



Priorities & Pledge

2020-21

For the next year, safeguarding partners have agreed on four strategic priorities that will underpin the work of the City and Hackney Safeguarding Children Partnership (CHSCP). These provide focus to ensure the right conditions are in place in which high quality safeguarding practice can thrive.

Our Vision

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 Principles

- **Safeguarding is everyone's responsibility.** As a partnership, we will champion the most vulnerable and maintain a single child-centred culture.
- **Context is key.** Capitalising on the unique opportunities presented by a dual-borough partnership, we will have an unswerving focus on both intra-familial and extra-familial safeguarding contexts across the City of London and the London Borough of Hackney.
- **The voice of children and young people.** We will collaborate with children and young people and use their lived experience to inform the way we work. We will regularly engage with them as part of our core business and ensure their voices help both design and improve our local multi-agency safeguarding arrangements.
- **The voice of communities.** Improving our understanding of the diverse communities across the CHSCP's footprint, we will regularly communicate with, listen to and engage local communities in the work of the CHSCP. We will harness their experience to both inform and improve the way we safeguard and promote the welfare of children and young people.
- **Enabling high quality safeguarding practice.** We will promote awareness, improve knowledge and work in a way that is characterised by an attitude of constructive professional challenge.
- **Fostering a culture of transparency.** We will enable the CHSCP to learn from individual experience and continuously improve the quality of multi-agency practice.

Our Priorities

Priority 1: Health & Stability of the Safeguarding Workforce

Outcome: Safeguarding partners and relevant agencies attract, retain, develop and support their workforce. A healthy and stable workforce contributes to high quality safeguarding practice.

Priority 2: The Voice of Children and Young People

Outcome: Multi-agency safeguarding practice reflects the lived experience of children and young people. The voices of children and young people are central to all aspects of intervention. These influence action and improve outcomes.

Priority 3: Getting the Basics Right

Outcome: Safeguarding practice in the City of London and Hackney is at least good. Children and young people are effectively protected from harm by early, robust, timely and coordinated multi-agency intervention and support.

Priority 4: The Appetite to Learn

Outcome: Safeguarding partners and relevant agencies are actively engaged in the CHSCP's learning & improvement framework. Leaders encourage the independent scrutiny of their safeguarding arrangements by the CHSCP, challenge performance and disseminate and embed lessons across their agencies.

A key commitment for the CHSCP remains in '**making the invisible visible**' and our focus on better understanding **vulnerability**. This reflects the importance that safeguarding partners and relevant agencies apply to **ALL** children and young people living in hard-to-reach groups and communities that are less engaged with public safeguarding services. It also includes a focus on improving outcomes for **ALL** people through close cooperation with other key strategic forums.

Our Pledge

Health & Stability of the Safeguarding Workforce

Without a healthy and engaged workforce, no agency can fully participate in and support the work of the partnership. The CHSCP will therefore seek to develop a better understanding of the pressures that staff and volunteers face and the steps that can be taken to mitigate them. This work will be undertaken in the context of what we know about the current conditions - organisational change and restructure, reduced resourcing levels and increased demand. It will include regular evaluation of workforce stability, its capacity and the support available to help deliver consistently high quality practice.

The Voice of Children and Young People

We will support and enable a culture of working that routinely seeks out and reflects the voices of children and young people. This will include the CHSCP engaging directly with children and young people. The lived experience of local children and young people and their voices will be evident in the policies we create, the practice we review and the communication channels that our wider partnership creates. Importantly, it will be evident in our multi-agency casework and our intervention to improve the outcomes of children and young people.

Getting the Basics Right

Whilst committed to driving change and innovation, the CHSCP is aware that good practice begins with getting the basics right. We will maintain a focus on ensuring that such basic principles are embedded in our work. This will include an emphasis on issues such as the effectiveness of multi-agency meetings, ensuring that not only that the right agencies attend, but that they send the right people and share relevant information. We will concentrate on issues such as identifying and responding to neglect, the timeliness of engagement, maintaining good records and the application of strong visible leadership.

The Appetite to Learn

We are committed to maintaining our improvement journey and to that end, we will actively seek out and embrace opportunities to learn. We will refocus our quality assurance activity and ensure our commitment to undertaking local reviews is maintained, whilst capturing opportunities to learn from others. We will routinely revisit the action plans of previous reviews to ensure that identified improvements are reflected in contemporary partnership practice. Critically we will respect the independent scrutiny role of the Independent Child Safeguarding Commissioner, the right to 'roam', the right to ask difficult questions and the right respectfully challenge. Whenever required, safeguarding partners and relevant agencies will provide whatever information they can to address a relevant enquiry or concern.

Vulnerability & Making the Invisible Visible

The CHSCP will seek to better understand the vulnerabilities that can negatively impact on the outcomes for children and young people, particularly with those for whom oversight and engagement is limited. We will seek to develop a more complete understanding of what vulnerability looks like in the City of London and Hackney and work to mitigate and prevent harm. We will map vulnerability as we know it based on age, location, need and the context of young people's lives, at home, in care and in the public spaces and places (including the internet) they frequent. We will identify existing and emerging harms, including neglect, physical, emotional and sexual abuse, abusive relationships, CSE, CSA, peer on peer abuse, the impact of negative digital collateral and criminal exploitation, including county lines.