Social Care to improve multi-agency services.
- Develop a robust outcome based framework for evaluating the impact of VAWG work.
- The need to develop programmes for perpetrators

RAISING AWARENESS



In partnership with the City of London Corporation, The City of London Police ran a “Behind Closed Doors” Conference in October 2015. 116 practitioners attended helping them to increase knowledge and provide insight into a manager’s duty of care to people who are experiencing domestic abuse and stalking. The conference promoted awareness about how to respond appropriately to domestic abuse incidents.

The Domestic Abuse Forum created three sub-groups, one of which focuses on engagement. This group progressed plans for the response to engagement activities such as The Christmas Campaign and The Rape Awareness Conference.

TRAINING FOR THE WORKFORCE



The CHSCB continued to deliver safeguarding training on domestic abuse to staff from the City who work in a range of services including adult social care, the police, substance misuse agencies, schools and ELFT.



In 2015/16, there were 87 attendees to CHSCB training on domestic violence and abuse. 79% of delegates who responded to the on-the-day evaluation said the training had influenced their practice with regards to safeguarding children & young people. As part of the evaluation process involving managers, one made the following comment about the impact that the training had on their member of staff: "Yes, I'd say it has. It's made her reflect and think more about the families she works with or is going to work with. It's been almost like a diagnostic."

SERVICES FOR DOMESTIC VIOLENCE AND ABUSE



A directory of services was developed in 2012 for the public and professionals to ensure that victims have access to the support that they need. This provides an extensive range of resources for victims including safe house services, services specifically for ethnic minority service users and Lesbian, Gay and Transgender victims, and advice lines for children. It also included resources for male perpetrators and advice lines for men around domestic abuse.

Adult victims of domestic abuse receive support through the Sanctuary scheme which has been commissioned since April 2013. Since then, Sanctuary have provided support to 9 victims of domestic abuse who have presented to the Housing Service, 4 of which involved children.

Currently, perpetrators are referred to the Westminster Domestic Violence Intervention Project and children who need therapeutic support receive help from CAMHS. The service needs to make greater use of the perpetrator project and support for children needs to be more bespoke to the needs around domestic abuse. Specialist support for children living with domestic abuse is currently being commissioned.

MARAC



Operational arrangements for MARAC (multi-agency risk assessment case conference) processes are clearly defined in the City. The City MARAC operates a lower threshold than in other local authorities, and takes cases where a preventative approach would be helpful. This is good practice and enables children with these families to have a better co-ordinated multi agency service. In 2015/16, 4 cases were referred for a MARAC where children were involved with the families. Both had a risk assessment completed by the police. The Primary Care MARAC liaison service, funded by the CCG, also ensured ongoing and clear communications with the one City surgery as needed.

IDENTIFICATION AND REFERRAL TO IMPROVE SAFETY (IRIS) PROGRAMME



The Identification and Referral to Improve Safety (IRIS) programme was established in 2007 in response to evidence indicating a high prevalence of domestic violence among women attending GP surgeries. The programme trains primary health care professionals to identify domestic violence and abuse and creates a mechanism so women can be referred to specialist domestic violence services. Since July 2014, all City and Hackney GPs have signed up to the service, which is delivered by Nia, a voluntary sector organisation.

Priorities going forward:

- The City and the CHSCB recognise that the arrangements for children who live with domestic abuse need further development.
- The CHSCB will continue to monitor the implementation of actions arising from the review and hold agencies and the SCP to account for performance in this area.
- A review of services for children and a Violence Against Women and Girls (VAWG) strategy for children is being prepared to go to the CHSCB for agreement and implementation.
- This will address the early help arrangements for families experiencing the onset of domestic abuse, the procedures, pathways, protocols and training required for staff working with domestic abuse and VAWG, direct work and therapeutic support for children who live with domestic abuse, perpetrator programmes, and parenting support for parents.





In response to the recognition that abuse and neglect within affluent families can be harder to recognise and address, the DCS, the chair of the LSCB and the chief executive have worked together to commission a research project in partnership with Goldsmith's University of London.

NEGLECT

The impact of neglect on children and young people is enormous, yet it can be difficult to define and research shows that it often co-exists with other forms of abuse and adversity. It is also the most common reason for child protection plans in the UK. Neglect can be a catalyst to future vulnerabilities for young people, for some who have experienced Neglect there are additional risks of harm as they grow up.

The CHSCB identified neglect as an area of priority reflected through the initiation of two multi-agency case reviews, where chronic neglect had been the key issue. The learning from Child E was set out in the 2014/15 Annual Report and is also available [here](#). The learning from Child K was disseminated in 2015/16, with more details being available later in this report. Whilst neither case had arisen in the City, learning is equally relevant.

Key themes include:

- that children should be **seen, heard and helped**, with the importance of conducting **home visits** and seeing children in different environments
- the need to identify and **name Neglect as a potential concern**
- when working across children and adult services remembering to **"Think Family"**
- the additional vulnerability of **children with disabilities**
- the duty to respond and **escalate concerns**.

commissioned by the City to London to undertake specific research into this area. At the time of writing, a preliminary report has been produced and phase 2 of the research is being developed.

The CHSCB partnership work in responding to Neglect is progressing into 2015/16 with a summary of key achievements including:

- The developing the CHSCB Neglect strategy and action plan with a clear focus on associated vulnerabilities and local context.
- A number of learning events held in the City to share the key themes and learning from Child K.
- Neglect incorporated into single and multi-agency training programmes available to all practitioners.
- CHSCB training focussing on neglect and "thinking family" was attended by 263 professionals and volunteers. 73% said the training had influenced their practice with regards to safeguarding children & young people.
- The staff survey in 2015 reflected high confidence amongst City staff as to their awareness of identifying neglect
- Ongoing communications by the CHSCB focussing on children being seen, heard and helped, including the dissemination of guidance for practitioners on being professionally curious (developed by the National Multi-agency Child Neglect Strategic Work Group), the London Safeguarding Children Board practice guidance and updated DfE guidance on information sharing.
- The development of specific CHSCB resources to help remind staff of the importance of home visiting. - **"Visit me at Home"**



Specific to the City of London is the need not to ignore the potential of neglect by affluence, particularly in the context of an area that has pockets of families with significant wealth. In 2015/16, Goldsmiths University was



Priorities going forward:

- The CHSCB will agree and sign off the neglect strategy and associated action plans for the City and Hackney in 2015/16.
- Monitoring of the implementation of relevant actions will continue by the CHSCB
- Engage frontline practitioners to drive forward the neglect action plan, increasing ownership and understanding.
- Replicate in the City the work undertaken with Hackney Housing and develop a plan to engage the private housing sector in the City.
- Develop a programme of training and engagement with the VCS organisations in the City to support their understanding and response.
- Further reassurance work will be undertaken (via the staff survey) to test that related learning and practice improvements have been embedded across the safeguarding system.





Extensive work has been undertaken through a City-specific children sexual exploitation working group. The group coordinated a targeted City campaign with hoteliers, alongside multi-agency training and support for children, together with research and intelligence.

CHILD SEXUAL EXPLOITATION

Sexual exploitation is child abuse, with those children and young people who become involved facing significant risks to their physical, emotional and psychological health and wellbeing.



Sexual exploitation of children and young people under 18 involves exploitative situations, contexts and relationships where the young person (or third person/s) receive 'something' (e.g., food, accommodation, drugs, alcohol, cigarettes, affection, gifts, money) as a result of them performing, and/or another or others performing on them, sexual activities.

Child sexual exploitation can occur through the use of technology without the child's immediate recognition; for example being persuaded to post sexual images on the internet/mobile phones without immediate payment or gain. Violence, coercion and intimidation are common. Involvement in exploitative relationships is characterised by the child's or young person's limited availability of choice resulting from their social, economic or emotional vulnerability. A common feature of CSE is that the child or young person does not recognise the coercive nature of the relationship and does not see himself or herself as a victim of exploitation. Perpetrators of CSE can be from within or from outside a child or young person's family.

CSE also needs to be placed firmly in the context of abusive relationships and specifically; the impact that domestic violence can have on how a child or young person views relationships. For a child or young person growing up in such an

environment, the impact of their experiences can create limited and limiting expectations with regards to what constitutes a healthy relationship; thus increasing their susceptibility to exploitation in the future.

The CHSCB has continued to robustly promote an improved understanding of CSE in the City and to prevent, identify and tackle the problem. The **CHSCB Child Sexual Exploitation Strategy** was implemented and subject to detailed scrutiny through the City & Hackney CSE Working Group

The strategy sets out the CHSCB vision and principles and identifies five key strategic areas: knowing our problem, knowing our response; strong leadership; prevention and early intervention; protection and support; and disruption and prosecution. The strategy is accompanied by a detailed City specific action plan. At a strategic level, CSE is a standing item on the City of London Corporation Safeguarding Committee and forms part of the Town Clerk's supervision of the Independent Chair.

During 2015/16, the work on CSE was merged with that involving missing children, recognising the significant interface. Going forward, further work will be developed to ensure a critical focus on vulnerable adolescents is maintained in the context of the range of risks and harm that they can be exposed to.



"There have been a range of developments in the last year with regards to how professionals from all agencies (and the public) respond to Child Sexual Exploitation. Robust scrutiny of the CSE action plan has enabled the



partnership to systematically review progress. In December 2015, Her Majesty's Inspectorate of the Constabulary (HMIC) published its police effectiveness, efficiency and legitimacy (PEEL) inspection into the City of London Police and their response to vulnerability. Important for the CHSCB in this regard was the fact that the HMIC findings did not correlate with the progress being reported by the City of London Police to the CHSCB. This issue has been further scrutinised by the CHSCB with an added focus going forward on ensuring organisations are being robust in their self-assessments and more transparent in escalating areas of potential weakness in a new secondary risk register introduced by the CHSCB." Jim Gamble QPM

THE CITY OF LONDON CSE PROFILE

The City of London continue to experience a low number of cases relating to Child Sexual Exploitation. Over the last 2 years, 12 crimes relating to CSE have been recorded by the City Police. Offence types included rape, sexual activity and possession of indecent images with 2 reports identifying an approach by an alleged offender via the internet / social media.

In 2015/16, 1 City young person was identified as being at risk of CSE and engaged by professionals. 8 other young people who did not live in the City were also engaged. Following securing their immediate protection, relevant and appropriate communication was made with the home authorities where the young people lived.

There are no children involved in gangs in the City, or any known gangs within the City itself, although gangs are known to cross the boundaries and travel through the square mile. Gang activity and risk to young people is closely monitored through the use of Police, Youth Service and Safer City Partnership data. Intelligence links with other LAs and the Police in these areas are being developed to ensure good co-ordination and sharing of information.

Partner agencies engaged in the City continue to share intelligence that may influence the knowledge of the CSE profile. Of significance is the City's location as a major transport hub and the successful engagement of British Transport Police in 2015/16 to share information with the MASE. The CHSCB was also represented on Transport for London's Safeguarding Children Board to help further develop the response to tackle this issue.



The understanding and identification of children and young people who may be at risk of Child Sexual Exploitation in the City for London is driven by profiling, intelligence sharing across partner agencies and robust challenge

and oversight. The Intelligence Bureau of the City of London Police (City Police) produced a strategic overview of the threat of CSE in the Square Mile in September 2015. The strategic overview of CSE is not a full problem profile, which the City Police had concluded was inappropriate given the very low volume of incidents, the low level of risk that such a threat would manifest and the lack of crime data, on which a full problem profile would rely. This was subsequently criticised by an HMIC inspection of the City Police, which concluded that the absence of such a profile in the City of London had led to an unstructured response by the City Police to child sexual abuse.

A quarterly data set of over twenty indicators produced for the MASE Group supplements the information provided by the City Police. This informs understanding, and the identification of risk indicators. However, trend analysis is limited due to the relatively low numbers of crimes and intelligence reports recorded.

MULTI-AGENCY SEXUAL EXPLOITATION MEETINGS

The City has a Multi-Agency Sexual Exploitation meeting (MASE), which meets to identify children who could be victims as well as suspected victims of CSE. The City MASE has been operational since February 2015 and works preventatively in considering children who may be at risk CSE but also considers all children who have gone missing in addition to others where low level vulnerabilities have been identified.

- ***13 young people were referred and discussed at the City MASE.***
- ***6 were referred by the City Children and Families Team (4 looked after children and 2 young people open for assessment). All 6 were assessed as cat 0.***
- ***The other 7 were not categorised as all were out of borough residents and /or open to other LA children teams.***
- ***There was 1 CSE flagged police investigation, where a City resident child was the identified victim. This young person was considered at a MASE meeting in 2016/17 and categorised at Level 3.***
- ***There have been 0 number of offenders disrupted for suspected CSE, offenders prosecuted for CSE related offence***
- ***In 2015/16, the City MASE developed improved cross border links, recognising the transient nature of the City's population. The City has intelligence sharing links with Hackney MASE and the Tower Hamlets MASE and in 2015/16 engaged with the East London MASE chair's network.***
- ***The MASE Chairs continued to provide regular updates to the CHSCB City Executive meeting.***

- *An analysis of data produced by City data analyst supports working group and MASE in terms of operational and strategic oversight.*
- *An agreement was established with British Transport Police to share information with the City police of any young person who comes to their attention at the City transport hubs and for this to be shared at the MASE as appropriate.*

AWARENESS RAISING – OPERATION MAKESAFE

The City of London Police engaged alongside the Met Police in the launch of Operation Makesafe on 18 March 2015. This campaign, led by the Met in partnership with London Boroughs and the City of London Police, continued to raise awareness of CSE within the business community including hotels, cab companies and licensed premises. It aims to identify potential victims of CSE and, where necessary, deploy police officers to intervene before any harm occurs to the young person.

The City event raised awareness of CSE and the specifics regarding Operation Makesafe. Representatives attended from 7 City hotels and businesses and combined with representation from The City of London Children Services, Safer City Partnership, CHSCB and Hackney agencies, a total of 60 people were in attendance. There was a launch of a Hotel Toolkit in 2015.

AWARENESS RAISING – SAY SOMETHING IF YOU SEE SOMETHING

As part of the CHSCB's strategic response to CSE, it was recognised that direct engagement with those at risk of CSE was essential to developing a contemporary, credible and relevant awareness raising campaign. A 'Say Something if You See Something' (SSIYSS) task and finish group was set up specifically for this purpose, extending the work driven by the Operation Makesafe campaign.

The SSIYSS project sat under a broader local campaign initiated across the City and Hackney that was undertaken in partnership with the NSPCC and supported by the CHSCB. This joint work with City, Hackney and the NSPCC targeted awareness of Exploitation, Radicalisation and Gangs. It was important to enable the SSIYSS message to sit alongside the wider campaign but also have its own 'stand out' identity.

There were a few challenges and changes to the project timescales and changes to the ideas along the way to ensure the voices of the young people influenced the final projects. Initially the focus of the awareness raising was young people at risk, however, following consultation with young people and professionals, the decision was taken to raise awareness using different materials and to create a public facing campaign

that encouraged young people and adults to look out for the signs of CSE. During conversations with young people it became apparent that most young people do not see themselves as being sexually exploited or as being at risk, but they were more likely to recognise it in others. A large number also cited that they would not seek support from a person in a position of authority but would speak anonymously via a helpline.

SAY SOMETHING IF YOU SEE SOMETHING

WATCH FOR

- GUESTS REQUESTING A ROOM THAT IS ISOLATED
- GUESTS WHO APPEAR SECRETIVE ABOUT THEIR VISIT OR TRYING TO CONCEAL THAT THEY ARE WITH A YOUNG PERSON
- FREQUENT ADULT VISITORS TO THE HOTEL WHO DO NOT APPEAR TO HAVE A REASON FOR BEING THERE

CHILD SEXUAL EXPLOITATION IS ABUSE. DON'T MASK THE PROBLEM.

THIS IS ABUSE. DON'T MASK THE PROBLEM.

Report it.
Call 101, quote Operation Makesafe.
www.met.police.uk

METROPOLITAN POLICE
City & Hackney safeguarding children board
CITY OF LONDON POLICE



As a result of this information and the strong views of young people, the campaign re-focused and the targeted audience became the friends of young people who were at risk of CSE, recognising the peer on peer model of CSE which had been identified as the primary profile in London.

The projects key messages for children and young people was to increase young people's understanding of CSE and empower them to help friends and themselves if they are in unhealthy or unsafe situations or displaying harmful behaviour:

- **Make sure you know what the signs of CSE and what are the risks presented to them and what help and support is available.**
- **Be aware of peer on peer abuse and other models of exploitation**
- **If you see something, say something.**
- **We're here to support all children and young people being targeted with CSE.**

The projects key messages for parents, carers, residents and community/faith groups was to increase understanding of CSE and its forms and to increase capacity and skills to address and report CSE:

- **Make sure you know what is CSE, the signs of CSE and Children missing are and what help and support is available.**
- **Be aware of peer on peer abuse and other ways CSE might occur.**
- **If you see something, say something.**
- **We're here to support all children and young people being targeted with CSE.**
- **Wherever young people are going missing, think about the potential for CSE**

Collaborating closely with the Hackney Safer Neighbourhood Board (SNB), the CHSCB was able to successfully access funding from the Mayor's Office for Policing & Crime (MOPAC) to help support the SSIYSS programme of work. This would not have been achieved without the energy and commitment of young people from the Hackney Youth Parliament who shared their views on why there was a need to raise awareness amongst their peers. As a result, five cross borough projects were delivered:

- **Collaboration with the Hackney Youth Parliament on their annual Youth Conference that brought young people together from Hackney and the City to learn and debate about what the issues of CSE and healthy relationships mean to them.**
- **The production of a CSE leaflet that was included as an insert in Hackney Today**

(local free paper) and was electronically available in the City for parents and carers by National CSE Awareness Day in March 2016

- **A Peer education project where young people developed and produced a short film on the risk of CSE**
- **The circulation of a CSE leaflet specifically for young people and delivered to all secondary schools across City and Hackney**
- **The funding of Alter Ego's production of Chelsea's Choice at a number of schools in the City and Hackney.**



“The youth conference was a unique experience; a chance to share our opinions and let our voices be heard. We feel the campaign to tackle child sexual exploitation in the City and in Hackney will be important because it is a sensitive topic, not discussed widely enough.”



“We need to encourage young people to say something if they see something – they have to know the signs of CSE, and they have to know who to speak to if they are concerned for a friend or someone they know.” Beth Foster-Ogg, UK Youth Parliament and Hackney Youth Parliament member



“I think it's really positive that the Safeguarding Board supported us to make the video. It was a great experience and I learnt many important things that will stay with me in my future. We came up with the premise, wrote a script and filmed the video on our own with input from film-makers and professionals from CHSCB. I hope the film and the campaign will mean CSE is more widely recognised by young people - so if they see the warning signs they'll act before someone's life is affected. It's really important to get the message across to professionals that peer-on-peer CSE is perhaps more of an issue in Hackney than the stereotypical form of CSE, where an older man is involved with a young girl.” Skye Fitzgerald McShane

IMPACT OF SSIYSS

- Full details of the SSIYSS project can be found [HERE](#)
- Over 50 13-19 year olds attended the Youth Conference. The feedback was very positive:
- Over 2500 CSE leaflets delivered to local residents and visitors to the City of London and London Borough of Hackney.



- 9 tweets were posted / 19,550 total impressions (Impression - Number of times users saw the Tweet on Twitter) / 230 Engagements (No: of times a user has interacted with a tweet) / 40 retweets
- 108,000 CSE leaflets were dropped across the London Borough of Hackney.
- 2500 leaflets handed out by representatives from the CHSCB, Youth Parliament, Safer Neighbourhood Board, British Transport Police, City of London police, The Metropolitan Police, Hackney Learning Trust and Transport for London Officers at 3 train stations - London Liverpool Street, Hackney Central and Dalston Kingsland.
- **SSIISS Video trailer** - viewed over 700 times.
- **SSIISS Video** - viewed over 1000 times
- The short film was also copied on to DVDs and circulated to all secondary schools in City and Hackney alongside the young person leaflets.
- Alter Ego - Chelsea's choice - Over 1300 students watched the play from 7 schools across City and Hackney.

PRIORITIES GOING FORWARD

- **The CHSCB will continue to oversee performance and the actions required to support the CHSCB strategy on CSE.**
- **Develop a closer alignment of the work involving CSE, missing children and other risks facing adolescents to ensure the inter-relationships with a range of vulnerabilities are robustly addressed.**
- **Maintain the improved training attendance rates for professionals attending multi-agency training on CSE**
- **Further scrutinise any developments arising from a follow-up Peer review scheduled with Camden.**

“180 year 9s watched the production and loved it. It has generated some excellent debate and discussion particularly around the issue of what constitutes consent.” City Academy

“We showed Chelsea's Choice to our Y8 and 9 and to Y8 from St Paul's cathedral School. That is a total of about 230 students. The play raised lots of issues, not just about CSE but also about consent, the need to be vigilant about their on-line profile and what abusive relationships look like.” City of London School for Girls

THE CHSCB ANNUAL CONFERENCE AND TRAINING

Supporting further awareness raising on CSE, the CHSCB held its annual conference on CSE. Hosted by the City of London in the Guildhall, this conference took place in May 2015 and was attended by over 200 professionals from across the City and Hackney. Overall, CHSCB training focussing on CSE, missing children and harmful sexual behaviours was attended by 317 professionals and volunteers during 2015/16. 88% said the training had influenced their practice with regards to safeguarding children & young people.



During 2015/16, the number of police attendees at CSE training was identified as being low. Alongside a range of improvements identified for the City of London Police as part of their PEEL Vulnerability Inspection in 2015, training was one factor. Following a focussed drive, more City Police Officers attended multi-agency CSE training as a result.





In one instance, a young person asked the independent person who visited him after he had gone missing from his placement to sort out a worry about his placement. This was quickly resolved, leading to the ‘missing’ episodes ceasing.

CHILDREN MISSING FROM HOME, CARE AND EDUCATION

Ensuring that partner agencies provide the most appropriate safeguarding response for children who go missing from home, care and education remains a priority for the CHSCB. In 2015, the London Safeguarding Children Board updated the London Child Protection Procedures and Guidance and agreed a protocol for children missing from care, home and education. According with statutory guidance, the City of London Corporation agreed to adopt the pan-London work as the basis for the local protocol that includes City specific guidance.

During 2015/16, the CHSCB merged the Missing Children Working Group with the CSE Working Group to allow for a more coordinated approach to these key vulnerabilities. A distinct missing children strategy remained in place, although action plans were merged for improved oversight. Activity by the partnership during 2015/16 continued to focus upon raising awareness and increasing accountability amongst partner agencies, prevention of missing episodes and reducing repeat missing episodes through collaborative multi-agency working. Within the City of London, there are effective multi-agency arrangements in place that provide a coordinated response when children go missing from home, care or education.

CHILDREN MISSING FROM HOME AND CARE

The City Police lead on all children who go missing from home or care and a coordinated response takes place with the City Children and Families team, working closely with the child’s parents or carers. Numbers of children who go missing in the City of London are

very low. There have been no children missing from home reported in the last 12 months and only 2 children who have gone missing from care (4 episodes).

NCH Action for Children is commissioned by the City of London to give missing children a return home interview within 72 hours. These interviews are followed up with therapeutic support depending on the outcome to address risk-taking behaviour. This is in line with statutory guidance published by the Department of Education in 2014. Return home interviews are reviewed and used by the City Executive Group to understand the reasons why children go missing and inform strategy and service delivery. An Annual Report on missing children is made to the CHSCB each year. However, although there are attempts to do it, the low numbers impede the meaningful identification of trends and patterns at this point.



All 4 episodes of children going missing resulted in at least one return from home interview. Two were conducted within a 72 hour time period in 2015/16.

CHILDREN MISSING FROM EDUCATION

Work on understanding children missing education became a key focus for 2015/16. The City of London has unique educational landscape driven by its historical socio economic profile. Over 80% of children attending schools in the City are educated within the independent sector; there are four independent schools located in the City and only one maintained (primary) school. Of those children educated outside the City, a significant proportion attend independent schools. This means that there is a paucity of information about children’s location and attendance within the normal local authority information systems.



Only 38% of the families of school aged City resident children automatically provide the authority with details of their children through their applications for school places whilst the remaining 62% bypass data systems altogether through direct application to independent and certain other schools. A strategic



decision was made in autumn 2015 to locate all City resident children in their current schools and an extensive exercise of tracking them was undertaken to test whether or not children were missing or at risk of missing education.

During the course of this exercise, over 400 children have been located and patterns of school preferences have emerged allowing the City to map the children's location, start to forge relationships with key schools and begin monitoring attendance. Most importantly it enabled the City to provide appropriate support and intervention when cases of poor attendance and incidents of 'off-rolling' occurred and there has been real success in the cases of a very small number of very vulnerable young people who are now attending school regularly. The exercise was universally supported by CHSCB Partners through both raising awareness and using their own sources of intelligence.

The Education and Early Years' Service reports on attendance for all City children attending primary schools in the City and Islington, who together represent a significant proportion of all children attending maintained education. Where there has been a concern of non-attendance, this has been picked up by the Education Welfare Officer for the City, either as a direct intervention or liaising with the school and local authority if the child is not attending a City school.



To date, no primary aged child has fallen below the 85% non-attendance rate, which would be the trigger for Troubled Families criteria, except in the very rare cases of ill health which have all been followed up.

During 2016/17, a more accurate profile of children's schools will be established so that reporting reflects the true distribution of City children. Education Welfare Officer visits to all City schools are now operating on a termly basis and enabling early identification of children at risk.

Priorities going forward:

- The CHSCB will continue to oversee performance and the actions required to support the CHSCB strategy on missing children.
- The CHSCB to continue to review why children go missing through the intelligence gathered via the IRI role delivered by Action for Children
- Develop a closer alignment of the work involving CSE, missing children and other risks facing adolescents to ensure the inter-relationships with a range of vulnerabilities are robustly addressed.
- Further scrutiny of the progress made regarding tracking children missing education



The board has made substantial progress in raising awareness of female genital mutilation, forced marriage and child abuse through faith, belief or culture. The board has worked closely with public health services to influence and monitor the multi-agency response to FGM.

FEMALE GENITAL MUTILATION

In April 2014, it became mandatory for NHS healthcare professionals to record Female Genital Mutilation (FGM) in a patient's healthcare record, if they identify that a woman or girl has had FGM. In September 2014, it also became mandatory for Acute Trusts to collate and submit basic anonymised details about the number of patients who have had FGM to the Department of Health. Changes to the Serious Crime Act mean that health care professionals, teachers and social care workers are required to report 'known' cases of FGM – visually confirmed or revealed by a girl (under the age of 18) affected – to the police. Working closely with Public Health, partner agencies and the Health and Wellbeing Board, the CHSCB continued to influence and monitor the effectiveness of the partnership response to FGM.

In January 2016, the City of London Health and Wellbeing Board formally agreed the City and Hackney FGM Strategy and associated action plan. A steering group was subsequently established and this continues to coordinate the strong progress made on this issue to date.

FGM IN THE CITY OF LONDON

- **From the data available, it is clear that very few City resident women and girls are at risk of FGM.**

- **There are no high-risk communities living in the City of London.**
- **Latest census data (2011) identifies only 13 City resident women (age 16-74) were born in North Africa and 32 born in Central and Western Africa; parts of the world where FGM is most prevalent.**
- **There were no girls aged between 0-15 living in the City who were born in countries where FGM is prevalent (although girls of women who were born in FGM prevalent countries may also be at risk)**
- **0 cases of FGM were referred to the City Children and Families Team in 2015/16**
- **There are no hospitals in the City of London, with City resident women giving birth in Hackney, Tower Hamlets and Islington. Building on the protocol already in place between the Homerton Hospital and Hackney CYPS, the CCG undertook a piece of work in 2015/16 to ensure clarity of pathways between the City Children & Families Team, Homerton Hospital, University College London Hospital and The Royal London.**

Progress in 2015/16:

- **The FGM Strategy and Action Plan was agreed and implemented across the partnership.**
- **The City of London and Hackney received funding from the Department of Communities and Local Government to provide key professionals with training on FGM, Forced Marriage and so-called honour based violence. Training sessions commenced and will run to March 2017.**
- **An FGM flag has been added to the casework management system in the City to**



- improve the monitoring, recording and consideration of FGM when required.
- A FGM single point of contact (SPOC) in the Police Public Protection Unit is established. The SPOC has been trained and works with the Met Police on operations at airports during summer holidays to identify those at risk.
- Discussions held with the Police and Community Safety have led to the Vulnerable Victims Advocate organising alternative locations for weekly surgeries on key safeguarding issues – including FGM.
- FGM training is now included in the City of London Police induction
- The FGM strategy and e-learning tool promoted to City Corporation staff through its internal “Buzz from the Top” communication.
- An FGM awareness session at the City Education Forum resulted in member schools identifying need for additional materials and information for pupils on FGM.
- Health professionals covering the City of London received training on FGM, with all health visitors receiving this as part of their mandatory Level 3 training.
- GPs have a mandatory coding for FGM and this is shared with midwives and health visitors.
- During 2015/16, the CHSCB promoted awareness of FGM through dedicated training and through its TUSK briefings.
- The CPA delivering training to 50 participants over 2015/16. 86% of delegates attending training by the CPA considered this would help them safeguard children and young people more effectively.
- *The CPA continued his membership in the Home Office FGM Advisory Partnership Group and maintained his availability to consult with and provide expert advice to City staff if required.*

Hearing the voices of survivors has significantly helped the CHSCB further the understanding about the needs of women and girls affected by FGM and this has assisted in developing the main themes of the FGM strategy. Reflecting the CHSCB’s commitment to engage with our local communities, the Independent Chair also led the way in working in partnership with a group of survivors, voluntary sector organisations and a local Imam to produce a video aimed at increasing awareness of FGM.

AWARENESS RAISING BY THE CHSCB

FGM related Things You Should Know (TUSK) briefings:

- **October 2015: briefing on mandatory report duty**
- **November 2015: Published annual report with details of work related to FGM**

- **January 2016: FGM Strategy to be made available on FGM Zero Tolerance Day**
- **March 2016: Dissemination of FGM Statutory guidance**

All the TUSK briefings have a link to CHSCB training – which has included lunchtime seminars on FGM supported by the Community Partnership Advisor.



“Inspectors saw an example of effective joint working between the out-of-hours team, City police and children’s social care when there was concern about possible child trafficking.” City Ofsted report 2016

To assess the strength of multi-agency work in responding to forced marriages, so called “honour” based violence and abuse linked to faith and belief, the CHSCB undertook a Harmful Practices Health Check in 2014/15 engaging relevant statutory partners and voluntary sector agencies. The outcome of this health check was reported to the CHSCB in 2015/16 seeking to establish assurance in a number of areas including senior management commitment, roles and responsibilities, lines of accountability, focus on victims, effectiveness of inter-agency working and information sharing, staff training and awareness raising. The analysis of this work demonstrated that organisations and their staff need to improve the following:

- Awareness of the multi-agency statutory guidance in place concerning harmful practices.
- Awareness of how to access the relevant practice guidance and procedures on harmful practices contained in the London CP Procedures.
- Access to appropriate training on harmful practices via single or multi-agency training.
- Engagement with faith communities is required and for those faith communities to take a lead on communicating key messages to the public.

Given the local developments across the City with regards to the VAWG agenda, these issues, as well as featuring as part of defined CHSCB communication were included as part of the developing City strategy and plan to tackle VAWG in its broadest sense.

Priorities going forward:

- To monitor the implementation of the FGM action plan in the City, holding agencies and the City Health and Wellbeing Board to account for further driving the partnership response to this issue in terms of awareness, recognition and response.
- To monitor the improvement actions arising from the Harmful Practice Audit as part of the City’s response to VAWG



The board closely monitors the City's 'Prevent' duty and holds agencies to account for driving their response, including awareness raising and recognition.

PREVENTING RADICALISATION

Radicalisation is driven by an ideology that sanctions the use of violence and encourages the rejection of a cohesive and integrated society. Often those who are most vulnerable are deliberately targeted through a narrative that makes this ideology seem as both attractive and compelling. The City of London has experienced first-hand the devastating effects of radicalisation in recent years. From the bombing of the London Underground at Aldgate in 2005, marches by the far-right organisations in 2014 and the recruitment of young

people in 2015 from a neighbouring borough to join an international terrorist group. In order to protect our communities, partner agencies in the City must provide those at risk of radicalisation with the support and guidance needed to turn away from violence.

The Counter Terrorism and Security Act received Royal Assent on 12th February 2015. As part of this, the legal duty and statutory guidance expects Local Authorities to assess the threat of radicalisation in their areas and to take appropriate action. The City of London has not been identified as a Priority Area and as such, receives no additional Home Office funding to deliver its Prevent programme. The Safer City Partnership (SCP) retains overall governance of this agenda, which includes a focus on ensuring there are sufficient arrangements in place to safeguard children and young people. The CHSCB identified the threat of radicalisation as a priority area for its business planning going forward. The CHSCB continued to monitor the progress of the SCP in responding to the threat of radicalisation in 2015/16 and will continue to do so going forward. The scrutiny of the CHSCB was recognised by Ofsted that noted:

“Innovation is evident, with discussions and challenge regarding the links between radicalisation and mental health, and the connection between radicalisation and child sexual exploitation.” City Ofsted report 2016

Progress and impact to date in the City, in addition to the range of scheduled work required is set out below. No child or young person resident in the City was identified at risk of radicalisation in 2015/16.

- City of London Prevent Strategy in place.
- The City of London Police produced a Counter Terrorism Profile highlighting risk and protective factors specific for the City of London.
- The Prevent Information Sharing Agreement has been refreshed.



- Pre-screening and Channel referral process has been developed and agreed.
- An initial Prevent delivery plan has been produced and works in line with the three objectives set out in the Prevent Strategy.
- Development of an effective communication for Prevent, including Channel referral pathway for distribution to staff within the City of London Corporation is underway.
- Designated Prevent leads are in place in every Corporation Department and a police prevent coordinator has also been in post for six years
- Develop post incident counter narrative communications as extremist groups use post incidents to recruit.
- A Prevent working group continues to move forward on Prevent.
- Monthly meeting with the Prevent and Safeguarding leads from Specified Authorities relevant to the City of London progressed. The aim is to include internal Safeguarding Champions and external Prevent leads and Safeguarding Champions from Health, Probation, Further and Higher Education.

Training and Awareness Raising

- CHSCB WRAP training delivered in September 2015 (13 attendees)
- 6 sessions within the Guildhall for staff and linked organisations.
- City Police delivered sessions to foster careers and one for apprentices.
- Monthly sessions for staff held June-December
- Meeting hosted with Higher Education sector based at London Metropolitan University In March 2016
- Session also delivered to City Child Bright Horizons Nursery; Barbican Playgroup and the young apprentices
- **Joint NSPCC / CYPS / CHSCB campaign focusing on exploitation** (incl. radicalisation)
- TUSK May 2015 –briefing included an item of Prevent and links to the CHSCB webpages on this
- TUSK October 2015 – Counter Extremism Strategy
- TUSK November 2015 – Annual report 14-15 circulated including section on radicalisation / Exploitation campaign and helpline
- TUSK January 2016 – Educate Against Hate link circulated in briefing
- All the TUSK briefings have a link to CHSCB training – which has included lunchtime seminars on Prevent supported by Leethen Bartholomew – the Community Partnership Advisor

Priorities going forward:

To monitor the implementation of the Prevent strategy and response to radicalisation in the





Effective work has been completed in relation to raising agencies' awareness of their responsibilities in relation to allegations against adults who work with children. This has led to an increase in the number of referrals received.

City, holding agencies and the Safer City Partnership Board to account for further driving the response to this issue in terms of awareness, recognition and response.

THE MANAGEMENT OF ALLEGATIONS AGAINST PROFESSIONALS AND VOLUNTEERS WORKING WITH CHILDREN



“Effective work has been completed in relation to raising agencies' awareness of their responsibilities in relation to allegations against adults who work with children. This has led to an increase in the number of referrals received.” City Ofsted report 2016

All LSCBs have responsibility for ensuring that there are effective procedures in place for investigating allegations against people who work with children. The Designated Officer (DO – formally known as LADO) should be informed of all such allegations and provide advice and guidance to ensure individual cases are resolved as quickly as possible. Reporting to the Assistant Director of People Services, the DO role in the City is held by the Safeguarding and Quality Assurance Service Manager. These arrangements are fully compliant with the revised DO guidance issued in Working Together 2015 and further supported by the publication of revised DO operational guidance. A full analysis of how allegations against staff have been managed in the City can be read in the [LADO Annual Report 2015/16](#). DO referrals in the City are dealt with in accordance to statutory guidance, in a timely way and have been effective in protecting children.

SUMMARY

- In line with the increased awareness raising, referrals to the DO in 2015/16 increased

by over 50% from 5 to 11 referrals.

- Whilst positive and reflective of the significant awareness raising that has been undertaken in the City, the fact that there were no referrals from either Health or the City of London Police remains subject to CHSCB scrutiny. This is a similar picture to 2014/2015. The CHSCB requested information at this time from health and reassurance was provided that safeguarding leads were aware of DO procedures and how to make a referral to the City should this be required. A similar request has been made of the Police and this will be further reported in the 2016/17 cycle.
- In 2014/15, consistent with the CHSCB CSE strategy and action plan, the CHSCB agreed to monitor the number of referrals from transport, escort and taxi services. There were none reported in 2015/16.
- All referrals to the DO were concluded within 1 month
- 8 of the 11 cases were unsubstantiated and 3 substantiated
- There were no criminal prosecutions
- 1 case resulted in suspension, a disciplinary meeting and a subsequent referral to the Disclosure and Barring Service

CATEGORIES OF CONCERN

- From the 11 cases referred, 2 related to concerns of Physical Abuse, 3 related to concerns of Sexual Abuse and 6 related to concerns about behaviour that called into question a person's suitability to work with children.
- The largest number of referrals to the City DO in 2015/16 related to professionals / volunteers working in the education sector. The next highest referral category concerned professionals / volunteers in Early Years' settings. Whilst different in numbers, this pattern correlates with previous trends in the City and those experienced in Hackney.



THEMES

A recurring theme relates to concerns within some organisations regarding safer recruitments. In some agencies, safer recruitment practices are not always consistently applied, especially in relation to checking references and DBS checks. There have also been issues with staff who have been employed for a considerable time, whereby when checks have been made on their employment background there is limited information on their employment history and references for the post.

Recent safeguarding audits completed on Early Years Settings also identified a gap in safer recruitment practices, some of which have required further investigation and scrutiny. Given that the majority of these settings have completed s11 audits it is essential that these are reviewed to establish any areas of improvement required. This will be taken forward by the QA Sub Group in 2016/17.

AWARENESS RAISING

A key priority for the CHSCB and the City of London during 2015/16 has been to raise the profile of the DO role. This has been achieved through the following:

- Submitting the DO Annual report to a range of City committees between September 2015 and January 2016;
- The City of London delivering focussed training on the DO role and professional allegations
- The DO role being included as part of a staff induction programme.
- In January 2016, a safeguarding conference was convened for the voluntary sector, where 40 attendees learnt more about the DO and the management of allegations against professionals and volunteers.
- In July 2015, 49 City staff attended safeguarding and child protection training that included a DO focus.
- The City of London delivered training on Professional Allegations in July 2015 – 9 City of London staff attended.
- Specific training was delivered to Sir John Cass Primary at an inset day in January 2016. 30 members of staff from the school and Children's Centre attended.
- The CHSCB also complemented this training in 2015/16. Whilst open to attendees from both the City and Hackney, there was a defined focus placed on the context of the DO role in the City of London.
- Multi-Agency training was delivered by the CHSCB in October 2015 with 22 staff from the Police, Youth Services, Health and Education attending.

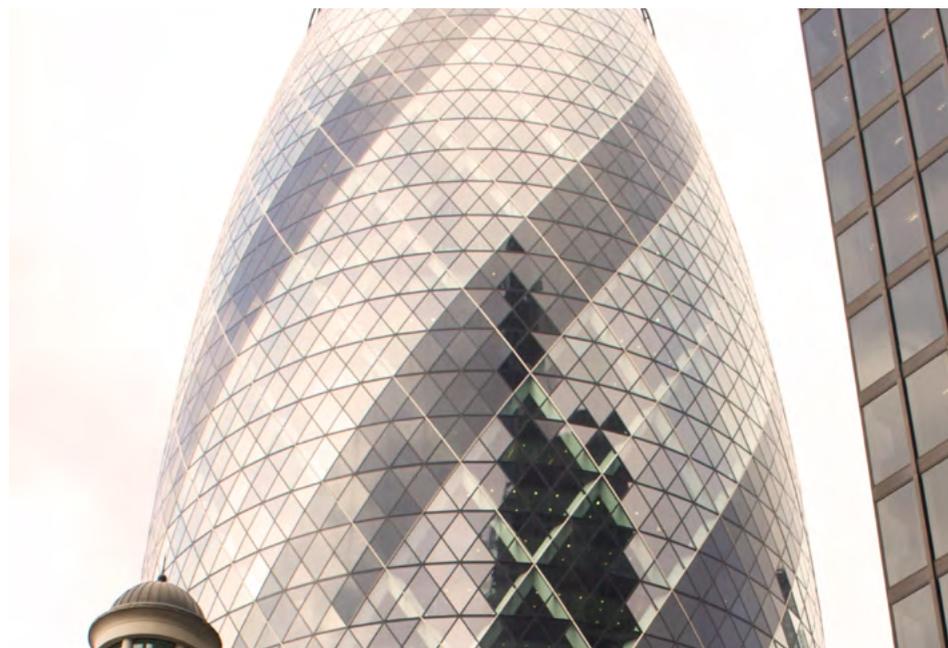
- Safer Recruitment training was delivered by the CHSCB in February 2016 with 23 staff from Early Years Settings, City of London HR, Health, Education and the Voluntary Sector attending.
- A further session on Safer Recruitment was held in March 2016 with 17 staff from Early Years Settings, City of London HR, Health, Education and the Voluntary Sector attending.



Between April 2015 and March 2016 there have been no direct notifications from the City of London Police to the LADO, however there was a notification that came from an incident involving the Metropolitan Police.

This notification was received via the alleged perpetrator directly to their employee and there was a lack of clarity from the Police about making the notification directly to the City of London. The issues relating to this incident were escalated to the CHSCB, and the Chair interceded on behalf of the City of London. This precipitated further information being received from the Police in regard to the incident which contributed to the analysis of the potential risks, supporting the employing agency's disciplinary procedure.

Priorities going forward:





Hackney



Hackney Safeguarding Snapshot 2015/16



35.6% of children living in poverty

Approximately **32.1%** of children in receipt of free school meals (national average 15.6%)

Approximately **34.2%** of children in secondary schools in receipt of free school meals (national average 13.9%)



43% education settings graded outstanding / 54% graded good / 3% requires improvement / 0% inadequate for personal development, behaviour & welfare

443 children were subject to a CAF and MAT intervention in 2015-16

286 new early help cases & 157 existing cases of children identified & supported through the MAT process

236 new early help cases for children & young

people over 6 years of age identified & services provided

8,459 activities were delivered by Young Hackney with approximately 144,000 attendances from young people throughout the year.

60 children & young people at risk of CSE being monitored through the Multi-Agency Sexual Exploitation meetings (end March 2016)

149 children missing from home / 249 episodes of children going missing from home

83 children missing from care / 532 episodes of children going missing from care

12,386 contacts to Hackney CYPS

3,543 referrals

13.3% re-referrals

3434 assessments completed by Hackney Children's Social Care

49 days – average timeliness of assessments

866 child protection investigations

226 Children on a Child Protection Plan as of March 2016



2268 open Children in Need cases as of March 2016 (excl CP Plan and LAC)

251 children in need with a disability

327 children & young people looked after as of March 2016

287 MARAC meetings involving children and young people living in families with domestic violence

822 individual cases managed by Hackney Council's Domestic Violence and Abuse Team

175 allegations against staff working with children and young people

29 Private Fostering arrangements as of March 2016

700 children & young people receiving help from CAMHS at any given time

1 issue escalated to the Independent Chair by the Designated Nurse for the CCG regarding immunisations.



Safeguarding Context in Hackney

Some children are at more risk of being abused and/or neglected due to them being particularly vulnerable.

The categories and themes set out in this section do not cover all the factors influencing the risk to children and young people within the London Borough of Hackney. The focus is on key local vulnerabilities and related themes, about which the CHSCB needs to have heightened scrutiny in terms of effective multi-agency practice to protect children and young people.

HACKNEY DEMOGRAPHICS

The London Borough of Hackney is an inner city London borough. There are approximately 60,000 children and young people under the age of 18 years, representing 22.8% of the total population. Of these, around 19,000 are aged less than five years. Over 58.5% of children and young people living in Hackney belong to black or other minority ethnic backgrounds, compared with 21.5% in the country as a whole.

It is a richly diverse community with significant numbers of Asian, Black African, Black Caribbean, Black British, Turkish, Kurdish and Charedi Jewish children. Hackney's Orthodox Jewish Community population of around 30,000 represents more than 10% of Hackney's total population and around 50% of the community is under the age of 19 years. There are over 180 languages spoken in the borough. Hackney is ranked the second most deprived borough in England and it is estimated that 35.6% of children and young people in Hackney are living in poverty, with around 32-34% eligible for and in receipt of free school meals.

CONTACTS, REFERRALS & ASSESSMENTS



“Decision making for children is appropriate and thresholds are consistently applied, including for decisions taken out of hours.”
Hackney Ofsted Report 2016

The First Access and Screening Team (FAST) is the multi-agency team that records all “contacts” made to them regarding concerns for children and young people. Any of these contacts can progress to a referral and if appropriate, an assessment, if the concerns suggest that the statutory involvement of Hackney Children's Social Care

(CSC) is required. If a statutory response by CSC is not required, the FAST ensures swift signposting and engagement as necessary with early help services.

In 2015/16, the FAST received an average of 238 contacts per week regarding a range of issues concerning the welfare of children and young people. This is an increase in average weekly contacts and is considered to reflect the good local knowledge of the Hackney Child Wellbeing Framework. Awareness of the **Hackney Child Wellbeing Framework**. Awareness of the Hackney Child Wellbeing Framework continues to be promoted by the CHSCB and the FAST.

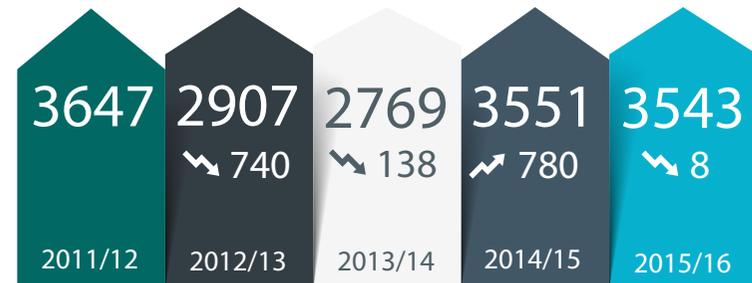
CONTACTS PER WEEK



CONTACTS PER YEAR



REFERRALS



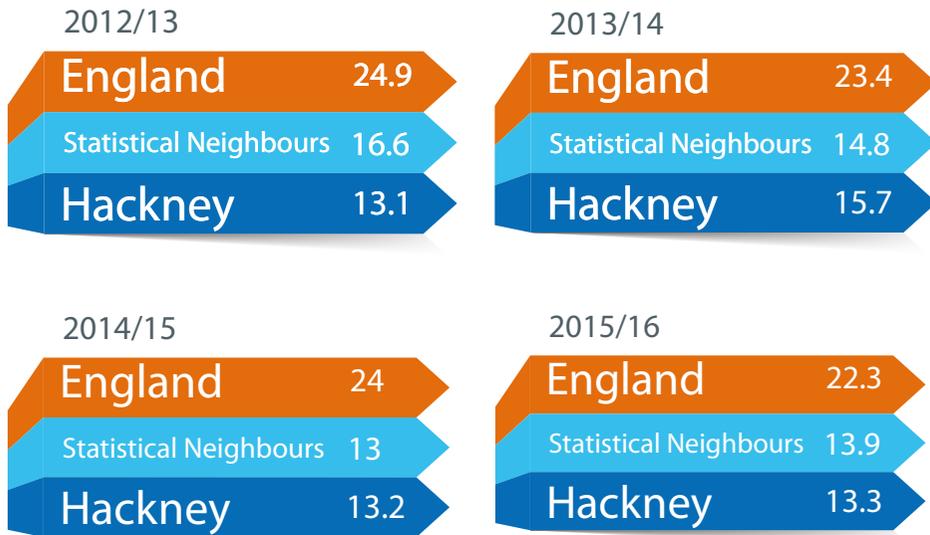


ASSESSMENTS



The increase in contacts compared to 2014/15 was largely expected due to FAST incorporating contacts for early help alongside child in need / at risk contacts. Despite the increase in contacts, referrals accepted by the FAST remained broadly the same at 3453 for 2015/16. The percentage of re-referrals also remained static at 13.3%, significantly lower than the national average. This lower than average repeat referral rate suggests that children, young people and their families receive effective social work support and that this support, when needed, is sustained by partner agencies once a case is closed to Children's Social Care.

Percentage of re-referrals within 12 months of a previous referral



Following contact, the FAST aims to ensure that only those children meeting thresholds for statutory assessments are progressed as referrals to CSC. Local Authorities undertake these assessments to determine what services to provide and what action to take. The full set of statutory assessments under the Children Act 1989 can be found [here](#). In 2015/16, Hackney revised and re-issued its **Assessment Protocol** as required by statutory guidance.

3434 assessments were completed in 2015/16. The maintenance of this level of assessment activity is considered by the CHSCB to be partly attributable to the improved information sharing in the FAST. This gives the FAST a swifter and more thorough overview of both current and historical risk factors at the point a decision is required about further action.



“Decision making is aided by detailed review of historical information. Decisions have a clear rationale and, in most cases, identify direction for further work with children and their families. Where children are at immediate risk of harm, referrals from other professionals are dealt with swiftly and children are seen promptly in order to undertake s47 child protection enquiries without delay.” Hackney Ofsted report 2016

The number of strategy discussions held in 2015/16 increased from 915 in 2014/15 to 989 in 2015/16. This is a positive reflection of a continued focus on children and young people suffering or likely to suffer significant harm, although it has been recognised by Hackney CYPS that there is a need to better engage health professionals in those discussions. Work is ongoing with Health to improve this area.

The number of child protection enquiries also continues to increase (405 in 2013/14, 694 in 2014/15, 866 in 2015/16). Numbers are now aligned with statistical neighbours, reflecting a return to 2012/13 rates, the significant reduction from which prompted robust challenge and scrutiny by the CHSCB.

In terms of the timeliness of assessments, Hackney CYPS continues to exercise dispensation, agreed by the Department for Education, for statutory assessment timescales, which has enabled CYPS to adopt a proportionate and flexible approach with families during assessment. The average length of assessment in 2015/16 was 49 days, a reduction from the 53 day average in 2014/15. Hackney largely remains close to the 45 day national assessment timeframe, which now includes flexibility to extend with



management agreement.

Whilst positive that assessment timescales are improving, the Ofsted inspection in 2016 noted that in just over a quarter of cases seen, assessments were not completed within a timescale that was meeting individual children’s needs. Hackney CYPS has initiated work to improve both the quality and management oversight of assessment activity undertaken and this will be subject to ongoing monitoring by the CHSCB.



“There is no standard process in place to establish appropriate timescales for assessments according to individual children’s needs, or to then systematically review completion against key points. Consultant social workers vary in the way that they monitor the timeliness of assessments and inspectors found that in those units where this was more closely monitored, assessments were completed more swiftly and were of a better quality. In those units where this was monitored less closely, there were more very lengthy assessments and more cases waiting for closure or transfer.” Hackney Ofsted report 2016

CHILDREN ON CHILD PROTECTION PLANS



“Child protection conferences, reviews and core groups are well attended, although there is an issue with general practitioners not attending or providing reports. This is recognised by the local authority and recent work with the clinical commissioning group (CCG) is showing significant improvement in this area.” Hackney Ofsted report 2016

Following a child protection enquiry, where concerns of significant harm are substantiated and the child is judged to be suffering, or likely to suffer, significant harm, social workers and their managers should convene an Initial Child Protection Conference (ICPC). An ICPC brings together family members (and children / young people where appropriate) with supporters, advocates and professionals to analyse information and plan how best to safeguard and promote the welfare of the child / young person. If the ICPC considers that the child / young person is at a continuing risk of significant harm, they will be made the subject of a Child Protection Plan (CPP).



Some data regarding Child Protection Conferences requested by the CHSCB as part of the multi-agency dataset was unavailable. The CHSCB mitigated this lack of data through undertaking a themed review to establish reassurance about the quality of Child Protection Conferences. As soon

as the missing data became available, this was formally reported to the full Board for further scrutiny.

Since 2011 there has been a steady increasing trend in the number of children and young people subject to a CPP in Hackney. As of March 2016, there were 226 CPPs, a slight increase from 214 in March 2015. The rate of CPPs in Hackney on 31 March 2016 was 36.9 children per 10,000. This is in line with statistical neighbours (37.71) and lower than the national average (43.1)

Children subject to a Child Protection Plan (31st March):



DURATION AND REPEAT CHILD PROTECTION PLANS

Monitoring of CPPs lasting two years or more is used to indicate the effectiveness of the CPP in eliminating or significantly reducing the risk of significant harm. Following the implementation of a robust monitoring process, the percentage of children subject to a CPP for more than 2 years decreased over the last year to 3% at 31 March 2016, from 8% during 2014/15. This monitoring process quality assured planning in all cases resulting in the gradual reduction seen during 2015/16.

Related to this indicator is the number of children subject to a CPP for a second or subsequent time. This measure is used as a potential indicator as to whether a CPP has been successful in effectively reducing risk. During 2015/16, the percentage of children being subject to a CPP for a second or subsequent time increased from a rate of 11.4% in 2014/15 to 18.6%. Hackney CYPS will continue monitoring in this regard alongside improvement activity to strengthen the quality and focus on plans in terms of the specific identification of desired outcomes for children and clear timescales for completion of all actions.

CATEGORIES OF ABUSE

In 2013/14, Neglect accounted for 46% of all CPPs. This was not necessarily surprising given the local context of Hackney, with Neglect remaining a priority focus for the CHSCB. At the end of March 2015, however, Emotional Abuse exceeded Neglect as the highest category (47%). This trend has continued into 2015/16. Further scrutiny by the CHSCB during 2015/16 has established the likely rationale for this change being linked more specific categorising by Child Protection Conference Chairs. An associated cause is likely to relate to the number of cases where domestic violence and abuse is an issue. This will remain subject to further monitoring and evaluation by the CHSCB in 2016/17.

LOOKED AFTER CHILDREN

“Children who become looked after by the London Borough of Hackney are well supported and their outcomes improve. Decisions about whether children need to become looked after are appropriate and timely. Strong emphasis is placed upon children remaining with their families when this is safe and appropriate and there is a good range of edge of care support.” Hackney Ofsted report 2016

A child or young person who is “looked after” is in the care of the local authority. They can be placed in care voluntarily by parents struggling to cope, they can be unaccompanied

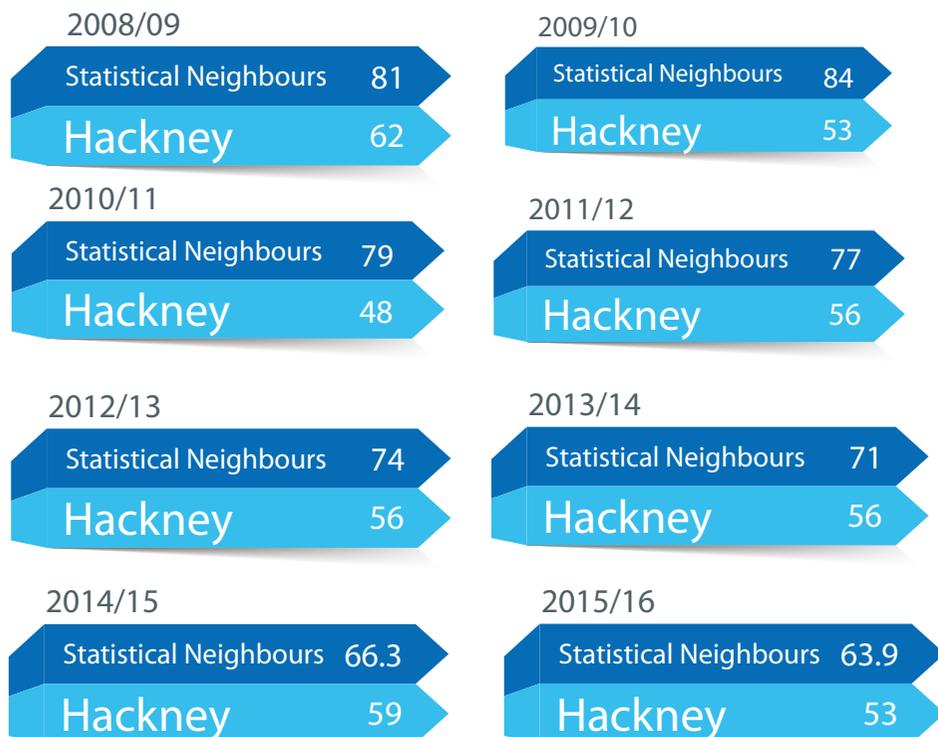


asylum seeking children; or in other circumstances, Hackney CYPS and partners will intervene because the child or young person is at risk of significant harm. As at 31st March 2016, Hackney was responsible for looking after 327 children and young people compared to 345 at the end of March 2015. However, this snapshot figure for 2016 is misleading in terms of representing the trend in the number of looked after children during 2015/16 – the monthly figure for the total number of looked after children throughout the year ranged from 336 to 345 children. The low number of young people that were looked after due to their remand status as at 31st March 2016 (only 3 young people compared to 10 young people at the same point in 2015) was one of the factors in the lower total number of looked after children at year end. As at 30th June 2016, Hackney was responsible for 338 looked after children, which is more in line with the figures for 2014/15. Whilst numbers have overall increased since 2011 (270), Hackney continues to have lower numbers of children in care per 10,000 population under age 18 than statistical neighbours.





Rate per 10,000 children shown below:



PLACEMENT STABILITY

On the whole, stability is associated with better outcomes for children. Proper assessment of a child's needs and a sufficient choice of placements to meet the varied and specific needs of different children are essential if appropriate stable placements are to be achieved. Inappropriate placements tend to break down and lead to frequent moves.

The percentage of looked after children with three or more placements in one year has increased to 13% in 2015/16 in comparison with last year's performance at 9%. On further analysis by Hackney CYPS, the children who experienced these multiple placement moves were generally aged over 13 years; their placement changes were associated with issues linked to higher levels of need and complexity related to adolescence.



Young people in this age group, increasing numbers of whom are entering care for the first time, may often come into care at a point of crisis, frequently at night or on the weekend and be placed in an emergency.

Resulting placement changes often happen as a result of carers being unable to meet the needs of young people in this age group. This is a national issue and one which the North London Adoption and Fostering Consortium, of which Hackney is a member, is working to address by training specialised carers and putting in place better support for those carers.

The percentage of looked after children aged under 16 looked after continuously for at least 2½ years who have been living in the same placement for at least 2 years (or placed for adoption and their adoptive placement together with previous placement lasting for at least 2 years) as at 31st March 2016 was 60%. This is at a similar level to 2015, when it was 61%. Most placement moves are carefully planned, with the majority of children continuing to reside in their new placement more than 12 months after the move.



Hackney is now performing below the level of its statistical neighbours and as a result of the decline in reported performance against these two indicators, a placement stability working group has been established to conduct further data analysis and develop and implement a strategy to better support young people who may be at risk of experiencing multiple placement moves.

PLACEMENT & LOCATION



“Where applicable, children are supported to maintain links with those people who are significant to them through plans that carefully consider risk and appropriately consider transport arrangements.”
Hackney Ofsted report 2016

Similar to 2014/15, the vast majority of looked after children are in foster placements (75%). Hackney has a low number of children in residential placements (children's homes), with approximately 15 children living in residential placements at any one time in 2015/16. This is in line with the use of this type of placement in recent years. 1 young person with very complex needs was placed in secure accommodation for their own safety and to reduce the risk of them absconding.

Of the 327 children looked after by Hackney at March 2016, 82 (25%) were placed in Hackney compared to 66 (19%) the year before. 260 (79%) of the total looked after



children were placed in London local authorities (including Hackney, and neighbouring and non-neighbouring boroughs). 57 children (17%) were placed in neighbouring local authorities (Waltham Forest, Newham, Haringey, Islington, Tower Hamlets or City), and 121 (37%) were placed in other London local authorities. 48 (15%) were placed in non-neighbouring local authorities, classified as being 'at a distance'. The majority of looked after children in placements classified as being 'at a distance' are placed in other London local authorities or local authorities adjoining London, such as Essex, Kent and Hertfordshire. These figures are consistent with other London boroughs.

“The multi-agency partnership continues to apply a clear focus on the needs of Hackney children who, for whatever reason, don't live in the Borough. This often involves engaging with a different range of professionals and can add complexity to very challenging circumstances. The CHSCB remains alert to potential difficulties, with Ofsted identifying a strong area of practice within their recent inspection. “The board has successfully challenged, through the chair, a child and adolescent mental health service (CAMHS) provision in another local authority for a child looked after living out of borough.” Hackney Ofsted report 2016

CHILDREN SUBJECT OF CARE PROCEEDINGS

“The quality of work placed before the court is good. The social work units and clinical services team undertake high-quality parenting assessments and viability assessments which are well thought of by the court.” Hackney Ofsted report 2016

The Government implemented the **Family Justice Review (FJR)** in an attempt to significantly reduce delay in care proceedings concerning children and young people considered to be at serious risk of significant harm. As a result of the FJR, the expectation is that all care proceedings should be completed within 26 weeks. In exceptional circumstances, cases can be extended for a further 8 weeks. The overall average length of proceedings in Hackney during 2015-16 was 34 weeks. This is 8 weeks over the target 26 weeks, but 3 weeks shorter than the overall average for 2014/2015 which was 37 weeks.

Data shows that from April 2015 to March 2016, pre-proceedings agreements and assessments were initiated in Hackney for 34 children from 22 families. 10 of the 22 family cases did not go to court as a result of intervention and improvements made by parents and the pre-proceedings process ended. Care proceedings were issued for the children from the remaining 12 families. Links between the London Family Justice Board and

the CHSCB were strengthened by the Chair during 2015/16 with reporting allowing for ongoing oversight and insight into this area going forward.



“The guardian, the mother and the court said that the local authority had conducted outstanding social work” Barrister – about the support work provided by Hackney.

DOMESTIC VIOLENCE AND ABUSE

“The prevalence of domestic violence, substance misuse and mental health issues is well understood by the local authority and its partners and this leads to appropriately commissioned services.” Hackney Ofsted report 2016

Ensuring a co-ordinated and robust response to domestic violence and abuse is a priority for the CHSCB. A comprehensive review of the response to domestic violence and abuse was initiated in 2014 and 2015/16 saw the launch of a new local Violence Against Women and Girls Strategy.

- **The Domestic Violence and Abuse Team dealt with 822 cases, of which 337 involved children and young people. This is a reduction from 2014/15.**
- **506 cases were considered at the Multi-Agency Risk Assessment Conference (MARAC) (up from 423 in 2014/15)**
- **To enhance the identification of risk factors associated with domestic violence, the Domestic Violence Intervention Project (DVIP) was commissioned to work alongside Hackney Children & Young People's Services over a four year period ending in March 2016. The service used a co-located approach to provide perpetrator and women's support services, together with consultation and training for practitioners.**
- **From April 2016, following a procurement exercise, RISE-CiC was commissioned using Troubled Families Programme funding to work with families attached to the Troubled Families Programme under 'family violence' criteria. RISE-CiC sits alongside the Family Units offer and contributes to domestic violence/perpetrator interventions and Troubled Families outcomes. Data for the service will be available in the second half of the 2016/17.**



CHILDREN AND YOUNG PEOPLE AT RISK OF SEXUAL EXPLOITATION



“Professionals at all levels have a clear understanding of the risks of child sexual exploitation...” Hackney Ofsted report 2016

Tackling Child Sexual Exploitation (CSE) in Hackney is a priority for the CHSCB. The multi-agency work to tackle CSE, co-ordinated by the CHSCB CSE and Missing Working Group, continued during 2015/16 with the range of achievements set out later in this report. The effectiveness of the partnership’s response was robustly tested through a pilot Joint Targeted Area Inspection undertaken in December 2015.

- 60 children & young people at risk of CSE being monitored through the Multi-Agency Sexual Exploitation meetings (end March 2016)
- 45 new cases were referred to the Hackney Multi-Agency Sexual Exploitation meeting (MASE).
- At the end of 2015/16, 89 young people in total had been considered at the MASE.

CHILDREN MISSING FROM HOME, CARE & EDUCATION



“The local authority has a clear and detailed knowledge of whether children are missing from education. Local authority staff go to great lengths to identify and investigate children who are missing education and use data well to understand the key issues and monitor progress of these investigations.” Hackney Ofsted report 2016

Children missing from home, care and education is a priority for the CHSCB. During 2015/16, the governance arrangements supporting this work were merged with the CSE Working Group. Achievements made by partners in responding to missing children and young people are set out in more depth later in this report.

- 149 children missing from home / 249 episodes of children going missing from home
- 83 children missing from care / 532 episodes of children going missing from care
- 116 independent return interviews offered and 68 accepted and conducted.
- In the 2015/16 academic year, the Children Missing Education Team (CME) received 1013 referrals, an increase from 617 referrals in 2014/15.

ELECTIVE HOME EDUCATION



“Professionals at all levels have a clear understanding of the risks of child sexual exploitation...” Hackney Ofsted report 2016

As of July 2016, 163 children were registered as receiving elective home education compared with 57 in 2008/9, a marginal decrease on the 172 in 2014/15. A clear protocol exists between Hackney CSC and HLT to manage these arrangements. These arrangements remain subject to on-going and robust scrutiny by Hackney Learning Trust and the CHSCB.

BABIES

Research and experience tell us that very young babies are extremely vulnerable and that work carried out in the antenatal period to assess risk and plan intervention is essential to minimise future harm. At the Homerton University Hospital, weekly maternity psychosocial meetings continue to be held to oversee unborn (or very newly born) infants of vulnerable parents or parents to be. These multi-agency discussions act as a “safety net” to ensure that clear multi-agency plans are in place for babies and that these plans are understood and communicated to the relevant agencies.

The maternity psychosocial meeting is open for any health practitioner and student to attend and are able to bring cases for discussion. These meetings also provide group supervision with the view for an open and focused discussion to review the cases, organise appropriate referrals to community services as well as identifying areas of development for individual practitioners and areas to improve practice for individuals and as an organisation.

There has been a significant increase in the number of cases discussed at the paediatric psychosocial meeting (582 in 2014/15 to 787 in 2015/16) and subsequent referrals made to children’s social care (239 in 2014/15 to 455 in 2015/16)



The most common issues are similar to that of previous years - domestic violence, complex mental health issues and complex maternal substance and alcohol issues. Maternal learning disability was identified as a featuring in the learning arising from the Serious Case Review commissioned by the CHSCB in respect of Child H. Relevant learning is set out later in this report.



PRIVATE FOSTERING

“Work with privately fostered children and their carers is effective, and benefits from good oversight by the service manager. There is an effective private fostering strategy, which is increasing the appropriate identification of private fostering arrangements.” Hackney Ofsted report 2016

A child under the age of 16 (under 18, if disabled) who is cared for and provided with accommodation by someone other than a parent, person with parental responsibility or a close relative for 28 days or more is privately fostered. A full analysis of activity in Hackney over 2015/16 is available in the Private Fostering Annual Report 2015/16.

As at the end of March 2016 there were 29 children in private fostering arrangements in Hackney. This is an increase from the figure of 21 private fostering arrangements in March 2015. Of the 29 children in private fostering arrangements, 11 were new arrangements which began in 2015/16. The majority of these children (7 of 11) were born in the U.K. Comparison with national and statistical neighbours has not been undertaken following the DfE ceasing to publish statistics on notifications and closing the private fostering data collection for local authorities.



Hackney's leaflets on private fostering for professionals, parents and carers and young people have been updated and are distributed on a regular basis to relevant groups including schools, GPs, children's centres, faith groups, housing offices and libraries. Lunchtime seminars for Children's Social Care staff on private fostering continue to take place on a quarterly basis, and multi-agency private fostering training events are organised through the CHSCB

YOUNG CARERS

Young carers are children and young people under 18 who provide regular or on-going care and emotional support to a family member who is physically or mentally ill, disabled or misuses substances. A young carer becomes vulnerable when the level of care giving and responsibility to the person in need of care becomes excessive or inappropriate for that child, risking impacting on his or her emotional or physical well-being or educational achievement and life chances'.



From April 2015 to March 2016, Hackney Young Carers Project, funded by Children and Young People's Services, worked with an average of 154 young carers (between 147 and 174 over the course of the year) and

provides a variety of support services which include group work, and one to one work with children in more complex situations. During the year a dedicated worker was recruited with a focus on support for families with alcohol/substance misuse issues. Two preventive programmes were run during the year aimed at reducing risk, building resilience in children and young people, improving parenting capacity and improving the overall health and wellbeing of children and families long-term. Following the end of the programme, Young Carers Project staff have continued to work with those young carers, offering a range of support, including mentoring and counselling.





CHILDREN WITH SPECIAL EDUCATIONAL NEEDS AND DISABILITIES

“The board has rightly recognised and challenged the low number of children with disabilities subject to child protection plans and has undertaken a multi-agency audit.” Hackney Ofsted report 2016

At the end of March 2016, the Disabled Children Service in Hackney was working with 233 children and young people an increase from 194 in 2014/15. The Disabled Children Service manages low level safeguarding concerns although where there are increased concerns or it becomes evident that a parent is unable to safeguard their child from harm; Hackney CSC will investigate the concerns. The Disabled Children’s Service remains involved throughout. A small number of disabled children were made subject to a child protection plan in 2015/16

YOUTH OFFENDING

The young people who are involved with Youth Justice in Hackney often have complex needs requiring significant support both in and out of custody.

- The Youth Justice Service saw the number of young people they work with increase slightly in 2015/16.
- At the end of March 2016 they had worked with 259 young people through pre-court disposals (youth caution and youth conditional cautions) and community orders compared to 248 at the end of March 2015.
- The number of young people in custody on remand or sentenced has decreased from 82 in 2012/13 to 46 young people in 2015/16.
- For Hackney in 2015/16, there were 103 new entrants into the criminal justice system compared to 94 in 2014/15.

CHILDREN’S MENTAL HEALTH

The Child and Adolescent Mental Health Services (CAMHS) in City and Hackney are provide by Homerton University NHS Foundation Trust (First Steps and the CAMHS disability team, a joint service with the ELFT CAMHS); Clinicians employed by London Borough of Hackney’s children’s social care and the Specialist Service is provided by the East London NHS Foundation Trust (ELFT). ELFT CAMHS provides the specialist (tier 3) community based service and a service for adolescents with more complex mental health needs, for example, first onset psychosis and complex eating disorders. East London NHS Foundation Trust also provides the inpatient service (tier 4) and the out of hours service for City and Hackney.

ELFT CAMHS continues to receive approximately 1,000 referrals a year, and has a caseload of approximately 700 cases at any one time. The level of referrals to specialist CAMHS has been consistent for the last few years. Waiting times for young people to be seen by specialist CAMHS is within 5 weeks (100%). This is well below the national average and the other East London boroughs. Emergencies are seen within 24 hours and urgent appointments seen within 2 weeks. The number presentations by children and young people at A&E for self-harm remained at the same level (36) for 2015/16 from the previous year. Over the last few years there has been a noted reduction in A&E presentations, but a pattern of increasing non-emergency self-harm referrals.

For 2015/16 the total number of young people receiving inpatient care remained consistent at 32 cases. This was consistent with the previous year’s total admissions. This group are supported by the Adolescent Team who provide an assertive outreach, home treatment model of intervention in order to prevent young people from being admitted to inpatient (Tier 4) services and provide the support for them to be treated at home.

CHILDREN & YOUNG PEOPLE AT RISK OF RADICALISATION

A key part of the Prevent programme is to stop people being drawn into supporting terrorism. In Hackney a multi-agency Channel panel, chaired by the Head of Safer Communities, works at the pre-criminal stage to support vulnerable individuals where a





risk of radicalisation is assessed and a plan of action devised. Since 1st June 2015, 10 Channel referrals have been made, with 7 of these relating to children and young people. Further details on the partnership's response to extremism / radicalisation are set out later in this report.

MAPPA

Multi-Agency Public Protection Arrangements (MAPPA) are the statutory measures for managing sexual and violent offenders. The Police, Prison and Probation Services (Responsible Authority) have the duty and responsibility to ensure MAPPA are established in their area and for the assessment and management of risk of all identified MAPPA offenders. The purpose of MAPPA is to help reduce the re-offending behaviour of sexual and violent offenders in order to protect the public from serious harm, by ensuring all agencies work together effectively.

Across London in 2015/16, there were 7065 Category 1 'Registered Sex Offenders' (RSOs), 2962 Category 2 'Violent Offenders' and 44 Category 3 'Other Dangerous Offenders'. There were 289 RSO's resident in Hackney subject to MAPPA scrutiny. Further information is available in the **MAPPA Annual Report 2015/16** for London.

ALCOHOL & SUBSTANCE MISUSE

Young Hackney provides specialist treatment for young people affected by substance misuse – either directly or because a family member is using drugs. The service also has a dedicated officer who provides support and interventions for young people in contact with youth justice. In 2015/16, the Substance Misuse Team worked with 118 young people.

MENTAL HEALTH

The City & Hackney **Public Health Annual report 2014/15** stated "The prevalence of Severe Mental Illness in Hackney and the City of London recorded on GP registers is 1.31 per cent, which is higher than that in comparable local authorities and significantly higher than the England average of 0.84 per cent." In 2015/16, 826 statutory assessments undertaken by Hackney CYPS featured parental mental health as an issue (an increase from 694 recorded in 2014/15).

These statistics reflect the ongoing importance of this issue to children and young people living in Hackney and the rationale behind the focus of partner agencies in developing a number of flagship projects to cater for mental health needs.



Practitioners in Hackney CYPS and the East London NHS Foundation Trust continue to work to the Joint Mental Health Protocol designed to support staff when assessing and supporting families where a parent or carer has a mental illness.



In 2015, Hackney launched the City and Hackney Wellbeing Network, which brings voluntary organisations together to improve mental health and wellbeing. The City and Hackney Wellbeing Network, offers high-quality free support to help people prevent the onset of mental health problems and alleviate issues such as stress, anxiety and low mood. They also offer support to adults with severe and enduring mental health conditions.

A dynamic and diverse partnership of eleven specialist mental health providers, the Wellbeing Network empowers people towards better mental and physical wellbeing. We offer an exciting range of groups and courses to support people to improve their mental wellbeing, physical health, social networks and daily living skills. One named 'network navigator' will be available to ensure that people receive the right kind of support at the right time and that support is well-coordinated.



Progress in Hackney



Children and young people who are exposed to domestic violence and abuse can grow up with additional vulnerabilities and/or harmful behaviours.



“The CHSCB has worked hard to develop and maintain intelligent and responsive governance arrangements for safeguarding children and young people in Hackney, driving a sharp focus by all organisations to directly influence and sustain the improvement of child safeguarding.

Lines of accountability, oversight and cooperation have been strengthened and improved through the CHSCB setting up the Inter-Board Chairman’s meeting and through regular and ongoing interface with other key leaders and strategic forums, such as the Chief Executive, Lead Member, Health and Wellbeing Board and the Community Safety Partnership.

The development and maintenance of these relationships has allowed the CHSCB to keep safeguarding children at the forefront of everyone’s agenda and for the CHSCB to minimise duplication of effort or confusion, explore opportunities for collaboration



and support and to ensure concerns regarding cross cutting issues are escalated as and when appropriate.” Jim Gamble QPM

EARLY HELP

Children and young people in Hackney continue to have access to and benefit from an extremely wide range of early help services that are sharply focused on meeting the diverse needs of local communities. These services are delivered by the Hackney Children and Young People’s Services, Hackney Learning Trust and a range of partners, including 74 schools, a network of 21 children centres delivering a range of services and working closely with schools, GPs and health colleagues as well as other local service providers, including the community and voluntary sector.

The range of services available to children, young people and their families are set out within the Hackney Resource Guide and these continue to adapt and evolve based on the needs of the local population. The progress and impact of a range of local early help services are set out below:

THE FIRST ACCESS AND SCREENING TEAM (FAST)



“Decision making in the FAST team is, in the vast majority of cases, taken swiftly and cases are appropriately passed through to assessment teams for further work.” Hackney Ofsted report 2016

In 2014/15, The First Response Team (FRT) and Partnership Triage in Hackney merged to become a single service - the First Access & Screening Team (FAST). This service acts as a single point of contact for referrals to Children’s Social Care in Hackney and provides responsive screening activities. All contacts with FAST are immediately progressed as a referral to Children’s Social Care if the threshold for a statutory assessment is met. Related signposting activity requires staff in FAST to have a continually updated knowledge of local services at their fingertips coupled with a sound understanding of the Hackney Child Wellbeing Framework.



The FAST ensures children are quickly allocated resources to meet their needs or safeguard their welfare, working to a principle of right service, first time. Like other Multi-Agency Safeguarding Hubs (MASH) across London, FAST works alongside co-located partners from Hackney CYPS, police, probation and health services to share information, jointly risk assess and promote access to services. This joined up approach enables proportionate and timely decisions about the type and level of services children need and facilitates timely access to resources. The FAST development continues to be co-ordinated by a multi-agency steering group of key partners. Hackney's FAST also supports children and young people to access universal and targeted early help provision including support via the allocation mechanisms of the Children's Centre Multi-Agency Team (MAT) meetings and the Children and Young People's Partnership Panel (CYPPP).



Hackney – Go Look - Learning identified from two CHSCB case reviews reinforced the need for children to be seen and heard if they were to be effectively helped. Both reviews involved children who were living in neglectful home conditions where professionals had either not visited the child at home or had not escalated concerns as appropriate. In response to this learning and supported by the CHSCB, Hackney CYPS developed a 'Go Look' function in the FAST Service. The intention of 'Go Look' was to ensure a swift response to families where the threshold for statutory intervention had not been met, yet there was an identified need to see children quickly in the context of an early help response. During Ofsted's inspection, a small number of visits were identified as having taken place to assess whether the threshold for children's social care intervention had been met. These visits were deemed to constitute a short assessment to assist with decision making and were outside of Hackney CYPS' own protocol. Swift action was taken to cease this practice with the guidance on Go Look visits (as part of an early help response) subsequently being strengthened.

CHILDREN'S CENTRE FAMILY SUPPORT AND MULTI-AGENCY TEAM (MAT) MEETINGS



"Multi-agency meetings drive forward family support plans. Cases that are referred to early help are effectively tracked via the multiagency team (MAT) and children and young people's partnership panel (CYPPP)." Hackney Ofsted report 2016

Family support in children's centres seeks to improve parenting capacity, protect children from harm and neglect and improve outcomes for young children. Family support is part

of the early help Universal Partnership Plus offer to families with children predominantly but not exclusively, under 6 years and is coordinated by the MAT (Multi-Agency Team meetings), underpinned by the Common Assessment Framework (CAF) early help assessment.

MAT meetings have continued to occur fortnightly in each of the 6 strategic Children's Centres in Hackney. Chaired by a qualified social worker employed by Hackney Learning Trust, MAT meetings are attended by a range of professionals including midwives, health visitors, Children's Centre family support teams, speech and language therapists and First





Steps. Early help interventions delivered include: parenting programmes; individual and small group work to address family relationships and dynamics; support with: housing; finance; child behaviour; sleeping; toilet training; routines; and the transition to nursery and school.

- **443 children were subject to a CAF and MAT intervention in 2015-16 (286 new referrals and 157 existing cases).**
- **301 of the 443 (67%) cases closed during this period, of which 61% (183 children) closed with a lower risk assessment than the preliminary risk assessment.**
- **25% (75) remained on the same risk code and 14% (42) escalated to a higher risk code than the preliminary risk code.**
- **Of the 14% (42) cases that escalated to a higher risk code, 95% (40) reached the level for statutory social work intervention.**
- **14% (61) cases were stepped down from social work intervention.**
- **8.7% (25 out of the 286 new MAT cases received in 2015/16) were re-referrals receiving statutory and early help intervention.**
- **Of these, 36% (9 out of 25) received social work intervention, 36% (9) received children's centre family practitioner intervention, 40% (10) received health intervention; and 12% (3) received Bikur Cholim or Ezer Leyoldos Orthodox Jewish family support intervention.**
- **Cases were open for an average period of 7 months (199 days).**

MULTI-AGENCY PANEL (MAP)

MAP meetings occur once per term in each school. Chaired and led by the school, MAPs focus on school and individual pupils who require additional support. MAPs are attended by a range of professionals. As part of Hackney's Common Support Framework, Pupil Support Plans (PSPs) are used as CAF-compliant assessments.

THE CHILDREN & YOUNG PEOPLE'S PARTNERSHIP PANEL (CYPPP)

The CYPPP has continued to meet weekly, borough-wide. The CYPPP focuses on the most complex and difficult cases where children and families require or are receiving coordinated packages of support. The CYPPP is attended by senior professionals from a range of different agencies. During 2015/16, 236 children and young people were referred to the CYPPP to determine the most appropriate, multi-agency support required to prevent the escalation of needs and/or risk. This is a slight reduction from the 271 children and young people number considered in 2014/15.

SOCIAL WORK IN SCHOOLS PROJECT (SWIS)

The Children in Need Service launched the Social Work in Schools Project (SWIS) in eight Hackney schools in November 2014 in order to provide effective family intervention to children and families at the earliest signs of difficulties to prevent children from becoming subject to child protection processes or becoming looked after. In September 2015, the project expanded into a further 4 schools in Hackney. SWIS works to strengthen family functioning and protect children where necessary, as part of the school community with a greater understanding of the child's whole context. Experienced frontline social workers are co-located in schools and work with teaching staff to reduce risks to children in need and respond without delay to children who need to be protected through child protection processes or become looked after.

- **3 secondary schools**
- **9 primary schools**
- **In 2015/16, the project had worked with 354 children (an increase from 93 children in 2014/15)**
- **The interim evaluation report for the SWiS project in February 2016 found that, between November 2014 and November 2015, SWiS had reduced risk for children and families, had been able to better integrate families into community services and demonstrated a significant strength in engaging with families.**

FAMILY NURSE PARTNERSHIP

A Family Nurse Partnership (FNP) for City and Hackney was commissioned in November 2013 by LBH, on behalf of NHS England and began providing support to young first time mothers and their partners in Hackney in May 2014. The Family Nurse Partnership (FNP) service supports young families by providing them with one-to-one support and advice from pregnancy up until their child turns two. The programme is delivered by intensive and specially trained nurses, from a variety of backgrounds such as midwifery, health visiting and school nursing, who visit the family in their own home. The service, provided by Whittington Health, has a strong evidence base around improving a child's health and providing valuable support to parents. The nurses work together with families and cover areas such as preparing for their new baby, looking after baby, their health, relationships, education and other services available to them. The programme targets young families who most need the support. Women must be aged 19 and under, less than 28 weeks pregnant and live in Hackney or the City of London. It is a voluntary programme offered to young mothers having their first baby. The FNP worked with 32 clients in 2015/16.



The idea for making a film came from FNP clients when we were discussing ways of encouraging young mums-to-be to take up the service at an FNP Advisory Board meeting in September 2015. They felt that young people in Hackney and the City of London would be more likely to engage with the service if one of their peers was able to speak to them about their experience of FNP. A crew was formed, the ideas developed, and the film was shot and edited by FNP clients over a busy few days in April 2016. [FNP City & Hackney short film](#)

THE PEMBURY CHILDREN'S COMMUNITY

"Pembury, our beacon in Hackney, will be a vibrant and aspirational place to live, because it is safe and attractive, a community that is ambitious and a place where children achieve and are surrounded by positive role models." The Pembury Children's Community is an ambitious 10 year programme led by Peabody and Hackney Council. It aims to significantly improve the life chances of families, children and young people living on and around the Pembury estate in Hackney. Peabody and the Council are developing an approach inspired by the [Harlem Children's Zone](#) in New York. In Harlem, they sought to create a 'pipeline' of services to ensure every child and young person has the opportunity to thrive and achieve success. Four local priority areas are emerging as a focus over the next 3 years: Early intervention and prevention with the youngest children / Enabling young people to thrive in their teenage years and beyond / Increasing support to parents / Reducing child poverty. Achievements in 2015/16 are set out in detail in the [Pembury Children's Community Impact report](#).

WHAT CHILDREN, YOUNG PEOPLE AND FAMILIES SAY



"The breakfast and after-school club] allows me to go to work and my children have improved academically. They are learning new skills, more independent, knowledgeable...[I feel very positive about living on the Pembury estate because] they really take care of children,

there is lots happening" Breakfast and after-school club parent

"The early years baby group has helped me in making friends in the local area, it's different to the early years centres, it's an intimate group to discuss personal issues, where I'm heard and I'm listened to... Now I play and do more games with my baby." Pembury early years baby group parent participant

"I gained invaluable confidence and ideas from this course. It's helped me to become a better parent and look at better ways of dealing with problems which come up" Strengthening Families, Strengthening Communities course participant

"[The parent advisor] has helped me tremendously with furniture, rent and helping me to find work. She has been the only person who has helped me since I've had custody of my son six years ago. The team helped me find work so I am financially better off; I also now know what I am entitled to. Me and my son are both happier, our lives are better, I've got a job right on my doorstep that I love and I'm not sitting at home depressed anymore.

"If it wasn't for the community centre and the pre-school, I'd still be at home feeling depressed. Now I have much better prospects and feel that my life is getting better. I've lived in Hackney all of my life and Pembury used to have a negative reputation but my experience has been nothing but positive" Pembury Pathways participant

"Youth Club has done a lot for me, I've had a rough time, at the youth centre I am comfortable" Pembury Youth Club member

"The youth centre is another home for young people. It just brings a lot of peace and calmness within young people." Pembury Youth Club member

"The Youth Club has let me experience things I have never imagined" Pembury Youth Club member

PAUSE

Every local authority area has a cohort of women who have numerous short interval pregnancies that result in the removal of their children into care through legal proceedings. This phenomenon is acknowledged but remains currently un-challenged on a wide scale. **Pause** aims to break this cycle by intervening at a point when the women have no children in their care, creating a space in which women are supported to reflect and develop new skills and responses. **Pause** offers an intense programme of therapeutic, practical and behavioural support through an integrated model. Each woman has an individual programme designed around their needs looking at the various elements of their system. This innovative approach is early help at its farthest extreme.

Hackney Pause is made up of 8 members of staff, headed by a practice lead and a team bringing together skills from clinical therapy, counselling, homeless outreach, substance misuse and criminology. The identified **Pause** group in Hackney is 49 women who between them have had 205 children removed into care.



“Pause is now well into its second year in Hackney, and we are continually delighted with the range of positive outcomes we are seeing in the lives of women engaged with Pause. We look forward to seeing the successes of Pause reach further as it expands and impacts in a range of ways on the futures of women.” – Head of Service Public Health, London Borough of Hackney.”



In 2015/16, Pause teams working with some of the most vulnerable women in Britain gained instant access to expert guidance, with the launch of the Pause good practice guide app. “The good practice guide shows how we are determined to reduce the need to take more children into care by working in a radically different way. That means helping local Pause programmes across the country address everybody in these women’s lives – fathers of their children, family members and friends – as well as professionals such as social services, housing, the NHS and the justice system – and refusing to give up on them - But this places a lot of expectation on our practitioners. Often they will be dealing with a crisis that cannot wait for them to seek advice and return the next day. We believe this new app

will prove an invaluable support for people doing tough jobs – so they don’t feel they are on their own when making big decisions that can affect lives.” Sophie Humphreys, Chief Executive of Pause

FAMILIES FIRST

Families First (FF) is an innovative Big Lottery funded project led by Hackney CVS, in partnership with the Claudia Jones Organisation, African Community School, Inspire!, DayMer and Hackney Council. FF brings the voluntary sector together with 20 Hackney schools to provide joined-up support to families with multiple and complex problems. The works mainly, but not exclusively, with African Caribbean, Turkish and Kurdish families who have been identified as having complex and challenging needs which do not yet require statutory intervention. The project supports children and young people up to the age of 16 and offers intensive family support and coaching to restore parent, child and school relationships.





TARGETED FAMILY SUPPORT & TROUBLED FAMILIES

On 5th October 2015 the remodelled Family Support Service became operational. The Units are primarily social work led delivering targeted support to families in need of additional and/or intensive support, including those identified as 'Troubled Families'.

The social work led Family Units have been designed to minimise disruptive transitions for families, particularly in times of crisis, when families may need a statutory assessment or intervention. The model promotes continuity with one professional team holding the family over the life of the intervention.

In September 2015 Hackney joined the Expanded Troubled Families Programme which requires Hackney to identify, work with and turnaround 3,720 (reduced to 3,510 in May 2015) families meeting a minimum of two of six headline criteria:

- Parents and children involved anti-social behaviour
- Adults out of work or at risk of financial exclusion or young people at risk of worklessness
- Children who are not attending school regularly
- Children who need help: children of all ages, who need help, are identified as in need or are subject to a Child Protection Plan
- Families affected by domestic violence and abuse
- Parents and children with a range of health problems



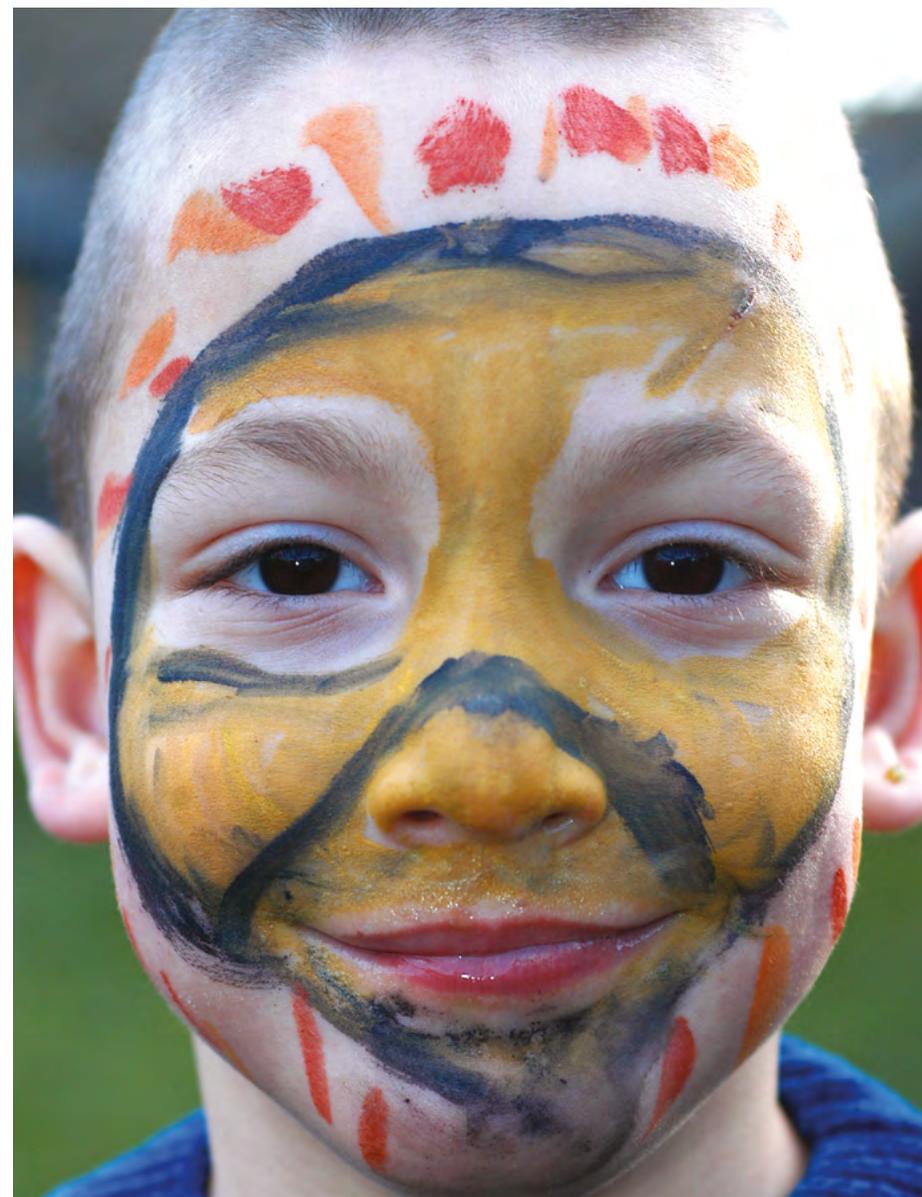
Hackney agreed to work with 1,896 families between September 2015 and March 2017 which is just over half of the total cohort. Approximately 1450 families have been identified as qualifying for the Programme to date.

The multi-agency Troubled Families Steering Group meets quarterly and has overseen a number of service developments including the Troubled Families Outcomes Plan which sets out the measurement of significant and sustained progress against met criteria, service transformation and data sharing. Further the partnership have worked together to advertise and recruit to specialist partnership posts for probation, adult mental health, substance misuse and health as key 'headline problem areas'.

Priorities going forward:

- Early Help remains a strategic priority for the CHSCB going forward into 2016/17. The CHSCB will continue to evaluate the effectiveness of early help services

through the use of its Learning and Improvement Framework and robust scrutiny and challenge at Board level.





Children and young people who are exposed to domestic violence and abuse can grow up in a vacuum of what is expected in terms of a positive and healthy relationship.

DOMESTIC VIOLENCE AND ABUSE

It is estimated that in the past year 7.1 per cent of women and 4.4 per cent of men have experienced intimate violence. Applying these figures to local populations would suggest that 6,400 women and 3,900 men in Hackney have experienced intimate violence in the past year. In Hackney, domestic violence and abuse accounts for one in five violent crimes, which is the second highest reported rate in London. Responding proactively and in collaboration with the Community Safety Partnership remains a key priority for the CHSCB, recognising both the short and long term impact on the safety and welfare of children and young people. The CHSCB is represented on Violence Against Women and Girls forum, which is comprised of statutory and voluntary sector organisations.

The partnership in Hackney progressed its ambition to move from a strategy based on tackling DV to one that aims at a wider approach responding to all forms of VAWG. This development follows national and regional policy and aims to embrace all forms of violence that are committed against women and girls as they have a number of commonalities and therefore suggest a linked approach. Progress and impact during 2015/16 has included the following:

GOVERNANCE

A Hackney Safer Communities Service representative became member of the CHSCB and Hackney Executive group to strengthen governance. Similarly, The Hackney VAWG Steering Group is attended by the Senior Professional Advisor of the CHSCB.

The Transformation Manager in Hackney provides a bridge between adult services and children's. The manager also participates in local learning reviews and audits.

HACKNEY DOMESTIC VIOLENCE AND ABUSE SERVICE

In 2015/16, Hackney Council responded to a 2014 review of its Domestic Violence and Abuse Service, including those that interface with partners in responding to this issue. A proposed new model of service delivery was recommended, moving from a traditional advocacy approach with 3 core changes:

- Intervention Officers not Advocates. The Intervention Officer posts allow for the recruitment of social workers, former police officers, probation officers as well as qualified domestic abuse advocates. This will build a service with a mix of skills and backgrounds who are experienced in assessing and managing risk
- Perpetrator interventions. This model integrates allows for the flexibility for staff to engage with perpetrators directly as needed to deliver a responsive, holistic and victim-focused risk management service
- Operational and strategic management. Managers are responsible for operational case work and for strategic / partnership working. This differs from the usual model whereby a 'VAWG co-ordinator' role sits separately from the delivery of risk management services working with clients

HACKNEY DOMESTIC VIOLENCE AND ABUSE TEAM (DV&AT)

The DV&AT was originally set up to work with those at medium risk of harm and to provide a counselling service. They also provide a helpline. Nia provided the Independent Domestic Violence Advocates (IDVAs) to do the work with high risk victims. In the last few years the DV&AT has had to take on more and more high risk clients. During the period of change arising from the strategy, Last year the DV&AT dealt with 822 cases, (a reduction from 941 in 2014/15) of which 337 involved children and young people (a reduction from 406 in 2014/15).

MARAC

Operational improvements to the MARAC (multi-agency risk assessment case conference) process were implemented in 2013/14. The number of cases considered at MARAC has continued to increase and reflects a more robust response to providing multi-agency support to victims and children at risk of domestic violence and abuse.

	2012/13	2013/14	2014/15	2015/16
Number of cases referred to MARAC	304	308	422	506



The Hackney MARAC continues to meet fortnightly and is chaired by Police and Hackney Council Safer Communities. In approximately 41% of cases (206 of the 506 cases heard) there were children in the household (a total of 464 children were living in families heard at MARAC. 3 young people themselves were referred to MARAC who were all being worked with by CYPS as the lead agency.) MARAC case numbers are higher in Hackney than SafeLives guidance based on the number of adults in the borough. 2015/16 saw 506 cases discussed when the recommended level for Hackney is 400 - 25% more than expected. The MARAC Steering Group conducted an audit exercise in April 2016 to complement its annual self-assessment in November 2015. 11 cases were audited by MARAC Steering Group member agencies and findings were fed back in a discussion forum with group members. The findings were generally positive regarding inter-agency working though communication was found to not always be consistent

THE SPECIALIST DOMESTIC VIOLENCE COURT (SDVC)

The SDVC is a joint initiative between Hackney Council and the London Borough of Tower Hamlets. A SDVC sits two days a week, with a specially trained judiciary and wrap-around support for victims/ witnesses. It is a partnership approach to domestic abuse by the police, prosecutors, court staff, probation, local authorities and specialist support services for victims. Agencies share information to identify and risk-assess cases, support victims and their families and bring offenders to justice. It has resulted in an increase in prosecutions and convictions, and victim satisfaction rates are also improving. Just over half of the cases going to the specialist court are Hackney cases.

	2012/13	2013/14	2014/15	2015/16
% of successful domestic violence prosecutions for Hackney	56%	62.3%	69%	62%

DOMESTIC VIOLENCE INTERVENTION PROJECT

To enhance the identification of risk factors associated with domestic violence, the Domestic Violence Intervention Project (DVIP) was commissioned to work alongside Hackney Children & Young People's Services over a four year period ending in March 2016. The service used a co-located approach to provide perpetrator and women's support services, together with consultation and training for practitioners.

From April 2016, following a procurement exercise, RISE-CiC was commissioned using Troubled Families Programme funding to work with families attached to the Troubled Families Programme under 'family violence' criteria. RISE-CiC sits alongside the Family

Units offer and contributes to domestic violence/perpetrator interventions and Troubled Families outcomes. Data for the service will be available in the second half of the year.

IDENTIFICATION AND REFERRAL TO IMPROVE SAFETY (IRIS) PROGRAMME

The Identification and Referral to Improve Safety (IRIS) programme was established in 2007 in response to evidence indicating a high prevalence of domestic violence among women attending GP surgeries. The programme trains primary health care professionals to identify domestic violence and abuse and creates a mechanism so women can be referred to specialist domestic violence services.

Since July 2014, all City and Hackney GPs have signed up to the service, which is delivered by Nia, a voluntary sector organisation.

- There were 190 referrals to IRIS in 2015/16 compared to 156 in 2014/15.
- Out of the 190 referrals, 33 were referred to MARAC to implement a risk focused, coordinated safety plan to support victims (15 in 2014/15)
- 26 refresher sessions were delivered
- Of those that completed exit questionnaire, 100% reported greater awareness of their options and that they felt more confident and able to cope as a result of the IRIS intervention
- 100% also reported feeling safer
- Almost 80% (34) of City and Hackney GPs made at least 1 referral to IRIS in 2015/16

Priorities going forward:

- The CHSCB will monitor the implementation of the revised service structure and hold the CSP to account for their progress in respect of any actions relating to the safety and welfare of children and young people.
- Progress updates are scheduled into the CHSCB forward planner for 2016/17
- Learning arising from a joint Domestic Homicide Review / Serious Case Review will be communicated to the partnership and appropriate actions taken.

In a very small number of cases (inspected by Ofsted), it took too long to recognise the level of risk that children were experiencing and the impact of long-term neglect should have been recognised and led to decisive action at an earlier stage.



Risks are appropriately identified in the vast majority of cases.

NEGLECT

The impact of neglect on children and young people is enormous, yet it can be difficult to define and research shows that it often co-exists with other forms of abuse and adversity. It is also the most common reason for child protection plans in the UK. Neglect can be a catalyst to future vulnerabilities for young people, for some who have experienced Neglect there are additional risks of harm as they grow up. The CHSCB identified neglect as an area of priority reflected through the initiation of two multi-agency case reviews, where chronic neglect had been the key issue. The learning from Child E was set out in the 2014/15 Annual Report and is also available [here](#). The learning from Child K was disseminated in 2015/16, with more details being available later in this report. Whilst neither case had arisen in the City, learning is equally relevant. Key themes include:

- that children should be **seen, heard and helped**, with the importance of conducting **home visits** and seeing children in different environments
- the need to identify and name **Neglect as a potential concern**
- when working across children and adult services remembering to **“Think Family”**
- the additional vulnerability of **children with disabilities**
- the duty to respond and **escalate concerns**.

The CHSCB partnership work in responding to Neglect is progressing into 2015/16 with a summary of key achievements including:

- **The developing the CHSCB Neglect strategy and action plan with a clear focus on associated vulnerabilities and local context.**
- **A number of learning events held in Hackney to share the key themes and learning from Child K.**
- **Neglect incorporated into single and multi-agency training programmes available to all practitioners.**
- **CHSCB training focussing on neglect and “thinking family” was attended by 263 professionals and volunteers. 73% said the training had influenced their practice with regards to safeguarding children & young people.**
- **The staff survey in 2015 reflected high confidence amongst Hackney staff as to**

their awareness of identifying neglect

- **Ongoing communications by the CHSCB focussing on children being seen, heard and helped, including the dissemination of guidance for practitioners on being professionally curious (developed by the National Multi-agency Child Neglect Strategic Work Group), the London Safeguarding Children Board practice guidance and updated DfE guidance on information sharing.**
- **The development of specific CHSCB resources to help remind staff of the importance of home visiting – “Visit me at Home”**

Priorities going forward:

- Monitoring of the implementation of relevant actions will continue by the CHSCB
- Engage frontline practitioners to drive forward the neglect action plan, increasing ownership and understanding.
- Continue to work alongside Hackney Housing in promoting awareness of neglect amongst housing operatives and develop a plan to engage the private housing sector in the City.
- Further reassurance work will be undertaken (via the staff survey) to test that related learning and practice improvements have been embedded across the safeguarding system.





Children who are at risk of child sexual exploitation, including those who are looked after, receive good-quality multi-agency planning and support that helps the majority to reduce risk.

CHILD SEXUAL EXPLOITATION

Sexual exploitation is child abuse, with those children and young people who become involved facing significant risks to their physical, emotional and psychological health and wellbeing.

Sexual exploitation of children and young people under 18 involves exploitative situations, contexts and relationships where the young person (or third person/s) receive 'something' (e.g., food, accommodation, drugs, alcohol, cigarettes, affection, gifts, money) as a result of them performing, and/or another or others performing on them, sexual activities.

Child sexual exploitation can occur through the use of technology without the child's immediate recognition; for example being persuaded to post sexual images on the internet/mobile phones without immediate payment or gain. Violence, coercion and intimidation are common. Involvement in exploitative relationships is characterised by the child's or young person's limited availability of choice resulting from their social, economic or emotional vulnerability. A common feature of CSE is that the child or young person does not recognise the coercive nature of the relationship and does not see himself or herself as a victim of exploitation. Perpetrators of CSE can be from within or from outside a child or young person's family.

CSE also needs to be placed firmly in the context of abusive relationships and specifically; the impact that domestic violence can have on how a child or young person views relationships. For a child or young person growing up in such an environment, the impact of their experiences can create limited and limiting expectations with regards to what constitutes a healthy relationship; thus increasing their susceptibility to exploitation in the future.

Understanding the nature and prevalence of child sexual exploitation (CSE) and harmful sexual behaviour (HSB) and ensuring that partner agencies provide appropriate safeguarding responses and interventions remains a priority. In the last six months developments in relation to CSE and HSB have been considered within the wider context of 'vulnerable adolescents' in recognition that the complex vulnerabilities of young people frequently intersect and overlap and that approaching these separately is often unhelpful.

Multi-agency planning (MAP) meetings continue to be convened in Hackney for all young people at risk of CSE or demonstrating HSB. Multi-agency plans are formulated in relation to each young person and identify targeted interventions with the aim of reducing future risk. The monthly multi-agency sexual exploitation (MASE) meeting provides strategic oversight of all young people subject to MAP meetings and plays a pivotal role in Children Social Care's response to CSE.



In September 2015 the CHSCB Child Sexual Exploitation Working Group and the Missing Children Strategic Group merged to form the CSE and Missing Children Working Group in recognition of the strong link between these two issues. It is anticipated that the remit of this group will now be extended further to address the needs of 'vulnerable adolescents' more broadly; this will include CSE, missing children, harmful sexual behaviour (HSB), radicalisation and gang and youth violence. Work is currently being undertaken to develop a vulnerable adolescents strategy and action plan which will replace the current CSE and Missing Children Strategy and Action Plan. The HSB action plan, developed through the HSB Task and Finish Group, will be incorporated into the vulnerable adolescent's strategy and action plan.



PILOT JOINT TARGETED AREA INSPECTION

In December 2015, the CHSCB and partners in Hackney engaged in a pilot Joint Targeted Area Inspection (JTAI) focusing on the multi-agency response to abuse and neglect and the response to child sexual exploitation. The pilot inspection findings reflected a range of strengths and some areas for development. Some headline strengths included:

- The partnership in Hackney is highly effective overall in addressing child sexual exploitation and responding when child abuse and neglect are first identified.
- Effective communication, together with confidence in operational staff, mean that the Mayor of Hackney, Chief Executive, Director of Children's Services and strategic leads have invested in developing strong multi-agency approaches to manage risk.
- A comprehensive strategy and action plan has been developed and effectively overseen by the Local Safeguarding Children Board (LSCB). This is driving improvements that support a coordinated and comprehensive approach to meeting the specific needs of children and young people in Hackney.
- The partnership has promoted a highly effective and comprehensive 'whole system' approach to child sexual exploitation that includes a key focus on early identification of those at risk or in need of protection, intervention and support.
- The partnership has a thorough understanding of the cohort of children known to be at risk of or subject to child sexual exploitation.
- There is a cycle of continual review and sharpening of responses to tackling child sexual exploitation
- Persistent and skilled joint work by practitioners across a wide range of agencies is underpinned by a shared understanding and approach to child sexual exploitation.
- Professionals are appropriately tenacious in maintaining relationships with children and their families and adapt interventions to meet changing needs.
- A strong model of multi-agency working has been developed through the Multi-Agency Planning (MAP) meetings.

OFSTED CASE STUDY: HIGHLY EFFECTIVE PRACTICE



Young people in Hackney experience workers who are respectful and appropriately persistent in keeping in contact, even when young people are reluctant to engage. They have contact with a multi-agency group who go to considerable lengths to understand the young person's experiences, their background, and most of all their sense of identity. A shared multi-agency understanding of the local context in terms of the risks young people face supports

front-line workers to assess and manage risk well. Young people's experience of multi-agency working in cases seen was based on a thorough and shared understanding of their specific needs around culture, religion, sexuality, gender and age. Workers went to great lengths to ensure that children and their families have the services that meet need. Young people were seen to engage well with professionals, especially when they are consulted about the pace of work and about whom in the multi-agency group they know best so that tasks can be shared in a way that made sense to the young person. As a result, in many cases, risk was reduced. Young people particularly appreciate the flexible and creative approach that is used to engage them. For example, building young people's confidence by engaging them in activities they enjoy and involving them in the development of services for young people who have had similar experiences and difficulties.

A range of developmental areas were also identified and actions for improvement remain subject to CHSCB scrutiny.

- There is a lack of a coordinated approach to sharing information between the Metropolitan Police Service centralised units and the local borough police. This means that front-line officers do not always have the intelligence and information they need to identify child sexual exploitation or to support disruption activity.
- In four cases seen for the purpose of this inspection, there have been delays in progressing investigations into allegations of child sexual exploitation. All these cases have been raised with the police and immediate action taken. While no children and young people have been left at immediate risk, the unknown risks that may be posed to other children and young people is not being managed and assessed by the police in a consistently timely way. This has been a key theme and serious concern during this inspection.
- Not all borough front-line police officers have received sufficient in depth training to enhance their knowledge and understanding of child sexual exploitation and attendance by the police at multi-agency LSCB training has been low.
- There is no system for routinely matching and mapping offending adults to vulnerable children in the National Probation Service and the Community Rehabilitation Company (CRC). In addition, the assessment of adult offenders does not consistently consider the full range of risks to children: while the risk to children is considered when the offence is directly against a child, little consideration is given to the implications on children from their parents



- offending behaviour, such as carrying of weapons.
- **There is little evidence of any joint work between the CRC and children's social care and the CRC are not currently fully engaged with the LSCB partnership. The CRC has a clear commitment to safeguarding children and is investing resources to both train its staff and to provide information to local authorities but there was no evidence of any impact of this seen during this inspection.**
- **Not all health partners have undertaken an analysis to identify gaps in services and ensure they comply with the Hackney Child Exploitation Strategy. When tools are available to health professionals for assessing risk they are not always used. This means that there is not yet a coordinated consistent model in health to screen for child sexual exploitation.**
- **The MAP process is not consistently well supported by all agencies, such as the police and looked after children nurses. Actions resulting from these meetings are not routinely incorporated into the child's plan.**
- **The current model used for recording by the independent return home interviewer is not used in all return home interviews and this means that not all interviews can be analysed to identify patterns and trends.**
- **Not all health records for looked after children demonstrate the rationale for decisions and health care plans do**



THE HACKNEY CSE PROFILE

There remains no single profile of CSE activity in Hackney. The data and information available continues to indicate that the most prevalent form of CSE taking place in Hackney involves the exploitation of young people (mostly young women) by male peers or those slightly older than them. This is consistent with the profile across much of London. There are also a number of young people experiencing or at risk of sexual exploitation by older males. Hackney's participation in the East London MASE Chairs' Forum and the appointment of a specialist CSE Data Analyst in 2015/16 has further strengthened the understanding of the CSE profile in Hackney and the cross border issues that impact on the tackling of this abuse.

Analytical research has been undertaken to interrogate data relating to CSE and HSB and to identify emerging themes and trends which inform service development. Research has drawn on referral data from FAST, Police data and on data gathered at CSE and HSB MAP meetings. This research has explored the overlap with the missing children cohort and started to quantify emerging themes such as domestic violence and parental drug misuse and to identify any reoccurring locations and patterns around dates and times of incidents. The research has highlighted three broad CSE profiles in Hackney:

- **CSE risk resulting from peer-on-peer abuse (sexual offences/exploitation against one or more victims and usually perpetrated in a group setting)**
- **CSE risk from an adult perpetrator (typically a young person believing themselves to be in a 'relationship' with an adult after being introduced to them by a normally vulnerable friend, or through online contact)**
- **Exploitation via social media (inciting or encouraging a victim to take and send explicit images of his/herself)**

At present the majority of children and young people known to be at risk of CSE are female and around 50% have experienced CSE through peer abuse (profile 1). While there are no specific locations or 'hot spots' being identified in Hackney, a theme has emerged around CSE and HSB taking place at private residential dwellings, frequently that of a friend of the perpetrator.

In relation to HSB, two broad profiles have emerged: group-based offending (linked to CSE profile 1 above), and individual offending, with evidence that the relationship between the victim and perpetrator is established either through links at school or through social media. Learning from HSB MAP meetings conducted to date shows two thirds of meetings have dealt with HSB in a group context and one third with HSB demonstrated



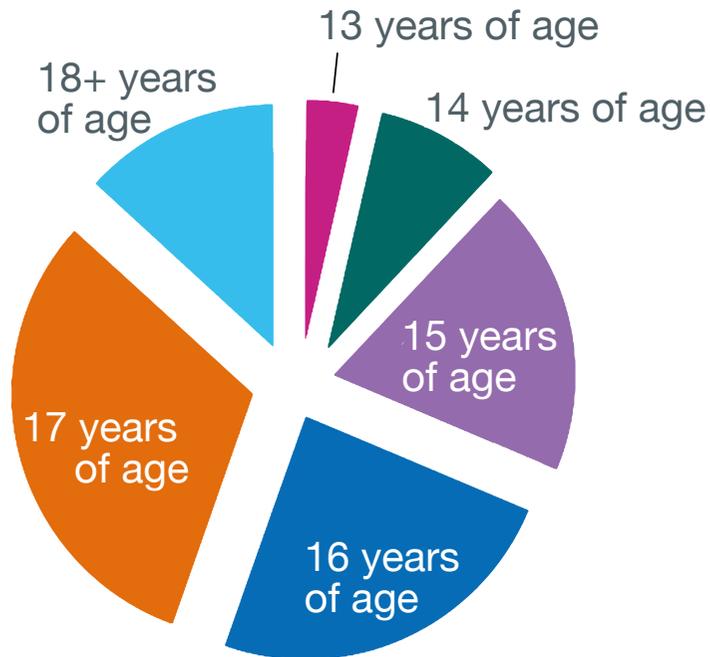
by an individual. Emerging themes in relation to young people demonstrating HSB in a group context include the prevalence of parental alcohol and drug concerns, exposure to domestic violence and parents who have separated. In relation to individual offending, emerging themes show an increased likelihood of the young person having experienced familial childhood sexual abuse.

MULTI-AGENCY SEXUAL EXPLOITATION MEETINGS

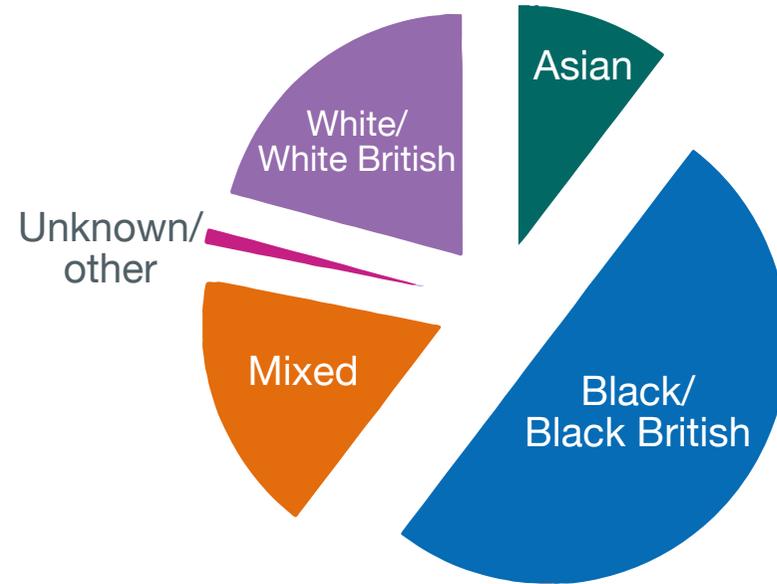
Operationally, monthly Multi-Agency Sexual Exploitation (MASE) meetings have enabled partner agencies to develop their understanding of the extent and nature of CSE through sharing intelligence and identifying local themes and trends. Attendance at the MASE is good and reflects the strong and long-term commitment given by all agencies to tackling CSE. The Hackney CYPS analyst has been a major asset to the work on CSE.

60 children & young people at risk of CSE being monitored through the Multi-Agency Sexual Exploitation meetings (end March 2016)

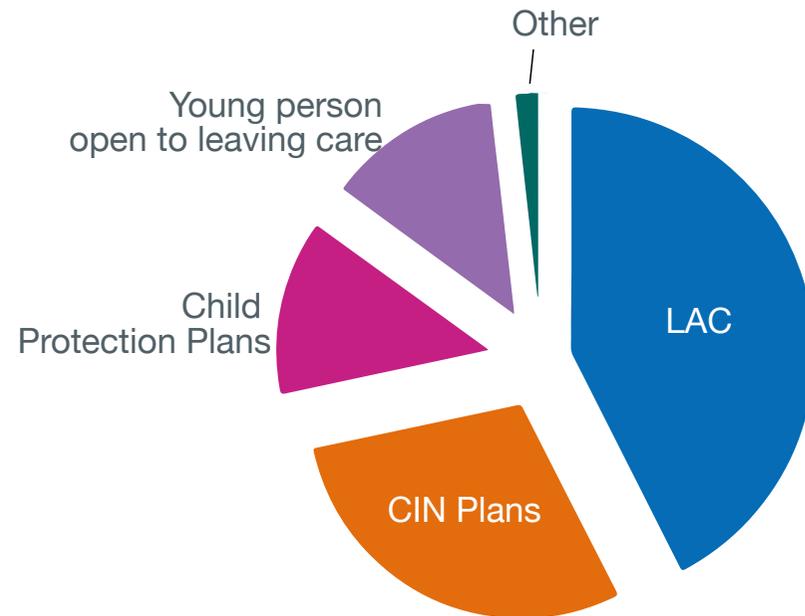
Age breakdown:



Ethnicity:



Status:





Category of Risk

70% medium to high risk (Police CSE category 2 and 3) ( from 41% in 2014/15)

30% low risk (Police CSE category 1) ( from 59% in 2014/15)

SPECIALIST SUPPORT - EMPOWER - THE SAFER LONDON FOUNDATION

Commissioned by Hackney Council, The Safer London Foundation has continued to work closely with partner agencies; raising awareness of CSE and directly supporting young people experiencing or at risk of sexual violence and exploitation. A winner of the 2014/15 London Safeguarding Children Award, Empower is a multi-strand support programme that addresses young people's experiences of sexual violence and exploitation. During 2015/16, it has provided a range of services in Hackney:

- Empower has provided 1:1 intensive support to 60 young people this year.
- Empower also provided consultation support to a further 154 cases.
- 100% of the young people engaged in the programme had a needs assessment completed.
- 87% of the young women have been supported with disclosures and safeguarding concerns, including engagement with statutory services where required.
- 100% of young people are being supported to increase their knowledge of healthy relationships and positive sexual health strategies.
- To date 92% have an increased understanding of healthy relationships.
- 91% of young people have demonstrated an increased awareness of safety strategies.
- 76% of young people have improved their engagement with EET.

Comments from young people who completed 1:1 intervention:

“My confidence has gotten better and I don't feel as insecure talking to people”

“I'm talking to my family more and not talking to gang members as much as I used to”

“My confidence has improved”

“The advice was good”

“I would recommend Empower. I would tell other people to go and see someone from Empower, because it helped me and I'm sure it would help them”

Comments from young people who completed Empower's group-work programme:

Young women's feedback:

“I will not hang around with people associated with gangs or take the mic out of someone because they could be really hurting. Instead I should tell an adult I trust”

“I'm starting to believe in myself”

“I know where to go for help”

“I feel safer”

Young men's feedback:

“If something bad happens don't be afraid to tell”.

“I would not like to be in a gang. I could end up in prison”.

“You can call the police”.

AWARENESS RAISING – OPERATION MAKESAFE

The Metropolitan Police engaged with partners in the launch of Operation Makesafe on 18 March 2015. This campaign, led by the Met in partnership with London Boroughs and the City of London Police, continued to raise awareness of CSE within the business community including hotels, cab companies and licensed premises. It aims to identify potential victims of CSE and, where necessary, deploy police officers to intervene before any harm occurs to the young person.

AWARENESS RAISING – SAY SOMETHING IF YOU SEE SOMETHING

As part of the CHSCB's strategic response to CSE, it was recognised that direct engagement with those at risk of CSE was essential to developing a contemporary, credible and relevant awareness raising campaign. A 'Say Something if You See Something' (SSIYSS) task and finish group was set up specifically for this purpose, extending the work driven by the Operation Makesafe campaign.

The SSIYSS project sat under a broader local campaign initiated across the City and Hackney that was undertaken in partnership with the NSPCC and supported by the CHSCB. This joint work with City, Hackney and the NSPCC targeted awareness of Exploitation, Radicalisation and Gangs. It was important to enable the SSIYS message to sit alongside the wider campaign but also have its own 'stand out' identity.

There were a few challenges and changes to the project timescales and changes to the ideas along the way to ensure the voices of the young people influenced the final projects. Initially the focus of the awareness raising was young people at risk, however, following consultation with young people and professionals, the decision was taken to raise awareness using different materials and to create a public facing campaign that encouraged young people and adults to look out for the signs of CSE. During conversations with young people it became apparent that most young people do not see themselves as being sexually exploited or as being at risk, but they were more likely to recognise it in others. A large number also cited that they would not seek support from a person in a position of authority but would speak anonymously via a helpline.

As a result of this information and the strong views of young people, the campaign re-focused and the targeted audience became the friends of young people who were at risk of CSE, recognising the peer on peer model of CSE which had been identified as the primary profile in London.

The projects key messages for children and young people was to increase young people's understanding of CSE and empower them to help friends and themselves if they are in unhealthy or unsafe situations or displaying harmful behaviour:

- **Make sure you know what the signs of CSE and what are the risks presented to them and what help and support is available.**
- **Be aware of peer on peer abuse and other models of exploitation**
- **If you see something, say something.**
- **We're here to support all children and young people being targeted with CSE.**

The projects key messages for parents, carers, residents and community/faith groups was to increase understanding of CSE and its forms and to increase capacity and skills to address and report CSE:

- **Make sure you know what is CSE, the signs of CSE and Children missing are and what help and support is available.**
- **Be aware of peer on peer abuse and other ways CSE might occur.**
- **If you see something, say something.**
- **We're here to support all children and young people being targeted with CSE.**
- **Wherever young people are going missing, think about the potential for CSE**

Collaborating closely with the Hackney Safer Neighbourhood Board (SNB), the CHSCB was able to successfully access funding from the Mayor's Office for Policing & Crime (MOPAC) to help support the SSIYSS programme of work. This would not have been achieved without the energy and commitment of young people from the Hackney Youth Parliament who shared their views on why there was a need to raise awareness amongst their peers. As a result, five cross borough projects were delivered:

- **Collaboration with the Hackney Youth Parliament on their annual Youth Conference that brought young people together from Hackney and the City to learn and debate about what the issues of CSE and healthy relationships mean to them.**
- **The production of a CSE leaflet that was included as an insert in Hackney Today (local free paper) and was electronically available in the City for parents and carers by National CSE Awareness Day in March 2016**
- **A Peer education project where young people developed and produced a short film on the risk of CSE**
- **The circulation of a CSE leaflet specifically for young people and delivered to all secondary schools across City and Hackney**
- **The funding of Alter Ego's production of Chelsea's Choice at a number of schools in the City and Hackney.**



“We need to encourage young people to say something if they see something – they have to know the signs of CSE, and they have to know who to speak to if they are concerned for a friend or someone they know.” Beth Foster-Ogg, UK Youth Parliament and Hackney

Youth Parliament member





“I think it's really positive that the Safeguarding Board supported us to make the video. It was a great experience and I learnt many important things that will stay with me in my future. We came up with the premise, wrote a script and filmed the video on our own with input from film-makers and professionals from CHSCB. I hope the film and the campaign will mean CSE is more widely recognised by young people - so if they see the warning signs they'll act before someone's life is affected. It's really important to get the message across to professionals that peer-on-peer CSE is perhaps more of an issue in Hackney than the stereotypical form of CSE, where an older man is involved with a young girl.” Skye Fitzgerald McShane, Hackney Youth Parliament member

IMPACT OF SSIYSS

- Full details of the SSIYSS project can be found [HERE](#)
- Over 50 13-19 year olds attended the Youth Conference. The feedback was very positive:
- Over 2500 CSE leaflets delivered to local residents and visitors to the City of London and London Borough of Hackney.
- 9 tweets were posted / 19,550 total impressions (Impression - Number of times users saw the Tweet on Twitter) / 230 Engagements (No: of times a user has interacted with a tweet) / 40 retweets
- 108,000 CSE leaflets were dropped across the London Borough of Hackney.
- 2500 leaflets handed out by representatives from the CHSCB, Youth Parliament, Safer Neighbourhood Board, British Transport Police, City of London police, The Metropolitan Police, Hackney learning Trust and Transport for London Officers at 3 train stations - London Liverpool Street, Hackney Central and Dalston Kingsland.
- SSIYSS Video trailer - viewed over 700 times.
- SSIYSS Video – viewed over 1000 times
- The short film was also copied on to DVDs and circulated to all secondary schools in City and Hackney alongside the young person leaflets.
- Alter Ego – Chelsea's choice - Over 1300 students watched the play from 7 schools across City and Hackney.

“It reaffirmed the issues that they had just been looking at in PSHE and also complimented the assemblies delivered by Empower.”
Clapton Girls Academy

“The production raised awareness of CSE and judging from the student animated response and engagement they understood the messages.” Petchy Academy

THE CHSCB ANNUAL CONFERENCE AND TRAINING

Supporting further awareness raising on CSE, the CHSCB held its annual conference on CSE. Hosted by the City of London in the Guildhall, this conference took place in May 2015 and was attended by over 200 professionals from across the City and Hackney. Overall, CHSCB training focussing on CSE, missing children and harmful sexual behaviours was attended by 317 professionals and volunteers during 2015/16. 88% said the training had influenced their practice with regards to safeguarding children & young people.



A recommendation arising from the pilot JTAI was for improved uptake of CSE training by the Metropolitan Police. Swift action by both the CHSCB and police resulted in an immediate increase in participants to the CHSCB training sessions in the first quarter of 2016/17 – rising from 10 in the whole of 2015/16 to 26 attendees.

PRIORITIES GOING FORWARD

- The CHSCB will continue to oversee performance and the actions required to support the CHSCB strategy on CSE.
- Develop a closer alignment of the work involving CSE, missing children and other risks facing adolescents to ensure the inter-relationships with a range of vulnerabilities are robustly addressed.
- Maintain the improved training attendance rates for professionals attending multi-agency training on CSE





There are effective multi-agency arrangements in place in Hackney that provide a coordinated response when children go missing from home, care or education.

CHILDREN MISSING FROM HOME, CARE AND EDUCATION

Ensuring that partner agencies provide the most appropriate safeguarding response for children who go missing from home, care and education remains a priority for the CHSCB. In 2015, the London Safeguarding Children Board updated the London Child Protection Procedures and Guidance and agreed a protocol for children missing from care, home and education. Hackney agencies agreed to adopt these procedures as the local protocol.

During 2015/16, the CHSCB continued to oversee progress in response to the Missing Children action plan. This plan focussed on raising awareness, increasing accountability, preventing missing episodes and reducing repeat missing episodes through collaborative multi-agency working. Within Hackney, there are tracking mechanisms in place, with the overall response to children missing from home, care and education involving coordination across partner agencies to ensure there is a robust notification process and response.

The Police lead on all children who go missing from home or care and a coordinated response takes place with Hackney CYPS working closely with the child's parents or carers. For those young people who repeatedly go missing this co-ordinated response often involves a lead professional from education, Young Hackney, Youth Justice Service and the Integrated Gangs Unit. Over the last 6 months, Hackney CYPS has led on strengthening the partnership's understanding of and response to children and young people who go missing from home and care. Missing episodes are being considered as part of a broader spectrum of vulnerabilities effecting adolescents which include CSE, harmful sexual behaviour (HSB), radicalisation and gang and youth violence.

A short life Missing Children Working Group has been established by Hackney CYPS, following the pilot Joint Targeted Area Inspection in December 2015 and as part of the post-inspection action plan. The working group will drive greater consistency in practice in respect of children who go missing from home and care. The Missing Children Working Group will review recording practices in Children's Social Care, senior manager oversight

of children and young people who go missing, notifications to and involvement of partner agencies and analysis of the missing children cohort.

The Missing Children Lead Professional (the Safeguarding and Reviewing Service Manager in Children's Social Care) continues to ensure robust senior management oversight of children who go missing from care and home and scrutinises plans in place for these children on a fortnightly basis. Fortnightly updates are provided to the Interim Assistant Director of Children and Young People's Services on all children missing from home and care.



Dominant and reoccurring themes for young people who persistently go missing are:

Parental conflict around boundaries and risky peer groups. Approximately 1/3 of interviews identified disagreements around boundaries and curfews as being a significant factor in the young person going missing.

CSE & Gangs. A small number of young people interviewed were clearly at risk of CSE (3 disclosures and 13 potential concerns) and gang involvement (20 potential concerns but no disclosures). It has been more common in 2015/16 for girls to disclose information about CSE.

School Pressure. In 7 interviews, young people expressed feeling under pressure at school and that this contributed to their missing episodes.

Safe Space: In 10 interviews, young people shared that they had gone missing because of the need to 'get away' from school pressure, home conflict and complex peer relationships.



Migrated children. A small number of children (4) had been separated from parents at an early age and reunited in later years. Subsequent conflict in relationships resulted in young people going missing, likely related to their experience in loss of relations in early childhood impacting on parent-child attachment during adolescence.

Contact arrangements. A small number of young people (6) were unhappy with contact arrangements. These missing episodes are believed to reflect children communicating their unhappiness with how contact arrangements were working for them.

The HLT Children Missing Education (CME) Team continues to ensure that ensures that Hackney Council is meeting its statutory responsibilities in regard to the identification, monitoring and tracking of children missing or not receiving a suitable education. This includes liaison with FAST when there are safeguarding concerns. The work of the CME team fits closely with other strands of work to support vulnerable pupils including supporting schools and families to prevent poor school attendance, truancy, exclusions and supporting schools and families to get children back to school once absence has occurred. The team liaises closely with HLT Education Attendance and Admissions services.

MISSING FROM CARE

- 36 children and young people (24 female and 12 male) went missing from care for more than 24 hours on 120 occasions
- 26 children/young people went missing from care for less than 24 hours on 248 occasions.
- The ages of young people who went missing from care for over 24 hours range between 12 and 17 years.
- The largest single age group of children that go missing was 16 years of age (31%), with 81% aged 15 – 17 years.
- Most children who went missing from care for more than 24 hours went missing for between 1 and 3 days (76 occasions or 63%) and on 26 occasions (22%) young people returned after one day.
- Of the 36 children/young people who went missing from care for more than 24 hours, 3 were placed in Hackney and 33 (92%) were placed outside of the borough.
- Of the 36 children missing for more than 24 hours, 12 went missing from Independent Foster Agency Placements, 11 went missing from semi-independent

placements, 6 went missing from children's homes, 2 went missing from a placement with a relative of friend and 5 from Hackney foster care.

MISSING FROM HOME

- 53 young people (30 female and 23 male) were reported missing from home on 101 occasions for over 24 hours.
- 82 young people were reported as missing from home on 149 occasions for less than 24 hours between.
- The ages of young people who went missing from home for over 24 hours range between 12 and 17 years.
- The largest age group of children that go missing from home is 14 years of age (30%)
- Most children who went missing from home for more than 24 hours went missing for between 4 days and 1 month (57 occasions or 56%. On 38 occasions (38%) the young person was missing for 1-3 days and on 6 occasions (6%) the young person was missing for more than one month.
- On 2 occasions young children were reported missing with their mothers (one aged 1 and one aged 2).

MISSING FROM EDUCATION

- Whilst robust referral and tracking procedures are in place, children continue to leave the borough without a known destination. The majority of these cases are tracked and traced by the Children Missing Education Team (CME) of Hackney Learning Trust within a 6 week period.
- In the 2014/15 academic year from September 2014 to June 2015, the CME Team had received 617 referrals.
- The majority of pupils referred to the CME service either moved out of the borough or remained resident in the borough but transferred to an out of borough school:
- Hackney School 89 / Out of Borough School 147 / Out of Borough Destination Known 265 / Other 33 / Open 83

INDEPENDENT RETURN INTERVIEWER (IRI)

In February 2015, an Independent Return Interviewer (IRI) was appointed in Hackney to conduct independent return interviews with children who have recently returned after being missing from home or care. This is in line with statutory guidance published by the Department of Education in 2014. Children who go missing from home or care should be offered an independent return home interview within 72 hours of returning from a missing episode. The IRI receives referrals from FAST and CSC social work units and ensures a

collaborative approach to return interviews whilst maintaining independence from the case holding units. The IRI assesses the vulnerability of young people who return from missing episodes, including consideration of whether they may be at risk of child sexual exploitation, gang affiliation or other vulnerabilities associated with patterns of going missing.

Over the last 6 months the Independent Return Interview Service has worked in closer collaboration with social workers to increase the support offered to children who are known to Children's Social Care and who go missing from home or care. The Independent Return Interview Service has also strengthened links with the Children's Rights Officer to ensure a consistent approach to children who go missing and may also require advocacy support.

- For children who have previously been hard to engage with services, the interview can provide a 'supporting bridge' into voluntary engagement with services such as Empower, CAMHS or Young Hackney.
- Demonstrating to children and parents that going missing is dangerous and needs to be taken seriously. This is particularly important where going missing has become 'normal' or where parents are struggling to maintain their authority.
- Providing children with a space to reflect on what is often a range of complex unmet needs, wishes and feelings. Children gain greater understanding about what they were expressing through going missing and are encouraged to think about safer solutions making them less likely to 'act out' their problems through going missing in future.
- Providing brief restorative mediation between parents/teachers/other professionals and children so that all feel they understand each other's perspective.
- Offering a safe space for young people to talk about situations where they feel unsafe or unhappy so that appropriate safeguarding referrals can be made via FAST.
- Providing parents with a containing and supportive space at what is often a time of great distress so they feel more equipped and confident to prevent further missing episodes.
- Offering an effective process for joint working with professionals already involved with a child who goes missing. Some professionals have described feeling more empowered to talk to the child about their reasons for going missing following the interview process.

As part of the Ofsted inspection in 2016, it was identified that the CHSCB did not have

a robust oversight on the performance of the Local Authority in how many return from missing interviews were being offered in a timely way. This absence attracted the following recommendation for the CHSCB which will be actioned in 2016/17.



“Review the existing data set to ensure that it includes the timeliness of return home interviews to enable the board to maintain effective oversight of this critical provision for vulnerable children.” Hackney Ofsted report 2016

Priorities going forward:

- The CHSCB will continue to oversee performance and the actions required following the 2016 Ofsted inspection to support the CHSCB strategy on missing children.
- The CHSCB to better understand the reasons why children go missing through the intelligence gathered via the IRI role.
- A closer alignment of the work involving CSE and Missing children will occur with other vulnerabilities facing young people





There is a clear strategy regarding female genital mutilation, and an accompanying action plan, which are leading to an increase in referrals.

FEMALE GENITAL MUTILATION AND HARMFUL PRACTICES

In April 2014, it became mandatory for NHS healthcare professionals to record Female Genital Mutilation (FGM) in a patient's healthcare record, if they identify that a woman or girl has had FGM. In September 2014, it also became mandatory for Acute Trusts to collate and submit basic anonymised details about the number of patients who have had FGM to the Department of Health. Changes to the Serious Crime Act mean that health care professionals, teachers and social care workers are required to report 'known' cases of FGM – visually confirmed or revealed by a girl (under the age of 18) affected – to the police. Working closely with Public Health, partner agencies and the Health and Wellbeing Board, the CHSCB continued to influence and monitor the effectiveness of the partnership response to FGM.

In 2015/16, the Hackney Health and Wellbeing Board formally agreed the City and Hackney FGM Strategy and associated action plan. A steering group was subsequently established and this continues to coordinate the strong progress made on this issue to date.

FGM IN HACKNEY (MARCH 2014 - FEB 2016)

- 171 children were identified
- 47% of children were less than 12 months old
- Over 90% of the children identified are Black or Black British
- Highest number of referrals came from health services mainly maternity services followed by education with 13 %.
- Of the 171 children involved in these referrals, an assessment took place on 51% (88 children), while no further action was taken on referrals for 83 children.
- 85% of FGM related referrals which resulted in an assessment have been closed.

PROGRESS IN 2015/16)

- The FGM Strategy and Action Plan was agreed and implemented across the partnership.
- The City of London and Hackney received funding from the Department of Communities and Local Government to provide key professionals with training on FGM, Forced Marriage and so-called honour based violence. Training sessions commenced and will run to March 2017.
- Young Hackney's delivery of curriculum programmes in schools and youth hubs addressed topic areas that link to FGM.
- A policy is in place in Homerton Hospital which includes mandatory reporting to the Police of known/seen FGM in girls under 18 for regulated professionals accompanied by bespoke training for key groups of staff.
- All services commissioned by Public Health for children and young people have specifications and contracts which include the Council's standard safeguarding clause developed by Children's Social Care. Contracts also now include as standard referral to new and emerging concerns including the FGM protocol. The public health team keep up to date on emerging issues through close working with Children's Social Care and the CHSCB.
- The Datix Incident Reporting Form in the East London Foundation trust includes fields for identifying females under 18 who have undergone, or are at risk of FGM, including confirmation that they have been referred to CSC. The Trust has a work plan, led by an Adult MH Consultant Psychiatrist, for capturing FGM information on RiO, the electronic patient records system
- Health professionals covering the City of London received training on FGM, with all health visitors receiving this as part of their mandatory Level 3 training.
- GPs have a mandatory coding for FGM and this is shared with midwives and health visitors.
- During 2015/16, the CHSCB promoted awareness of FGM through dedicated training and through its TUSK briefings.



- The CPA delivering training to 50 participants over 2015/16. 86% of delegates attending training by the CPA considered this would help them safeguard children and young people more effectively.
- The organisation FORWARD (FGM Charity) delivered sessions for staff and students at seven schools during the last academic year (September 15 – July 2016)
- Training delivered by the CPA to 5 schools in 2015-16
- Training delivered by the CPA to 38 pupils at one Hackney Academy.
- The CPA continued his membership in the Home Office FGM Advisory Partnership Group and maintained his availability to consult with and provide expert advice to City staff if required.

Hearing the voices of survivors has significantly helped the CHSCB further the understanding about the needs of women and girls affected by FGM and this has assisted in developing the main themes of the FGM strategy. Reflecting the CHSCB's commitment to engage with our local communities, the Independent Chair also led the way in working in partnership with a group of survivors, voluntary sector organisations and a local Imam to produce a **video** aimed at increasing awareness of FGM.

AWARENESS RAISING BY THE CHSCB

- TUSK October 2015: briefing on mandatory report duty
- TUSK November 2015: Published annual report with details of work related to FGM
- TUSK January 2016: Notification of the FGM Strategy being made available on FGM Zero Tolerance Day
- TUSK March 2016: Dissemination of FGM Statutory guidance
- All the TUSK briefings have a link to CHSCB training – which has included lunchtime seminars on FGM supported by the Community Partnership Advisor.
- Community Event hosted by the CHSCB in partnership with the HAWA Trust on International Women's Day

To assess the strength of multi-agency work in responding to forced marriages, so called "honour" based violence and abuse linked to faith and belief, the CHSCB undertook a Harmful Practices Health Check in 2014/15 engaging relevant statutory partners and voluntary sector agencies. The outcome of this health check was reported to the CHSCB in 2015/16 seeking to establish assurance in a number of areas including senior management commitment, roles and responsibilities, lines of accountability, focus on victims, effectiveness of inter-agency working and information sharing, staff training and awareness raising. The analysis of this work demonstrated that organisations and their

staff need to improve the following:

- Awareness of the multi-agency statutory guidance in place concerning harmful practices.
- Awareness of how to access the relevant practice guidance and procedures on harmful practices contained in the London CP Procedures.
- Access to appropriate training on harmful practices via single or multi-agency training.
- Engagement with faith communities is required and for those faith communities to take a lead on communicating key messages to the public.

Given the local developments across Hackney with regards to the VAWG agenda, these issues, as well as featuring as part of defined CHSCB communication were included as part of the developing Hackney strategy and action plan to tackle VAWG in its broadest sense.

Priorities going forward:

- To monitor the implementation of the FGM action plan in Hackney, holding agencies and the Hackney Health and Wellbeing Board to account for further driving the partnership response to this issue in terms of awareness, recognition and response.
- To monitor the improvement actions arising from the Harmful Practice Audit as part of Hackney's response to VAWG





The board closely monitors the local authority's 'Prevent' duty and holds agencies and the Community Safety Partnership (CSP) to account for driving the response, including awareness raising and recognition.

PREVENTING RADICALISATION

As part of this, the legal duty and statutory guidance expects Local Authorities to assess the threat of radicalisation in their areas and to take appropriate action. The Community Safety Partnership (CSP) retains overall governance of this agenda, which includes a focus on ensuring there are sufficient arrangements in place to safeguard children and young people. The CHSCB is represented on the Prevent Partnership Group, which is comprised of key community and statutory services. The Prevent Strategy is a key part of the Government's counter-terrorism Contest strategy. It aims to stop people becoming terrorists or supporting terrorism and has three objectives:

- Challenging ideology
- Supporting vulnerable individuals
- Working with sectors and institutions

The Counter Terrorism and Security Act received Royal Assent on 12th February 2015. Prevent was placed on a statutory footing in July 2015 to ensure all specified authorities in local areas, as a minimum, understand the local threat and take action to address it, assess if local frontline staff need training to recognise radicalisation, and to ensure that all of those who need to work together to deliver the programme do so in the most effective way. Hackney has been classed as a Tier 2 Prevent "priority" area and receives funding from the Home Office for a local Coordinator and for funding Prevent projects.

Aligned with the statutory duty, a strategic priority for Hackney's Prevent work is to ensure the safeguarding of children and young people to prevent them becoming drawn into supporting terrorism. The following Prevent work activities have taken place to embed Prevent safeguarding:

- **Dedicated Prevent leads identified for each council directorate to act as a single point of contact for embedding Prevent safeguarding**
- **Representation on Channel panel from CYPS includes expertise in relation to both youth offending and safeguarding.**
- **CYPS agreed referral process for Prevent referrals where children are assessed through the FAST service**
- **Support provided to Hackney Learning Trust lead officers representing schools, early years, Citizenship leads, to understand the Prevent agenda and signs of radicalisation/ extremism in terms of safeguarding.**
- **824 teaching staff have attended Prevent Safeguarding training in 2015/16**
- **Support Adult Social Care develop a Prevent safeguarding policy and action plan**
- **Faith school youth workers, foster carers and childminders have attended dedicated Workshops to Raise Awareness of Prevent (WRAP)**
- **Capacity building within the council to deliver prevent related safeguarding training – 7 officers from Adult Social Care and Hackney Learning Trust trained as WRAP facilitators by the Home Office**
- **WRAP sessions delivered to faith schools, academies and free schools and assistance to update existing safeguarding policies and protocols to include Prevent safeguarding.**
- **Support to Hackney Learning Trust (HLT) in updating its webpage and resources guide for all schools and educational settings**
- **Improved structures and controls to safeguard individuals who may be vulnerable to extremism including expanding key sectors participating on the multi-agency Channel Panel**

CHANNEL PANEL

A key part of the Prevent programme is to stop people being drawn into supporting terrorism. In Hackney a multi-agency Channel panel, chaired by the Head of Safer Communities, works at the pre-criminal stage to support vulnerable individuals where a risk of radicalisation is assessed and a plan of action devised. The Channel Panel has confirmed Terms of Reference, membership and an information sharing protocol. There is a defined process for agreeing whether a Channel referral will be accepted by the Panel as a Channel case.

The Panel is held monthly, with a comprehensive vulnerability assessment for each case undertaken. Where an assessment does not reach the threshold for Channel, the case is referred to other services, safeguarding panels or to where other forms of support can be provided, through a series of minuted and reviewed actions.

PREVENT SAFEGUARDING REFERRAL PROCESS

Hackney has in place clearly agreed referral mechanisms to raise a Prevent safeguarding concern. A Prevent related referral form is accessible on the Council's and the Hackney Learning Trust Prevent dedicated webpages. Equally, the Prevent referral form has been widely communicated across Hackney key sector partners and community representatives. Where appropriate the referral process has been integrated within key sectors safeguarding policies including schools, early year's settings, sixth form colleges, NHS Homerton and across council services. Assessments are undertaken on all valid referrals.

The Channel referral process is aligned to existing referral mechanisms, to avoid duplication, for all referrals raised concerning a young person or where a young person resides in a household of an individual, this is referred to Hackney Children and Young People Services to undergo Children and Young People – FAST assessment.

THEMES

Case referrals identified to date cover a wide range of behaviours/ situations including:

- **Sharing of extremist online material**
- **Use of extremist language that harbours a sense of injustice**
- **Abusive household including, neglect, substance misuse or violence**
- **Association with extremist groups**
- **Referrals have been across a range of extremist activity including far right.**

TRAINING / AWARENESS RAISING

The duty to promote Fundamental British Values is closely entwined with the preventing extremism agenda and is now being inspected by Ofsted. Supporting Hackney educational providers meet this requirement is as a priority. A Home Office bid submission for £54K is waiting agreement to deliver the following projects:





- Families Against Stress Trauma – an online platform based on a short film featuring the voices of three families who have been affected by family members having travelled to Syria. The film provides a basis to hold a facilitated workshop around issues including extremism and terrorism.
- I.B.E Project – A comprehensive curriculum package addressing all forms of radicalisation through the use of workshops, lesson plans, peer development and tailored interventions
- Equaliteach – Scenario planning discussions on extremism and terrorism encouraging young people to form opinions and decide appropriate actions based on an objective assessment
- Supported by HLT, work is underway to identify students and teaching staff alike to take up this training offer through structured capacity building work with educational institutions.
- CHSCB WRAP training delivered on 22/07/2015 & 16/03/2016 (21 attendees)
- Community Partnership Advisor and Prevent Officer jointly delivered training to foster carers, CSC, Children Centres, Primary schools and Parents.
- Prevent Officer training: 824 teaching staff have attended Prevent Safeguarding training in 2015/16
- Faith school youth workers, foster carers and childminders have attended dedicated Workshops to Raise Awareness of Prevent (WRAP)
- 7 officers from Adult Social Care and Hackney Learning Trust trained as WRAP facilitators by the Home Office
- The Introduction to Prevent eLearning tool can be accessed via the CHSCB website
- **Joint NSPCC / CYPS / CHSCB campaign focusing on exploitation (incl. radicalisation)** TUSK May 2015 –briefing included an item of Prevent and links to the CHSCB webpages on this
- TUSK October 2015 – Counter Extremism Strategy
- TUSK November 2015 – Annual report 14-15 circulated including section on radicalisation / Exploitation campaign and helpline
- TUSK January 2016 – Educate Against Hate link circulated in briefing
- All the TUSK briefings have a link to CHSCB training – which has included lunchtime seminars on Prevent supported by Leethen Bartholomew – the Community Partnership Advisor

Priorities going forward:

- To monitor the implementation of the Prevent strategy and response to radicalisation in Hackney, holding agencies and the Hackney Community Safety

Partnership Board to account for further driving the response to this in line with the following agreed priorities:

- Develop and communicate appropriate and effective systems to engage and inform communities to assist in problem solving and issues of hate crime, community tensions and violent extremism
- Increase working with community based organisations that support children excluded or providing children alternative educational support from mainstream schooling, supporting the Leadership and Management Advisor, Hackney Learning Trust, to support those staff embed Prevent safeguarding awareness and good values education (promote fundamental British values and prevent extremism)
- Deliver joint work initiatives working with the CHCSB Community Partnership Advisor to work with educational services out of school settings to support those service providers services understand the ensure effective training across agencies and community groups to keep children safe in Hackney – this work is ongoing
- Develop an agreed dataset for sharing across key sectors for Prevent related reporting
- Deliver Home Office funded projects aim at assisting Hackney Schools develop key understanding in young people of issues of identity and belonging and discussing difficult and complex issues
- Conduct mapping exercise to identify hard to reach community groups





Allegations against professionals working with children referred to the designated officers within the local authority are responded to appropriately.

The Management of Allegations against Professionals and Volunteers Working with Children

All LSCBs have responsibility for ensuring that there are effective procedures in place for investigating allegations against people who work with children. The Designated Officer (DO formally The LADO) should be informed of all such allegations and provide advice and guidance to ensure individual cases are resolved as quickly as possible. In January 2015, the governance of the DO post moved under the management of the Safeguarding and Learning Service within Hackney CYPS. The operational decision to change the DO arrangements coincided with the launch of a Government consultation on Working Together to Safeguard Children 2013. This consultation included proposed changes to the guidance involving the management of allegations against those who work with children.

The new arrangements are fully compliant with the revised guidance and supported by the publication of revised LADO operational guidance for staff in Hackney. A full analysis can be read in the **Hackney DO Annual report 2015/16**

Summary

- **175 referrals made to the DO in 2015/16**
- **There has been a consistent increase in the number of referrals since 2010/11, rising from 79. The upward trend in referrals to the Hackney LADO service over the last six years remains encouraging and continues to reflect a system constantly evolving and improving in its ability to identify and refer issues of concern involving those who work with children.**
- **For 2015/16 the proportion of cases recorded as ‘advice only’ has increased by 22% since last year. (A significant proportion of the ‘advice only’ cases resulted in extended guidance and support from the LADO and may therefore have required as much time as formally investigated LADO cases and on occasions more).**
- **There were 44 cases reaching LADO threshold for an Allegations Against Professionals (AAP) Meeting.**

- **With regards to the outcomes of those cases, 9 had a ‘founded’ outcome, 5 ‘unfounded’ and 26 ‘unsubstantiated’. There are also 3 cases which are still ongoing and one which was ‘no further action’ as there was no evidence that this alleged perpetrator still worked with children. One further AAP meeting was unable to reach an outcome as there was insufficient evidence.**
- **With regards to ‘unsubstantiated’ outcomes, the LADO service has undertaken a sample audit of five cases which reached this outcome. This outcome is the most frequent for cases that reach the threshold for an AAP meeting and a yearly random sampling of cases for audit will be undertaken in order to encourage greater learning, with the aim of keeping unsubstantiated outcomes to a minimum. Two of the categories under which AAP meetings were held were ‘sexual abuse’; two were ‘physical abuse’ and one was ‘unsuitability’ due to conduct towards a child in family life. The settings were: 1) nursery (sexual), 2) private tutor (re: concern arising in his private life), 3) primary school (physical), 4) secondary school (special school - physical) and 5) foster carer (sexual).**

Summary

- The category of physical abuse remains the largest in terms of overall numbers which mirrors previous years (83 for 2014/15) and there has been a reduction in the category of ‘behaviour which questions the person’s suitability’ when compared to 2014/15 (when there were 47 referrals under this category compared to this year’s 35).
- A notable change has been an increase in referrals for allegations including a sexual abuse element (12 in 2014/15 and 19 in 2015/16). This can in part be explained by six referrals alleging ‘historic’ sexual abuse or sexual misconduct in an employee’s personal life including the possession of abusive images of children, mirroring the raising of awareness of this issue in wider society and thus an increase in the number of complaints being made to police who then refer to the DO service.
- During the first half of 2015/16, there were two LADO investigations of more recent sexual abuse or ‘grooming’ which resulted in a substantiated outcome and the



employees being dismissed. There were also two further allegations of sexual grooming of teenagers. One of these cases concluded that the allegation was substantiated and, while the outcome of the other case was unsubstantiated, a referral was made to the DBS in both cases.

- Cases such as these are now routinely cross referenced with information held by the Multi Agency Sexual Exploitation (MASE) Forum so that patterns of grooming/ abuse can be identified if present. One of the DOs also attends the Homerton Hospital Sexual Health clinic safeguarding meeting on a monthly basis where information on possible victims and potential suspects can be picked up. Any pertinent information is shared with the Safeguarding & Reviewing Service CSE analyst.
- Allegations against teachers and school support staff continue to be the largest category of referrals to the LADO service, comprising 91 referrals, which constitutes 52% of all referrals. This has increased from 2013/14 when there were 53 referrals and 2014/15 where there were 72 referrals. There has been a 26% increase since last year. This reflects a sustained and improving level of awareness across the school community regarding responsibilities in this area.
- Referrals with regards to early years staff (predominately nurseries) continue to be the second highest category, comprising of 18% of referrals, however there has been a decrease in numbers with 41 referrals made in 2014/15 compared to 31 in the current year.
- The number of allegations against foster carers has increased slightly from 7 in 2013/14 to 9 in 2014/15, and 12 in 2015/16. The LADO service has been holding regular discussions with Consultant Social Workers in the fostering service and will be attending a team meeting in order to discuss allegations best practice and potential training needs.
- There were 2 referrals made against taxi drivers and escorts, down from 3 in 2014/15 and 9 in 2013/14. This particular area was identified as requiring further scrutiny by the CHSCB as part of the strategy to tackle Child Sexual Exploitation and Section 11 compliance work in 2015
- Notable inclusions this year are 'sports coach', 'religious leaders' and an allegation against a police officer.

Themes

- The review of the DO cases in 2015/16 determined that the outcomes were appropriate given the evidence available.
- It should also be noted that in three of these cases whilst the outcome was unsubstantiated, concerns remained upon the employee's conduct. In the other two cases there were lessons for the agency more generally as well as concerns



upon how they had dealt with the allegation. Clear recommendations to address these issues were made by the LADO and therefore safeguarding measures were recommended even though an allegation had been unsubstantiated.

- One lesson for the DO service was how best to deal with delays by the police and this will be a regular agenda item at LADO service meetings. Cases which reach an 'unsubstantiated' outcome will continue to be audited on a six monthly basis (prior to the mid and end of year reports).

Awareness Raising

- The DO co-facilitated a half day training for nursery managers in conjunction with Hackney Learning Trust and similar events are planned to take place twice per year.
- The DO also presented an introduction to the service at a Hackney Head Teacher's Forum.
- Awareness raising of the DO service has continued throughout the year. There appears to be a pattern of employers who make referrals (or who are called by the DO if referrals are from elsewhere) being more likely to refer to the DO once they are aware of the procedure and know the DO. This suggests that consistency in terms of staffing facilitates awareness raising and the increase in referrals may reflect this.
- Relevant CHSCB training continued to complement awareness of the DO. 106



delegates attended related training about safer recruitment and the management of allegations against staff in 2015/16. 84% of attendees said the training had influenced their practice with regards to safeguarding children & young people: 84%



Quality assurance of the LADO role is provided through observations of practice and audits of DO case files undertaken by the service manager.

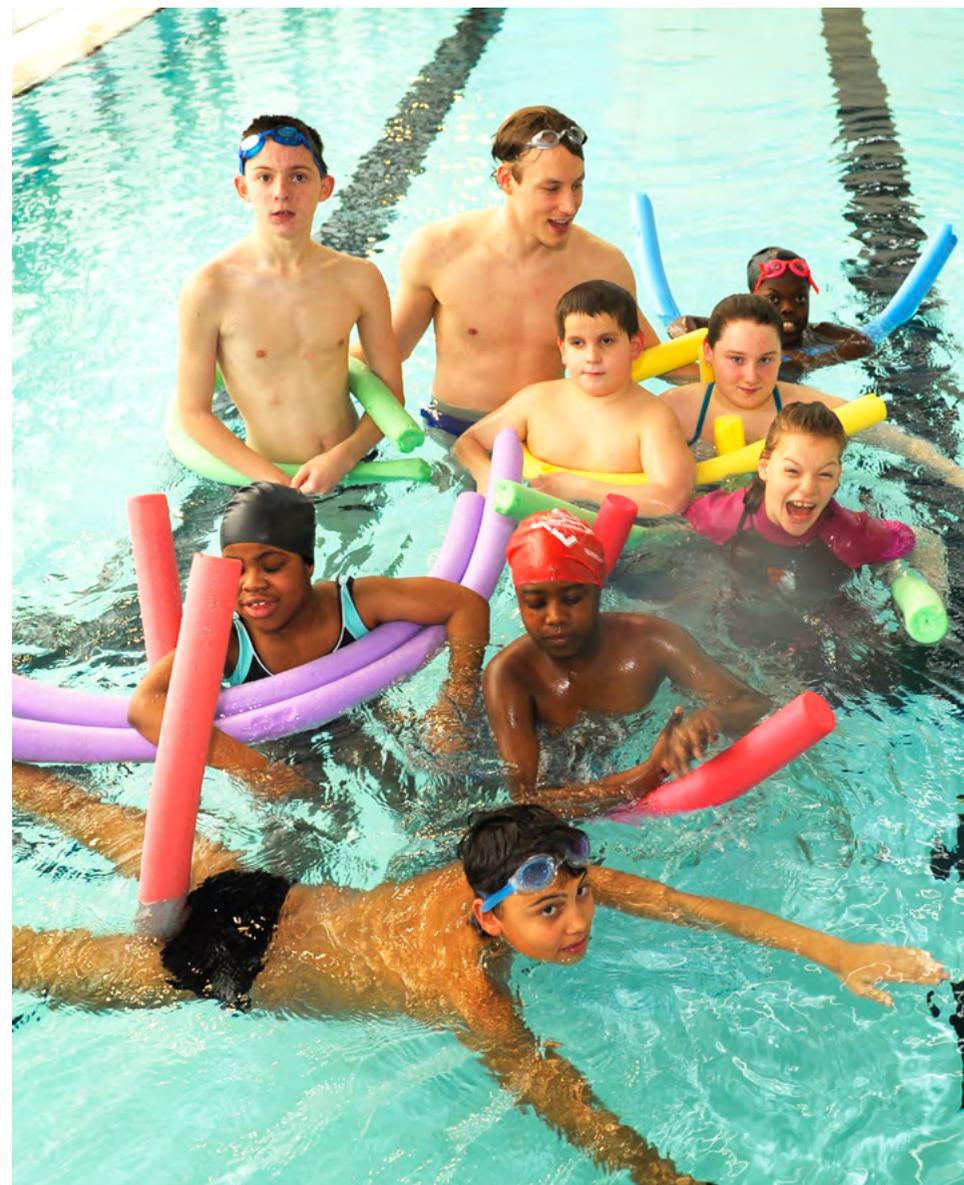
This is to continue and for the next year (beginning in August 2016) a Peer audit will be undertaken with the City of London LADO to identify strengths and areas of development within the service and to share best practice across the boroughs. Feedback has been offered by employers and partners in various individual cases and this has primarily been very positive. A more formal feedback process on the conduct of AAP meetings will be introduced in October 2016.

Priorities going forward

- As part of Ofsted's inspection, the current oversight and monitoring of the outcomes and timeliness of investigations was identified as not being sufficient to secure clear strategic understanding regarding the effectiveness of this role. Hackney CYPS will be progressing relevant actions to strengthen this in 2016/17.
- Continue awareness raising of DO activity through multi-agency training, CHSCB communications and direct awareness raising by the DO service.
- DO to attend a fostering service team meeting in order to discuss allegations best practice, encourage enquiries/ referrals and identify any specific training areas for staff.
- Consideration in DO service meetings/ fostering service meeting of the merits of establishing a separate database/ monitoring process for allegations made against foster carers and residential staff for children placed outside of the borough.
- Develop and evaluate a formal feedback process for AAP meetings to ensure that the views and experiences of other agencies are included in service development. This will be in line with the 'family feedback programme' which begins in October 2016.
- Hackney and City DOs to undertake in-depth peer audits - 5 cases per year.
- DO service to undertake a qualitative analysis of ten cases with an 'unsubstantiated' outcome for the 2016/17 period.
- DO service to further develop a method/ process by which the timeliness of cases from initial referral to closure can be monitored in order to guard against unnecessary delay. This to include a fixed agenda item during DO service meetings - to go through recent referrals and identify and address any delays.
- DO service to undertake a review of the Hackney LADO guidance in accordance with

the revised 2016 London Safeguarding Children Procedures.

- From 1st September 2016, DO to record all new referrals on Mosaic and utilise the 'contact and referral' workflow.





Learning & Improvement



Learning and practice improvement are systematically cascaded to frontline staff through a wide range of creative and highly effective opportunities.

Working Together 2015 states that “Local Safeguarding Children Boards should maintain a local learning and improvement framework which is shared across local organisations who work with children and families. This framework should enable organisations to be clear about their responsibilities, to learn from experience and improve services as a result.”

Since implementing a revised framework in 2013/14, there has been significant activity undertaken across both the City of London and Hackney. A range of lessons have been identified leading to tangible impact and improvement across the safeguarding system. To identify lessons, the CHSCB applies a focus on the following areas:



THE VOICES OF THE CHILD, FAMILY AND COMMUNITY

THE CHILD'S VOICE



“Board members are proactive in engaging with children who have experienced services, and from a wider group, to inform practice developments. As a result, children’s views are central to improving safeguarding practice.” City & Hackney Ofsted reports 2016

CHSCB partners have a strong ethos of engagement with children and young people, ensuring they are seen, heard and helped and that their voices influence both their own outcomes and that of how partners better safeguard children. Practitioners from all agencies gather the views of children and young people on a daily basis, from a home visit by a social worker to comments made to a teacher in the classroom. Taking a wider overview of wishes, opinions and feelings, the CHSCB and partner agencies also undertake a range of activities to ensure the child’s voice is central to our collective approach to learning and service improvement. The CHSCB has, however, been clear that it does not wish to replicate existing structures within which children and young people are already engaged and wants to add value by hearing the authentic voice of children and young people who might not ordinarily be part of those forums. This is an area the CHSCB is continuing to strengthen going forward through the work of the Community and Engagement Sub Group.

Alongside directly engaging CYP, the CHSCB learning and improvement framework also includes schedules for organisations to report on their engagement with CYP and communities, the work undertaken and the difference made. This allows the CHSCB to keep oversight that such engagement is ongoing, that children and young people are being seen, heard and helped and that their voices are considered in practice and used to help shape service development.



City – In June / July 2015, The City of London commissioned a survey of children and young people by Action for Children, providing feedback on the services received. This survey was reported to the City Executive and relevant actions remain subject to ongoing scrutiny. Amongst a range of feedback:

The survey received a 48.6% response rate from a total of 42 service users. For children in need, most young people felt listened to although some qualified this by saying their views had been subsequently ignored. Whilst the sample size was small, Looked After Children said they found it easy to contact their social worker and felt comfortable with them, they liked where they were living and were happy with the care they were receiving. They feel supported in their education though not particularly connected with the virtual school, and they are aware of The Pledge and the Children in Care Council, though not of advocacy. Care Leavers expressed the highest levels of satisfaction overall. Relationships with social workers/key workers seem to be working well for the large majority and their support appreciated. Areas for action are being taken forward by the City and improvements will be tracked and scrutinised by the CHSCB through future surveys.



City - Young people from the Children in Care Council met with the Lead Member, Dhruv Patel, to provide feedback and ask questions, with Ofsted describing his approach as one in which he “assertively exerts his influence on behalf of individual children”. Ofsted also identified opportunities for this type of successful engagement to be strengthened in the City; “Council members and the Chief Executive could establish even more meaningful personal relationships with children and young people by seeking out informal opportunities to get to know them well.”



City – The Assistant Director visited six young people in placement. The young people felt supported by their Social Worker and could immediately produce contact details for them. Ofsted noted in their inspection of the City of London “Leaders listen to what children think about their lives and go to great lengths to provide them with very good care”.



Hackney – There was noted impact arising from the responses by Hackney CYPS to complaints and compliments with Leaving Care units subsequently reviewing all care leavers graduating in 2015/16 to ensure their expenses for the duration of their course are accurately forecasted and furthermore, more timely communication with families being evident. Ofsted noted in their inspection

of Hackney - “Social workers are in touch with 94% of care leavers, maintaining regular, and appropriate, contact with them wherever they live across the country. This means that they have an extremely detailed knowledge about individual care leavers, including any risks associated with their behaviours.”



Hackney - Young people are invited to feed back on their experience with the Youth Justice Service at the end of their order. In the first half of 2015/16, 4 young people shared feedback and this was positive about their experiences, with all agreeing that they knew why they had to work with the Youth Justice Service, that staff listened to what they had to say and that they found the service helpful. 2 young people responded that they thought that support from the Youth Justice Service has made them less likely to re-offend and to feel more positive about the future (the other 2 young people did not respond to this question).



Hackney - Engagement by Lay Members with a group of 15/16 year old students “The young people were very positive about Hackney and generally felt safer during the daylight hours. They gave examples of when they felt unsafe and how they had developed strategies to ‘keep safe’ which included making sure credit was on their phone, keeping to well-lit areas, being self-aware. A key issue raised was lighting and use of CCTV where generally the young people did not feel safe. The young people were very keen to know what the





outcome of their conversation would be. I confirmed that this issue and others would be raised at the Board for discussion and a further feedback session would be held to let them know the outcome.”

Both Lay Members undertook a follow up visit to the school accompanied by the ASB officer and the safeguarding lead for Hackney Homes. The young people were keen to know how the council worked and who they contact for help. Generally, they said they would tell their friends about incidents but would report to a relevant agency if needed. Further information is required regarding the exact locations for improved street lighting and the school have agreed to collate this information for dissemination to the principal engineer at Hackney Council



The City & Hackney - “The Homerton is using Optimum Technology which is a system for obtaining real time feedback from children, young people and their families when they are seen in children services across the Trust. A summary of the responses was reported to the CHSCB reporting that children felt safe when receiving care.

The City & Hackney - Following an initial discussion between the chair, two members of Hackney Youth Parliament and Youth Service leads in the City and Hackney, the CHSCB agreed for young people to act as an editorial panel for this annual report. Their voices and key messages are clearly set out within this document.



Other mechanisms used by partners to engage with children and young people included:

- Children / Young People / Parents / Survivors engaged in Reviews and SCRs
- Despite it not being appropriate to interview Child E at the time, the CHSCB persisted in ensuring Child E’s views were captured after the review had been completed at a time when it was appropriate for Child E to participate.
- The voices of survivors were considered in detail as part of the SCR – Case FC. Their views significantly influenced the recommendations in the report regarding work with LAC.
- There was direct engagement by the Independent Chair with Young People / Young Adults via Hackney Youth Parliament and Talent Match respectively. The visit to Talent Match involved engagement with young adults – young enough to remember being a child living in Hackney and old enough to speak frankly about their experiences. Challenging feedback given their individual life experiences alongside powerful feedback from some on the quality of services that they and their families received. The lasting impression was about the residual impact made by professionals on the aspirations of this group of young adults. For example, one wanted to become a social worker and one a probation officer.
- The engagement of Hackney Youth Parliament by the independent chair and senior professional advisor led to young people being engaged in a bid to MOPAC via the Hackney Safer Neighbourhood Board to design develop and deliver an awareness raising campaign on CSE. This highly successful campaign was launched at Hackney’s Youth Conference and is referenced in this report.
- The engagement by the Chair with young people at Hackney’s Corporate Parenting Board, with the Chair directly listening to the views of LAC and ensuring their experiences were triangulated with the learning arising from the SCR – Case FC.
- Lay members and CPA meeting with young people at Haggerston School in Hackney – identifying themes regarding safe spaces and linking to the Council lead on street lighting to progress actions.
- The CPA delivering FGM training to a range of pupils at Skinners Academy in Hackney with feedback from young people being positive in terms of what they learnt.

PRIORITIES GOING FORWARD

- Strengthened the multi-agency case audit process to seek direct conversations with children, young people and their families and use these experiences as a test of impact as part of the monitoring of the MACA action plans.
- Accelerate the pace of engagement with children and young people by the CHSCB through the work of the Community Engagement Sub Group.
- The introduction of Lay Members in the City of London who engage directly with



children in settings such as schools and other services for children is already having an impact, but it requires further development to ensure that the authentic voices of harder-to-reach children and communities are heard. (Ofsted recommendation for the CHSCB)

THE FAMILY'S VOICE

The CHSCB and partner agencies also continued to listen to the views of parents and carers about the quality of services and any matters impacting on their ability to provide good enough parenting.

In addition to individual agencies engaging with families at a practice level, the CHSCB scrutinised a range of activities aimed at learning from parents and carers about how services could improve for children and young people. For its part, the CHSCB actively engaged parents in the case review and Serious Case Review commissioned in respect of Case K and Child H respectively. As with all reviews, their voices were reflected in the content of the report and their views used to inform related recommendations where necessary.



The City – As part of the Annual Survey in June / July 2015, the majority of families felt they were treated with respect, given good explanations and given time to talk resulting in better understanding for most of them.



The City – Parents and Carers views have been obtained on Early Help Services as part of improving the quality of this service. In 2015/2016 they were consulted on three occasions. Although there was a limited response the feedback on the quality of the service was good.



The City – Parents and carers whose child/ children have special educational needs have been consulted about their views on the services and access in the Square Mile. This was achieved by placing video booths in the two primary schools in the City of London. There were over 40 people who responded and their views will support the ongoing development of services and accessibility in the City of London



Hackney - Direct consultation with parents by Hackney Learning Trust indicated a need for additional literature to assist children and families with the Elective Home Education (EHE) process. The EHE referral form was revised to include contact details of over 20 independent agencies that can support

families who wish to EHE. The Elective Home Education guidance was updated and made available to schools, CSC, Health, Education and parents. With the permission of parents and only where appropriate, the Attendance and Education Service talk directly with young people about their reasons for not attending school regularly and try to find solutions.



Hackney - Family feedback collected by CYPS in 2015/2016 indicated 94% satisfaction with Hackney's Clinical Services. The value of outreach work and being listened to was consistently highlighted.



Hackney - Feedback on Child Protection Conferences was received from 208 people during 2015/16 including 25 family members, and positive feedback was provided by the majority of respondents. When asked to rate their experience of the Child Protection Conference, 90% of those that responded said that they were either very satisfied or satisfied with their experience. When asked to rate their overall experience of recent contact with Hackney Children's Social Care, 82% of those that responded said that they were either very satisfied or satisfied with their experience.

PRIORITIES GOING FORWARD

- To support the existing engagement activity with families, the CHSCB will seek to its learning and improvement framework, in particular its auditing activity will include opportunities to communicate directly with parents, carers and family members.

THE COMMUNITY'S VOICE

Both the City of London and Hackney have a vibrant community and voluntary sector (CVS) that continues to support the safeguarding of children and young people and the promotion of their welfare.

In addition to the new Lay Members and Community Partnership Advisor playing a strong role in representing the voice of the community, the CVS sector also demonstrated its capabilities at being able to ensure the voice of the community was heard by the CHSCB and that there was positive and meaningful engagement.

THE CITY OF LONDON

- In 2015/16, following representations from the CHSCB, the City of London commissioned Partnership for Young London to operate as an umbrella organisation for voluntary sector, having identified that the City had no firm



mechanism in place to engage the voluntary and community sector (VCS) in relation to children's services. Engaged initially as a one year pilot, Partnership for Young London has set up an ongoing platform whereby the groups can receive ongoing communications about the City's priorities and opportunities on offer and regular briefings. Furthermore, a regular network meeting has been developed where groups can engage more effectively with each other, the City and other partners. To date, xxx VCS organisations have been engaged.

- The City of London Police continue hold weekly outreach surgeries via the Vulnerable Victims co-ordinator at various locations within the City, but with a particular focus on the Bengali community to encourage reporting and to provide support for issues such as so called "honour" based violence, domestic violence and FGM. The Police also host surgeries within the business community to target employees within the City.
- The City Children and Families Team has held quarterly sessions in the Portsoken Ward to raise awareness in various aspects of safeguarding - child protection, DV, radicalisation. The sessions are planned jointly with the City of London Police with topics being decided by the community. Take up is generally good and feedback has been positive.

HACKNEY

- Hackney Council for Voluntary Services (HCVS) is a member of the CHSCB and is Hackney's leading voluntary and community sector support agency. Supporting hundreds of people to run successful voluntary and community sector organisations, HCVS provides access to the key skills, knowledge and resources necessary to respond to the needs of local people, especially those most in need.
- The Head of Safeguarding for HCVS supports 6 safeguarding community champions, promotes parents involvement in children's education and raises safeguarding awareness mental health, Female Genital Mutilation (FGM), Domestic Violence (DV) & abuse awareness at neighbourhood level and within Black, Asian Minority Ethnic and Refugee communities.
- HCVS prioritised focus on DV and FGM in 2015/16. Their work with the Hackney DV team resulted in more organisations speaking out about the level of DV in their communities. HCVS has since submitted proposals to the Council for investment in this area so that HCVS can continue to coordinate activity in communities.
- By engaging local community groups, HCVS enabled survivors of FGM to present their concerns directly to the Children's Scrutiny committee.

- HCVS supported local VCS organisations to better understand how to complete the CHSCB section 11 audits.
- Hackney CVS has continued to coordinate the Children & Young People's Provider Forum, supporting local organisations to have a dialogue about key issues such as; children's mental Health, workforce training and group supervision for frontline staff. During 2015/16, HCVS supported 444 participants to engage with a range of policy influencing, learning and development opportunities, and capacity building initiatives to address key community issues.
- Hackney CVS ran the Get Hackney Healthy Programme again this year. Ten VCS organisations were funded to support early years, primary school children and families to improve their lifestyles.
- The VCS was represented on the parenting partnership. Partners Daymer delivered its First Strengthening Families Strengthening Communities Project aimed at Turkish parents. Inspire and The African Community School focused on transition into secondary school and engaging parents. Claudia Jones Organisation provided advocacy and support to parents affected by school exclusion.



ENGAGING THE ORTHODOX JEWISH COMMUNITY

Hackney's Orthodox Jewish (Charedi) population in Stamford Hill of around 30,000 represents more than 10% of Hackney's population and around 50% of the community is under the age of 19 years. During 2015/16, the CHSCB and partners have worked closely with both Interlink and other community connections to help strengthen the interface with safeguarding services. The Interlink Foundation is a membership organisation for Orthodox Jewish voluntary organisations, with over 100 community charity members nationwide. Established in 1991, Interlink has two main purposes:

- To support Orthodox Jewish voluntary organisations with advice, training, consultancy and information.
- To work with public sector organisations to increase their understanding of the needs of the Orthodox Jewish community and to improve services for this community

Examples of engagement include:

- Scheduled quarterly meetings and regular contact with agencies working with within the Orthodox Jewish community are held with senior managers in Hackney CYPS.
- Working in partnership with Public Health and CYPS, the Community Partnership Advisor of the Board has also engaged with a group of rabbis and Interlink to explore the development of a safeguarding children intervention project. This project will focus on awareness in schools and parents.
- The Orthodox Jewish Health Forum is an ongoing initiative led by the Public Health team and comprised of Orthodox Jewish organisations and rabbis along with a range of statutory partners. During 2015/16, the CHSCB engaged with this forum via attendance from the CPA.
- The CHSCB continued to part fund Interlink to deliver bespoke safeguarding training to professionals and volunteers working in the Orthodox Jewish Community. Over 2015/16, Interlink provided 10 safeguarding sessions ranging from basic child protection to safer recruitment. By continuing to fund training it provides a consistent deeper reach into Charedi organisations and assurance that safeguarding training is taking place.
- The CHSCB reviewed the range of comprehensive engagement activity ongoing with this community, seeking active reassurance that organisations were promoting access and services as appropriate.
- Working alongside the NSPCC diversity team, the CHSCB assisted in producing a leaflet on safeguarding for the Jewish Community.



We always seek feedback from participants and we repeatedly read how the training has exceeded their expectations. Staff state the sensitivity of the presentation which doesn't compromise content - still encouraging very open discussion and dialogue. Awareness has increased enormously and this is evidenced by a significant increase in enquiries on how to manage processes and developing policies. This is the culture shift we hoped for where safeguarding awareness is widespread and children are more protected.' (Mrs Nava Kestenbaum, The Interlink Foundation – North West Branch)

PRIORITIES GOING FORWARD

- Over 2016/17 the CHSCB is looking to establish a more comprehensive understanding of the needs of Hackney and City communities and build capacity amongst VCS groups to identify and respond to early indicators relating to children and young people in order to safeguard them effectively.
- The CHSCB will remain engaged in all related work that seeks to ensure children and young people being taught in unregistered settings are safe and secure

REVIEWS OF PRACTICE



“Opportunities for learning from SCRs and multi-agency case reviews are comprehensive.” City & Hackney Ofsted reports 2016

Serious Case Reviews are undertaken to learn lessons and improve the way in which local professionals and organisations work together to safeguard and promote the welfare of children. The CHSCB must always undertake a Serious Case Review (SCR) when the following criteria are met under Regulation 5 of the 2006 LSCB Regulations.

- (a) abuse or neglect of a child is known or suspected; and
- (b) either (i) the child has died; or (ii) the 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.

Where the SCR criteria has not been met, the CHSCB can also undertake smaller-scale multi-agency case reviews. Whatever the type of review, the principles are still the same with the aim being to share information, identify good practice and establish the key lessons that will help to improve safeguarding arrangements. Over the course of 2015/16, the time taken to complete reviews, and the associated impact in the delay of shared learning, was acknowledged as an ongoing concern in the CHSCB risk register. As a



consequence, much tighter timescales are now being set for the completion of reviews to avoid drift and encourage a much faster response from engaged agencies.

- During 2015/16, the SCR Sub group met on five occasions.
- No SCRs were commissioned during 2015/16.
- Two SCRs were published (FC and H)
- One multi-agency case reviews was published (Child K)
- All children were Hackney residents.
- Consistent with the priorities set out in the 2014/15 annual report, a range of learning events were held to disseminate the key findings and lessons from the completed reviews. Furthermore, comprehensive tracking of the impact that the reviews had made on front-line practice was maintained by the SCR Sub Group.
- All decisions made by the Chair were communicated with and agreed by the National Panel of Experts.

“Serious incident notifications are thoroughly scrutinised by board partners through the joint SCR subgroup. This leads to appropriate and timely recommendations that are reviewed and endorsed by the chair. The National Panel of Independent Experts has validated these decisions, commending the clear and analytical correspondence and the inclusion of children’s voices in the process.” City & Hackney Ofsted reports 2016

Full details of all the reviews published by the CHSCB are available [Here](#)



SERIOUS CASE REVIEW - CASE FC

A married couple were approved foster carers for Hackney Council between 1997 and 2011. The foster carers lived in another local authority area. During this time they fostered over thirty children, most of them for short periods, or for a series of respite care stays. Eight looked after children lived in the household for more than a year.

Between 1999 and 2008, five girls of primary school age, who were all in the care of Hackney Council, were sexually abused in the foster home. This came to light in late 2012 after one of the victims made allegations to the police.

Key areas of learning identified

- Disclosure of ‘soft intelligence’ under the Police Act 1997
- GP contracting of counselling services
- An explicit recognition that children who are in public care need to be kept safe
- Educational work to reduce the likelihood of further sexual abuse

Impact

- Learning disseminated via TUSK briefing
- 4 x learning seminars in City and Hackney – 57 attendees
- 98% consider the event will help them safeguard children more effectively
- Robust challenge from CHSCB to MPS to review circumstances into original investigation – thorough investigation by police – no misconduct identified – reassurance that current processes in place to minimise chances of repetition of error
- Introduction of sampling process of disclosures for additional QA by MPS
- Communications to GP by NHS England regarding contracting of counsellors complete. Raised at National Safeguarding Steering Group. Designated Nurse has individually met with all contracted counsellors to remind them of their related roles / duties.
- Ongoing challenge and escalation of recommendation to review guidance available to MPS from Home Office escalated to ministers by independent chair.

“The board has an ambitious resolve to be the best it can and to learn from itself, external sources and, most importantly, from children in its communities. As a result, it is making a real difference to children’s lives. An example is the chair’s persistent escalation to the Home Office, the Department for Education and the National Police Chief’s Council of a recommendation from a serious case review.” City & Hackney Ofsted reports 2016



MULTI-AGENCY CASE REVIEW - CASE K

Case K is in respect of two boys, who lived with their mother. In September 2013 (when they were aged 8 and 2) the police removed both children from their family home because of the extremely poor home conditions. It is now known, prior to this intervention, the family home had not been visited by any professional since late 2008. Both children were well known to a number of agencies and there were concerns about their health and development, which in the case of Child 1 were long-standing. He had a statement of special educational needs (SEN), a severe communication disability and developmental delay. Child 2 had more recently been diagnosed as having a significant developmental delay. Historically there had been concerns about possible neglect of Child 1, though neither child had ever been looked after or subject to a child protection plan.

In 2014 the mother was convicted of cruelty because of the neglect of the children and received a community sentence. They have remained in the care of the local authority and there is currently no plan to return them to her care. After the children were removed the mother was diagnosed with severe depression.

Key areas of learning identified

- Staff engagement in reviews
- Home visits
- Identifying and naming neglect as a potential concern
- Assessment of potential neglect
- Work across children's and adult services – or 'thinking family'
- Arrangements for safeguarding in education settings
- Neglect of children with disabilities

Impact

- Learning disseminated via TUSK briefing
- 3 x learning seminars in City and Hackney – 107 attendees
- 98% of attendees rate their knowledge of the subject areas as good or excellent after the session (compared with 42% before)
- The CHSCB promotes communication regarding the importance of Home Visiting – making sure children are being seen, heard and helped. Reassurance sought from agencies that home visiting is being undertaken as appropriate.
- Go Look function in FAST introduced to support home visiting to see children and young people as part of an early help function.
- Naming neglect – review by the QA Sub Group continued to illustrate that referrals to CSC have a clear footprint of concerns regarding issues of neglect. Neglect remains

significant in terms of CP Plan categories and CSC activity following referral.

- Learning from case review K shared with and acknowledged by the National Panel of Independent Experts regarding learning about the engagement of practitioners in review processes.

SERIOUS CASE REVIEW - CHILD H

Child H is a baby girl who lived with her mother and father at the home of the maternal grandparents. Child H died at the age of six weeks. Medical advice indicated that the death had been caused by inflicted injuries. Child H's parents, Ms M and Mr F, were arrested but subsequently no charges brought. No one has been held to account for Child H's death.

The circumstances of the death met the statutory requirement that a Serious Case Review (SCR) be conducted.

Key areas of learning identified

- Parental learning difficulties v disabilities
- Think Family
- Management Oversight and Supervision
- Understanding of Psychosocial Meetings

Impact

- Learning disseminated via TUSK briefing
- 3 x learning seminars in City and Hackney – 64 attendees - 95% attendees consider event will help them safeguard children more effectively
- CHSCB progresses recommendations arising from the learning seminars to check that agencies have contingency plans in place for both parents should they become parents again (i.e. intelligence held via health and GP systems) – CCG ensure details included on father's records in other LA area.
- Think family briefing note subsequently produced by CHSCB in partnership with CHSAB
- The effectiveness of management oversight and supervision in this case were queried by the SCR author. As a result, the defined arrangements for management oversight and supervision within Hackney CSC were considered in detail by the CHSCB in 2015/16. Whilst reassurance was provided regarding the framework in place, it is relevant to note that the Ofsted inspection identified similar issues as identified by the SCR author and this area will be subject to ongoing scrutiny by the CHSCB



“Unit meetings, chaired by consultant social workers and practice development managers, are intended to be the forum in which children’s cases are discussed and progressed, and where effective oversight of practice is maintained. They should also provide the opportunity for appropriate challenge and a shared understanding of the issues and needs for particular children across the social work unit. However, the quality of these meetings is variable. Some demonstrate effective oversight of practice, while others lack the focus and rigour needed to effectively progress children’s plans. Not all operational managers are consistently ensuring compliance with fundamental areas of social work practice.” Hackney Ofsted report 2016.

AUDITING

SECTION 11 AUDITING

“A comprehensive section 11 audit process engages all partners. Returns are rigorously analysed by the quality assurance sub-group. Bespoke training to support agency participation and peer reviews



provides the board with assurance that agencies are meeting their safeguarding responsibilities.” City & Hackney Ofsted reports 2016

The Section 11 Audit is the CHSCB’s primary audit to examine the safeguarding arrangements within agencies and provides the Board with reassurance that agencies are doing what they can to ensure the safety and welfare of children and young people. Section 11 (S11) of the Children Act 2004 places a statutory duty on key agencies and bodies to make arrangements to safeguard and promote the welfare of children. On a bi-annual basis, the CHSCB undertakes an audit of statutory, commissioned and voluntary sector organisations to establish reassurance that they are compliant with these expected safeguarding standards.

The S11 Audit is held once every two years and whilst there was no auditing in 2015/16, the CHSCB completed a range of related work including:

- S11 compliance work (where agency leads provided written confirmation of their ongoing compliance with S11 or otherwise)
- a specific piece of work focussing on S11 requirements and transport arrangements for children and young people
- a further staff survey and:
- the introduction of a S11 Peer Review programme.

SECTION 11 COMPLIANCE WORK

Organisations that undertook the full Section 11 audit in 2014/15 were asked to review their return in 2015 and confirm its current status. Feedback indicated an ongoing commitment to safeguarding, but notably four organisation who were self-assessing as partially compliant in 2014/15 had re-assessed themselves as being fully compliant.

A number of agencies were engaged for the first time in audit work and the response to both the full audit and compliance activity was positive. Overall, in 2015/16, the self-assessed position of each borough (including cross-borough agencies) stands at:

- City of London – 7 agencies (54%) fully compliant and 6 (46%) agencies working towards full compliance.
- Hackney – 8 agencies (42%) fully compliant and 11 (58%) agencies working towards full compliance.

SECTION 11 TRANSPORT COMPLIANCE

As part of the CHSCB response to tackling CSE, reassurance work was undertaken focusing on the use of transport services for children, young people and families. The Board contacted the partnership seeking assurance that all services (either in-house or commissioned) that provided transport for children and young people had been commissioned with specifications that clearly set out their safeguarding responsibilities and that each service had completed a Section 11 audit.

The majority of partner agencies did not commission transport services. In City of London, the commissioning team had recently undertaken extensive work to review all of their commissioning contracts for services to include safeguarding. In Hackney, the new joint commissioning framework (which included HLT, CYPS, Public Health and Health and Community Services - Adult Services) had just been implemented and had a robust focus on safeguarding. The framework was disseminated to partners as an example of good practice.



City & Hackney - As a recommendation from the original report, a set of minimum standards for safe commissioning was developed in partnership with the London Borough of Hackney and the City of London

Commissioning Team. The minimum standards provide clarity to both commissioners and contractors of services as to what must be considered when engaging external services. The standards are available on the CHSCB website and partner agencies will be updating on implementation within their own organisations back to the Executive Groups.

S11 PEER REVIEW

In 2015-16, the CHSCB introduced a Peer Review process for Section 11 audit returns to help partner agencies reflect on and improve safeguarding services for children and young people.

Homerton University Hospital NHS Foundation Trust (HUHFT) was the first CHSCB agency to participate in the process. In October 2015, a Peer Review Team consisting of the Senior Professional Advisor, a Board Member and a Lay Member reviewed the Homerton audit return and scrutinised documentary evidence. An on-site visit was undertaken to meet key members of staff, followed by a 'walkabout' to directly engage front-line staff on a variety of wards.

The full report ([available here](#)) notes that the Section 11 audit was an accurate reflection

of the safeguarding arrangements in place. Governance was deemed appropriate and strong leadership in place. Front-line staff were keen to demonstrate their knowledge and reflected a keen sense of pride in the positive work undertaken.



City & Hackney - Recommendations subsequent to the Peer Review are monitored by the Quality Assurance Sub-Group and to date HUHFT has reviewed job descriptions to strengthen both the narrative and profile of safeguarding children and scheduled six monthly dip samples audits of referrals made to CSC. HUHFT are also in the process of appointing a non-executive director to its safeguarding sub-committee.

MULTI-AGENCY CASE AUDITS



“Learning from audits is carefully fed back to staff and findings are incorporated into additional courses in the training and development offer.” City and Hackney Ofsted reports 2016

The CHSCB multi-agency case auditing has identified numerous examples of positive safeguarding practice being undertaken by the partnership. Lessons have also been identified that have led to tangible improvements. **Systematic multi-agency case auditing** allows the CHSCB to deliver one of the best learning opportunities for front-line workers; directly engaging them in a process that reflects upon, assesses and measures the quality of professional practice. The CHSCB continues to operate a consistent and regular 6 monthly multi-agency case file audit process, which is carried out across the City of London and Hackney. A total of four multi-agency audits were carried out in 2015/16, with an additional sample of cases in Hackney being audited as part of the pilot Joint Targeted Area Inspection in December 2015. All audits result in an outcome focussed action plan that the QA Sub Group use to track and evidence improvements in front-line practice.

CITY OF LONDON - EARLY HELP AUDIT

Strengths - The following strengths were identified in the cases audited;

- **Good multi-agency working.**
- **Team around the Child (TAC) meetings in the City of London are effective.**
- **Professionals working in partnership with the parents.**

KEY LESSONS FOR PROFESSIONALS



Consideration of disability - A mother's hearing disability was not taken into consideration when receiving diagnosis at her GP surgery.





Do you consider and respond to the additional needs of children, young people and parents who use your services?



Case management and supervision - There was evidence of good initial management oversight although inconsistency led to drift and another case noted gaps in supervision records.

Managers – how do you ensure oversight of cases within your service? Are supervision records up-to-date and management decisions clearly recorded?



Handovers - In one case, the current Health Visitor did not receive a full handover from the previous Health Visitor in another borough.

When receiving a new case, do you seek out missing information? When transferring a case, do you ensure that a full handover is provided?



Application of thresholds - This was noted as an area that agencies needed support in helping them understand how and why certain decisions are made.

Do you make reference to the City Of London Threshold of Need tool in your day to day work? [Download a copy here](#)

CITY – “JOURNEY OF THE CHILD” AUDIT

Strengths - The following strengths were identified in the cases audited;

- Good communication and information sharing between agencies - A specific example of child-focused practice was identified when a hospital visit prompted a health professional to identify the need for CAMHS involvement.
- Professionals’ maintaining a focus on the child.
- Strong professional relationships being maintained with families.
- Use of escalation to resolve non-attendance of an agency at an Initial Child Protection Conference.
- Early identification of risk from health professionals
- A flexible service being offered to mother by midwives - pre-birth services and discharge planning was undertaken in a smooth and child focused way.
- Appropriate use of the mother and baby unit
- Multi-agency partnership communicating and engaging in this case, including Housing and Adults Services.



- Professionals worked in a prompt and effective manner to alleviate a wider issue for the family - in this case housing.
- Professional’s awareness and consideration of a safe place to undertake work with mother on domestic violence safety planning.

KEY LESSONS FOR PROFESSIONALS



Focus on the Child - This case highlighted the challenge that professionals face when dealing with litigious families. Professionals can be drawn into spending time and focus on amending reports / documentation and in effect being distracted from the needs of the child.

When working with litigious families reflect on whether you are:

- being drawn into alliance with one parent over another?
- ‘paralysed’ by parental influence, affluence or legal proceedings?
- considering the impact of the parents acrimonious relationship on the child?

Seek support in supervision and ensure your focus remains firmly on the child.



Use of Medical Chronologies - This case highlighted the responsibility of GPs to coordinate medical chronologies. This is particularly helpful to gain a picture of pattern or issues for children / families who present to various health services.

GPs – Do you coordinate medical histories to help you identify patterns or issues that



require escalation and/or referral to CSC?

All professionals - if you have unresolved concerns about the response by health in any case, this can be escalated to the Designated Nurse at City and Hackney CCG.



Parents with additional needs - This case highlighted the potential risk of professionals becoming too focused on a parent with additional needs.

Do you seek specialist advice when working with a parent with additional needs?
Are you 'thinking family' and speaking to the right professionals with the right expertise to help?

Are you discussing these cases in supervision and reflecting on a 'think family' approach to make sure everyone who needs to be involved is involved?



Effective management of meetings - This case proved challenging as professionals felt time was spent during meetings focusing on father needs, which distracted from focus on the children.

Chairs - Do you plan ahead and consider how you will manage potential disruptions caused by parents or partners?

Do you set the tone in the initial meeting and ensure the focus is on the child as well as parental issues?

Are you confident in challenging parents and professionals, where focus on the child has drifted?



Effective management of meetings - This case proved challenging as professionals felt time was spent during meetings focusing on father needs, which distracted from focus on the children.



Empowering victims of Domestic Abuse - This case demonstrated the importance of 'thinking family' and getting the right support for parents.

Do you consider issues that impact on parental capacity?
Are you aware of services available for parents wanting to leave violent relationships?



Voice of the child / young person - This case highlighted the importance of capturing the voice of the child to ensure their views are heard and acted upon.

As part of your work with families, are you making sure you are talking to children and young people and listening to what they have to say?

Social Workers - do you explain to children in an age-appropriate way why you are involved with their family?

EARLY HELP AUDIT

Strengths - The following strengths were identified in the cases audited;

- **Clear examples of escalation.**
- **Professionals' considering long-term planning for young people with identified vulnerabilities.**
- **Positive multi-agency work with good packages of support coordinated through the MAT process. This helped families engage in universal services and improve outcomes for children.**

KEY LESSONS FOR PROFESSIONALS



Identification of the lead professional - In some cases with multi-agency involvement, the lead professional was not easily identifiable from case notes.

Is it clear from your case files who the lead professional is and how to contact them?



Information Sharing - The cases audited indicated issues around information sharing with agencies not always being informed of case developments or when services ended involvement.

Are you familiar with information sharing guidance?

If there is a change in your case, do you share within your agency and with appropriate partner agencies?

Are you aware of the CHSCB Escalation Policy? If not, read it **here** – it's important!



Early naming of neglect - The audits identified the importance of the early naming of neglect to help professionals focus on identifying potential risk. Professionals with concerns are encouraged to document through chronology work, use SMART plans with clear, child-focused actions and share information with appropriate agencies.

Are you familiar with the signs and symptoms of **neglect**?



If neglect is identified as a potential risk, do you use chronology work alongside information sharing with relevant agencies to build up a picture of concerns? Are your plans SMART and focused on the needs of the child? Are you clear on next steps if outcomes are not met?



Importance of supervision - The audits identified the importance of supervision to help professionals think through safeguarding concerns and responses.

Do you talk with a supervisor or colleague(s) to help think through concerns or situations where the relationship with the parent is detracting from focus on the child?



Use of interpreters - The audits identified the potential risk in using family members to interpret – important for practitioners to consider the context when using interpreters

Do you use professional interpreters or do you consider the context of the concern if you have to use a family member?

HACKNEY – “JOURNEY OF THE CHILD” AUDITS

Strengths - The following strengths were identified in the cases audited;

- **Persistence in promoting parental engagement by all agencies.**
- **Good inter-agency liaison and safety planning in domestic violence cases.**
- **Professional’s awareness of risk throughout the step down process (evidenced as new concerns appropriately escalated).**
- **Evidence of professional debate at Initial Child Protection Conferences with professionals having opportunity to discuss concerns and consensus reached.**
- **Proactive response by the GP as additional information sought to provide the context of issues.**
- **The case audited evidenced good engagement with family and multi-agency liaison as a range of professionals invited to the mental health discharge meeting.**
- **The case evidenced impact of multi-agency response as parental mental health has improved and a good package of support in place.**
- **Evidence of rapid response to concerns and insightful practice by GP and Mental Health Services who recognised the impact of parental mental health on the child.**
- **Evidence of School proactively seeking information where concerns were noted.**

KEY LESSONS FOR PROFESSIONALS



Context of concerns - The cases audited highlighted that when sharing or requesting information, it is important to give the safeguarding context to enable professionals to provide a proportionate response.

Do you appropriately communicate the safeguarding context when requesting information from other agencies?



Exploration of cultural issues - In one case, more documented work was needed to explore cultural issues around honour based violence. This is especially important if the worker and service user are from a similar background.

Do you explore cultural issues with parents and children/young people? If so, do you record clearly in the case file as a reference for other workers?



Transfer of school files - In one case, the receiving school was not aware of safeguarding concerns as had not received the transfer files.

Schools – Do you have a system in place to track transfer of files? Do you monitor and escalate if files are not received in a timely manner?

Are you aware of the CHSCB Escalation Policy? If not, read it here – it’s important!



Safeguarding concerns for disabled children - In one case it was noted that a Child with Disabilities Social Worker role was to review care packages on an annual basis.

If you have safeguarding concerns about a disabled child, a referral to Children’s Social Care is needed! Don’t assume regular contact with the child.

SINGLE AGENCY CASE AUDITS AND LEARNING

Partner agencies of the CHSCB have continued to operate a variety of single agency quality assurance frameworks to maintain oversight on safeguarding and promoting the welfare of children and young people. Well over 1000 audits were carried out on cases by partner agencies during 2015/16. Examples of this activity and the impact this had on safeguarding improvements are set out below.



East London NHS Foundation Trust - Quarterly audit programme across



inpatient and community services. 632 cases audited with four questions directly relating to children.

Example Audit Outcome: Although audit found assessments to be child focussed, IT systems have been updated on patient records to capture information in a systematic way.



City of London Children and Families Team - Five Early Help audits and an independently commissioned audit on all open (and eight closed) cases in Children's Social Care.

Example Audit Outcome: The Early Help Coordinator progressed developmental work to ensure that CAF practice was understood. The Early Help Sub-Group also progressed understanding amongst partners around information sharing and consent in CAF quality assurance processes. Following the independently commissioned audit, a review was undertaken to help improve efficiency and effectiveness of administration processes with the aim of relieving pressure on social work time.



Hackney Children and Young People Service - 239 case audits and 3 case review days in Children's Social Care, 28 case audits in Youth Justice and 129 case audits in Young Hackney.

Example Audit Outcome: Audits prompted circulation of guidance to staff on the importance of prompt and consistent record keeping. Audits also prompted quarterly update training on keeping up-to-date chronologies. A series of lunchtime seminars, presentations at the Consultant Social Worker Forum and an article in the CYPS Learning Bulletin highlighted good practice in working pro-actively with fathers and perpetrators of domestic abuse.



Homerton University Hospital NHS Foundation Trust – A variety of audits undertaken including: safeguarding children in cases of domestic violence: child protection supervision; routine enquiry re domestic violence in maternity settings and what happens to young people referred to CSC following an attendance at A&E.

Example Audit Outcome: The Child Protection Supervision audit recommended that new cases are discussed at the next CP supervision; protected time for supervision maintained; cancelled supervision sessions documented and risk assessments completed prior to supervision. The audit on routine enquiry regarding domestic violence in maternity

settings recommended exploring barriers to women being seen alone for part of their booking appointments.



Hackney Learning Trust - A wide range of audits undertaken including 24 full safeguarding audits in schools and early years settings, 80 Court Strategy Meetings and register checks in schools to identify children missing from education, persistent absentees and patterns of absence (in particular reviewing vulnerable children such as LAC, CP or SEN).

Example Audit Outcome: Key lessons identified from schools audits including implementing code of conduct for staff, improving parental engagement and providing more information on the Hackney Child Wellbeing Framework. Follow up audits offered to ensure recommendations have been actioned, their impact and to offer further support.

PERFORMANCE DATA



“The data set is clear. It represents all agencies’ contribution to safeguarding, and fully supports an understanding of effective practice across the whole partnership.” City & Hackney Ofsted reports 2016



The City – Low Rates of Contacts & Referrals: In 2014-15, the low rates of contact and referrals were escalated to the CHSCB City Executive and a programme of work followed which coincided with the revision of the City of London Thresholds of Need tool. Partnership briefing events were also co-ordinated by the City of London Corporation and supported by the CHSCB to deliver key information to a range of professional groups.

As of quarter 4 2014-15, an increase in activity was seen which has been subsequently sustained. During quarter 1 2015-16, the Children and Families Team (CFT) Hub received 70 contacts. This was a 118% increase on the previous quarter and equated to 86.42% of the total number of contacts received during 2014/15. The number of referrals was 24 which exceeded the total across 2014-15 (20).

At the end of quarter 4 2015-16, increased activity was noted as follows:

- 277 contacts and 57 referrals (compared with 81 contacts and 20 referrals in 2014/15),
- 13 contacts from schools (compared with 6 in 2014/15)



- 9 contacts from Health Visitors (compared with 4 in 2014/15)
- **170 contacts from the police (compared with 30 in 2014/15) – this reflects a change in CFT protocol whereby Police notifications for any CYP (regardless of residence) are recorded as a contact to allow cross reference with MASE activity**

The conversion rate of contacts to referrals in 2015-16 (20.6%) has slightly decreased from 2014/15 (24.7%).

There remains a noted lack of contacts from CAMHS, school nurses and GPs and ongoing monitoring is undertaken by the QA Sub-Group. Activity to review and increase contacts included:

- **The City of London commissioning an independent safeguarding audit into the independent schools. Tracking work to identify all schools and colleges attended out of borough to enable role out of City Thresholds Guidance to both these institutions and the relevant School Nursing teams.**
- **The CHSCB scheduling a peer review at The Neaman Practice.**



Hackney – Children with Disabilities: The number of CIN with a disability increased from 174 in 2014-15 to 251 in 2015-16. This was seen to be positive and reflecting more families engaged and accessing services at an earlier point.

Alternately, the percentage of children and young people on a CP plan who have a disability was 2.7%, an increase from 0.9% in 2014/15. Although there is no comparative national or statistical neighbour data, this was seen as low. NSPCC research also notes children and young people with disabilities are underrepresented in child protection statistics.

The Hackney Ofsted report (2016) noted that “the board has rightly recognised and challenged the low number of children with disabilities subject to child protection plans and has undertaken a multi-agency audit.”

Following learning from the Case K local review, local intelligence (as above) and a CYPS Case Review day focussing on children with disabilities and safeguarding, it was agreed to undertake the first multi-agency case audit round in 2016-17 with the theme of children and young people with disabilities and special educational needs. Work is also ongoing to engage safeguarding boards in neighbouring boroughs to comparative data.



Hackney – Low prosecution rates: The QA sub-group, in correspondence to the MPS and Criminal Prosecution Service, requested additional narrative

around the rate of prosecutions for child abuse in 2014 (497 criminal offences reported and 12 successful prosecutions). The response indicated that Police procedures require every contact to be recorded as an offence (much in the same way as CYPS record all contacts) which contributes to the low proportion rate for prosecutions. Ongoing correspondence and challenge highlighted the complexity of recording this data and the issue was raised with The London Safeguarding Board. The London SCB was also considering the issue and invited the CPS to attend and present at their pan-London sub-committee. Hackney conviction rates are around 70% which is consistent with the London conviction rate in 2014-15 (66.6%) and 2015-16 (66.8%).

FRONT-LINE INTELLIGENCE

The CHSCB staff survey in 2015 was able to take on a broader focus and was designed to measure progress against the 2014 survey and test awareness of learning from reviews and local priorities.



The survey was targeted at staff working directly with children and young people and first-line managers. In total, 495 responses were received: 382 from Hackney, 62 from City of London and 51 working cross-borough.

Findings included:

- **Confidence in identifying children who would benefit from additional services.**
- **High level of confidence in knowledge of procedures for referring a child to early help or child in need/ child protection services.**
- **Over half of respondents had heard of the CHSCB Escalation Policy.**
- **Confidence in alertness to the risks of CSE and possible signs.**
- **Confidence in ability to identify neglect.**

The CHSCB also ran a separate survey in the City from the 17th August to the 7th September 2015 asking staff about their understanding of the Threshold tool, their understanding of Private Fostering and LADO, and their ability to recognize the signs and symptoms of child sexual exploitation and make a referral to the City MASE. 69 practitioners responded from across the partnership, 27 of which came from agencies that work both in the City and in Hackney. Of these 20.3% or 14 out of the 69 did not work directly with children.



Findings from the survey indicated a need to further promote awareness of Private Fostering. This intelligence led to the City exploring different ways in which a higher level of awareness could be achieved, beyond the usual



production of leaflets / posters and training provision. As a result, the City has recently introduced a bespoke Private Fostering App that provides a sustainable solution for awareness raising and training.



Findings also identified a need to further promote The Threshold Tool. Through targeted training, the City's multi-agency partnership events and regular messaging by the City of London, partners and the CHSCB awareness has improved. Ofsted's subsequent inspection identified "Partners report a clear understanding of thresholds, and this is supported by close partnership working.

A range of visits undertaken by Board members and Participant Observers (lead members) during 2015/16 provided staff with visible leadership and created opportunities to share perspectives, whilst ensuring senior leaders remained alert to the realities of frontline safeguarding.



The City - The lead member for children's services in the City takes a direct interest in practice. Over the past year, he attended a step-down meeting, a child protection conference and a multi-agency sexual exploitation (MASE) meeting.



Hackney – The lead member for children's services has been unwavering in her focus to understand the pressures facing the front-line and observed a Unit meeting, fostering panel and engaged in a case review day with staff to analyse the quality of practice and casework.

Priorities going forward:

The CHSCB still requires a more structured approach to capturing the learning from such front-line visits and has requested details be included in partner agency updates to the Board, considered at each meeting. This area will be subject to ongoing scrutiny

EXTERNAL LEARNING

The CHSCB is a learning organisation and is constantly looking outwards to identify relevant learning opportunities that may help assist in its role of co-ordinating and ensuring the effectiveness of the safeguarding systems across the City of London and Hackney. Over 2015/16, a number of national reviews and inspection reports were considered by the CHSCB, with Board members reflecting on their relevance to local safeguarding arrangements. Links to NSPCC thematic briefings and wider learning from

other LSCBs continued to be disseminated to front-line staff via CHSCB training and TUSK briefings. Two specific examples that illustrate this approach are set out below:



City & Hackney: In 2015/16, the SCR Sub Group considered a case review that had been undertaken in another LA area. There had been historical engagement with the family by Hackney CYPS. The learning from this review resulted in the CHSCB undertaking a piece of work to clarify and disseminate the pathways that practitioners should follow when engaging with overstaying families.



City & Hackney: During 2015/16, The inquest into the death of a child resulted in the coroner issuing a 'Regulation 28 – Prevention of Future Deaths' report to a school regarding strengthening Individual Health Care Plans for pupils. Rather than this learning remaining with this one school, the CHSCB communicated the learning to the wider education network in both the City of London and Hackney.

Schools were reminded of the importance of annual reviews and particular instructions in regard to individual pupils' medical conditions (and whether such instructions are accompanied by photographic images of that child). Each school was advised to determine their own approach to ensuring access to such information taking into account the following advice: "If such information is determined as appropriate and in the child's best interests to be displayed, it should be in an area of the school that is secure and accessed only by those professionals who require such information. It should not be displayed in common areas or those areas of the school that are frequented by other pupils, parents or visitors to the school."



Child Death Overview Panel



Arrangements for the review of child deaths are highly effective.

The Child Death Overview Panel (CDOP) is chaired by the Director of Public Health and enables the CHSCB to carry out its statutory functions relating to child deaths. The full CDOP Annual Report for 2015/16 can be found [here](#).

CDOP FACTS AND FIGURES 2015/16

- A total of 235 deaths of children and young people have been reviewed since April 2008
- There were 21 deaths of children and young people who lived in Hackney (a decrease from 35 in 2014/15)
- 12 of these were unexpected deaths
- 0 deaths of children and young people who lived in the City of London (the same as in 2014/15)
- 23 cases reviewed by CDOP in 2015/16 (22 cases were completed, one is open pending final review by the CDOP)
- The rate of infant mortality (deaths of children under the age of 1) in Hackney has decreased to 5.6 per 1000 live births. This follows an increase from 5.5 per 1000 live

births in 2013/14 to 5.7 in 2014/15

The rate of deaths of children and young people aged 1-17 in Hackney increased to 15.8 in 2015/16 – this remains above the national average of 12 per 100,000. This follows a decreased rate of 16.3 per 100,000 in 2013/14 to 12.8 in 2014/15. As part of its functions, the CDOP is required to categorise the preventability of a death by considering whether any factors may have contributed to the death of the child and if so, whether these could be “modified” to reduce the risk of future child deaths.

During 2015/16, the CDOP identified modifiable factors in only one (9%) of the deaths classified as unexpected. Whilst 9% is lower than the national average of 24% classed as having modifiable factors, the numbers locally are small (one death = 9%) and so this is not statistically significant. The CDOP is confident that all cases are reviewed comprehensively, and that professional challenge remains a central part of the review process.



CDOP IMPACT 2015/16 – IMPROVING CHILD SAFETY, CHILD WELFARE, AND THE CDOP PROCESS



Sharing Learning and Recommendations from Inquests: The CDOP identified that Post Mortem reports contained a lot of information that was vital to CDOP's initial investigations. It was agreed with the Coroner that Post Mortem reports would be shared with the CDOP at an appropriate time, which will allow the CDOP to conduct more thorough investigations in a timely manner.



Working Together and Sharing Learning: The CDOP identified the need to discuss a range of issues with the Senior Coroner. This meeting has taken place with one outcome being that all future Regulation 28 "Prevention of Future Deaths" reports prepared by the Coroner will now be shared directly with the CDOP. This will allow the CDOP and CHSCB to more widely circulate any related learning.



Long Term Health Conditions: The CDOP identified that when a long term health problem was diagnosed in a child in a GP or Out-Patients setting, this was often not communicated to school nurses as there was no system in place to do so. This issue has been raised with all GPs in the borough by the Hackney and City Clinical Commissioning Group (HCCCG), and will ensure an additional safety net for children who may need unexpected emergency care in the school setting, by allowing professionals to plan for and train to provide this.



Choking: It was brought to the CDOP's attention that some toddlers in England had been choking on small food products. Although no choking related deaths had taken place in City & Hackney, choking safety posters were sent to all children's centres, nurseries, playgroups, and child-minders in the borough. The aim of this is to help prevent deaths related to choking, and to promote food safety around toddlers.



Regulation 28 Reports: The CDOP Coordinator regularly scrutinises all Regulation 28 reports nationally for child deaths and shares learning through the CDOP members' network locally. This allows greater learning from child deaths nationally and can allow the CDOP to proactively implement measures to prevent local child deaths.





Training & Development



The board delivers a comprehensive range of training for managers and practitioners relating directly to multi-agency improvement priorities

The CHSCB remains confident that single and multi-agency training continues to be of high quality, is valued by participants and is helping contribute towards positive outcomes for children and young people. The training opportunities offered by the CHSCB are designed to meet the diverse needs of staff at different levels within the wide range of organisations that work with children, young people or adult family members. Supported by a **Multi-Agency Training Strategy** that was refreshed in early 2016, the CHSCB training programme focuses on areas of practice prioritised by the Board, with learning from local and national case reviews fully integrated into the training material.

CHSCB MULTI-AGENCY TRAINING PROGRAMME SUMMARY 2015/16



The number of recorded places taken up this year has been sustained at previous levels. Whilst positive, there has been a noted reduction in the attendance of some agencies compared to 2014/15.



City - As a result of increased focus in the City, the number of places taken up by City agencies rose from 56 in 2014/15 to 144 in 2015/16. Training courses and learning sessions were held within the City of London to encourage greater participation from City of London workers and City agencies continued to attend courses that were held in Hackney. Through 2015/16 and into 2016/17 the CHSCB has strengthened links with colleagues in the City of London by providing support to Corporation staff facilitating training events there and in sourcing new trainers from within the City of London area so that the unique demographic of the City is recognised and provided for fully within CHSCB training.



Hackney - In 2015/16 there was a substantial decrease in attendance to CHSCB training from Hackney Children & Young People's Services staff, with only 77 people attending training as opposed to 179 in the previous year. The account for the reduction was explained by CYPS to relate to a staff restructure that took place between June and December 2015. Furthermore, CYPS also offers similar courses to its staff around subjects such as safeguarding and domestic violence. In the first 2 quarters of 2016/17, increases in attendance by Hackney CYPS staff have been noted.



Hackney - Continued commitment from Hackney Housing to ensure its staff are training saw increase in attendance experienced through 2014/15 sustained into 2015/16. Again this year, training for housing operatives continued to be further supplemented by bespoke training delivered by the CHSCB to 368 housing operatives.



AGENCY ATTENDANCE AT CHSCB MULTI-AGENCY TRAINING

Agency	2013/14	2014/15	2015/16	Trend
CAFCASS			1	↗
CHSCB			18	↗
City of London Corporation	30	56	144	↗
City & Hackney Clinical Commissioning Group	7	18	18	↔
East London NHS Foundation Trust	19	75	79	↗
Hackney Learning Trust	53	50	146	↗
Health Other			14	
Homerton University Hospital NHS Foundation Trust	75	74	175	↗
Independent Sector	6	8	98	↗
LBH: Children and Young People's Service	298	286	116	↘
LBH: Housing	16	46	53	↗
LBH: Health & Community Services	11	36	19	↘
LBH: Other	2	79	1	↘
LBH: Public Health			22	↗
LBH: Schools & further education services	82	150	95	↘
London Metropolitan Police	1	13	10	↘
London Probation Service	19	16	11	↘
Voluntary & Community Sector	299	478	386	↘
Whittington Health			18	↗
Total Attendance:	918	1385	1424	↗

In addition to the standard **training programme**, the CHSCB also deploys its Community Partnership Advisor to deliver bespoke learning opportunities to a range of different stakeholders. This enables the CHSCB to directly extend its reach and influence to further improve the effectiveness of local safeguarding arrangements

TRAINING BY THE CHSCB COMMUNITY PARTNERSHIP ADVISOR 2015/16

In addition to the main **training programme**, the CHSCB also deploys its Community Partnership Advisor to deliver bespoke learning opportunities to a range of different stakeholders. This enables the CHSCB to directly extend its reach and influence to further improve the effectiveness of local safeguarding arrangements. The Community Partnership Advisor delivered introductory Children's Safeguarding Training on 31 occasions to 511 representatives from 33 different organisations in response to requests for bespoke training from Hackney Homes, the Community, Faith and Voluntary Sectors.

Voluntary Sector	116 participants
Hackney Homes	368 participants
Early years & Education	27 participants

EVALUATION AND IMPACT OF TRAINING

“The board regularly monitors the effectiveness of its training courses. This includes observation of trainers, post-course evaluation, staff surveys and random telephone calls to participants and their managers to assess how learning has influenced their practice.” City & Hackney Ofsted reports 2016

Working Together 2015 requires that LSCBs monitor and evaluate the effectiveness of training, including multi-agency training, for all professionals in the area. The CHSCB has in place a **Training Evaluation and Analysis Framework** to help it do this. Through this process, the CHSCB is able to review the quality of training and form a view on the difference it is making towards improved outcomes for children and young people.

The CHSCB recognises that training, however, is only one way in which practitioners develop expertise; with learning often being the result of a complex set of experiences that include the quality of line management, effective and reflective supervision, peer support and self-learning. As such, it will be invariably challenging to judge a direct correlation between the training someone has received and its sole impact on practitioner safeguarding skills and improved outcomes for children and young people.



Despite these limitations, the CHSCB remains confident that the training programme continues to strengthen the partnership response to safeguarding; evidenced through the good practice seen in audits, direct front-line practice observations, the scrutiny of partnership performance data, feedback from children and families and comments from training participants themselves. A range of participant evaluations are set out in this report with the full assessment of the quantity, quality and impact of training being available in the **CHSCB Multi-Agency Training Annual Report for 2015/16**.

SAME-DAY EVALUATIONS

All training participants are asked to complete a same day course evaluation form. In 2015/16 all attendees of training courses were asked to complete a same day course evaluation form. From the 878 places taken up a total of 836 forms were completed (95% completion rate – an increase from 90% in 2014/15). These same-day evaluations provide an immediate assessment on the courses delivered with questions covering areas such as content, style, venue and the quality the trainer. Importantly, the evaluation also asks participants to consider whether or not the training will impact on their ability to safeguard children and young people. 92% of those attending CHSCB training over 2015/16 considered that it would.



“I used this learning at developmental reviews and home visits to assess mother and child bonding and attachment. For younger children with limited oral communication, the learning helped develop my skills in assessing the child's non-verbal communication. For example, at a home visit to a 6 months old child and mother with postnatal depression, I was able to identify subtle behaviours between mother and child that indicated poor attachment and bonding”. Student Health Visitor, Homerton University Hospital, 15th May – ‘Improving practice in communication with children & young people’

POST COURSE EVALUATIONS

PARTICIPANT FEEDBACK

- I work as part of the Safeguarding team in my school so have used the learning from this on numerous occasions. **For instance we referred to CSC for a student that reported violence from mother.**
- I had concerns about a child's welfare after a visit to a property. The tenant had one child living with her and was expecting a second child. When I visited the tenant had her mother staying to help out. However the property was very untidy and I had concerns over hygiene. There also appeared to be a smell of drugs in the property. **As**

a direct result of the training, the situation prompted me to raise my concerns with FAST and from that initial discussion I made a formal referral.

- **I would say I'm better at spotting potential safeguarding issues,** it's helped me to network better with other professionals and open more lines of communication. It's also allowed me to take more of a lead role when liaising with social care over potential referrals and it keeps me up to date with the statutory framework.
- **I have used the training to ensure proper checks are done when going through pre-employment checks for new starter working in a safeguarding environment.**



To further strengthen the evidence of impact over 2015/16, the CHSCB incorporated an extra stage to the 3 Month Post Course Evaluation process, contacting a sample number of delegates and their line managers to get feedback at both levels. Managers are asked whether the training their staff attended had influenced their practice in regards to safeguarding children and young people.

MANAGER FEEDBACK

- It improved his awareness, helped him to recognise types of abuse both in children but also in adults too. He was at a safeguarding panel meeting last week and was very complimentary about the training, he really enjoyed it!, **Head teacher**
- She has demonstrated professional curiosity within her work as the co-ordinator for the team. She is now considering CSE when a teenager may be referred for a child protection medical. She is now able to contribute to case discussions, **Senior Nurse**
- Yes, I'd say it has. It's made her reflect and think more about the families she works with or is going to work with. It's been almost like a diagnostic. **Nursery centre manager**
- Yes, she found it really interesting, I think she gained a lot from attending, it helped her to reflect on a case which she discussed with me. **Service Manager**
- I'm sure it has made a difference though not able to give a specific example, she has cascaded what she learnt to colleagues/family support team, and it's helpful that the learning has come direct from the Board so it's relevant. Everyone that's been on CHSCB training, colleagues and myself included have found it really helpful, useful and well presented. **Children centre Manager**

PRIORITIES GOING FORWARD

- Continue to strengthen the training evaluation and measuring of impact through engagement of managers in the process.
- To review the training provided into schools
- Strengthen oversight on single agency training
- To identify other training models (such as e-learning/ Apps / lunchtime learning)
- Develop courses that focus on the Key Developmental Milestones in Adolescence and the Impact of Abuse / Harmful Sexual Behaviours / developing an understanding sexual offending and how to protect children and young people
- To focus on increasing the numbers of places taken up from City of London specific agencies.
- To identify models that support agencies in their understanding of each other's roles.





Priorities for next year & beyond



Children and young people in the City of London and Hackney are seen, heard and helped; they are effectively safeguarded, properly supported and their lives improved by everyone working together

Our strategic intent in making our collective vision a reality is set out in our **Business Plan for 2015/17**, developed following a process of robust partnership dialogue across the City of London and Hackney. Two additional priorities were formally identified in 2015/16 to enhance our work on **safeguarding children in the context of their access to technology and social media and strengthening our oversight and safeguarding interventions across the diverse communities of the City & Hackney.**

PRIORITY 1: THE LOCAL SAFEGUARDING CONTEXT

Outcome: Outcome: The CHSCB and partner agencies focus on what really matters in local areas – **context is key**. Children and young people at risk of specific vulnerabilities in the City of London and in the London Borough of Hackney are seen, heard and helped. They are effectively protected from harm by robust and coordinated multi- agency intervention and support.

Actions: Partners will deliver comprehensive strategies that tackle the identified safeguarding priorities of the City of London and the London Borough of Hackney; and evaluate their impact on children and young people.

- Neglect / Domestic Violence / CSE / Children Missing from Care, Home and Education / Preventing Radicalisation / FGM
- **Safeguarding children in the context of their access to technology and social media**
- **Strengthening our oversight and safeguarding interventions across the diverse communities of the City & Hackney**



PRIORITY 2: EARLY HELP & EARLY INTERVENTION

Outcome: Children and young people receive **effective early help** and appropriate interventions when needs are identified and/or problems arise.

Actions: Partners will further evaluate the effectiveness of early help arrangements across both the City of London and the London Borough of Hackney

PRIORITY 3: STRONG LEADERSHIP & STRONG PARTNERSHIP

Outcome: The CHSCB leads the safeguarding agenda, challenges the work of partner organisations, and commits to an approach that learns lessons, embeds good practice and is continually influenced by children, young people and their families.

A key focus within Priority 3 is how the CHSCB and partner agencies commit to **Making the Invisible Visible**. This reflects the importance that the CHSCB and partner agencies apply to **ALL** children and young people living in the City of London and Hackney being seen, heard and helped.

Actions:

- The CHSCB and partners will successfully deliver against the Business Plan and associated work plans.
- Continue to strengthen the governance interface between the CHSCB and other key strategic forums and Chairs.
- Maintain the CHSCB Learning & Improvement Framework; scrutinise & challenge performance; identify, disseminate and embed lessons; engage with children, young people and families and evaluate the impact on outcomes.
- To communicate and raise awareness about safeguarding to individuals, organisations and communities.





Technology & Social Media



The CHSCB business plan and the approach that flows from it ensures that the collective resources and combined efforts of both areas focus on developing and delivering services that meet the needs of the children they seek to safeguard. Critically, the CHSCB does this in the context of children's lives; at home, in care, in education and health, with family and friends and in all the offline and online spaces they frequent. This approach has ensured an acute, relevant and effective focus in both the City and Hackney.

The CHSCB recognises that children's access to technology and use of social media is not novel and distinct, rather it is fundamentally integrated in the lives of young people. We further recognise that the context within a child's offline life; neglect, emotional or physical abuse or living in the shadow of abusive relationships is often reflected in the online 'digital footprint' children, young people and many adults now create.



We have therefore discarded the development of an e-safety strategy on the basis of its singular focus on technology and will instead, be developing a strategy and suite of supporting documents focused on safeguarding children and young people within the context of their real lives and their access and use of technology.

In the toolkit supporting this strategy, professionals will be provided with policy, guidance and checklists that will assist safeguarding professionals identify and support children and young people in need of help and protection.



“City - The Board's commitment to innovation with regards to technology was key to the launch of the Private Fostering App in the City London. This App provides users with relevant practice guidance supporting the identification of private fostering arrangements, alongside “confidence tests” and a training module. The App produces digital certificates on the successful completion of training and will no doubt be a sustainable awareness raising tool and CPD resource for staff going forward.



Hackney - A ‘Missing’ App initiative is in development with the local MPS Borough command. This geo-location based technology will alert officers to potential locations of interest involving specific missing children. The pilot will focus on fast time and discreet information sharing between care providers and police in order to speed up their ability to relocate and safeguard young people who frequently go missing from care.



What you need to know



 WEBSITE WWW.CHSCB.ORG.UK

 FOLLOW US ON TWITTER [@LSCB_CHSCB](https://twitter.com/LSCB_CHSCB)

CHILDREN AND YOUNG PEOPLE

- Nothing is more important than making sure you are safe and well cared for.
- As adults, sometimes we think we always know best...we don't..... and that's why your voice is so important.
- This is about you and we want to know more about how you think children and young people can be better protected.
- We want to talk to you more often and we want to know the best way to do this..... please help.
- If you are worried about your own safety or that of a friend, speak to a professional you trust or speak to ChildLine on **0800 1111**

childline

ONLINE, ON THE PHONE, ANYTIME

PARENTS AND CARERS

- Public agencies are there to support you and prevent any problems you are having getting worse...Don't be afraid to ask for help.
- Tell us what works and what doesn't when professionals are trying to help you and your children.
- Make sure you know about the best way to protect your child and take time to understand some of the risks they can face.
- You'll never get ahead of your child when it comes to understanding social media and IT – but make yourself aware of the risks that children and young people can face.

THE COMMUNITY

- You are in the best place to look out for children and young people and to raise the alarm if something is going wrong for them.
- We all share responsibility for protecting children. Don't turn a blind eye. *If you see something, say something.*
- If you live in Hackney, call the **First Access Screening Team (FAST)** on **0208 356 5500**
- If you live in the City, call the **Children & Families Team** on **0207 332 3621**
- You can also call the **NSPCC Child Protection helpline** on **0808 800 5000**

FRONT-LINE STAFF AND VOLUNTEERS WORKING WITH CHILDREN OR ADULTS

- Make children and young people are seen, heard and helped... whatever your role.
- Your professional judgement is what ultimately makes a difference and you must invest in developing the knowledge, skills and experiences needed to effectively safeguard children and young people. Attend all training required for your role.
- Be familiar with, and use when necessary, the Hackney Wellbeing Framework and/or The City of London Early Intervention Framework to ensure an appropriate response to safeguarding children and young people.
- Understand the importance of talking with colleagues and don't be afraid to share information. If in doubt, speak to your manager.
- Escalate your concerns if you do not believe a child or young person is being safeguarded. This is non- negotiable.
- Use your representative on the CHSCB to make sure that your voice and that of the children and young people you work with are heard.
- If your work is mainly with adults, make sure you consider the needs of any children if those adults are parents.

LOCAL POLITICIANS

- You are leaders in your local area. Do not underestimate the importance of your role in advocating for the most vulnerable children and making sure everyone takes their safeguarding responsibilities seriously.
- Councillors Anntoinette Bramble (Hackney) and Dhruv Patel (The City of London) are the lead members for Children's Services and have a key role in children's safeguarding – so does every other councillor.
- You can be the eyes and ears of vulnerable children and families... Keep the protection of children at the front of your mind.

CHIEF EXECUTIVES AND DIRECTORS

- You set the tone for the culture of your organisation. When you talk, people listen – talk about children and young people.
- Your leadership is vital if children and young people are to be safeguarded.
- Understand the capability and capacity of your front-line services to protect children and young people - make sure both are robust
- Ensure your workforce attend relevant CHSCB training courses and learning events.
- Ensure your agency contributes to the work of CHSCB and give this the highest priority. Be Section 11 compliant.



- Advise the CHSCB of any organisational restructures and how these might affect your capacity to safeguard children and young people

THE POLICE

- Robustly pursue offenders and disrupt their attempts to abuse children.
- Ensure officers and police staff have the opportunity to train with their colleagues in partner agencies.
- Ensure that the voices of all child victims are heard, particularly in relation to listening to evidence where children disclose abuse.
- Ensure a strong focus on MAPPA and MARAC arrangements.

HEAD TEACHERS AND GOVERNORS OF SCHOOLS

- Ensure that your school / academy/ educational establishment is compliant with 'keeping children safe in education' (DfE, 2015)
- You see children more than any other profession and develop some of the most meaningful relationships with them.

- Keep engaged with the safeguarding process and continue to identify children who need early help and protection.

CLINICAL COMMISSIONING GROUPS

- CCGs in the health service have a key role in scrutinising the governance and planning across a range of organisations.
- Discharge your safeguarding duties effectively and ensure that services are commissioned for the most vulnerable children.

THE LOCAL MEDIA

- Safeguarding children and young people is a tough job.
- Communicating the message that safeguarding is everyone's responsibility is crucial - you can help do this positively.
- Hundreds of children and young people are effectively safeguarded every year across the City and Hackney.
- This is news.





The City & Hackney Safeguarding Children Board 2015/16



Independent Chair

Jim Gamble QPM



CHSCB Team

Rory McCallum
Angela Bent
Sandra Reid
Leethen Bartholomew
John Robinson
Kerry Littleford
Rosie Amies

Senior Professional Advisor
Board Manager
Business and Performance Manager
Community Partnership Advisor
Training & Development Co-ordinator
CDOP Co-ordinator
Board Co-ordinator



Participant Observers

Cllr Antoinette Bramble
Cllr Dhruv Patel

Lead Member for Children's Services, London Borough Hackney
Lead Member for Children's Services, City of London Corporation



Board Members

Ade Adetosoye
Chris Pelham
John Osibote
Doug Blackwood
Jeffrey Davies
Alan Wood
Sheila Durr
Sarah Wright
Anne Canning
Andrew Lee
Steve Bending
Jane Keeley
Janice Thomas
Simon Laurence
Catherine Edginton
Keith Paterson
Charlotte Graves
Penny Bevan
Kristine Wellington
Kim Wright
Jonathan Warren
Tony Madden
Tracey Fletcher
Marcia Smikle
Clare Highton

Community and Children's Services City of London, Director
Community and Children's Services- City of London, Assistant Director People
City of London Police, Detective Chief Inspector (left Sep 15)
City of London Police, Detective Chief Inspector (joined Dec 15)
City of London Police, Detective Chief Inspector (joined Dec 15)
Hackney Children & Young People's Services, Corporate Director (left Dec 15)
Hackney Children & Young People's Services, Assistant Director
Hackney Children & Young People's Services, Head of Service
Hackney Learning Trust, Director of Education
Hackney Learning Trust, Assistant Director
Hackney Safer Communities, Head of Service
Haggerston School, Headteacher
Sebright School, Executive Headteacher
Metropolitan Police Service – Hackney Borough, Borough Commander
Metropolitan Police Service – Hackney Borough, Detective Chief Inspector
Child Abuse Investigation Team, Detective Chief Inspector
Hackney Homes, Chief Executive
Public Health, Director
Hackney Council for Voluntary Services, Head of Safeguarding Children and Families
Hackney Health & Community Services, Corporate Director
East London NHS Foundation Trust, Director of Nursing
East London NHS Foundation Trust, Director of Specialist Services
Homerton University Hospital NHS Foundation Trust, Chief Executive
Homerton University Hospital NHS Foundation Trust, Head of Safeguarding Children
NHS City & Hackney Clinical Commissioning Group, Chair



Mary Lee	NHS City & Hackney Clinical Commissioning Group, Designated Nurse
Vanessa Lodge	NHS England, Director of Nursing
Karen Miller	Whittington Health, Head of Safeguarding
Alison Blakely	London Ambulance Service, Quality Governance & Assurance Manager
Zafer Yilkan	CAFCASS, Senior Service Manager
Linda Neimantas	London Community Rehabilitation Company, Assistant Chief Officer (left Dec 15)
Douglas Charlton	London Community Rehabilitation Company, Assistant Chief Officer (joined Mar 16)
Yannick MacKenzie	National Probation Service, Assistant Chief Officer (left Jun 15)
Stuart Webber	National Probation Service, Assistant Chief Officer (joined Sep 15)
Sally Glen	Hackney Lay Member
Shirley Green	Hackney Lay Member
Belinda Blank	City Lay Member
Mary Robey	City Lay Member



© CHSCB 2017

Date of Publication 23/01/17

Address: 4th Floor Hackney Learning Trust
1 Reading Lane
Hackney EH 1GQ

Website: www.chscb.org.uk

Email: chscb@hackney.gov.uk

Tel: 0208 356 4183

Twitter: @lscb_chscb



Seen | Heard | Helped
www.chscb.org.uk