



# Children, Young People and Families Scrutiny Panel

## 5 October 2016

**Time** 6.00 pm **Public Meeting?** YES **Type of meeting** Scrutiny  
**Venue** Committee Room 3 - 3rd Floor - Civic Centre

### Membership

**Chair** Cllr Peter O'Neill (Lab)  
**Vice-chair** Cllr Udey Singh (Con)

#### Labour

Cllr Harbans Bagri  
Cllr Greg Brackenridge  
Cllr Julie Hodgkiss  
Cllr Rupinderjit Kaur  
Cllr Welcome Koussoukama  
Cllr Louise Miles  
Cllr Lynne Moran  
Cllr Mak Singh  
Cllr Martin Waite  
Cllr Daniel Warren

#### Conservative

Cllr Christopher Haynes

Quorum for this meeting is three Councillors.

### Information for the Public

If you have any queries about this meeting, please contact the democratic support team:

**Contact** Earl Piggott-Smith  
**Tel/Email** Tel: 01902 551251 or [earl.piggott-smith@wolverhampton.gov.uk](mailto:earl.piggott-smith@wolverhampton.gov.uk)  
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Wolverhampton WV1 1RL

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# Agenda

## Part 1 – items open to the press and public

<i>Item No.</i>	<i>Title</i>
6	<b>Children Safeguarding Board Annual Report 2015/16</b> (Pages 5 - 78) [Alan Coe, Independent Chair of the Wolverhampton Safeguarding Children Board, to present annual report]

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## Children, Young People and Families Scrutiny Panel

### 5 October 2016

<b>Report title</b>	Wolverhampton Safeguarding Children Board Annual Report 2015-16		
<b>Decision designation</b>	AMBER		
<b>Cabinet member with lead responsibility</b>	Councillor Val Gibson Cabinet member for Children		
<b>Key decision</b>	No		
<b>In forward plan</b>	No		
<b>Wards affected</b>	All		
<b>Accountable director</b>	Linda Sanders People Directorate		
<b>Originating service</b>	Safeguarding and Quality		
<b>Accountable employee(s)</b>	Gillian Ming	Children Board Manager	
	Tel	01902 550640	
	Email	Gillian.Ming@wolverhampton.gov.uk	
<b>Report to be/has been considered by</b>	People Leadership Team	22 August 2016	
	Strategic Executive Board	23 August 2016	
	Wolverhampton Safeguarding Board	7 September 2016	

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#### Recommendation(s) for action or decision:

The Panel is recommended to:

1. Comment on the annual report detailing the work of the members of Wolverhampton Safeguarding Children's Board (WSCB) over the last year partners organisations to meet their statutory responsibilities.
2. Note the range of work that is taking place to safeguard children in Wolverhampton, and No Marking the continued challenges, developments and achievements in this critical area of work.

## **1.0 Purpose**

- 1.1 The purpose of this report is to provide the panel with a copy of the Wolverhampton Safeguarding Children Board's (WSCB) Annual Report for 2015 -2016(Appendix 1). The annual report gives information on the safeguarding activity for the reporting period and an update of the progress made against the WSCB Business Priorities for 2013-16.
- 1.2 The annual report provides an overview of how partners have discharged their safeguarding responsibilities over the preceding year.

## **2.0 Background**

Wolverhampton Safeguarding Children Board (WSCB) is a statutory body established under the Children Act 2004. WSCB is independently chaired (as required by statute) and consists of senior representatives of all the principle stakeholders working together to safeguard children and young people in the City.

Its statutory objectives are to:

- Coordinate local work to safeguard and promote the welfare of children
- Ensure the effectiveness of its work

Safeguarding means to: undertake any activity which prevents a child's health, welfare or development being impaired, and includes activity to protect from abuse and other risks such as neglect.

The Board is independent of any of the partners, funded by them all and hosted and supported by Wolverhampton City County Council. The WSCB Chair works closely with all Board partners and particularly with the Strategic Director of Children and Adult Services (under Section 18 of the Children Act 2004). The Strategic Director of Children's Services has the responsibility within the local authority for improving outcomes for children, local authority children's social care functions and local cooperation arrangements for children's services in Wolverhampton.

Statutory Partner Agencies (which includes both the health commissioning bodies and provider bodies), the police, probation and the council, are under a duty to co-operate with the Board and those accountabilities are defined in Working Together to Safeguard Children 2015.

The Board has no service delivery functions but is required to inform (through its co-ordination and effectiveness responsibilities) the commissioning intentions of partner agencies, It is also required to monitor, quality assure and evaluate the quality and effectiveness of the services commissioned and delivered in the local area.

[Working Together to Safeguard Children 2015](#) requires each Local Safeguarding Children Board to produce and publish an annual report evaluating the effectiveness of safeguarding in the local area. The report should be submitted to the Chief Executive, Leader of the Council, the Local Police and Crime Commissioner and the Chair of the Health and Wellbeing Board.

The report sets out the achievements and progress made during 2015/16 and identifies the challenges facing the Board in 2016/17. As a minimum the report demonstrates how the board has monitored and evaluated the effectiveness of what is done by the local authority and Board partners individually and collectively to safeguard and promote the welfare of children and advise them on ways to improve' (Regulation 5c of the LSCB Regulations 2006).

### **3.0 The Implications to Policy and Practice contained within the Care Act 2014**

There are no direct implications to Policy and Practice arising from this report  
The Annual Report is produced in line with The Children Act 2004

### **4.0 Financial implications**

4.1 There are no financial implications arising from this report.  
[GS/27092016/U]

### **5.0 Legal implications**

5.1 There are no direct legal implications arising from this report.  
[RB/29092016/G]

### **6.0 Equalities implications**

6.1 How and in what ways we safeguard children must reflect the differing cultural values and norms within communities. Although the legal framework is universal how we ensure children and parents understand recognise and respond to potential safeguarding issues varies and is reflected for example in our work to reach out to faith communities and through our links with the Refugee and Migrant Centre.

### **7.0 Environmental implications**

7.1 There are no direct environmental implications arising from this report.

### **8.0 Human resources implications**

8.1 There are no direct human resources implications arising from this report.

### **9.0 Corporate landlord implications**

9.1 There are no corporate landlord implications arising from this report.

**10.0 Schedule of background papers**

10.1 Report to PLT 22.08.2016

Report to SEB 23.08.2016

Report to Wolverhampton Safeguarding Children Report 07.09.2016.

CYP Panel: 05.10.2016





# **Wolverhampton Safeguarding Children Board**

**Annual Report 2015 – 2016**

# **Wolverhampton Safeguarding Children Board**

## **Annual Report 2015 – 2016**



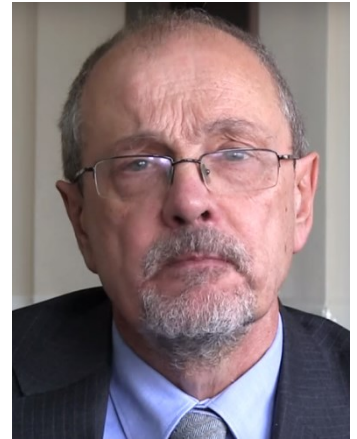
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## **A word from the Independent Chair, Alan Coe**

Welcome to the Annual Report of Wolverhampton Safeguarding Children Board (WSCB) for 2015/16.

This report provides an account of the work undertaken by the Board and its multi-agency partners over the last year and demonstrates the extent to which the Board is making a difference to the safeguarding of children and young people and to the impact and effectiveness of front line services in our city.



Children and young people have a right to be safe and feel safe. This is a responsibility of us all, not just the professionals. To ensure this happens, we all have to work together in partnership to help children and young people identify and avoid risky situations and intervene when they are in danger.

That is easy to say but a continuing challenge to do. The continuing revelations nationally about stories of neglect, sexual exploitation and physical abuse of children remind us of the reasons why we must continue to be vigilant as no town or city is immune to experiencing similar issues.

Our Annual Report gives information about the extent of child protection activity in Wolverhampton and how agencies are working together to help keep children and young people safe. It identifies what we have all done over the past 12 months to make improvements both in terms of better practice and better systems.

Most importantly, it gives examples of how outcomes for children and young people have improved – how they have felt safer as a result of the work of police officers, nurses, doctors, teachers, social workers and the host of voluntary and organised groups that support children. More detail about the performance of individual agencies can be found in appendix 2 of this report.

I want to highlight three achievements in particular that you will find in the report:

- We have created a new shared safeguarding website with social media presence for the public, staff and organisations in conjunction with the Wolverhampton Safeguarding Adults Board.
- We have been instrumental in the formation of three joint safeguarding initiatives with neighbouring Local Safeguarding Children's Boards (LSCB). This will include a Black Country wide multi-agency training programme and a single suite of LSCB procedures for the West Midlands region, while there is a scoping exercise underway to explore the viability of a Single Performance Dataset for the West Midlands. A proposal to use the WSCB model across the region is currently highly favourable.
- A Head Teacher's Safeguarding Group was established in 2014 to strengthen the WSCB's relationship with schools, and this year we have managed to extend our work in this area by hosting a conference 'Keeping Children Safe in Education' which was well received by the sector.

Whilst we will acknowledge and celebrate the strengths and successes of the Board, we recognise some areas where further work and focus is required. Examples include:

- The need to further strengthen the contribution and influence of young people in the work of the Board.



- Further embed the new approaches to tackling neglect.
- Further develop our approach to child sexual exploitation and female genital mutilation.

This report also recognises that abuse and exploitation does not end at the age of 18. Keeping people safe is an inter-generational issue. We must and do 'think family'. The impact of the misuse of drugs and alcohol by adults, for example, instantly raises concerns about the safety of children. Issues such as domestic abuse, trafficking or forced marriage do not fit into neat age-related compartments and our response has to demonstrate we do not think that way.

Going forward, we aim to build and sustain a strong safeguarding culture and arrangements where the focus is firmly on the experience of the child or young person and their journey to getting early help and support. This report also seeks to summarise the journey of the Board to become more effective and to better evidence the impact it is having.

I hope you find this report though-provoking, challenging but also reassuring that professionals working in Wolverhampton and the wider community are alive to the issues of safeguarding and they make a positive difference to the lives of the children and families living in our city.

Finally, I would like to thank and recognise the contributions of the Committee Chairs and members who play such a huge role in delivering the Board's priorities and in supporting and challenging agency practice.



**Alan Coe, Independent Chair, Wolverhampton Safeguarding Children Board**

## **Our mission**

Wolverhampton Safeguarding Children Board's overall priority and vision is the safety of children.

All agencies are committed to raising safeguarding standards and improving outcomes for all the children living in the City of Wolverhampton.

Together we believe that every child should grow up feeling safe and in a loving secure environment, free from abuse, exploitation, neglect and crime, enabling them to enjoy a happy and healthy childhood in which they can fulfil their social and economic potential.

## **Service developments**

The City of Wolverhampton Council supports vulnerable children and young people through direct services from Children's Social Care, Early Support Services, Children's Centres and Schools Services, and provides specific support for children involved in the criminal justice system via the Youth Offending Team (YOT).

A range of other council services including Adult Social Care also support families, while there is also the commissioning of some of the public health services for children such as sexual health services and school nursing; from September 2016 they will also be responsible for commissioning health visiting and family nurse partnership services.

The introduction of the Multi-Agency Safeguarding Hub (MASH) in January 2016 has further strengthened the screening and assessment process. The Multi-Agency Safeguarding Hub consists of the Police, Social Care, Early Help, Wolverhampton Homes, Recovery Near You, Health Professionals and Probation. It is already enabling agencies to improve the timeliness and effectiveness of responses to safeguarding referrals by providing access to real time partnership information and facilitating speedier understanding of levels of risk. This has been achieved through a significant piece of joint partnership working. Further work is seeing the MASH expanded to include vulnerable adults.

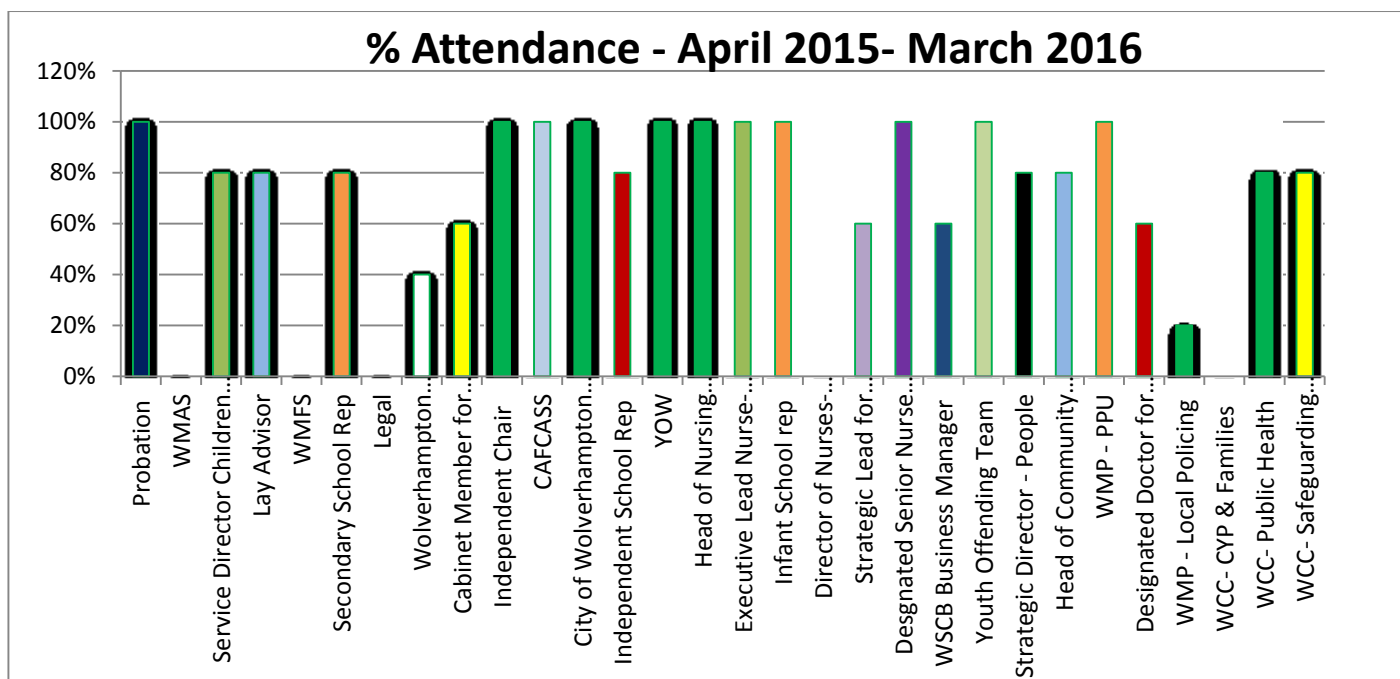
We recognise that no single agency can support or fulfil the different levels of needs for children, young people and families in isolation. To demonstrate the effectiveness of service provision in relation to the safeguarding and welfare of children in the city, each agency has contributed to this annual report by providing an account on the effectiveness of their service delivery. These are available in appendix 2 of this report.

There has been no recent inspection by OFSTED in Wolverhampton however in the last inspection of Safeguarding and Looked After Children in June 2011, Wolverhampton was judged as being 'Good with outstanding features'. Notwithstanding this, a number of recommendations for improvements was made and a detailed action plan was developed by the Local Authority in collaboration with Wolverhampton Safeguarding Children Board which was signed off as completed. The next Ofsted inspection is imminent and likely to take place in 2016/17.

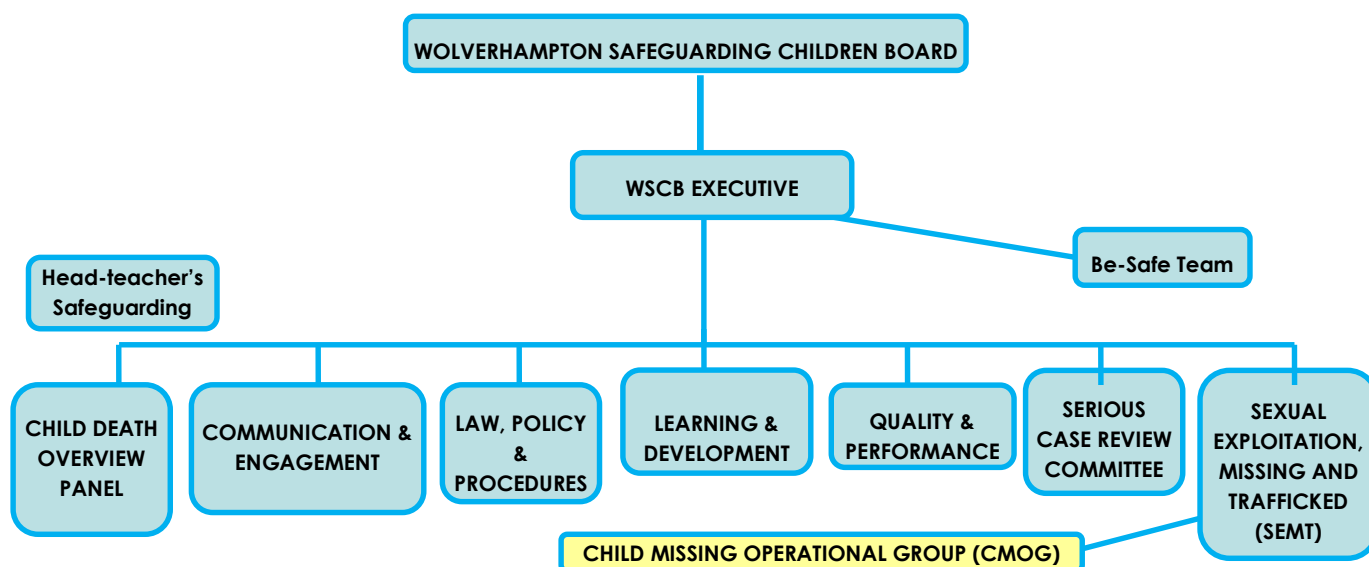
## **Strategic arrangements**

Partnerships in Wolverhampton to include WSCB, Wolverhampton Safeguarding Adults Board, Children's Trust Board, Health and Well Being Board and Safer Wolverhampton Partnership all produce detailed strategic plans setting out the key outcomes to be achieved within a timescale. These plans are based on a detailed analysis of the needs, the aspirations of the local residents and the resources available to organisations to meet these needs and aspirations. WSCB has arrangements in place to share its annual report with these key strategic groups and join up the business planning processes so priorities can be shared and reflected accordingly.

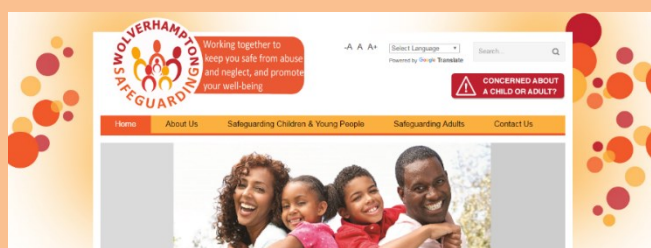
Currently, 30 agencies are represented on the Board – see below for attendance in 2015-16. It is agreed that the Care Quality Commission will attend and report on their activity at one Board meeting each year.



## Wolverhampton Safeguarding Children Board structure



For more information about the  
Safeguarding Children's Board, please  
visit our new website, at  
[www.wolverhamptonsafeguarding.org.uk](http://www.wolverhamptonsafeguarding.org.uk)



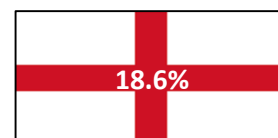
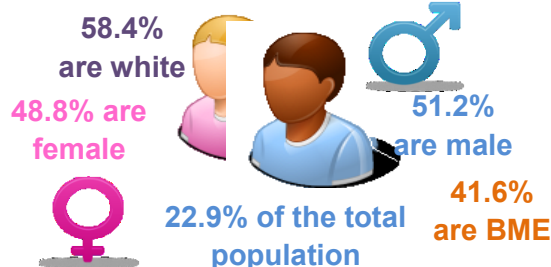
## What we know about children in Wolverhampton

The total population of Wolverhampton is: **254,406**

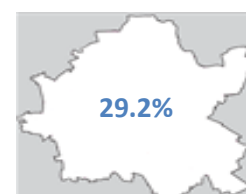


In 2015 there were  
**3471 births**

**58,167** are aged 0-17



Child Poverty Gap  
**10.6%**



The % Pupils eligible for Free School Meals is decreasing ↓  
*Primary / Secondary*

Wolves 2016 - 20.5% / 19.7%  
Wolves 2015 - 22.5% / 21.1%  
Wolves 2014 - 24.2% / 21.7%

England 2016 - 14.5% / 13.2%  
West Mids 2016 - 17.3% / 15.5%  
Stat Neigh 2016 - 20.3% / 18.8%

1161 children were accessing Terrific for Two's placements – 61% of those eligible

8110 children (45% of the 0-5 population) engaged with a children's centre

2190 Children received an Early Help Assessment

Agencies responsible for early help assessments:

1. Early Help Teams (61.5%)
2. Schools (35.4%)
3. Other (3.2%)

1086 Section 47 enquiries were initiated

Leading to

332 Initial Child Protection Conferences

4010 Referrals were received

Top 3 referrers:

1. Schools (26%)
2. Police (21%)
3. Health services (14%)

3686 Assessments were completed

71% of assessments were completed within 45 days

Top 3 assessment factors:

1. Parent subject of Domestic Violence (23%)
2. Mental Health of Parent (12%)
3. Neglect (11%)

## What we know about children at different levels of need

There were 4 Privately Fostered children

There were 594 (1.2% of the population) Young Carers (aged 0-15) – as per 2011 census

1108 children had a statement of educational need

177 children had an Education, Care and Health Plan

17 EHC plans were issued for social, emotional or mental health needs

The YOT worked with 300 Young Offenders in 2015/16

85% of children and young people in treatment for substance misuse successfully completed treatment

8% re-presented for treatment within 12 months

90% of young people deemed to be at risk of child sexual exploitation and subject of MASE processes had their risk reduced in the year

At the end of the year 13 young people were subject of MASE

There were 321 episodes of children going missing in the year (143 from home, 178 from care). In Q4 return interviews were carried out for 67% of episodes

2341 children were identified as Children in Need by Children's Services (Inc CiN, CP and LAC), compared with 2817 in March 2015

41 (27%) subject of a plan for a second or subsequent time

29 (19%) had been subject of a plan for at least 15 months.

11 (7%) had been the subject of a plan for 2 years or more

57 (38%) are subject of a plan for neglect

152 children and young people subject of a child protection plan, compared with 290 in March 2015

653 children looked after, compared with 778 in March 2015

16% of LAC placed 20 miles or more from home

15% of LAC have a disability

4 Unaccompanied Asylum Seeking Children

90% of LAC have an up to date health plan

90% of LAC in years 1-11 had an up to date Personal Education Plan

75% of LAC who have been looked after for at least 2.5 years have been in the same placements for at least 2 years.

44% of LAC have had less than 3 placements



## Business Priorities 2013–2016

The following table provides a detailed breakdown of the priority areas of work agreed as part of the revised Strategic Plan. Each of the Board's committees has its own work plans which set out how the objectives will be delivered throughout the reporting period.

<b>Effective Governance</b>	<b>We will develop the capacity of WSCB and its infrastructure to effectively deliver the core functions of the Board to help keep children and young people in Wolverhampton safe.</b>
<b>Frontline delivery and the impact of safeguarding</b>	<b>We will develop challenging and rigorous approaches to monitoring and evaluating the impact of services on safeguarding and promoting the welfare of children &amp; young people; and will hold partners to account.</b>
<b>Safeguarding for particular vulnerable children and young people</b>	<b>We will ensure that everything we do promotes improved practice to help safeguard and meet the needs of those children and young people who are particularly vulnerable, or are at increased risk of harm and improves outcomes for them.</b>
<b>Communication &amp; Engagement</b>	<b>We will ensure that we engage children, young people, families and communities of all backgrounds and make up, in the work of WSCB.</b>

Through the committee reports, we will demonstrate how the Board exercises the progress against Board priorities by providing detailed accounts of WSCB safeguarding activities within Wolverhampton. More importantly, what has been done during the reporting period to safeguard and promote the welfare of children in the City; and what is the impact?

We have used the following criteria to ensure there is a consistent and detailed analysis of the effectiveness of the work of the Board at keeping children safe, these include:

- How the work of the committee has contributed to the WSCB Priorities.
- Brief Terms of Reference – role and purpose of the committee.
- The agreed priorities for, and achievements against, the 2015/16 priorities.
- Outstanding activities that were not achieved from 2015/2016 objectives.
- What difference has been made for Children and Young People and families as a result of this work?
- Any specific challenges / barriers that had restricted the committee from attending to its functions, and how could these be resolved.
- An overview of plans /priorities for 2016-17.

## Quality and Performance Committee

**“The committee has provided assurance to the Board regarding the effectiveness of safeguarding arrangements which will directly impact on the level and quality of service involvement with children, young people and families”**

### Brief Terms of Reference

In line with the statutory functions for LSCB's there is a duty to *“monitor and evaluate the effectiveness of what is done by the local authority and Board partners individually and collectively to safeguard and promote the welfare of children and advise them on ways to improve”* (Regulation 5c of the LSCB Regulations 2006)

The purpose of the Committee will lead detailed work to evaluate the efficacy of local inter-agency practice on behalf of the Board. It will be accountable to the Wolverhampton Safeguarding Children Board and will provide exception reports to the Board on a quarterly basis.

### Agreed Priorities and achievements for 2015/16:

- To review committee membership; this committee now has the presence of all key partners.
- To extend the Performance Scorecard; this is more reflective of the services delivered across the partnership and can inspire robust challenge to any areas of concern arising from the data for at each board meeting.
- To develop and implement a Quality Assurance Framework to effectively monitor and increase challenge of safeguarding arrangements across the partnership: this resulted in the introduction of the Quality Assurance Compliance model
- To collect, analyse performance information in relation to all aspects of safeguarding, identifying themes and areas requiring action and report these at each main Board meeting.
- To ensure that performance data is scrutinised and offers.
- To develop challenging and rigorous approaches to monitoring and evaluating the impact of services on safeguarding primarily through S11, multi-agency and thematic audits.
- To ensure there is a programme in place for regular Multi- Agency Case file audit (MACFA)
- To review the process of MACFA process to ensure it is effective.
- To review and embed the 'safeguarding outcomes' work stream of the Business plan.

### Outstanding activities that were not achieved from 2015/2016 objectives:

- The performance scorecard needs more work in respect of multi-agency contributions.
- One MACFA in relation to unborn children did not take place according to the agreed schedule.

### **Contribution to Priority 1: Effective Governance**

- The committee has provided scrutiny of the performance scorecard and has highlighted areas which require further attention that has initiated further scrutiny and challenges of safeguarding arrangements in some areas of service provision. For example:
  - Number of return interviews following missing episodes
  - Number of GP's contributing to Child Protection Conferences
  - Police attendance /involvement with WSCB workstreams
  - Police activity / response to CSE
  - Use of Police protection Powers
  - Effectiveness of MASH
  - Section 175 submissions from Education sector
  - Health response to no-show hospital appointments.
- The committee has reviewed the Section 11 submission in relation to aspects identified as providing the greatest challenge.

### **Contribution to Priority 2: Front-line delivery and impact of Safeguarding**

- Performance scorecard provided to board focusses on key aspects of frontline practice and where the data has highlighted issues of concern, it has led to actions to address practice, for example, in relation to the use of police protection powers
- The MACFA process engages and scrutinises the activity of frontline practitioners from all partner agencies work with families. This provides an opportunity to reflect on practice and the effectiveness of inter-agency working, identify and celebrate good practice and identify areas for improvement.
- Outcome from MACFA's compiled in a Briefing paper and disseminated across the workforce to aid practice development.

### **Contribution to Priority 3: Safeguards for particular vulnerable Young People**

- Performance scorecard is reported in relation to children who are particularly vulnerable, such as domestic abuse and children who go missing, CSE, Private Fostering Arrangements.
- MACFA's have been targeted so as to review the effectiveness of WSCB procedures which have been put in place to safeguarding particularly vulnerable children.

### **Contribution to Priority 4: Communicate and engage**

- Learning Lessons Briefing arising from this committee added to the website.

### **Challenges or barriers restricting the committee from attending to its activities**

- The committee has gone through a period of change, with the arrival and departure of a

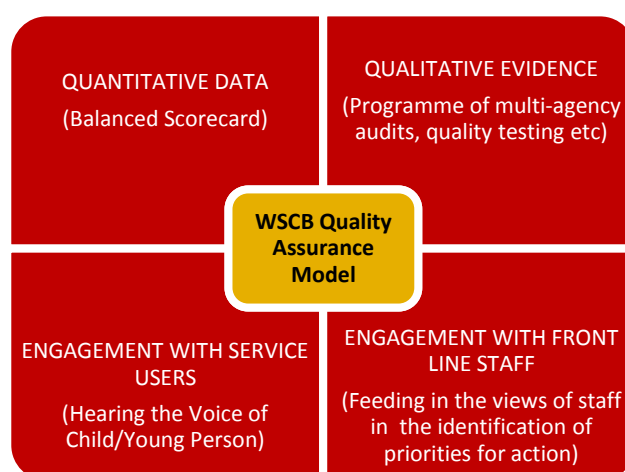
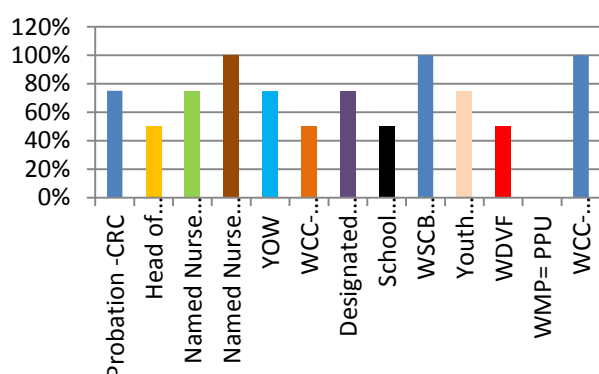
chair during this reporting period. This has led to some disruption to progress of work in 2015-16.

- The committee has not always had the full range of representation which has impacted on the committee's ability to provide effective scrutiny.
- WSCB has agreed to fund a Performance officer post, which will greatly enhance the committee's ability to develop and analyse the data set and collate audit findings. This post is unfilled at present and this has had an impact on the ability of the committee to progress key objectives.
- The portfolio of work for this committee does need to be reviewed in line with the implementation of the Quality Assurance Framework which will require more attention from members of the Committee. In its current structure, this committee will be unable to sustain the resource or capacity to deliver all required functions.

### Brief overview of work anticipated for 2016/17

- Looking forward the committee will aim to further improve the WSCB quarterly scorecard, and to align it where possible with the regional approach.
- There is a need to provide greater scrutiny of partner agency Section 11 submissions and therefore the committee will aim to put in place a process which will offer a higher level of challenge. This function is undertaken on a bi-annual basis; due in September 2016.
- There is a need to achieve a greater level of assurance regarding front line practice and the impact this has on the lives of children, therefore the committee will need to review its current audit function. Whilst the MACFA process has benefits in terms of the opportunity it provides for frontline practitioners to reflect on practice in detail, the small number of cases subject to MACFA, means that this is not sufficient for wider assurance purposes.
- Given the scale and breadth of work required in order to provide effective assurance to the Board, it is proposed that the work required in relation to quality and performance is split into two committees, one to focus on performance and one to focus on quality.

**% Attendance - April 2015- March 2016**



## Case Study #1

A female aged 15 was referred for specialist intervention by police due to concerns regarding vulnerability from gang associations; professionals reported a susceptibility to negative influences. This female had a history of going missing from her foster care placement and lacked trust with adults due to her experiences. Bespoke engagement over four months covered the concepts of gang culture, healthy relationships and sexual health, including grooming and CSE and support to access education.

As a result of the intervention, the girl overcame her initial reluctance to engage well with staff, disassociated from known male gang members and secured and maintained a college placement forming new, positive relationships with peers. Gang-associated risk was reduced.



## Case Study #2

A 14-year-old female was referred to the Empower Project by her school due to her displaying a number of CSE risk factors. She had been going missing from school and overnight from home; her parents were unclear of where she had been. A referral was sent to social care by Base 25 along with a request for a NWG (National Working Group) risk assessment to be completed. This intervention led to a strategy discussion being held and it was agreed that a MASE (Multi-Agency Sexual Exploitation) meeting was needed.

At the point of referral the young person did not recognise the need for the service as she did not recognise the risks. The worker had to persist with trying to build this relationship and took the lead from the young person so that she was in control of the situation; for example, the worker arranged the session with her and then informed mum. This approach worked and she began to engage; sessions were delivered over a six-month period on self-esteem, confidence, healthy relationships, grooming, keeping safe, risk management and sexual health. Support was also provided to parents as they had the opinion that reporting her missing would lead to judgements being made about their parenting, but through dialogue with the worker they were able to understand the importance of reporting her missing.



The MASE meetings enabled all professionals and parents to discuss the risks and possible harbouring notices and, as a result of the intervention that was provided the young person was able to understand the risks and therefore began to open up about the groups that she was associating with which led to the appropriate support being put in place to safeguard her. The young person A slowly stopped going missing and therefore was able to begin to build the relationship with her parents. She is also back at school and no longer truanting.

## **Communication and Engagement Committee**

**“Children, young people and families have more opportunity to find out about and understand safeguarding and how to get help and support, while practitioners should be better informed to deliver better services in line with WSCB policy and procedures”**

### **Brief Terms of Reference**

The Communication & Engagement Committee will communicate key safeguarding messages in a consistent and co-ordinated way to members of the public, community organisations and faith groups; as well as partner agencies and their workforces. It will also actively engage with these stakeholders so that they can contribute to and influence the work of the adults and children’s safeguarding boards.

### **Agreed Priorities for and achievements for 2015/16**

- Develop a communication strategy this is due for reviews in March 2016.
- Develop and populate a shared adults and children’s safeguarding website. Secure on-going resources to maintain and develop the [www.wolverhamptionsafeguarding.org.uk](http://www.wolverhamptionsafeguarding.org.uk) website.
- Identify PR and communications expertise from across the safeguarding partnerships.
- Explore running a twice yearly practitioner Forum.
- Run four campaigns on Child Sexual Exploitation (CSE), Prevent, Violence Against Women and Girls (VAWG) and What Does Good Care Look Like?, including Facebook advertising campaign (with links to See Me Hear Me) and VAWG (Turn Wolverhampton Orange).
- Identify and use opportunities for public engagement included the annual raising Safeguarding awareness week in October.
- Developed a Faith Group Engagement Strategy and action plan for implementation.
- Engage with B-Safe Team and other children and young people groups to deliver a safer relationships event and to develop the website.

### **Outstanding activities that were not achieved from 2015/2016 objectives**

- Setting up a twice yearly practitioner Forum in work plan for 2016/17.

### **Priority 4: Communicate and engage**

The work of this committee delivers the activities for Priority 4 and complies with the Governance



arrangements under Priority 1:

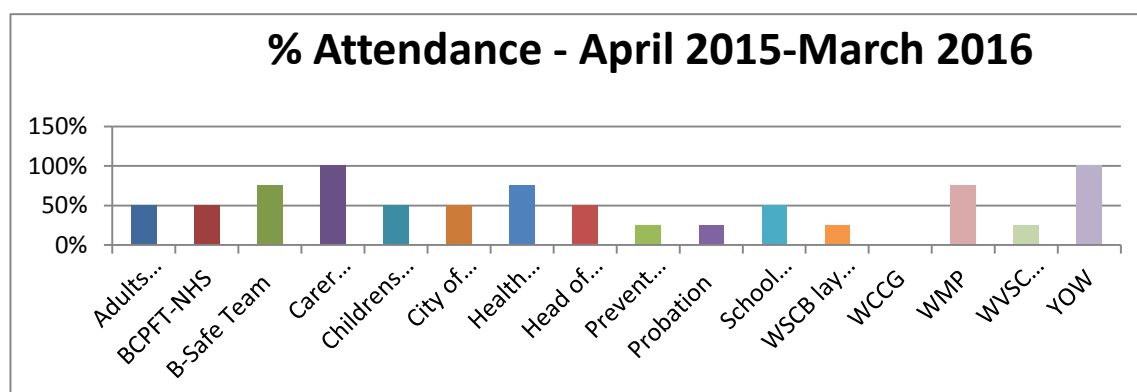
- communicate and engage with the workforce.
- communicate and engage with children and young people, in particular through the B-Safe Team we hope will have contributed to frontline/delivery and practice.
- communicate and engage with faith groups, community groups and the public.

### Challenges or barriers restricting the committee from attending to its activities

- Capacity of committee member to undertake additional work required for public engagement and communications campaigns.

### Overview of plans for 2016-17

- Develop display materials and resources to promote key safeguarding messages.
- Use referral and other performance data to identify target groups (geographical or demographic) for awareness raising / engagement activity.
- Undertake four campaigns promoting key messages in relation to priority themes each year. E.g. care/ neglect; Prevent; Violence Against Women and Girls; CSE (new communities).
- Provide up to date, relevant and accessible information at [www.wolverhamptionsafeguarding.org.uk](http://www.wolverhamptionsafeguarding.org.uk).
- Produce and disseminate a monthly safeguarding update covering children and adults with care and support needs.
- Develop relationships with faith groups, establish contacts for as many of 228 faith groups as possible and offer safeguarding support.
- Raise awareness of safeguarding with new arrival communities.
- Annual staff survey (children's and adults workforces).
- Support B-Safe team to develop work plan, report findings, and provide challenge to WSCB (involving groups of young people including Children In Care Council, Youth Council).
- Build on engagement work with adult service users and their carers.
- Practitioners Forums – two in 2016 (one children's, one adults), three in 2017 and 2018 (one children's, one adults, one joint).



## **Child Death Overview Panel**

**“Our work has strengthened the ability of the panel to better understand how and why local children die and to use the findings to take action to prevent other deaths and improve the health and safety of children. Having strengthened the form and function of local arrangements and activities, greater emphasis will be placed on improving the application of learning.”**

### **Brief Terms of Reference**

The Wolverhampton and Walsall Joint Child Death Overview Panel (CDOP) is a formally constituted arm of both the Wolverhampton Safeguarding Children Board and the Walsall Safeguarding Children Board. It has strategic responsibility for helping to ensure the following for children and young people across Wolverhampton and Walsall:

- To ensure that the functions set out in Chapter 5 of Working Together to Safeguard Children (HM Govt., 2015) in relation to the deaths of any children normally resident in Wolverhampton and/or Walsall are duly met.
- To undertake comprehensive and multidisciplinary / multi-agency reviews of all child deaths (both unexpected and expected), aiming to better understand how and why local children die and using the findings to take action to prevent other deaths and improve the health and safety of children.

### **Outstanding activities that were not achieved from 2015/2016 objectives**

Whilst the agreed priorities for the year were addressed, work needs to continue to embed the changes for on-going improvement and to ensure that there is appropriate and consistent multi-disciplinary contribution to CDOP activities.

### **Contribution to Priority 1: Effective Governance**

- The developments that are now operating as an outcome of the review serve to improve and strengthen overall governance of CDOP activities as both operational and strategic concerns and to enhance learning for local application

### **Contribution to Priority 2: Front-line delivery and impact of Safeguarding**

- Production and revision of guidance serve to support local practices and professional



understanding regarding the management of individual child deaths and engagement in CDOP procedures.

### **Contribution to Priority 3: Safeguards for particular vulnerable young people**

- The CDOP aims to better understand how and why local children die, using the findings to take action to prevent other deaths and to improve the health and safety of children.

### **Contribution to Priority 4: Communicate and engage**

- Reference to supporting the needs of bereaved children and parents is an integral part of operational CDOP practice which also receives a level of strategic oversight by the CDOP. Resources are made available and accessible via respective Safeguarding Children Board websites.

### **Challenges or barriers restricting the committee from attending to its activities**

- CDOP Administration - during the reporting time-frame there were changes to the workforce arrangements regarding CDOP administration and interim arrangements had to be made in respect of the administration activities within each borough. The interim arrangements served to accommodate the business. The role of the CDOP Administration Officer is integral to both operational and strategic CDOP activities and allocation of sufficient resources is relevant. Local needs have been accommodated with appointment to the Child Death Administrator role early 2016.
- Partner agency engagement – while the membership of the CDOP and the supporting Form C Preparatory Group has been broadened it is imperative that partner agencies are suitably represented and fully engaged. Monitoring the rate of attendance and engagement across the partnership will feature in the 2016-17 work programs.

### **Brief overview of work anticipated for 2016/17**

- Submission of the annual return (ref. DfE) within the defined time-frame.
- Production of the CDOP Annual Report 2015/16.
- Further establishment and maintenance of robust oversight of on-going status of child death review activity.
- Improvement of the standard of completion of Form Bs across the workforce.
- Increased understanding on the quality of Rapid Response activities.
- Assurance that CDOP learning from CDOP review of child deaths is being applied.
- Assurance that local public health strategies are informed by and inform the business of CDOP and other multi-agency forums as applicable.
- Maintenance of accessible, current information via the LSCB websites.
- Ensuring that Terms of Reference and CDOP associated documents remain current.

### **Case Study #3**

A tutor was concerned about a 17-year-old female student who had started to self-harm, cutting both her arms and legs. She says she cuts herself because it makes her feel good and has the cutting under control.



The young person said that some turmoil in her family has had a huge impact and this was the reason she started to self-harm. She is finding it difficult to come to terms with some of the events that have happened and this is having an impact on her emotional well-being and studies.

Agencies involved in supporting her included CAMHS and her college's safeguarding team. She was referred to and is supported by the CAMHS team, which has arranged counselling for the whole family. The young person is also supported by the college safeguarding team.

### **Case Study #4**

Young person 15 years of age was referred to the Empower project at Base 25 due to displaying a number of Sexual Exploitation risk indicators. She lived with Nan and was consistently being reported missing and being found with older risky males.

Through the assessment process it was identified that she had a low level of self-esteem and had been self-harming; therefore a referral to CAMHS was completed. She engaged well with both Base 25 and CAMHS.

The Empower project provided an intervention in order to raise her awareness around sexual exploitation and the grooming process using a variety of interactive tools such as DVDs, story boarding and vignettes. CAMHS was able to provide the teenager with the therapeutic support that was required to manage the self-harming. She was also diagnosed with depression through this service and was prescribed medication.

The teenager was on a Child in Need plan and a MASE (Multi-Agency Sexual Exploitation) plan; therefore regular reviews were held with all professionals involved in her care plan and both Base 25 and CAMHS contributed to these meetings.

As a result of the intervention provided by both services she made a disclosure about the abuse that she had been victim of and made a statement to the police. Her school attendance has now improved, she is no longer going missing and she has stopped self-harming.

## **Learning and Development Committee**

**“Multi-agency training contributes to the learning and development of the workforce across the city. Training is delivered to a high standard with consistent messages using local examples enabling individual to relate learning to their practice leading to improved outcomes for children, young people and their families.”**

### **Brief Terms of Reference**

The Learning and Development committee is responsible for the strategy development, promotion and provision of interagency training to safeguard children. Its purpose is:

- To support the identification of training needs of the service users.
- To prioritise those needs when planning and commissioning the safeguarding inter-agency training programme and the development of the training strategy, ensure that where possible, training can be influenced and/or directed by service users.
- Develop the annual Safeguarding & Child Protection training programme according to the local needs ensuring it is informed by current research, lessons from local and national serious case reviews, and local and national developments, while work within the budgetary requirements of the Board.
- Identify and agree a robust evaluation process for each training programme to ensure the standard, quality, and delivery is at a high level and meets agreed learning outcomes.

### **Agreed Priorities and Achievements for 2015/16**

Development of a training programme that is; informed by the Board's Learning and Improvement Framework, relevant to core business and priorities of WSCB, Aligned to statutory guidance, best practice and lessons learnt through the full range of reviews and audits undertaken by WSCB:

- Developed an evaluation tool, to monitor the quality and impact of multi-agency training.
- Raise awareness of safeguarding both internally and externally and increased awareness of remit and work of WSCB across partners.
- Improve links and engagement with non-statutory organisations, in particular independent schools. WSCB is to be confident in levels of safeguarding awareness/practice across the spectrum of educational provision in Wolverhampton.
- The L&DC carried out a 'deep dive' into agencies responses to s.11 audit to clarify single training provided by agencies and identify what training WSCB needs to deliver. In conclusion, was that WSCB should support single agency in the development of their training packages.
- Following the request by the independent chair of WSCB & WSAB to consider the amalgamation of the L&DC and the WDC into one committee a significant amount of work has taken place to progress this. With the full cooperation of all members of both

committees, and with the support of CoWC Workforce development team, a workshop was held to support the development of a Wolverhampton Multi- Agency Safeguarding Training Strategy (working title), and new Terms of Reference for a joint committee. Work is underway to finalise these documents.

An audit was carried out to review data for training delivered between April 2015 and February 2016. The audit found that there had been an increase in bookings for training 769 in 14/15 to 832 in 15/16 (7% increase) however; there has been a decrease in those attending training by 5%. Attendance on mandatory and refresher training is higher than on other courses. During the last year the Safeguarding Board introduced a £30 fee for those who had booked a place on training but then failed to attend. In addition a Training Coordinator has been appointed whose role includes the provision of a report to the L&DC as required by the newly developed reporting framework to strengthen the governance arrangements, enable scrutiny of current arrangements, early identification of issues or concerns and actions to resolve those issues identified.

### **Outstanding activities that were not achieved from 2015/2016 objectives**

- It was agreed that a WSCB conference would be arranged to launch updated/newly developed policies/strategies in order to improve awareness of CSE, M&T amongst children and workers. This was delayed due to the lack of a dedicated training coordinator – this will now be reviewed to clarify if still required.
- Develop an evaluation tool to monitor the quality of single agency training – original timescales were overly optimistic. Once the new evaluation form for multi- agency training has been fully audited for effectiveness, work will begin to consider actions required regarding single agency training, including support for partners in the development of their single agency training packages.
- Ensure all committees refer relevant learning from their work plans to the L&DC for inclusion in the training programme.- this process needs to be more robust and the Executive Committee have been tasked to support this.

### **Committee contribution to Priority 1: Effective Governance**

- Development of reporting framework, review of TOR, provision of reports as requested, attendance at appropriate forums.

### **Contribution to Priority 2: Front-line delivery and impact of Safeguarding**

- Feedback from front line staff during training, development of WSCB multi-agency training programme and robust evaluation forms – including impact of training on individuals. Strengthening 'Think Family' messages.

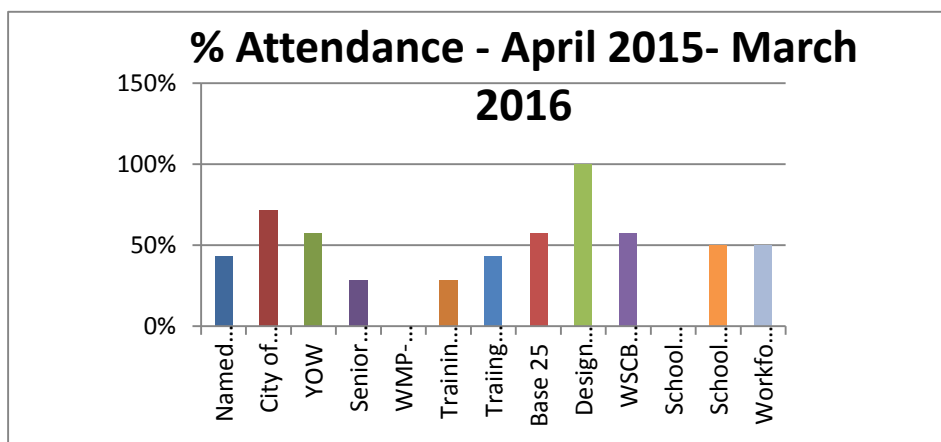
### **Challenges or barriers restricting the committee from attending to its activities**

- The capacity of individuals of the committee to carry out the demands of the work plan – everyone is fully committed but this work is on top of their 'day job'.

- The committee have been asked to consider if their work can be aligned/amalgamated with the Workforce Development Committee of WSAB – while again there is the full commitment of all members of both committees this will take a considerable amount of time to plan, prepare and action, taking time away from the planned business of the committee. Timescales will need to be reviewed as a result.

## Overview of work anticipated for 2016/17

- The amalgamation of the two current committees – WSCB Learning and Development Committee and WSAB Workforce Development to become one committee that represents both Local Safeguarding Boards
- Development of a Joint Safeguarding Training Strategy and training programme through the work of the Joint Committee.
- Further analysis of the training programme.
- Complete a full analysis of evaluation outcomes once they have been in place for twelve months.
- Develop an evaluation tool to monitor the quality of single agency training and provide appropriate support.



## Case Study #5

An 18-year old female student disclosed that she was sexually abused by a close relative when she was 16, and is constantly taunted her about it. She received support from the police, children's services and her college's safeguarding team. After making the disclosure the young person was reluctant to take the matter any further but with some persuasion eventually agreed to make a statement to the police, later retracted.

The alleged abuser had young children which prompted further enquiries by the relevant agencies to ensure other children were not any risk; checks went as far as contacts with various schools to check if they had any concerns. The young person was supported by the safeguarding team and her personal tutor and was able to she successfully completed her studies.

## **Serious Case Review**

**“Where possible the children and young people involved in the SCR are consulted about their thoughts and opinions of the case and subsequent review and included within the published report.”**

### **Brief Terms of Reference**

To ensure that, at a strategic level on behalf of WSCB, organisational lessons are learnt, and changes are instituted, from the review of serious cases of child abuse, neglect or death, to prevent future incidents of serious child abuse or death.

- Multi-agency or single agency reviews are conducted regularly, not only on cases which meet the statutory criteria for serious case review (according to Working Together 2015), but also on other cases which can provide useful learning into the way organisations are working together to safeguard and protect the welfare of children;
- All reviews as above look at what happened in a case, and why, and what action will be taken to learn from the review findings. In so doing frontline practitioners involved in the cases will be supported to be involved ;
- Actions will be SMART, to result in lasting improvements to services which safeguard and promote the welfare of children and help protect them from harm
- There is transparency about the issues arising from individual cases and the actions which organisations are taking in response to them, including sharing the final reports of Serious Case Reviews (SCRs) with the public

### **Agreed Priorities and Achievements for 2015/16**

- Keep the board informed and assured of all issues including the monitoring of recommendations /actions arising from Serious Case Reviews.
- Organise or commission other forms of case or management Serious Case Review are not met
- During the year 2015-2016 WSCB SCR committee have initiated or completed 3 SCR's at the request of the independent chair
- There have been 3 “below the threshold “ reviews undertaken by the Safeguarding service during the period which will be referred in for consideration for an SCR should the findings support this – the lesson learned have been shared with the committee
- The Youth Offending Team submit all CSPPI reviews which they undertake to the SCR committee and 2 members scrutinise these for review and transparency with the summary and findings shared with the SCR committee. During recent inspections this has been recognised as good practice and evidence of multiagency working
- Review its own processes, practices and terms of reference, thereby ensuring continuous quality improvement
- Lessons learned within the work of the SCR committee are now transferred over to the learning and development committee to become embedded within the training framework of



the board and all training provided by the WSCB

- Organise or commission other forms of case or management review where the criteria for a Serious Case Review are not met
- Review its own processes, practices and terms of reference, thereby ensuring continuous quality improvement
- Consider whether there are lessons to be learned about the ways in which partners worked together to safeguard and promote the welfare of children
- Ensure there a range of avenues used to share learning arising from SCR's, this should be applicable to the various cohort of audience including children and parents.

### **Outstanding activities that were not achieved from 2015/2016 objectives**

- There were no outstanding activities from objectives set for 2015/2016.

### **Committee contribution to Priority 1: Effective Governance**

- The SCR committee contributes to the effective governance priority of the board by reviewing all referrals for SCRs, commissioning SCRs and below threshold reviews and monitoring the action plans for all agencies across the city.

### **Contribution to Priority 2: Front-line delivery and impact of Safeguarding**

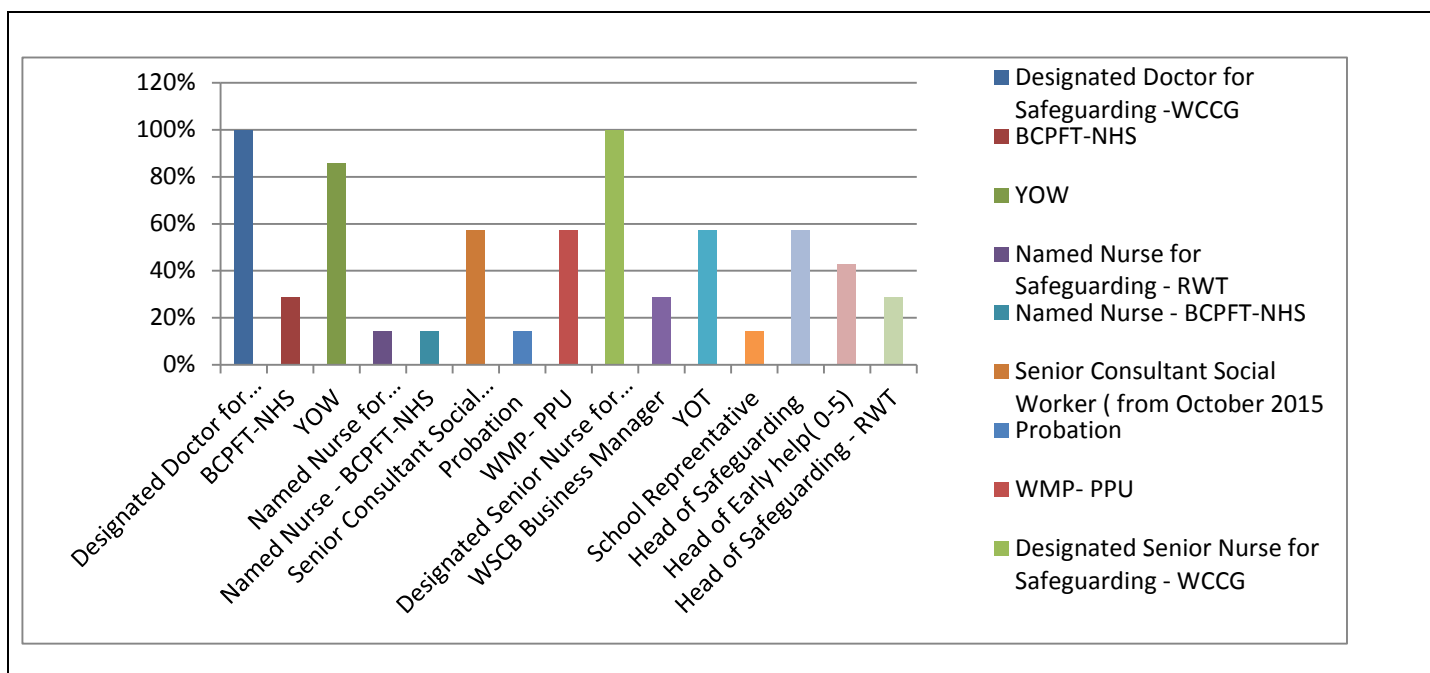
- It contributes to this priority by ensuring that lessons learned are widely disseminated across the city to all practitioners and ensures that the recommendations from SCR's and below threshold reviews are implemented.

### **Challenges or barriers restricting the committee from attending to its activities**

- Capacity of all members of the committee to engage fully and effectively in addition to their own roles.
- This can be resolved by a review of all members' roles and responsibilities as committee members to ensure clarity about their role and what is expected as members.

### **Overview of work anticipated for 2016/17**

- Keep the board informed and assured of all issues including the monitoring of recommendations /actions arising from Serious Case Reviews.
- Organise or commission forms of case or management review where the criteria for a Serious Case Review are not met as well as those where the criteria for an SCR are met.
- Review the processes, practices and terms of reference of the committee thereby ensuring continuous quality improvements.
- Consider whether there are lessons to be learned about the ways in which partners worked together to safeguard and promote the welfare of children.



## Case Study #6

An 18-year-old had been at college for three months and was a very capable student with aspirations for a bright future. She is dropped and collected from College each day.

The young person confided to her tutor she was not happy at home because her parents have made it clear she will not be allowed to go to university, she is not allowed to leave the house and her parents have threatened her with violence if she goes out. She also stated that she is expected to cook for the family.

The young person informed her tutor that she wants to leave home but was scared how her parents would react.



She received support from The Haven, police and her college's safeguarding team.

Initially the young person was placed in a refuge for her safety, but soon asked to be moved as she couldn't settle at the hostel, felt trapped and was spending most of her day in her room.

The college safeguarding team made arrangements and found a more suitable refuge, although much further away,

where the young female was able to re-enrolled at a local college and has continued with her studies and living independently and doing well.



## Sexual Exploitation, Missing and Trafficked Committee

**“ Awareness of CSE and recognition of the risk of CSE to children in Wolverhampton has significantly improved, with an increased number of professionals actively considering CSE when engaging with children, and the support and effectiveness of interventions being carefully tracked.”**

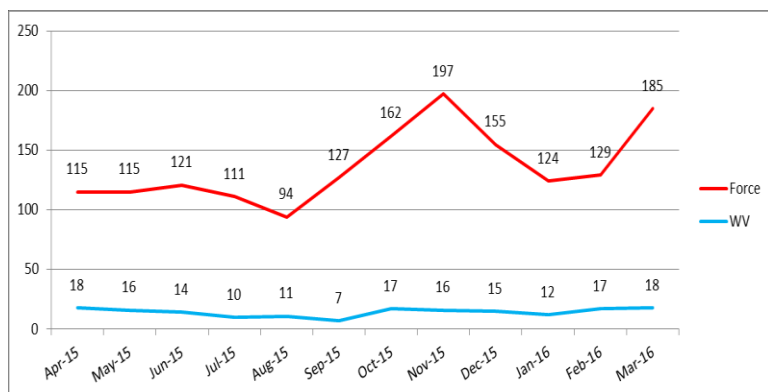
### Brief Terms of Reference

SEMT develops the strategy for how through our partnerships we will prevent children from being harmed by CSE, Slavery and Trafficking and reduce the number of children who go missing or are absent in the city, protect those who have been harmed, prosecute offenders who have harmed them and ensures that partners are effectively contributing towards each element of that strategy.

The aim of SEMT is to improve awareness, reporting and safeguarding of victims of CSE, trafficking and slavery in Wolverhampton and to bring perpetrators to justice.

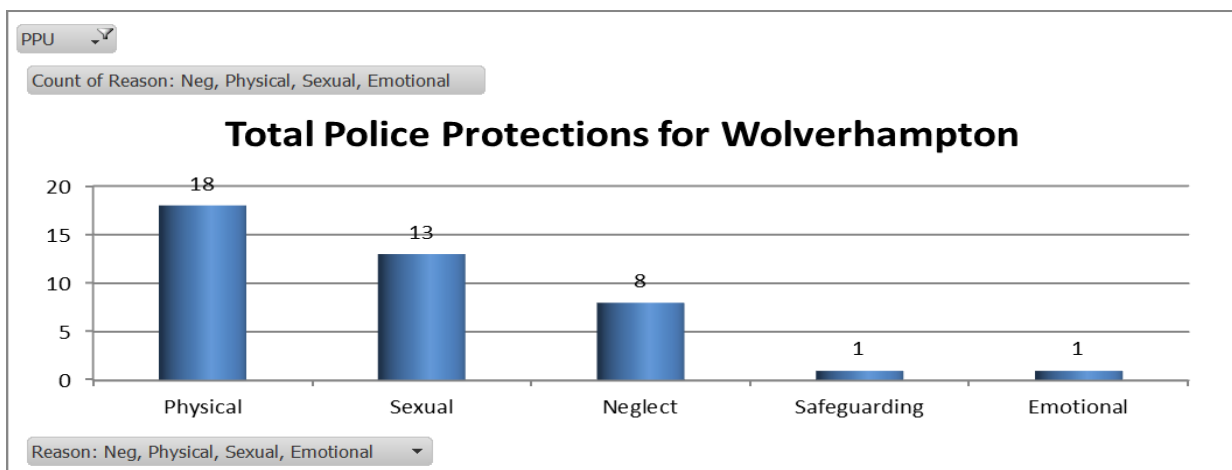
### Agreed Priorities and Achievements against the 2015/16 Priorities

- More children were identified as being at risk of CSE in Wolverhampton (with an increased use of CSE risk assessment tool). The Red line shows the total number of Crime or Non-Crime records with a CSE “Special Interest Marker” across the West Midlands Police force are between April 2015 and March 2016– the Blue line shows the number for Wolverhampton.



- There were 1635 CSE reports in the West Midlands Police region this year, which is 27% higher than the 1291 in the previous year April 2014 to March 2015.
- The figures for Wolverhampton were 171 reports this year compared to 128 the previous year April 2014 to March 2015, showing a 34% increase.

- A dedicated Local Authority CSE co-ordinator was appointed.
- Increased number of Multi Agency Sexual Exploitation (MASE) meetings took place.
- Comprehensive multi – agency threshold training was delivered.
- Multi agency training sessions were delivered, including inputs on CSE and FGM.
- Timeliness of missing return interviews was improved.
- There were 7678 total missing reports created by West Midlands police between April 1st 2015 – March 31st 2016, however when you take out adults 18 or over, this equates to 5066 Children Force Wide with 433 from Wolverhampton.
- The CSE activity in Wolverhampton was scrutinised by the Scrutiny Panel and an action monitoring plan is in place to monitor progress.
- Increased services were delivered by Base 25 working with girls to reduce risk of exploitation.
- The number of children subject to Police Protection Orders was reduced, there being 41 Police Protections in the Wolverhampton Borough between 1st April 2015 and 31st March 2016, involving 58 children against a West Midlands Police force area of 602 Police Protections orders being used involving 871 children.



- CMOG was strengthened with clear focus on victims / offenders and locations and oversight by SEMT.
- A dedicated representative from Education joined the Strategic SEMT Committee.
- Wolverhampton participated in a national pilot regarding the identification and support of trafficked children.
- Civil interventions were obtained focussing on locations identified as being linked.
- CSE thematic joint and single agency audits have taken place.
- An enhanced performance framework for capturing, understanding and responding to CSE data has been developed.

### **Outstanding activities that were not achieved from 2015/2016 objectives**

- A Wolverhampton multi agency CSE problem profile has not yet been produced.
- An updated strategy specific to identifying and supporting trafficked or stateless children has not been developed.
- More Criminal Justice convictions for CSE offenders will be sought.
- Greater understanding and use of effective interventions for CSE perpetrators to be

developed.

- A review of services available to victims and families affected by CSE is to be completed.
- Learning from CSE specific audits needs to be more widely shared and used to develop service to CSE victims and families.
- Better understanding required of the opportunities around victims of CSE who go on to become perpetrators.

### **Committee contribution to Priority 1: Effective Governance**

- Via SEMT the regional procedures for CSE have been embedded and clear governance structures are managed.
- The committee priorities are driven through an agreed work plan which is reviewed and updated at each meeting (held quarterly) and a specific SEMT risk register is maintained which allows for any barriers to achieving the priorities to be recorded, tracked and escalated if required.

### **Contribution to Priority 3: Safeguards for particular vulnerable young people**

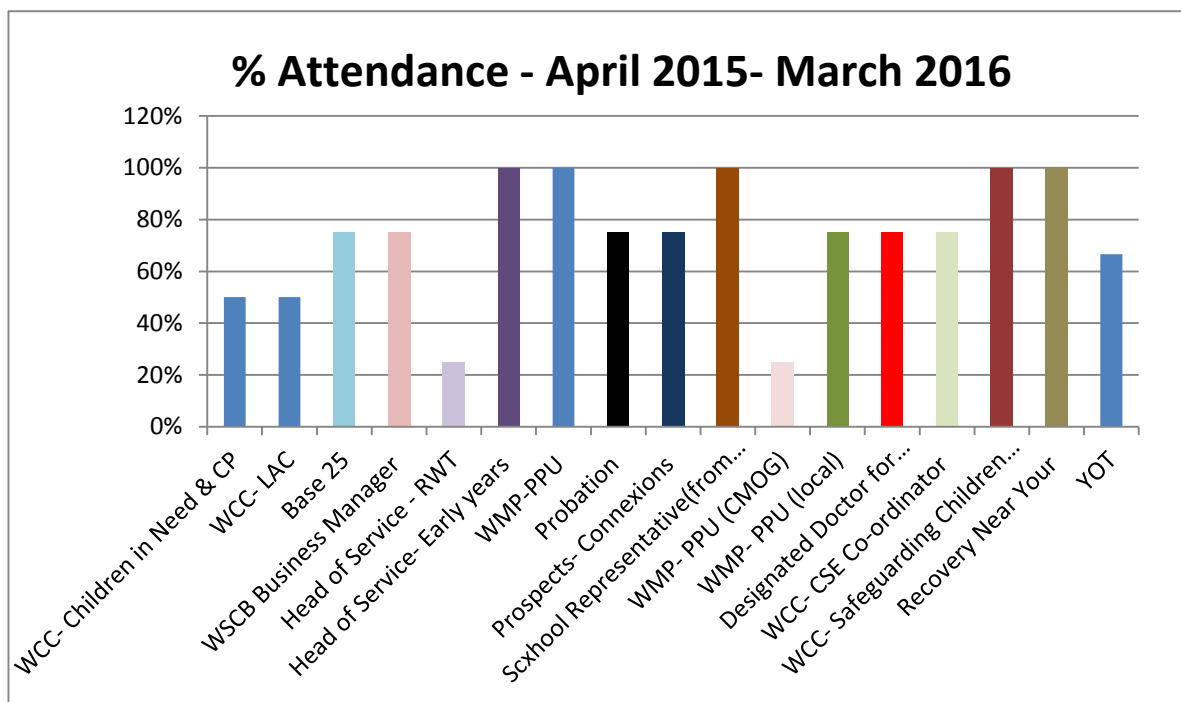
- The Chair of SEMT sits on the Wolverhampton LSCB executive group and is also the Priority lead for Priority 3 – Safeguarding Particularly Vulnerable children and Young People which provides a robust and effective link between the committee and the priority area.
- The SEMT priorities for 2015 / 2016 included specific focus on children who are particularly vulnerable from CSE, going missing, being trafficked and / or being stateless.

### **Contribution to Priority 4: Communicate and engage**

- SEMT identified raising awareness of CSE as a priority in 2015/2016 and oversaw a comprehensive programme of training events across all front line professionals throughout the year, including taking part in national and regional CSE campaigns such as the National Child Sexual Exploitation Awareness Day on March 18 2016.

## Brief overview of work anticipated for 2016/17

- Further enhancing robust Missing / Absent Children processes and information sharing across the partnership.
- Developing a comprehensive CSE data set used to drive CMOG / SEMT priorities.
- A more robust and learning audit regime to be embedded.
- Developing an updated strategy specific to identifying and supporting trafficked or stateless children.
- Driving more Criminal Justice convictions for CSE offenders and increased use of civil interventions.
- Completion of the review of services available to victims and families affected by CSE.
- Improving our understanding of the opportunities and threats around victims of CSE who go on to become perpetrators.
- Review of the role, responsibilities and priorities of the CSE co-ordinator.



## **Law, Policy and Procedures**

**“All policies are written with children and young people at the centre of actions to be taken. The committee aims to provide frontline practitioners with procedures that are current, relevant, robust, simple and clear, therefore ensuring that children can receive the level of support that is appropriate to their needs, from well informed, knowledgeable practitioners.”**

### **Brief Terms of Reference**

The Committee is a multi-agency forum which supports the statutory function of WSCB's role to develop policies and procedures to support safeguarding work, with this, the group manages and oversee the multi-agency Child Protection Policies and Procedures, undertake revisions as and when necessary and ensures that each respective partner member is consulted on any proposed changes / developments.

Within its core functions, the group reviews, amends and develops safeguarding procedures in response to lessons learned from Serious Case Reviews, it also monitors the publication and circulation of national, regional and local practice guidance to ensure knowledge is kept abreast of regulatory changes for best practice in relation to frontline delivery and performance, as well as local and national issues, changes in legislation and any gaps emerging from practice.

### **Agreed Priorities and achievements for 2015/16**

- To continue to scrutinise and localise all WSCB policy and procedural guidance to increase the support of local practice
- Maintain a close eye on new ways of working alongside the introduction of 'early help' support services and the associated 'new operating model', and ensure practice guidance, policies, procedures and protocols are revised accordingly.
- The ensure policy updates are widely circulated across all agencies
- To provide launch events to ensure key practice related messages involving changes in delivery are shared
- To ensure all updated policies are transferred to the Learning and Development Committee to be included in training, to ensure implementation.
- The committee has a set work-plan with timescales to review key areas, some of which include: Children on the edge of Care, Teenage Suicide and Self-Harm, Missing children, Children at risk of child sexual exploitation, safeguarding practice and arrangement for Children with Disabilities and pre-birth assessments.
- The Committee has updated and maintained the suite of procedures in line with national, regional and local key developments which directly influences practice.
- Introduction of MASH Jan 2016 – Policies updated to reflect Threshold for Support, MARF, Escalation Policy and MASH operational documents.

- Revised the Threshold for Support referred to the Learning & Development, and Communication and Engagement Committee for dissemination.
- Neglect practice guidance initially completed September 2015 – 2<sup>nd</sup> reviewed following consultations. Final document approved /signed off Jan 2016.
- SEMT processes updated and promoted via training. Regional CSE Framework in place.
- CSE strategy reviewed in January 2016.
- Unborn Process MAP and Checklist devised.
- Working relationship established with WSAB to ensure WSCB policies reflect family agenda.
- Liaise with WSCB committees to support in develop of LPP as a result of their individual Activity.
- Oct 2015 Safeguarding Adult Review (SAR) toolkit created – involved members of SAR committee & Chair of LPP.
- Involvement with the introduction of regional Procedures, including contributing to scoping of regional procedures; agreeing the process and model to be implemented. Act as an editorial group for the regional procedures to be launch in September 2016 although much work commence during 2015 in preparation of the regional processes.

### **Outstanding activities that were not achieved from 2015/2016 objectives**

- Neglect Strategy was timetabled to be launched in November 2015. This was delayed due following feedback from consultation of the proposed practice guidance. The guidance was revised and approved via Executive Committee in January. A series of training events, including Training for Trainers course to maximise delivery is scheduled in the coming months.

### **Committee contribution to Priority 1: Effective Governance**

- Review of membership arrangement and terms of reference to ensure the group is attending to its functions.
- Keep WSCB members abreast of new documentation to ensure practice remains up-to-date.

### **Contribution to Priority 2: Front-line delivery and impact of Safeguarding**

- Consult with practitioners when reviewing practice guidance to ensure the expectation are realistic and achievable in regards to frontline delivery.
- Dissemination of information relating to the introduction, revision and/or implementation of policies, procedures and practice guidance.

### **Contribution to Priority 3: Safeguards for particular vulnerable young people**

- Review CSE Process.
- Reviewed DV Process.

- Reviewed and revised procedures as required via WSCB Business Plan in particular in relation to Priority 3.

#### Contribution to Priority 4: Communicate and engage

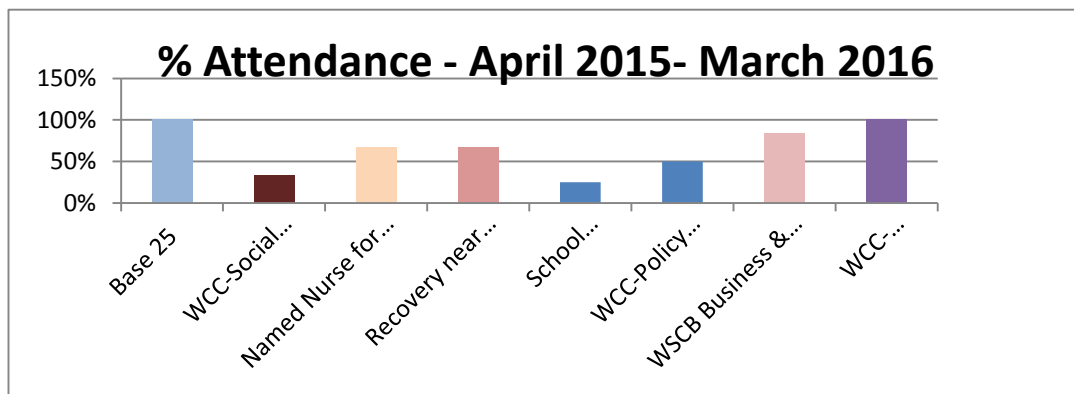
- All newly introduced and /or revised documentation are disseminated across the workforce using various channels; these are also included on the website:  
[www.wolverhamptonsafeguarding.org.uk](http://www.wolverhamptonsafeguarding.org.uk).

#### Challenges or barriers restricting the committee from attending to its activities

- The [www.proceduresonline/wolverhamptonscb.org.uk](http://www.proceduresonline/wolverhamptonscb.org.uk) was created by Tri.X in 2006 and requires a complete overhaul. It is often difficult to navigate, and/ or remove dated information. This has proved a challenge with the only solution to undertake a start again process.

#### Brief overview of work anticipated for 2016/17

- Maintain WSCB procedures in line with national legislation and requirements as well as regional and local business priorities.
- Consider Cross safeguarding Board Policies.
- Pre Birth Practice Guidance to strengthen recently created 'Checklist' to be developed.
- Contribute to the formation of regional procedures.



## **B-Safe – (Junior Safeguarding Board)**

### **“Engaging with young, raising awareness of safeguarding issues”**

#### **Brief Terms of Reference**

The young contribute to the safeguarding priorities, make proposals, and engage in consultation and advance priorities set by the WSCB. The young people receive regular, relevant training and activities are delivered by the HeadStart Team and other professionals including partners from the voluntary sector organisations, DV, CSE, Prevent and health and wellbeing specialists and the police.

#### **Agreed Priorities and achievements for 2015/16**

- Prevent – discussion of Hate Crime leading on to topic activities around the Prevent agenda
- CSE – See Me Hear Me Campaign
- What Good Care Looks Like – All Age Carers Strategy Consultation
- Violence Against Women and Girls – StandUp4Urself Event
- Alcohol and substance misuse training
- Anti-bullying training and activities to design a new Anti-bullying Charter for the city
- Young people more equipped to challenge and influence change in relation to safeguarding.

#### **The work of B-Safe links directly to Priority 4: Communicate and engage**

- We engage and consult with children and young people, of all backgrounds and make up, in the work of WSCB.
- Overall outcomes for the B-Safe Team are planned and monitored with the young people on a regular basis, while individual progress and outcomes are monitored for B-Safe Team members using the Outcomes Star and individual reflection time and reported to the Board.

#### **Brief overview of work anticipated for 2016/17**

- The continuation of activity arising from the identification of the key areas of concerns for young people in Wolverhampton. This commenced with an activity to identify key concerns for young people in the City and was followed by an examination of local and national evidence to consider the wider populous of Wolverhampton and the UK.
- The following six key themes emerged which will be explored further: Failure and the Fear of Failure; Bullying; Body Image; The Online Environment; Sexual Pressure; Job Prospects.
- In addition to the areas mentioned above, further work will be undertaken in the following safeguarding themed areas: Prevent (increased activities to deepen understanding and contribution by the Team); Media / online safety including B-Safe conferences during Anti-bullying week and on Internet Safety Day; Eating disorders; Radicalisation; Respect.



## **Head Teachers' Safeguarding Group**

**“Offering challenge on multi-agency practice and effective working, increasing the profile of Safeguarding in Wolverhampton schools”**

### **Brief Terms of Reference**

To provide a forum for the exchange of safeguarding & child protection information, policies, practice, procedures and concerns between the Wolverhampton Safeguarding Children Board (WSCB) and representatives from relevant educational bodies.

### **Agreed Priorities and achievements for 2015/16**

- This group was set up in July 2014, with a specific aim to share information and disseminated messages to all schools in Wolverhampton. As such the group does not have a work plan or priorities, meetings are driven by information that schools need. Although we do have standing agenda including feedback from the board and network meetings.
- Information cascaded on CSE, Domestic Violence, MASH, MARAC and LADO.
- Feedback from 175s and how to move forward.
- School safeguarding policies.
- Consultation on the new Keeping Children Safe in Education.
- Head Teachers' Safeguarding Conference.
- There is now a Head Teacher representative on all WSCB sub committees.
- Representatives from the majority of ConnectEd networks on this group.

### **Outstanding activities that were not achieved from 2015/2016 objectives**

- Not all providers of education is represented at this group; for example, independent schools, although a representative has now been identified and invited.

### **Committee contribution to Priority 1: Effective Governance**

- Ensuring better information sharing with all schools.
- Head Teacher reps on SCR, Quality and Performance, Learning and Development, SEMT and Law, Policy and Procedure.

### **Contribution to Priority 2: Front-line delivery and impact of Safeguarding**

- Dissemination of information on CSE, DV to all schools.

### **Contribution to Priority 3: Safeguards for particular vulnerable young people**

- Dissemination of information on CSE, DV to all schools

### **Contribution to Priority 4: Communicate and engage**

- Two-way communication between Network Groups and WCSB. Safeguarding Officer for Education and Head of Safeguarding sit on the group.

### **Challenges or barriers restricting the committee from attending to its activities**

- Will always be restricted by the attendance at Network meetings and how to get those messages out. This could be resolved by ensuring that all Network Group agendas have Safeguarding as a standard agenda item as the minutes will go to everyone even if they have not attended.

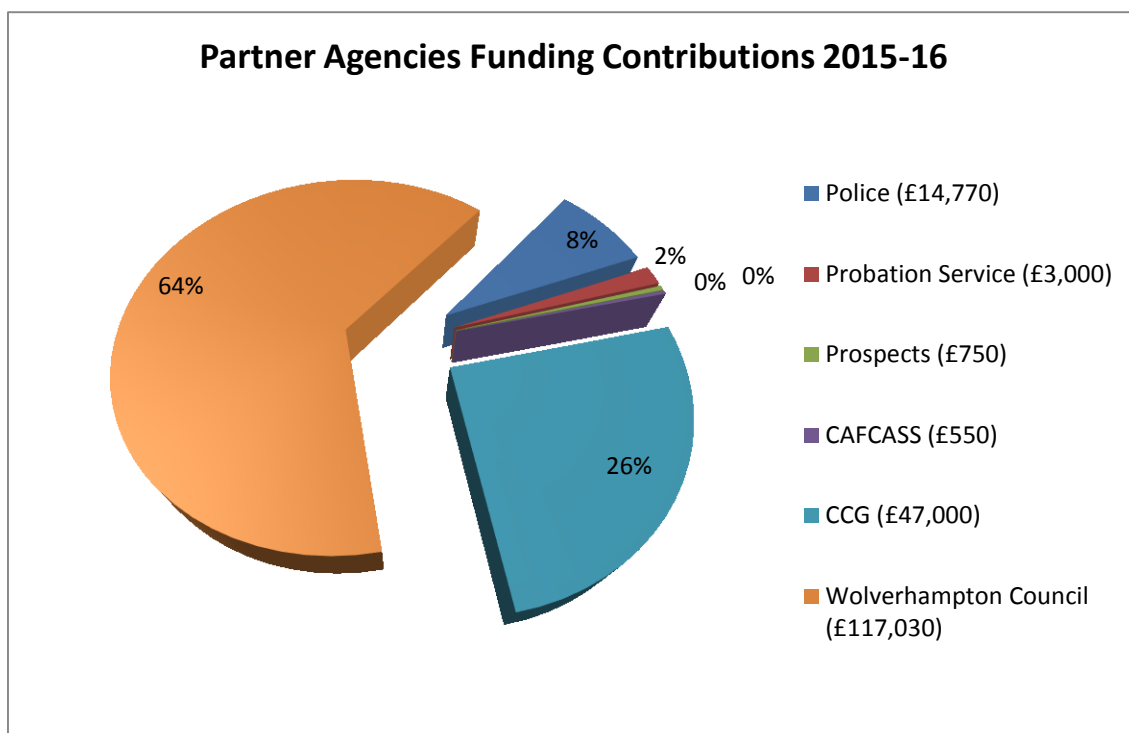
### **Brief overview of work anticipated for 2016/17**

- Work related to new Keeping Children Safe for Sept 2016.
- Produce briefing notes with key messages prior to ConnectEd network meetings.
- Understanding of the Safeguarding processes that impact on providers.
- Updates on MASH.
- Conference planning and delivery.
- Disseminating learning from any SCRs.

## **Wolverhampton Safeguarding Children Board Strategic Priorities 2016/2018**

<b>Priority 1: Effective Governance</b>	<b>We will operate an effective LSCB that focuses its work on local safeguarding priorities including support, challenge and holding multi agencies to account for their contribution and effectiveness in the safety and protection of children, young people and families living in the City of Wolverhampton.</b>
<b>Priority 2: Front-line Practice and Performance and the impact of Safeguarding</b>	<b>We will develop rigorous approaches to monitoring and evaluating the impact of services on safeguarding and promoting the welfare of children &amp; young people; and will hold partners to account.</b>
<b>Priority 3: Safeguards for particular vulnerable children and Young People</b>	<b>We will ensure that everything we do promotes improved practice to help safeguard and meet the needs of those children and young people who are particularly vulnerable, or are at increased risk of harm and improves outcomes for them.</b>
<b>Priority 4: Communicate and Engage</b>	<b>We will ensure that we engage children, young people, families and communities of all backgrounds and make up, in the work of WSCB.</b>

## Wolverhampton Safeguarding Children Board Budget Summary 2015-16



The contributions made by the above agencies have covered:

- Staffing costs
- the general expenses of Board business
- the work of the Independent Chair of the Board
- Training cost for the reporting period
- Activities for B-Safe Team (Junior Safeguarding Board)
- Conferences
- Audit activities
- Website development
- B-Safe project
- Annual Licences memberships
- Training
- the costs of an independent chair and author for Serious Case Reviews.

## Wolverhampton Safeguarding Children's Board Membership

NAME	JOB TITLE	ORGANISATION
COE Alan	Independent Chair	
BAKER Kirsty	Cluster Head,	Walsall / Wolverhampton, National Probation Service
BENNETT Emma	Service Director – Children & Young People	City of Wolverhampton Council
BROWN Ann	Executive Headteacher –(CLPT Special Schools)-Secondary School Representative	Education
BYRNE Chris	Deputy head- Lead DSL	Education
COLE –EVANS Kathy	Strategy Co-ordinator,	Wolverhampton DV Forum
DARMON Tabettha	Strategic Lead for Safeguarding Children and Adults	Black Country Partnership Foundation Trust (BCPFT)
DILL-RUSSELL Andrea	City of Wolverhampton; Student Services Director	City of Wolverhampton College
DODD Stephen	Youth Organisations Co-ordinator	Wolverhampton Voluntary Sector Council
ETCHES Cheryl	Chief Nursing Officer –	Royal Wolverhampton Hospital Trust
GARCHA Manjeet	Wolverhampton Executive Lead Nurse	Wolverhampton Clinical Commissioning Group (CCG)
GIBSON Val (Councillor)	Cabinet Member for Children and Young People	City of Wolverhampton Council
HARRIS Louise	Community Risk Reduction Officer (Youth)	West Midlands Fire Service
HEYWOOD Mark	Head teacher (Independent School Representative)	Education
HOUGHTON Kate	Partnerships Officer	West Midlands Fire Service
JERVIS Ros	Service Director:	City of Wolverhampton Council - Public Health

NAME	JOB TITLE	ORGANISATION
KERR Michaela	Detective Chief Inspector- Adult and Child Public Protection Lead	West Midlands Police
Kramer Julien	Director of Education	City of Wolverhampton Council
LLOYD Sheila	Director of Nurses-	Black Country Partnership Foundation Trust
MCDONALD Pauline	Service Manager- Public Law, -	Child & Family Court Advisory Support Service (CAFCASS)
MEIR Jayne	Chief Superintendent- Wolverhampton LPU Commander	West Midlands Police
MILLARD Lorraine	Designated Senior Nurse for Safeguarding	Wolverhampton Clinical Commissioning Group (CCG)
MING Gillian	WSCB Business Manager	
NASH Sally	Head of Youth Offending	City of Wolverhampton Council
PEJATTA Jas	Probation Service - LDU Head	Walsall / Wolverhampton, National Probation Service
PERRIN David	Lay Advisor	
PICKFORD Fiona	Head of Safeguarding – RWT	Royal Wolverhampton Hospital Trust
PROCTOR Andrew	Head of Safeguarding	West Midlands Ambulance Service
SAMUELS Karen	Head of Community Safety	City of Wolverhampton Council
SANDERS Linda	Strategic Director: People	City of Wolverhampton Council
SCOTT Patricia	Head teacher (Primary School Representative)	Education
THOMAS Claire	Designated Doctor for Safeguarding	Wolverhampton Clinical Commissioning Group (CCG)
WILLIAMS Dawn	Head of Safeguarding and Quality	City of Wolverhampton Council

- ❖ Advisors to the Board
- ❖ Lay Advisors
- ❖ Statutory Board Observer'
- ❖ Board Employee
- ❖ Business Priority Lead / Executive Member

## Member Agencies Contribution to the Annual Report 2015 -2016

<b>Name of Organisation</b>	Base 25 (Voluntary Sector Service)
<b>Area(s) of responsibilities</b>	Empower Coordinator and Safeguarding lead
<b>Overview of 2015-2016</b>	
<p>Base 25 has continued to support young people in shaping their lives through the early identification of young people at risk and providing projects that offer both prevention and intervention to ensure that children and young people are safeguarded. Base 25 has also continued to share its expertise through offering its training programme to other professionals across the city. Relevant safeguarding training and other relevant training has been attended to ensure that all staff are up to date with current standards and duties. Base 25 have attended and contributed to the relevant safeguarding meetings including, E.H.A, CIN, CP, MASE, CMOG, LPP, Strategic SEMT and Learning and Development and serious case review meetings.</p>	
<b>Governance Arrangements</b>	
<p>Base 25 continues to review and update its policies to ensure their relevance. All staff and volunteers receive training and briefings around any changes in policy. All training attended internal and external is disseminated across the team. Base 25 has regular case meetings to ensure that information is shared and appropriate Safeguarding action is taken. There are also internal electronic systems for effective information sharing purposes.</p>	
<b>Key Achievements</b>	
<ul style="list-style-type: none"> <li>• <b>To improve the early identification of young people at risk.</b></li> <li>• Increased number of agencies referring to projects (increase in the number of referrals from family members)</li> <li>• There has been an increase across the projects with regards to lower risk young people, this demonstrating that young people are being identified at an early stage of intervention. This has also enabled preventative work to be delivered with those identified and where necessary, their siblings.</li> <li>• <b>To increase self-esteem of young people.</b></li> <li>• Utilising a range of assessment tools, there has been an increase demonstrated in self-esteem with young people accessing the projects. Tools used to measure impact have included: Warwick and Edinburgh Mental Health assessment, Outcome Star, Outcome wheels and various goal setting tools.</li> <li>• <b>To increase self-confidence and emotional resilience</b></li> <li>• Emerging themes from professionals, parents and young people involved in the projects have included: comments, observations and reflections around perceptions of the young person's level of increase in their confidence and self-esteem and what that looks like: an improved ability to communicate more positively with peers, parents and professionals; Increased involvement in positive activities and an improved ability to manage emotions more effectively.</li> <li>• <b>To improve young people's ability to make informed decisions</b></li> <li>• Reduction in the risk indicators for young people assessed now making safe/better decisions</li> <li>• Parent and/or professional perspective has shown an improvement in the decisions made by young people.</li> </ul>	

- Increased knowledge around healthy relationships, staying safe, identifying risk and risky situations, sexual health, around protective behaviours and utilising this knowledge when making decisions.
- **To increase self-awareness and sense of identity**
- Through the programmes developed through the projects, concepts of self and identity have been explored at all stages across all of the thematic areas. Young people have been able to locate themselves within the context of their own lives and have demonstrated an awareness of those that have influence on them and how they influence and impact on others. This has also impacted on their confidence, self-esteem and their ability to make decisions. Young people have shown ability to empathise with others and an understanding around their own emotional literacy with regards to how others make them feel.
- A lot of work developed with young people was around de-constructing concepts around negative beliefs and values. Young people have demonstrated an understanding of the realities of their negative lifestyle and have identified alternative perspectives on positive change.
- **To minimise harm to self and others.**
- Decrease in the assessed risk factors.
- A lot of the thematic work has been delivered around sexual health, exploitation, grooming, drugs and alcohol misuse, crime, violence and engaging in gang related activity. This has positively impacted on the behaviour choices of the young people involved in the projects. Most have demonstrated a change in attitude and a more confident approach towards staying safe.

### Key Challenges

Whilst funding has been sourced for specific project work (e.g. Empower), there continues to be an increase in referrals as a consequence of funding cuts and a need to generate new funding for projects. Base 25 has continued to build on working in partnership and multi-agency working through attending and contributing to EHA, CIN, CP, MASE, CMOG meetings. Base 25 has continued to share its expertise through offering its training programme across the city.

### Future Plans for 2016-2017

- To identify and generate new funding for projects
- To continue developing partnerships locally and regionally with other organisations
- To offer more external training opportunities for professionals around the thematic areas of the various projects, to raise awareness and increase referrals

### Internal Reporting Systems

Base 25 has a Safeguarding lead; all Safeguarding concerns are logged with this lead person and appropriate advice/ actions are given. Base 25 Safeguarding policies are followed by all staff and volunteers. Included in main report.

### Name of Person completing template

Jennie Watton  
Empower Coordinator and Safeguarding lead



<b>Name of Person represented on the Board</b>	Tabetha Darmon (Associate Director for Safeguarding Children and Adults)
<b>Name of Organisation</b>	Black Country Partnership Foundation Trust
<b>Area(s) of responsibilities</b>	Mental health, Learning Disabilities and Children and Young People/families services.
<b>Overview of 2015-2016</b>	
<p>Within Black Country Partnership NHS Foundation Trust keeping children safe is both complex and challenging and requires practitioners to have high levels of commitment and professional curiosity; as the organisation covers Mental Health, Specialist Learning Disabilities and Children and Young People services. Therefore, ensuring safeguarding children is everyone's responsibility is paramount as the ultimate accountability rests with the Chief Executive Officer.</p> <p>The safeguarding children's team for BCPFT are accountable to three safeguarding children's Boards and their sub-groups; Dudley, Sandwell and Wolverhampton.</p> <p>Therefore, the team has the four main functions listed below;</p> <ul style="list-style-type: none"> <li>• Provide assurance and evidence through our safeguarding dashboard to BCPFT, that the safeguarding children's team is fulfilling its statutory responsibilities in accordance with Section 11 of the Children Act (2004) and Care Quality Commission Outcome 7 (which is about safeguarding service users from abuse and harm).</li> <li>• Inform Trust staff &amp; managers of the activity and function of the children's safeguarding team and the support it provides to operational and clinical service delivery e.g. risk assessments and management; reporting safeguarding concerns.</li> <li>• Provide an overview of the Trust's progress in improving and ensuring that robust systems are in place to safeguard children and young people e.g. policies and procedures and those lessons learnt from Serious Case Reviews are embedded into practice.</li> <li>• Team has a duty to outline the service priorities for the coming year in line with National, Regional and Statutory requirements.</li> </ul>	
<b>Governance Arrangements</b>	
<p>The safeguarding team's governance structure is as follows;</p> <ul style="list-style-type: none"> <li>• Monthly team meetings for the safeguarding children's team and Health Visiting team staff participation</li> <li>• Safeguarding Forum bi-monthly and the membership includes staff from the Trust Groups to ensure information is shared effectively</li> <li>• The above group reports into Quality and Safety Steering Group for any issues that need escalation which is held monthly.</li> <li>• Quality and Safety Steering Group reports into the Board of Directors to ensure Board to floor communication.</li> </ul> <p>However, the team also carries out staff single agency training levels 1 to 3; internal audits e.g. Record Keeping; Service User journeys which are shared through the above governance structures; and where there are lessons to be learnt. Safeguarding Named Nurse sit on every group Quality and Safety meeting monthly; have identified link workers within clinical areas and meet with link workers monthly. Link worker model ensures safeguarding has champions on the frontline and enables learning.</p>	
<b>Key Achievements</b>	
<ul style="list-style-type: none"> <li>• Having a clear safeguarding team structure with a Named Safeguarding Lead for Children and this has ensured coverage in each locality and has reinforced engagement with Safeguarding Boards and their respective sub-groups.</li> </ul>	

- Successfully created a Safeguarding Forum which is overarching with Adults Safeguarding and it enhances information sharing, communication and lessons learnt.
- Team has managed to train staff internally at levels 1 to 3 and hit contractual targets as well as learning; and have also shared multi-agency training dates for staff to book on. The training provided has included Domestic Violence; Prevent; Toxic Trio (Trio of Vulnerabilities); training for Foster Parents re-LAC; FGM; CSE; and Voice of the Child.
- Robust supervision arrangements are in place; policies have been reviewed including the Domestic Violence policy; Child Protection to include Female Genital Mutilation and Child Sexual Exploitation.
- Successfully completed section 11 for the 3 Boroughs, had scrutiny panel by Sandwell and recommendations were positive.
- Successfully linked MARF onto our DATIX reporting system to allow easy access for practitioners when referring.
- SCRs/DHRs/OFSTED/CQC and other Peer Reviews are also now monitored through DATIX under safeguarding module which has been created within the system.

### Key Challenges

- IT connectivity has continued to give limited access to other provider systems.
- Due to the geography it has been a challenge to effectively cover the demands of all the Safeguarding Boards and their sub-groups as well as effectively meet the demands internally due to staff capacity and unfunded posts. (Capacity vs. Demand)
- Safeguarding teams are spread out and would benefit from being co-located into one space (this is mainly for Dudley where team needs to be at Corbyn Road and it's taken over a year)
- Having three CCGs has also been a challenge as in some areas CCGs have carried out a review and are in the process of moving some safeguarding specialities into other areas which will impact on team resources.
- The upcoming of MASH model in all localities has placed fundamental pressures on the team to meet the demands e.g. attendance to weekly meetings and also resourcing the projects.

### Future Plans for 2016-2017

- Understand risk factors and recognise CYP in need of support and/or safeguarding.
- For practitioners to develop a 'Think Family' ideology when assessing needs. Recognise the needs of parents who may need extra help in bringing up their children and know where and how to refer for help. Able to use the Early Help Assessment to access support as appropriate for them
- To raise awareness/training re 'trio of vulnerabilities'
- Practitioners to have the ability to recognise the risks of abuse or neglect to an unborn child
- Communicate effectively with CYP and stay focused on the child's safety and welfare (VOICE of the CHILD)
- Develop the MASH practitioners role/responsibilities and implementation of processes and systems to support implementation
- Further NSPCC Safeguarding Supervision training to enhance practitioners practice to be effective, safe, informed, professional curiosity, and confidence to challenge and escalate where necessary
- E- Learning packages to support training.

### Internal Reporting Systems

- Internally we have Datix as our internal reporting systems which are now being linked to MARFs for external reporting. Through governance arrangements stated above.

### Name of Person completing template

Tabetha Darmon

<b>Name of Person represented on the Board</b>	Pauline McDonald Service Manager
<b>Name of Organisation</b>	Cafcass – Children and Family Court Advisory and Support Service
<b>Area(s) of responsibilities within your organisation</b>	Cafcass A12- Responsible for public law across Local Authorities: Wolverhampton, Dudley, Walsall, Sandwell, Birmingham and Solihull.
<b>Overview of 2015-2016</b>	
Cafcass (the Children and Family Court Advisory and Support Service) is a non-departmental public body sponsored by the Ministry of Justice. The role of Cafcass within the family courts is: to safeguard and promote the welfare of children; provide advice to the court; make provision for children to be represented; and provide information and support to children and their families. It employs over 1,500 frontline staff.	
<b>Governance Arrangements</b>	
<p>The demand upon Cafcass services grew substantially in 2015/16 with a 13% increase in care applications and an 11% increase in private law applications. The grant-in-aid provided by the Ministry of Justice was smaller than the previous year. Notwithstanding this, Cafcass has met all of its Key Performance Indicators.</p> <p>Below are examples of work undertaken by Cafcass in 2014/15 to promote the continuous improvement of our work and support reform of the Family Justice:</p>	
<b>Key Achievements</b>	
<p>Revision of both the <b>Quality Assurance and Impact Framework</b> and <b>Supervision Policy</b> which together set out the organisation's commitment to delivering outstanding services and the ways in which staff are supported to achieve this and the quality of work is to be monitored. The Framework integrates the impact of the work on the child into the grade descriptors so that evidence of positive impact is to be present, alongside compliance with the expectations of Cafcass and the Court, for an outstanding grade to be achieved.</p> <p>Implementation of the <b>Equality and Diversity Strategy</b>. This entails: a network of Diversity Ambassadors who support the development of staff understanding and skill; the holding of workshops; a themed audit on the impact of diversity training on practice.</p> <p>Extending the <b>Child Exploitation Strategy</b> introduced in 2014/15 to include trafficking and radicalisation as well as sexual exploitation. Key elements of the strategy include: Ambassadors (at a service area level) and Champions at a team level to have a 'finger on the pulse' of local issues and to support learning; training and research (including a study of 54 cases known to Cafcass in which radicalisation was identified as a feature).</p>	
<b>Key Challenges</b>	
<p>The demand upon Cafcass services grew substantially in 2015/16 with a 13% increase in care applications and an 11% increase in private law applications. The grant-in-aid provided by the Ministry of Justice was smaller than the previous year. Notwithstanding this, Cafcass has met all of its Key Performance Indicators.</p>	
<b>Future Plans for 2016-2017</b>	

Working with a **range of partners** across family justice, children's services and the voluntary sector. Examples include Local Family Justice Boards (Cafcass chairs 12 of the 46 of these), the judiciary, the Adoption Leadership Board and the Association for Directors of Children's Services with whom Cafcass has developed the social work evidence template for use in care cases, and with whom we are developing good practice guidance for children who are accommodated by the local authority

### Internal Reporting Systems

All Cafcass staff has understanding of our responsibilities in safeguarding and promoting the welfare of children of Cafcass' statutory function under Section 12.1 of the Criminal Justice and Court Services Act 2000. All staff undertakes safeguarding training and work within in our Child Protection Policy which sets out the requirements placed on Cafcass, on its staff and contractors, relating to its statutory function of safeguarding and promoting the welfare of children.

### Section 16A Risk Assessment

In December 2013 the National Improvement Service (NIS) issued guidance which confirms what Cafcass' S16A duty means to FCAs practice. It sets out when the duty applies; what the assessment should cover; and how the outcome of the assessment should be reported to the court. This guidance should be used alongside Cafcass' Child Protection Policy.

Interagency referrals are made and followed up to the relevant LA where safeguarding issues are identified.

### Name of Person completing template

Pauline McDonald

<b>Name of Person represented on the Board</b>	Andrea Dill-Russell
<b>Name of Organisation</b>	City of Wolverhampton College
<b>Area(s) of responsibilities within your organisation</b>	Director of Student Services
<b>Overview of 2015-2016</b>	
<p><b><u>Safeguarding team update training</u></b></p> <p>Safeguarding Manager has successfully completed NSPCC Child Protection Supervision Course and the Designated Officer Training.</p> <p>Two members of the safeguarding team have completed the PREVENT train the trainer course (WRAP 3) and are now delivering the training to college staff. To date 17 workshops have been delivered and 201 staff have completed the training.</p> <p>The college's Student Services Director is the vice chair for the learning and development Committee (WCSB)</p> <p><b><u>Recognition of the culture of safeguarding within the college</u></b></p> <p>The college's safeguarding team won two awards at the staff celebration event held in July 2015 – Team of the year and Going Above &amp; Beyond for Students, as voted for by college staff. Student Services Director requested to deliver a workshop at a national conference for InGovernment on Prevent and British Values following a recommendation from Ofsted.</p> <p><b><u>Training delivered to staff</u></b></p> <p>Channel general awareness on line training is provided for all staff.</p> <p>To date 78 Managers have attended Face to Face Safer Recruitment &amp; Selection workshop, training is mandatory in order to be part of recruitment procedures.</p> <p>Mandatory WRAP training delivered to all frontline service teams.</p> <p><b><u>Awareness sessions for students</u></b></p> <p>During the induction period from Sept 2015 – Oct 2015, 96 safeguarding workshops were delivered and 1600 students attended these workshops which were delivered by the college safeguarding team delivered by the college safeguarding team.</p> <p><b><u>Promotion of city wide awareness events</u></b></p> <p>Safer Internet Day 9<sup>th</sup> February 2016 was successfully promoted at the college.</p> <p>Promotion of 'turn the world orange', domestic violence campaign</p> <p><b><u>Strategic developments</u></b></p> <p>A Prevent and British Values Strategy Group has been set up.</p> <p>College has been part of the production of a short film, 'Turning Point', which will provide teaching resources to support the Prevent strategy in the City.</p> <p>Developed an advisory panel for short educational programmes delivered from remote educational locations to ensure team leaders have access to advice on; safeguarding, equality, diversity, SEND</p>	

and Health and Safety.

Additional questions regarding Prevent and British Values have been included with the safeguarding questions asked during recruitment to all new positions.

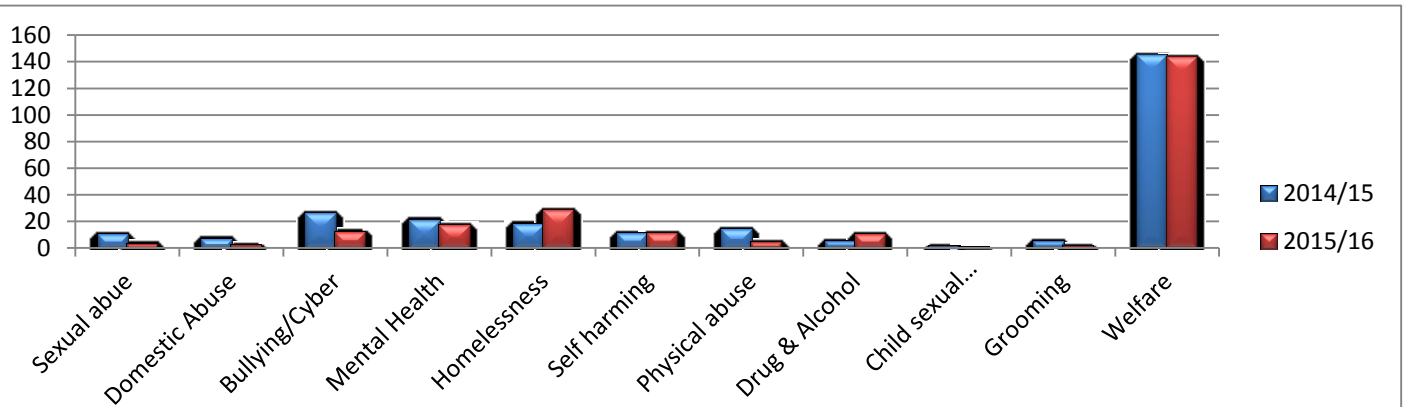
## **Impact**

### **Data on students feeling safe**

In 2014/15 we had 269 safeguarding/welfare referrals made to the college safeguarding team. To date in 2015/16 we have had 234 referrals.

- 13 referrals were made to children social care and 6 referrals to adult social care in 2015/16.
- 26 referrals were made to the police in 2015/16
- 189 referrals were dealt by the safeguarding team as early intervention (welfare issues).
- In 2015/16 there were 138 female and 96 male safeguarding referrals made to the safeguarding team.
- There has been an decrease of 17% of safeguarding referrals in 2015/16 of White British students compared to 2014/15
- In 2015/16 there were 23 Indian student safeguarding referrals made which were identical to the previous year.
- In 2015/15 Black & White Caribbean students safeguarding referrals have decreased by 1 compared to the previous year.
- In 2015/16 Pakistani students referrals decreased by 67% compared to the previous year.
- There has been an increase of 167% of African students referrals compared to the previous year.
- In 2015/16 there is a decrease of 14 -17 year old student safeguarding referrals by 25% compared to the previous year. There has been an increase of 6% of 18+ student referrals compared to previous year.
- There has been a decrease 41% of learner referrals from Bilston East & North ward in 2015/16 compared to previous academic year.
- In 2015/16 there has been a decrease of one in Bushbury South & Low hill ward compared to 2014/15.
- There has been an increase of 87.5% of referrals from Tettenhall Regis/Wightwick ward.
- In 2015/16 there has been a decrease of 23% of referrals from Graiseley ward compared to previous year.

### **Nature of referrals**



In 2015/16 there has been an increase of 25% of learners who identify themselves as Looked after children compared to previous academic year.



### **Feedback from students who have been supported by the safeguarding team:**

**72%** of students of **strongly agreed** the safeguarding team acted in their best interest. **25%** of students **agreed** the safeguarding team acted in their best interest and **2% disagreed** the safeguarding team acted in their best interest.

**80%** of students **strongly agreed** they were treated with respect by the safeguarding team, **17.5%** of students **agreed** they were treated with respect by the safeguarding team and **1.5%** neither **agreed nor disagreed** with this statement.

**75%** of students stated the friendliness of the safeguarding staff who dealt with them was **excellent** and **25%** of students stated the friendliness of the safeguarding staff who dealt with them was **very good**.

**69%** of students stated they had an **excellent** overall experience with the safeguarding team and **24%** stated their overall experience with the safeguarding team was very good and **5%** stated it was average.

### **Governance Arrangements**

College has a safeguarding policy in place which reflects the guidance provided by Department for Education – Keeping children safe in education and HR Government document Working together to safeguard children.

Safeguarding policy and procedures are annually reviewed by the college's governing body and by a named designated governor.

College's safeguarding policy is accessible via the college's website.

It is mandatory for all staff employed by City of Wolverhampton College to attend face to face safeguarding awareness training. 681 staff members have attended safeguarding awareness training to date since its launch in 2014.

It is mandatory for all new staff employed at the college attend safeguarding awareness in order to successfully complete their probation period.

It is mandatory all staff attend PREVENT (WRAP 3) training. To date 201 staff have attended WRAP 3. The college had initially targeted frontline staff teams including additional learning support assistants, study hub teams, security/reception teams and managers. Training is currently being delivered to tutors and assessors. This will be followed by training to embed in teaching and learning delivery.

Face to Face Safer Recruitment & Selection training is a mandatory requirement for all managers to attend. To date 78 managers have successfully completed the training.

College has in place safeguarding risk register action plan which includes PREVENT for 2015/16. The action plan is monitored by the Director of student services and updated on an annual-termly basis. The action plan has the following categories with an executive management team lead:

- Safeguarding Management – Director of Student Services
- Teaching & Learning – Director of Quality
- Human Resource – Director of HR
- Services & Facilities – Deputy Principal
- Communication & Information - Director of Student Services

During Ofsted Inspection in October 2014 safeguarding was graded as good with outstanding features.



Safeguarding Manager holds fortnightly meetings with the safeguarding team.  
 Service Level agreements are in place with Youth Offending Team & Looked After Children.  
 Internal safeguarding audit was conducted on the 7<sup>th</sup> October 2015. There were no concerns raised by the audit with a good rating outcome.  
 Outcomes for learners who have been safeguarded in the college are included in the annual Equality and Diversity Report for Governors.  
 The Student Services Director and Additional Learning Support & Safeguarding Manager meet each Head of Curriculum on a monthly basis to review and report on areas within the directorate including safeguarding.  
 All information from Safeguarding Boards is disseminated to designated leads with safeguarding responsibility, senior managers, Governors and wider college staff teams.

## **Key Achievements aligned to WSCB Business Priorities**

### **Effective Governance**

- College has a robust safeguarding policy & procedures in place that comply by the Board's expectation in keeping children, young people and vulnerable adults safe.
- Termly safeguarding reports are provided for governors
- Effective management of safeguarding and Prevent risk register monitored by senior managers termly
- Successful internal audit

### **Front-line delivery and the impact of safeguarding**

*"I feel safe at the college"*

Induction survey: 94%

On Programme survey: 94%

HE On Programme: 96%

*"discrimination is tackled well by the College"*

On Programme survey: 93%

HE On Programme: 95%

Feedback is sought from students who have been supported by the safeguarding team

### **Safeguards for particular vulnerable children and young people**

- Safeguarding team has a close working relationship with LAC & YOT
- Development of advisory panel for offsite provision
- Safeguarding manager attends Wolverhampton suicide prevention stakeholder forum
- In 2014/15 there were 27 LAC students. There has been an increase 30% of LAC students in 2015/16 compared to the previous year.

### **Communicate and engage**

- Safeguarding Induction delivered to all full and substantial part time learners
- Bespoke marketing materials to promote safeguarding services provided to all learners
- Student Services Director member of the Communications and Engagement Committee
- Promotion of key campaigns to all staff and students

### **Workforce development**

- College has a highly skilled & trained safeguarding team working across all college campuses.
- Safeguarding team update their training to ensure their knowledge and skills are up to date relation to safeguarding.
- Safeguarding team meet on a fortnightly to discuss their case load as part of their supervision.
- Student Services Director member of the Learning and Development Committee

### **Key Challenges**

- Students and staff feeling safe, being able to share concerns and manage risk of harm either to themselves or others(Communicate and engage)
- Continue to monitor and promote a culture of safeguarding within the college (Front-line delivery and the impact of safeguarding).

### **Future Plans for 2016-2017**

- Students and staff feeling safe, being able to share concerns and manage risk of harm either to themselves or others.
- Embed Prevent and British Values into teaching and learning activities
- Promote key learning regarding safeguarding into day to day practice to keep staff and students safe.

### **Internal Reporting Systems**

- College safeguarding policy and procedures are in place to support and guide staff & students.
- College has a dedicated safeguarding team providing cover across all college campuses. They address any safeguarding concerns students or staff may have.
- Staff reporting all safeguarding concerns use the college safeguarding report form, which they can access via the college safeguarding web page.
- Students can also self-refer for support & advice from the safeguarding team via Moodle (virtual learning environment).
- Fortnightly meetings are held with the safeguarding officers to discuss referrals
- Director of student services meets with curriculum heads on a monthly basis to discuss and safeguarding concerns.
- Safeguarding Termly reports are provided for the governors and Executive Management Team.
- Safeguarding team will refer to external agencies and the LADO when required.

### **Safeguarding/Welfare external referrals**

Police – 28

Children social care – 5

Adult social care – 5

Base 25 – 6

Citizen advice bureau - 2

Drugs & Alcohol 360 - 5

Gem centre - 9

GP – 10

Hospital – 4

Housing options – 14  
Young Persons team – 7  
YMCA – 3  
Wolverhampton Haven – 2  
**Safeguarding/Welfare internal referrals**  
College counselling - 25  
Supported by the safeguarding team - 120

**Name of Person completing template:**

Andrea Dill-Russell, Anil Sharma, Sarah Lucas

<b>Name of Person represented on the Board</b>	Cheryl Etches - RWT Deputy Chief Nurse (Deputy Chief Executive)
<b>Name of Organisation</b>	Royal Wolverhampton Trust
<b>Area(s) of responsibilities within your organisation</b>	Executive Director for Safeguarding
<b>Governance Arrangements</b>	
<ul style="list-style-type: none"> <li>During 2015, RWT has completed the Self-Assessment Assurance Framework and Markers of Good Practice guidance to provide confidence that the organisation is meeting its statutory responsibility to safeguard and promote the welfare of children, young people and adults. The outcome of this process informs the Trust Board, NHS Wolverhampton Clinical Commissioning Group (CCG) and the Wolverhampton Safeguarding Children/Adult Board (WSCB/WSAB) of the progress being made to safeguard local children, young people and families.</li> <li>From March 2016, Serious Case Reviews/Domestic Homicide Reviews and Safeguarding Adult Reviews are received, monitored and updated via the RWT Safeguarding SCR/DHR/SAR sub group.</li> <li>Safeguarding Children Training is delivered to RWT staff, as per RCN Intercollegiate Guidance 2014. PREVENT training (Health WRAP 3) is being cascaded to all clinical staff during 2016. The compliance regarding attendance is reported to the Wolverhampton Safeguarding Children Board and Wolverhampton CCG. All staff will receive face to face training on Induction.</li> <li>The Safeguarding Children Policy for RWT was updated in 2015 to reflect national changes. This will be reviewed annually.</li> <li>RWT have participated in 1 SCR and 1 Safeguarding Adult Review.</li> </ul>	
<b>Key Achievements against the Board's Strategic/Business Priorities</b>	
<ul style="list-style-type: none"> <li>Member of WSAB/WSCB</li> <li>Member of all subgroups</li> <li>Contribute to Wolverhampton Domestic Violence partnership working arrangements</li> <li>Recruitment of health representative to participate in MASH (children post)</li> <li>Provision of robust safeguarding supervision to front line staff</li> <li>Engage with children, young people and families in the community to get feedback on services provided by the Organisation via family and friends test, questionnaires, safeguarding meetings, case conferences.</li> </ul> <p>Please refer to WSAB &amp; WSCB Priorities Below</p>	
<b>Key Challenges against the Board's Strategic/Business Priorities</b>	
<ul style="list-style-type: none"> <li>Identify increase of activity in light of new services and staff joining RWT.</li> <li>Review of current service delivery to teams that have been identified as requiring additional support.</li> <li>Review and development of safeguarding training programme for 2016 in line with the new requirements of RCN Intercollegiate Doc for Safeguarding Adults (2016)</li> <li>Review of Domestic Violence Pathway and organisation role and responsibility.</li> <li>IT solutions support for MASH (children and adult).</li> </ul>	
<b>Plans for 2016-2017 against the Board's Business Priorities relating to partnership working</b>	
<ul style="list-style-type: none"> <li>Development of RWT Safeguarding Training Programme for 2016 – 2019</li> </ul>	

- Review of RWT safeguarding team structure
- Update Safeguarding children and adult policy in 2016//17
- Development of RWT PREVENT Policy.
- Development of monthly ' safeguarding briefing '
- Contribution to the organisation audit process.

### Internal Reporting Systems

RWT reports safeguarding matters via:

- Weekly brief/communication process.
- RWT Trust Safeguarding Operations Group
- RWT Trust Safeguarding Committee which reports to Board.

### Name of Person completing template

Fiona Pickford - Head of Safeguarding: RWT

<b>Name of Person represented on the Board</b>	Karen Samuels
<b>Name of Organisation</b>	Safer Wolverhampton Partnership (SWP)
<b>Area(s) of responsibilities within your organisation</b>	Lead officer for SWP. Strategic planning and operational delivery/oversight for crime reduction and community safety across Wolverhampton; implementation of statutory functions of SWP.
<b>Overview of 2015-2016</b>	
<p>A joint event was held in March 2016 to share learning amongst frontline practitioners from serious case reviews (SCRs), domestic homicide reviews (DHRs) and safeguarding adult reviews (SARs). The event was attended by 200 practitioners, and a safeguarding toolkit was widely disseminated across agencies for practitioner use as a prompt to implement day to day safeguarding practice. The new Prevent duty has been successfully introduced with a programme of work, including a training plan is being rolled out across partners to raise awareness and better identify individuals at risk from extremism. A new Violence Against Women and Girls Strategy and Gangs and Youth Violence Strategy were launched in March 2016 to drive tackle these crimes and reduce exploitation to better coordinate the partnership approach, encourage reporting of 'hidden' crimes and improve support for victims.</p>	
<b>Governance Arrangements</b>	
<p>A mandatory Prevent e-learning training module has been introduced for all Council staff and available across the wider partnership. A Contest Board has been established to provide robust governance on the implementation of Prevent and the other elements of the national Contest Strategy. A number of posts, including a MARAC Coordinator has been funded to support training, coordination and delivery of the VAWG agenda. All SWP contracted services are required to meet the Council's standards for safeguarding. Performance measures covering vulnerability have been introduced to SWP's performance framework to ensure areas of concern are identified and responded to.</p>	
<b>Key Achievements against the Board's Strategic/ Business Priorities</b>	
<ul style="list-style-type: none"> <li>• Delivery of joint DHR/SCR/SAR learning event for frontline practitioners and dissemination of safeguarding toolkit</li> <li>• Strengthened response to Prevent and Channel Panel case management to safeguarding individuals at risk from extremism</li> <li>• Strengthened response to identifying victims of gang and youth violence and violence against women and girls</li> <li>• Resourced training provision for VAWG and Prevent as part of the safeguarding training offer</li> </ul>	
<b>Key Challenges</b>	
<ul style="list-style-type: none"> <li>• Overseeing prompt implementation of recommendations from DHRs and evidencing the resulting improved practice from these</li> <li>• Keeping abreast of the vast organisational change across partners and revising the relevant SWP strategic planning and delivery responses</li> </ul>	
<b>Future Plans for 2016-2017</b>	
<ul style="list-style-type: none"> <li>• Formalise the working relationship between SWP, WSCB and WSAB through development of an operational protocol</li> <li>• Input into coordination of the city's safeguarding training offer</li> <li>• Ensure the safeguarding website is kept updated with relevant information on SWP's delivery responsibilities</li> <li>• Raise awareness and encourage reporting of 'hidden crimes' such as FGM, HBV and FM and improve outcomes for families affected by domestic violence</li> </ul>	
<b>Internal Reporting Systems</b>	

Not applicable – SWP is not an organisation but a Board made up of statutory, third sector, resident and business sector representatives. Each organisation will have their own arrangements for reporting safeguarding concerns; however, members of the Board are reaffirming/reviewing their own organisational safeguarding practice through discussions held at SWP to enhance delivery.

<b>Name of Person completing template</b>	Karen Samuels
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<b>Name of Person represented on the Board</b>	Manjeet Garcha
<b>Name of Organisation</b>	Wolverhampton Clinical Commissioning Group
<b>Area(s) of responsibilities within your organisation</b>	Executive Lead for Safeguarding Children
<b>Overview of 2015-2016</b>	
<p>NHSE have provided a sum of money to support the learning and development of the health workforce. A number of events have been organised for health practitioners – including a number of places made available to health colleagues across the Black Country.</p> <p>This includes; IMR training, FGM, Sexual Violence, funding to develop E learning, FGM, and SCIE Training. Some dates are in the coming months.</p> <p>The Safeguarding Children team have delivered:</p> <ul style="list-style-type: none"> <li>• 1 session of Level 3 training to GPs and Practice staff – two further sessions are planned.</li> <li>• Practice Nurse Level 3 training (Guidance states this group require level 2 but as felt to be best practice provided 1 session on request).</li> </ul> <p>All training included the key message to ‘Think Family’</p> <p>The evaluation form (for both cohorts) required the individuals to identify 2 things the attendee planned to implement in their own practice as a result of attending the course, that will improve practice and outcomes for children, young people and families. There are plans for a follow up call to be made to a number of individuals to monitor the implementation of these changes. An example of a case where the changes have improved outcomes has been requested.</p> <p>Safeguarding has been an agenda item at TEAM W for a number of months. This is used as an awareness raising session with the option for further in depth training to be offered at a later date – either as a themed event or as part of the level 3 training.</p> <p>A GP Safeguarding Bulletin has been developed by the Named GP for Safeguarding Children, with input from the whole team, which is sent out electronically bi-monthly. Five issues have been sent out to date with a variety of subjects covered, including FGM, CSE, domestic abuse, private fostering and the Care Act. The bulletin is also used as a vehicle to advertise upcoming training events. It provides a link to the Named GP, who addresses any queries arising from the bulletin directly.</p> <p>The Safeguarding Children and LAC team were invited to deliver a presentation at the WCCG monthly staff meeting to introduce the team and to raise awareness of individual roles and responsibilities of employees.</p> <p>Resources e.g Posters re private fostering/WSCB/FGM re now being regularly disseminated to GP practices.</p> <p>Further development of the team to include designated professionals for Looked After Children.</p> <p>WCCG designated professionals continue to either chair or attend WSCB committees and were also involved in the delivery of Threshold Training.</p>	

A presentation has been made by the Designated Nurse Safeguarding Children to safeguarding personnel within RWT to raise awareness of the Goddard Inquiry. Assurances will be gained through future CQRM regarding their preparations. The presentation has been offered to BCPFT to ensure awareness of requirements.

### **Governance Arrangements**

- Joint Safeguarding Vulnerable Adults, Children and Young People self- assessment to monitor CCGs compliance against the refreshed NHSE Safeguarding Vulnerable People in the NHS – Accountability and Assurance Framework (2015). An action plan has been developed to strengthen areas that require improvement. This is reviewed, updated and reported ¼ to WCG Quality and Safety Committee.
- Working to ensure robust monitoring is in place to ensure services commissioned by WCCG have in place arrangements that reflect the importance of safeguarding and promoting the welfare of children. Development of a joint (adult and children including LAC & PREVENT) dashboard and a reporting framework to provide on-going additional assurances.
- It is mandatory that WCCG staff complete Safeguarding Children level 1 E – learning annually and an awareness E-learning package relating to PREVENT.
- A Safeguarding Strategy has been developed,
- Safeguarding Children Policy has been updated.
- A DV policy for CCG managers and staff is currently being developed.
- A Safeguarding Audit (adult and children) has been completed – rated Substantial.
- Recommendations from SCRs are disseminated to all GPs and practice managers by the safeguarding team with requests for evidence to demonstrate their implementation.
- Guidance for GPs and Practice staff on the securing of patient records in the event of a Domestic Homicide Review or a Serious Case Review has been developed.
- Briefing papers are prepared for the Senior Management team following the publication of national Report and Inquiries. Recommendations are included and the actions required by WCCG against the recommendations.
- Development of a Safeguarding page on the CCG Intranet.
- Designated professionals continue to provide supervision for named professionals across the health community.

### **Key Achievements against the Board's Strategic/ Business Priorities**

#### **Priority 1**

- WCCG is strengthening reporting arrangements to receive assurances that services commissioned by WCCG have effective safeguarding arrangements in place and enable effective challenges to be made. The framework will support consistent reporting for all providers and enable the CCG to have an oversight of services for health services commissioned by WCCG.

#### **Priority 2**

- The reporting framework requires assurances regarding the implementation of recommendations from learning reviews.
- The Case File Audit Tool used by the Local Authority to review multi-agency arrangements was revised following the intervention of the WCCG Named GP Safeguarding Children, to enable full and appropriate information sharing by GPs.
- Electronic templates have been developed for child protection reports, and the multi-agency referral form (MARF). This means that it is quicker and more straightforward for GPs to complete a referral form, and it is then stored as part of the patient's medical record. This also means that the form can be emailed to the MASH.
- Provision of resources for the MASH and engagement of members of the CCG IG and IMT

teams in developing the Governance arrangements for the new MASH.

#### Priority 3

- Involved in CSE Scrutiny – two recommendations for WCCG
- During the period of the review the Designated Doctor Safeguarding Children met with a range of health services to scope the pathways and effectiveness of health services to identify and support those who may be at risk of CSE. An action plan was agreed to strengthen those areas identified as requiring improvement.

#### Priority 4

- Young people were involved in the recruitment of the Designated Nurse for Looked After Children.
- A team of young people worked with the senior team of the CCG for a day

### Key Challenges against the Board's Strategic /Business Priorities

#### Priority 2

The new reporting framework proposed by WCCG to ensure it receives assurances that the services it commissions have effective safeguarding arrangements in place, needs to be agreed and implemented by its provider.

### Future Plans for 2016-2017

#### Priority 1

- WCCG To continue to support the designated professionals as chairs of the SCR and L&DC and members of a number of other committees to support the delivery of the core functions of the LSCB.

#### Priority 2

- The safeguarding team work plan is under development to incorporate actions from: 1 WCCG Self-Assessment; 2 WCCG Safeguarding Strategy; 3 recommendations from the Safeguarding Internal Audit; 4 Recommendations from SCRs (DHRs/SARs/Learning reviews; 5 National Reports and Inquiries; 6 Link to priorities of the Strengthening Families Board Action Plan; 7 Support the WSCB to achieve its priorities; 8 Any action plan following S.11 audit.
- To continue to work with the Heads of Safeguarding within provider organisations to ensure there are appropriate safeguarding arrangements in place – this will include the first safeguarding quality visits.
- Development of public facing WCCG Safeguarding Internet page with appropriate links to WSAB/WSCB and Wolverhampton Safeguarding websites


### Internal Reporting Systems

*How do you report on safeguarding matters within your agency? Please supply evidence to support your response.*

- Making a referral to CSC is included in the Safeguarding Children policy and the safeguarding page of the CCG intranet.
- GPs, practice staff and employees have accessed advice and guidance from the Safeguarding team.

### Name of Person completing template

Lorraine Millard.

<b>Name of Person represented on the Board</b>	David Baker - WSAB Kate Houghton - WSCB
<b>Name of Organisation</b>	West Midlands Fire Service
<b>Area(s) of responsibilities within your organisation</b>	Operations Commander for Wolverhampton and Walsall with oversight of eight Fire Stations within Black Country North Command. Partnerships Officer for Black Country North Command.
<b>Overview of 2015-2016</b>	
Firefighters receive ongoing safeguarding training. VPOs are trained to a higher level and receive extra training and support to carry out their duties. Training around gangs, CSE, honour based violence, FGM, exploitation will be offered in the coming 12 months. An e-learn safeguarding training package has been developed and is mandatory for all staff. All staff are adequately trained to identify vulnerable people and those at risk. The policy and procedures are being updated currently. The process for making a safeguarding referral is embedded in day to day work practices.	
<b>Governance Arrangements</b>	
WMFS has an embedded Standing Order Safeguarding Policy 17/12 which lays out the responsibilities of staff in relation to the protection of children, young people or adults with whom they come into contact through their work and details the reporting mechanism and procedures. When a safeguarding concern is raised this is internally reviewed to ensure it has been acted upon. WMFS Safeguarding Policy:	
 <p>Adobe Acrobat Document</p>	
<b>Key Achievements against the Board's Strategic/ Business Priorities</b>	
Training for all staff, additional supportive training is made available for all staff, safeguarding e-learn package is now available, safeguarding support in the form of the local Partnerships Team and the Brigade Community Safety Team is available, knowledge of local partner agency services.	
<b>Key Challenges</b>	
Identifying and engaging with the absolute most vulnerable members of our communities to keep them safer and healthier.	
Please refer to WSAB & WSCB Priorities Below	
<b>Future Plans for 2016-2017</b>	
West Midlands Fire Service's priorities and objectives are laid out in The Plan 2016 – 2019 and can be found by following this link <a href="https://www.wmfs.net/your-fire-service/our-plan/">https://www.wmfs.net/your-fire-service/our-plan/</a> Supporting communities and partners to promote and advise on safer and healthier lifestyles in their homes.	
<b>Internal Reporting Systems</b>	
<i>Safeguarding alerts are reported as per</i> Standing Order Safeguarding Policy 17/12 which is embedded in 'Governance Arrangements' (above). The Group Commander and local Partnerships Officer are informed when a safeguarding alert is raised and is followed up internally to ensure resolution.	
<b>Name of Person completing template</b>	David Baker / Kate Houghton

<b>Name of Person represented on the Board</b>	Detective Chief Inspector Michaela Kerr
<b>Name of Organisation</b>	West Midlands Police
<b>Area(s) of responsibilities within your organisation</b>	Child Abuse Investigation lead – Walsall and Wolverhampton
<b>Overview of 2015-2016</b>	
<p>West Midlands Police have actively supported the implementation of Multi Agency Hubs across all 7 Local Authority areas in 2015 – 2016, dedicating a Child Abuse trained Detective Sergeant and Detective Constable to each.</p> <p>In July 2015 we were re-inspected by her Majesty's Inspector of Constabulary following an initial inspection in June 2014.</p> <p>As a result of the recommendations from the inspection, the force has significantly invested in raising awareness across all areas and all specialisms with particular focus on the management and supervision of investigations and in the recognition, identification and assessment of risk to children.</p> <p>These issues and our responsibility to capture the voice of the child and ensure our actions and decision making focus on achieving the best outcomes for children has been driven through our Child Abuse Action Plan, which is overseen by the nominated Child Abuse lead for the force, Detective Superintendent Paul Drover under the leadership of the force Public Protection Unit (PPU) lead, ACC Carl Foulkes.</p> <p>During this period, the force has invested heavily in a structured learning and development training plan for all areas of vulnerability; this programme has now been delivered to the vast majority of operational 'front-line' police officers and supervisors.</p> <p>All dedicated child abuse investigators are either experienced, trained detectives or are working towards detective status on the nationally accredited ICIDP (investigative training) programme</p> <p>All Child Abuse Investigation Team (CAIT) officers attend the specialist child abuse investigators course (SCADIP) and supervisors the responding to child death course</p> <p>All local policing officers and child abuse specialists have been given specific training on key areas of child abuse, including ensuring that the voice of every child is captured and put at the heart of our decision making, that children who are impacted on by domestic incidents are identified and referred for joint agency discussion and appropriate response, that appropriate processes used to capture evidence from children are utilised and specially trained officers deployed and that indicators of Child Sexual Exploitation (CSE) are identified and referrals made accordingly.</p> <p>West Midlands Police have a structure for bringing together Sergeants and Inspectors to discuss the findings of multi and police only reviews and examples of good and poor practice; this supports the development of teams and in February 2016 the force introduced a structured monthly force wide Child Abuse audit programme</p>	
<b>Governance Arrangements</b>	
Following a review of investigative structures and processes across the force area introduced in June 2014, there are now 153 constables dedicated to local Child abuse investigations across the	

force, made up of 7 CAIT teams each covering a local authority area, including Wolverhampton.

These are supported by a central online child sexual exploitation team the central CSE team and a central referral unit into which all referrals from partners regarding potential child protection issues are received and initially assessed before being forwarded to local CAIT for further action / strategy discussion and section 47 activity (joint agency response with children's services)

Each CAIT is managed by a dedicated, trained child abuse detective sergeant, with every Local Authority area having a dedicated Child Abuse Detective Inspector and a nominated member of the senior leadership team with overall responsibility for Child Abuse investigations.

Detective Superintendent Paul Drover is the force Child Abuse lead, with ACC Carl Foulkes being the overall Command Team lead for the Public Protection Unit, incorporating all Child and Domestic Abuse and Sexual Offence matters.

Local CAITs manage all investigations into sexual abuse of a child under 18, all neglect, physical and emotional abuse of a child under 18 where offender is inter familial, in a position of trust or by someone with responsibility for the child, all HBV, FGM, FM on a child under 18 and all SUDI and SUDC's (sudden, unanticipated death of an infant under 2(SUDI) or a child aged 2-18 (SUDC).

West Midlands have developed clear and detailed operating principles for every team and officer working within Child Abuse which are accessible on the force intranet page.

There is a trained child abuse manager on duty between 8am and 4pm every week day and on call from 4pm each night and at weekends. Standard operating principles have been developed determining the roles and responsibilities of all officers within child abuse, including on call functions.

The Public Protection Unit holds a daily management meeting at 830 every day of the week where critical, serious and complex incidents and investigations are discussed, senior management oversight is ensured and any requirement for additional support or consideration is managed.

This is supported by a local daily management meeting held on each LPU at 9am each day and monthly tasking meetings which specifically focus on trends, themes and emerging issues around vulnerability and risk.

In the summer of 2015, West Midlands Police was subject to 3 separate HMIC Inspections focussed on vulnerability, these being:

- FGM, Forced Marriage and Honour Based Violence
- HMIC Child Abuse Re-Inspection
- HMIC Vulnerability Inspection

All being Published in December 2015 and available on the HMIC website at:

<http://www.justiceinspectorates.gov.uk/hmic/peel-assessments/peel-2015/west-midlands/other-reports/>

In April 2016, Wolverhampton Police commenced a 3 month pilot entitled Operation Semper, a co-located joint PPU and LPU resourced pilot focussed on improving how the police identify, prevent and respond to CSE in Wolverhampton.

The specific objectives of this team being:

- To increase the awareness of CSE offenders in Wolverhampton
- To increase disruption activities undertaken focussed on CSE offenders in Wolverhampton
- To increase number of positive criminal justice for CSE in Wolverhampton



- To reduce risk to victims of CSE in Wolverhampton
- To ensure all police opportunities identified internally or externally are allocated and progressed
- To capture national, force and regional good practice and maximise identified opportunities to reduce the risk of CSE in Wolverhampton and bring offenders to justice
- To improve the sharing of good practice and learning with WMP colleagues and change management programmes
- To increase intelligence submissions on CSE victims, offenders and locations
- To increase number of civil interventions used to reduce risk of CSE
- To enhance tasking processes within WMP and with partners

## Key Achievements

An internal cross discipline 'Improvement Board' (held monthly, chaired by Assistant Chief Constable Foulkes) introduced overseeing an agreed improvement plan bringing together all HMIC recommendations and our own internally identified issues requiring additional focus.

The Plan is set out under:

- **Prepare - Providing strong leadership, effective systems whilst working with partners to reduce vulnerability, the prevalence of hidden crimes and the harmful impact of missing episodes.**
- **Prevent - Raising awareness of all aspects of hidden crime and vulnerability amongst our work force, partners, young people, parents, carers and potential perpetrators in order to identify risk quicker and prevent incidents/repeat incidents of harm including missing episodes.**
- **Protect –Safeguarding vulnerable people and support victims and those professionals who seek to reduce instances concerning all forms of abuse including missing episodes.**
- **Pursue - Disrupting, arresting and prosecuting offenders, ensuring a victim/child-centred approach at all times**

The HMIC Child Abuse re-inspection identified that 1 recommendation had already been fully achieved and a further 7 recommendations partially achieved, we are continuing to drive our efforts to achieve all of the outstanding recommendations via our Improvement and Crime Governance structures. This report can be found at:

<http://www.justiceinspectorates.gov.uk/hmic/publications/west-midlands-national-child-protection-inspection-re-inspection/>

As referenced above, West Midlands Police have actively supported the implementation of Multi Agency Hubs across all 7 Local Authority areas in 2015 – 2016, dedicating a Child Abuse trained Detective Sergeant and Detective Constable to each and being active members of the Operational and Strategic groups overseeing the implementation and effectiveness of the MASH

Throughout 2015 and 2016, West Midlands Police delivered Operation Sentinel – a force wide initiative with an internal and external focus on Child Abuse, raising awareness and enhancing our service to children at risk.

In February 2016 we implemented a force wide Child Abuse monthly audit programme, including learning the lessons and sharing of good practice which are discussed at the monthly Child Abuse managers' forum, chaired by the dedicated Child Abuse lead for the force.



This monthly Child Abuse managers' forum identifies good practice, shares learning and embeds consistency across all Local Authority areas as well as developing effective networks and relationships across all CAITs.

We have introduced a CSE specific tasking meeting chaired by the Local Policing Superintendent, Mike O'Hara, focussing on preventing children from becoming at risk of CSE, protecting victims of CSE and bringing CSE perpetrators to justice.

This meeting is a multi – discipline meeting with colleagues from the PPU, neighbourhood officers, partnership team staff, West Midlands Police intelligence department and response functions to ensure a fully joined up and focussed response to CSE from the local police.

Wolverhampton LPU have also recently introduced link officers for all Children's Homes in the city as well as a forum for regular meetings and input between WMP and all Children's Home providers.

### Key Challenges

- The increase in incidents (crime and non-crime child abuse investigations) that have been managed by Wolverhampton Child Abuse Investigation Team (CAIT) has continued to rise.
- There were 1,397 crimes recorded against Children in Wolverhampton in 2015/2016, this being against a force backdrop of 14,484 offences recorded against children in the same period.
- There has been a 23% increase in recorded crime against children for Wolverhampton compared to the previous year April 2014 to March 2015 (1,140) and a 24% increase for the Force (11,685)
- The volume of Recorded Crime against children in Wolverhampton has followed the upward trend as shown by the Force wide figures over the year, reaching a peak in March 2016.
- The volume of Crimes against Children in Wolverhampton over the year was 10% of the Force total volume which is consistent with the 10% in the previous year April 2014 to March 2015.
- The establishment of the policing team within MASH has improved the timeliness of intelligence reviews that are essential to the risk assessment process , to our response to joint investigations and safeguarding responsibilities and to our relationships with partners, however we recognise that there are still challenges in relation to meeting the domestic abuse "screening" process and are working with partners in Wolverhampton to deliver a more timely, robust and risk focused model in the city.
- Child Sexual Exploitation cases are continuing to increase with the Home office raising CSE as a national threat; the on-going focus and benefits of the work commissioned by Preventing Violence against Vulnerable People Board and the imbedding of the regional framework for CSE has resulted in in the early identification of both victims and offenders.
- There were 1635 CSE reports Force wide this year, which is 27% higher than the 1291 in the previous year April 2014 to March 2015.
- The figures for Wolverhampton were 171 reports this year compared to 128 the previous year April 2014 to March 2015 a 34% increase with Wolverhampton accounting for 10% of all CSE reports across the Force area.

As a result the workload for the team of police CSE Coordinator has increased significantly and with it the demand from local policing colleagues and partnership teams. The structure and governance for the Wolverhampton child sexual exploitation and missing group (CMOG) from a police perspective has continued to develop and improve; the volume of cases is a challenge in terms of being able to progress actions and to obtain effective

updates however the excellent relationships within the CMOG and the commitment by all agencies has ensured that each child has a robust and appropriate plan in place.

- The level of resource required to review, manage, and complete investigations within the child abuse investigation arena is significant; in addition the level of police officers within the MASH and within the CSE coordination team will remain under review based on demand. The challenge to West Midlands Police as with all public sector services is that we are continuing to operate in an increasingly tight economic climate and the imperative to identify a sustainable resourcing model is clear; therefore the need to work closely with partners to improve the early identification of risk and 'need' is vital to ultimately reducing the demand and volume of cases that present a greater risk. West Midlands Police will continue to look at ways to transform our services and drive efficiencies through the WMP2020 programme, which will form a vital element of our medium term financial strategy.
- West Midlands Police also recognises the challenges and responsibilities we face with our partners within the local authority regarding providing suitable provision for approved beds to minimise the need for children and young people to be detained in police cells when their detention is necessary for criminal justice purposes. We will continue to progress this requirement by having an active dialogue with our partners and seeking to ensure that suitable local provision is identified within the next financial year.

### **Future Plans for 2016-2017**

West Midlands Police published its Strategic Assessment for 2016/17 in January 2016, full details of which can be found at <https://www.west-midlands.police.uk/docs/keeping-you-safe/about-us/public-facing-strategic-assessment.pdf>

This year's assessment emphasises the need for us to maintain our current priorities of reducing violence and investing in intervention strategies. However, it also highlights the need for us to change the way we work with our partners.

We recognise that it is no longer enough for the police to simply lock up criminals. We must find ways to work collaboratively with partners to understand and provide interventions to prevent young people especially from becoming victims and the people who commit crime.

There is growing awareness that there is a big overlap in the effect of serious issues such as homelessness, drug and alcohol misuse, poor mental health and offending behaviours for people experiencing them.

Serious issues such as these rarely happen in isolation and the focus of our future plans for 2016/17 is to prevent people from becoming victims or offenders of crime and identify and work with partners to provide appropriate interventions at the right time to reduce the harm caused to our community.

### **Internal Reporting Systems**

The Police and Crime Commissioner for the West Midlands, David Jamieson, holds the Chief Constable, David Thompson, to account and retains a keen oversight of all issues involving vulnerability.

Within this reporting period his office has dedicated over 30 days of auditing to PPU business.

Furthermore, West Midlands Police has developed a structured internal reporting, auditing and

incident flagging programme which includes daily management meetings to review all incidents from the previous 24 hours and ensure an effective response, monthly tasking meetings focussed on vulnerability to identify any emerging themes, issues and risks, including a PPU specific operational oversight meeting which reviews all major investigations and focusses on high risk offenders and locations, supported by a bi-monthly Service Improvement Meeting attended by all Child Abuse managers who conducts thematic 'deep dive' reviews and a quarterly performance meeting chaired by ACC Foulkes and attended by all PPU Senior Managers which discusses departmental priorities, challenges and opportunities across the full spectrum of the child abuse, domestic abuse and sexual offence arenas.

**Name of Person completing template**

DCI 4409 Michaela Kerr

<b>Name of Person represented on the Board</b>	Ros Jervis
<b>Name of Organisation</b>	City of Wolverhampton Council, People Directorate
<b>Area(s) of responsibilities within your organisation</b>	Public Health
<b>Overview of 2015-2016</b>	
<p>Public Health hosted a public stakeholder event on behalf of Infant Mortality Scrutiny Group for the launch of Safer Sleep week in March 2016. The aim of this was to reduce the rate of sudden infant deaths across Wolverhampton.</p> <p>PH have attended various stakeholder events to support reducing deaths including a Public Health England hosted event for reducing Drug Related Deaths. Learning from this event is currently being explored for review of Local Enquiry Processes.</p> <p>PH commissioned a review of Falls and Bone Health within Wolverhampton to review the needs, services available and accessible and also inform improvement actions across the city to prevent primary (first) falls. This work is being supported by CCG and LA health and social care partners The Children &amp; Young People's Health Improvement Team (within Healthier Place) has supported educational settings across themes within Personal, Social, Health and Economic (PSHE) education. PSHE education covers many areas which relate to protecting young people, including sex and relationships education (SRE), drug education and emotional wellbeing. Pertinent activity carried out this year with schools includes:</p> <ul style="list-style-type: none"> <li>• Workforce training – self-harm, FGM, body image, SRE, basic substance awareness.</li> <li>• Curriculum resources and support – local programmes for SRE &amp; Drug Education</li> <li>• Policy support – anti-bullying, SRE, substance misuse.</li> <li>• Health Related Behaviour Survey 2016 – an on-line health &amp; lifestyle consultation survey for pupils from KS1 – KS4 which provides data for schools and services to base future support and interventions upon. Data is currently being collated ahead of a results event later this year.</li> </ul> <p>In March 2016, a letter from the council to Liam Byrne MP, as chair of the All-Party Parliamentary Group on Children of Alcohols, highlighted some of the work being undertaken in Wolverhampton that seeks to support children living in a home environment where alcohol misuse has the potential to cause harm. Some of the developments over the last year include the development of a joint working protocol between Children and Young People and Substance Misuse Services to support children, young people and families.</p>	
<b>Governance Arrangements</b>	
<p>PH Mandatory training compliance, including safeguarding is monitored via Staff Appraisals and oversight is via PH SMT.</p> <p>PH have assurance roles at various boards / scrutiny panels across the city including :</p> <ul style="list-style-type: none"> <li>- WSCB– Partnership membership – independently chaired</li> <li>- Infant Mortality Scrutiny Group – Leader of the Council</li> <li>- Infant Mortality Working Group – LA lead</li> <li>- CDOP – Child Death Overview Panel - Independent Chair of Walsall and Wolverhampton Safeguarding Children's Board</li> <li>- SISG – Serious Incident Scrutiny Group(CCG lead)</li> <li>- Neonatal Mortality Review Group – RWT Lead</li> <li>- Commissioner Mortality Oversight Group - CCG lead</li> <li>- Serious Case review - Chair nominated by WSCB</li> </ul> <p>PH provide assurance regarding Safeguarding via the Annual Controls Assurance statement and also the Annual Governance Statement - currently compliant for the safeguarding element within the statement (2015/16)</p>	

PH have not had any regulatory inspections within the last financial year 2015/16	
<b>Key Achievements</b>	
<ul style="list-style-type: none"> <li>• Involvement in shaping children's MASH provision in the city.</li> <li>• Joint SAR, SCR, DHR learning event held March 2016 for 200 frontline practitioners and toolkit widely disseminated.</li> <li>• Development of a multi-agency Violence Against Women and Girls Strategy and a Preventing Gang Involvement Strategy both of which includes a key focus on prevention and earlier identification of individuals at risk for targeted support.</li> </ul>	
<b>Key Challenges against the Board's Strategic/Business Priorities</b>	
<ul style="list-style-type: none"> <li>• Areas of lead responsibility between the various strategic forums in the city are sometimes unclear; there are proposals to develop a joint Protocol between Partnership Boards in Wolverhampton to clarify these responsibilities and promote joint working.</li> </ul>	
<b>Future Plans for 2016-17</b>	
<ul style="list-style-type: none"> <li>• Further develop the process around Child Death Overview Panel – (CDOP) process</li> <li>• Ensure learning's from CDOP; including emerging themes and trends are widely disseminate.</li> <li>• Continue with the work around Infant mortality.</li> </ul>	
<b>Internal Reporting Systems</b>	
PH would follow the respective Wolverhampton Safeguarding Boards Policies and Procedures to raise any safeguarding concerns for adults or children.	
<b>Name of Person completing template</b>	Ros Jervis

<b>Name of Person represented on the Board</b>	Kirsty Baker
<b>Name of Organisation</b>	National Probation Service
<b>Area(s) of responsibilities within your organisation</b>	Head of Cluster (Interim) for National Probation Service in Walsall & Wolverhampton. Responsible for Operational Delivery of Offender Management & Court Services.
<b>Governance Arrangements</b>	
<p>What is done to ensure safeguarding practice is safe:</p> <p>Safeguarding Policies and Procedures are produced by the National Offender Management Service (NOMS) Policy Unit within the Ministry of Justice (MoJ). National Instructions are issued detailing professional obligations and minimum statutory responsibilities.</p> <p>Training is provided by the National training Team for all practitioners, with an expectation that all Senior Probation Officers, Probation Officers and Probation Service Officers, refresh their Safeguarding training every 2 years.</p> <p>Locally, all operational staff are directed to attend Threshold Training Events, all other relevant LSCB training such as CSE, Neglect etc.</p> <p>Within the Cluster, learning lessons from Serious Case Reviews and Serious Further Offence Reviews are disseminated in a variety of ways including briefing notes, team development sessions and multi-team briefings.</p> <p>Quality Assurance Audits are undertaken on Risk Assessments at a minimum of twice per year and assess response to safeguarding concerns. All Audits for 2015/16 achieved a rating of 'Good'.</p>	
<b>Key Challenges against the Board's Strategic/Business Priorities</b>	
<ul style="list-style-type: none"> <li>• The separation of the Probation Service into two distinct Public and Private organisations. This created a brand new organisation in the NPS, and became part of the Civil Service requiring time for the operation to stabilise and to adapt to a change of culture. In respect to managing the risk of harm posed via Safeguarding matters, this mean that large number so f cases were transferred to different Officers, taking time for staff to become familiar with new cases and families.</li> <li>• The introduction of the E3 Programme (Efficiency, Effectiveness &amp; Excellence) aims to bring consistency of practice to the new national service and to implement a standardised operating model. This will bring further changes to the personnel arrangements and will impact on the management structures.</li> <li>• Senior Managers now have wider spans of control and have less availability to participate in wider Board activities.</li> </ul>	
<b>Name of Person completing template</b>	Kirsty Baker

## Acronyms Explained

<b>A &amp; E</b>	Accident & Emergency
<b>BCPFT</b>	Black Country Partnership Foundation Trust
<b>BME</b>	Black and Minority Ethnic
<b>CAFCASS</b>	Children and Families Court Advisory Support
<b>CDOP</b>	Child Death Overview Panel
<b>CP</b>	Child Protection
<b>CPP</b>	Child Protection Plan
<b>CiN</b>	Child in Need
<b>CP-IS</b>	Child Protection Information Sharing
<b>CRH</b>	Central Referral Hub
<b>CRU</b>	Central Referral Unit
<b>CSE</b>	Child Sexual Exploitation
<b>CYPS</b>	Children and Young People's Services
<b>DBS</b>	Disclosure & Barring Service
<b>DHR</b>	Domestic Homicide Review
<b>FGM</b>	Female Genital Mutilation
<b>FM</b>	Intensive Surveillance and Supervision'
<b>FTE</b>	Forced Marriage
<b>IRO</b>	Full-time Equivalent
<b>IMR</b>	Independent Review Officer
<b>ISS</b>	Independent Management Review
<b>JSCG</b>	Joint Safeguarding Children Group
<b>LAC</b>	Looked After Children
<b>LADO</b>	Local Authority Designated Officer (Allegations)
<b>LSCB</b>	Local Safeguarding Children Board
<b>MARAC</b>	Multi-agency Risk Assessment Conference
<b>MACFA</b>	Multi-agency Case File Audit
<b>PFSIG</b>	Private Fostering Special Intervention Group
<b>PPU</b>	Public Protection Unit
<b>RWT</b>	Royal Wolverhampton Trust
<b>SCR</b>	Serious Case Review
<b>SEN</b>	Special Education Need
<b>SEMT</b>	Sexual Exploitation, Missing and Trafficked
<b>SWMPT</b>	Staffordshire & West Midlands Probation Trust
<b>VAWG</b>	Violence Against Women & Girls
<b>VCO</b>	Voluntary & Community Organisations
<b>WCC</b>	Wolverhampton City Council
<b>WDVF</b>	Wolverhampton Domestic Violence Forum
<b>WIFRN</b>	Wolverhampton Inter-Faith & Regeneration Net.
<b>WMP</b>	West Midlands Police
<b>WSAB</b>	Wolverhampton Safeguarding Adults Board
<b>WSCB</b>	Wolverhampton Safeguarding Children Board
<b>YOW</b>	Youth Opportunities Wolverhampton
<b>WTSC</b>	Working Together to Safeguard Children
<b>YJB</b>	Youth Justice Board
<b>YOT</b>	Youth Offending Team
<b>YOW</b>	Youth Organisations Wolverhampton





Working together to  
keep you safe from abuse  
and neglect, and promote  
your well-being



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