



Minutes of Herefordshire Safeguarding Children Board

Monday 25 July 2016
9.30 am to 12.30 pm
Fownhope/Leominster Room
Plough Lane

Present:		
Sally Halls (Chair)	SH	Independent Chair, Herefordshire Safeguarding Children Board
Adam Scott	AS	Assistant Director, Safeguarding and Family Support, HC
Lynne Renton	LR	Deputy Chief Nurse, CCG
Councillor Jonathan Lester	JL	Lead Member, Children's Wellbeing, HC
Phil Kendrick	PK	Commissioning, Performance and Quality Assurance Manager, YOS
Andrea Westlake	AW	Interim Public Health Specialist, HC (Public Health representative)
Sue Thomas	ST	Superintendent, Local Policing Commander for Herefordshire, West Mercia Police
Sian Bailey	SB	Headteacher, Blackmarston School - Special Schools representative
Alison Curson	AC	Deputy Director of Nursing, 2gether NHS Trust
Hazel French	HF	Named Nurse Safeguarding Children, Wye Valley NHS Trust
Dr Sally Stucke	SS	Designated Doctor, CCG
Debra Baldwin	DB	Director of Personnel and Senior Designated Safeguarding Person, Herefordshire and Ludlow College - FE Colleges representative
Margo Evans	ME	Manager, Oaks Ltd Childrens Centre - Early years representative
David Stevens	DS	Lay member, HSCB
Richard Hibbs	RH	Lay member, HSCB
Jocelyn Anderson	JA	Chief Executive Officer, WMRSASC representing HVOSS
In attendance:		
Bill Joyce	BJ	Manager, Safeguarding Boards Business Unit
Ed Hughes	EH	Business Support Coordinator, Safeguarding Boards (notes)
Apologies:		
Les Knight	LK	Head of Additional Needs, HC
Anne Owen	AO	Interim Executive Lead Nurse, CCG
Andrew Bourne	AB	Assistant Chief Officer, Warwickshire & West Mercia CRC
Steve Vickers	SV	Assistant Director, Operations and Support, HC
Lisa Beavan	LB	Learning and Development Officer, HSCB
John Roughton	JR	Head of Quality and Review, HC
Tammy Conn	TC	Service Manager, CAFCASS
Jason Wells	JW	Detective Superintendent, Head of Specialist Operations, West Mercia Police
Jo Davidson	JD	Director of Children's Wellbeing Services, HC
Dame Oremi Evans	OE	Headteacher, The Brookfield School & Specialist College

1.	<p>Introduction</p>	
	<p>The Chair welcomed all to the meeting and introductions were made.</p> <p><u>BJ final HSCB meeting</u> As this would be the last HSCB meeting which BJ would be attending in his role as manager of the Safeguarding Business Unit, SH thanked him for his work with the board.</p> <p><u>Wood review of local safeguarding children boards</u> SH reminded board members of the Wood review of local safeguarding children boards, and the Government's response to the review.</p> <p>It was noted that whilst the Government's response was published prior to the change of Minister in the recent Cabinet reshuffle, it was felt that the direction of travel would remain the same.</p> <p>SH informed members that it was not intended to discuss the Wood review at this meeting, as it could be picked up during the afternoon's development session.</p> <p><u>Recently published documents</u> SH informed board members of the following recently published documents:</p> <p>The Department for Education has published Pathways to harm, pathways to protection: a triennial analysis of serious case reviews 2011 to 2014 (PDF), an analysis of serious case reviews (SCRs) relating to incidents from April 2011 to March 2014.</p> <p>Gloucestershire LSCB has published a Serious Case Review and Serious Case Review Response Plan for the case of 'Lucy', a pregnant 16 year old who was murdered by her 18 year old partner. (Case Ref. 0114). It is recommended that JCR and CSP take note of the findings in this case.</p> <p>CYSUR Mid and West Wales SCB has published a Child Practice Review Report for the case of a home educated eight year old boy from that it is believed died of scurvy. (Case Ref. CYSUR 2/2015).</p> <p>Clicking on the above links will take you directly to the documents / websites.</p>	

2.	Minutes of last meeting, matters arising and action log	
	<p><u>Minutes of the last meeting</u></p> <p>The minutes of the last meeting on 25/04/16 were approved, subject to the following amendment:</p> <p>Page 1 – Paul Hooton’s correct job title was Interim Deputy Director of Nursing, for Wye Valley NHS Foundation Trust. Since the meeting took place, Paul has now left that role and has been replaced by Helen Byard.</p> <p><u>Matters arising from the minutes</u></p> <p>Action No. 37 (25/04/2016)</p> <p>JD to circulate a briefing note in connection with the future of the participation contract and the project outcomes, as it was a Children and Young People’s Partnership contract.</p> <p>AS to follow up</p> <p>Page 4 – South Tyneside Joint Targeted Area Inspections (JTAI)</p> <p>The summary report of the South Tyneside Joint Targeted Area Inspections is scheduled to be published in the next month. The Business Unit will circulate the report electronically to Board members once it becomes available.</p> <p>BJ – It is thought that Domestic Abuse (DA) will be the focus of the next JTAI inspection due this autumn.</p> <p>AS – A visit to Herefordshire is highly likely as JTAI target both areas performing well, and areas not performing well, and Herefordshire has low numbers of referrals for DA. AS is having discussions about this with the Chair of the Community Safety Partnership (CSP), Councillor Patricia Morgan.</p> <p>JTAI result in lots of learning for the agencies involved, but no judgement (scoring).</p> <p><u>Action Log</u></p> <p>It was agreed that completed actions would be closed and removed from the Action Log.</p> <p>Action No. 35 (27/01/2016) (Selfie project)</p> <p>Ongoing - BJ reported that there will also be activity taking place over the summer on this project.</p>	<p>Adam Scott</p> <p>Business Unit</p>

	<p>Action No. 42 (25/04/2016) (CSE) HSCB Business Unit staff have been meeting with Strategic Intelligence. It was agreed there would be a detailed analysis re: CSE and services for children as part of analysis for CSP. SIT worker is currently having weekly meetings with CSE coordinator to familiarise with info and data.</p> <p>Actions No. 43 and 44 (25/04/2016) (Early Help) Scorecard to be shared at HSCB Executive Group (actions can now be closed).</p> <p>Action No. 45 (25/04/2016) Unaccompanied Asylum Seeker Children. There is a voluntary government scheme operating in which Local Authorities accept unaccompanied asylum seeker children equivalent to 0.07% of their population of children. In Herefordshire’s case this would equate to 25 children (an increase of 19). Ewan Archibald is a member of the group coordinating this issue in Herefordshire. AS reported that Council Cabinet are meeting this week to decide whether Herefordshire Council would voluntarily participate in the scheme. There are a number of Local Authorities that have already accepted more than 0.07% including Kent, Croydon and Solihull. AS – There is a cultural change needed by professionals not used to dealing with these children, and their specialised needs including high emotional needs caused by trauma, and cultural needs. PK – Children who are arrested working in cannabis farms are also classed as unaccompanied asylum seekers, so would likely be included in this scheme as well. LR – There is a multi-agency group looking at this issue in Herefordshire as well as an NHS group. CAMHS admit that they do not have staff with the specific skills in place to address these types of needs. AS - If the decision is taken to participate, there will be an impact on infrastructure such as health, education and housing in Herefordshire. Once we know numbers then focussed discussions will be taking place around these issues. Regarding support to schools, Chris Baird is currently working with Heads of Service.</p> <p>This action to remain open with AS and LR to lead. There will be a focussed piece of work if appropriate.</p>	<p>Adam Scott Lynne Renton</p>
<p>3</p>	<p>Serious Safeguarding Issues</p>	
	<p>SH asked board members around the table to report any serious safeguarding issues and the following responses were received:</p>	

<p>3.1</p>	<ul style="list-style-type: none"> ME informed the meeting that she was aware of a school that had decided not to participate in or support Early Help work including CAF meetings any longer. This is of course a statutory requirement, which the school cannot choose to withdraw from. AS said that he was not aware of the details but he knew that others including Chris Baird were aware of the situation. This is to be followed up by AS. SB said that she was concerned about the high turnover of social work staff, which is affecting stability of SW plans and the management of case transfers. AS responded by saying that core members of staff are permanent. There are staff on temporary contracts and since March we have been aware that temporary contracts will be coming to an end, so it is a known issue. AS will respond to the specific concerns. AS reported on the issue of missing return interviews for 'out of county' looked after children. It was noted that this is not a Local Authority responsibility but that the HSCB has a responsibility for oversight. <p>Data on this issue is being gathered from private homes and from return interviews. Ofsted is considering whether information can be shared with the HSCB.</p> <p>BJ noted that Herefordshire Council staff carry out <u>some</u> of these return interviews but as we do not have the full context, little is known about numbers e.g. do they carry out 50% of interviews, or 20%, or 75%? BJ also informed the group that Practitioner Forums run by the Business Unit are now seeing greater attendance by providers.</p>	<p>Adam Scott</p>
<p>3.2</p>	<p>ACTION (Business Unit) will ensure that the CSE operational group addresses the issue of return interviews for looked after children placed in Herefordshire by other local authorities.</p>	<p>Business Unit</p>
<p>4.</p>	<p>Strategic Priority 2: Child's journey through the child protection process, including voice of the child</p>	
	<p>LR presented the report from the recent audit into children on a Child Protection Plan whose parents have issues with substance misuse.</p> <p>The report was presented on behalf of the Quality Assurance (QA) Sub Group, and the Board was requested to consider the report in the light of the background to previous discussions, e.g. cancellation of meetings.</p>	

The following points were noted:

- Three Serious Case Reviews fed into this audit (substance misuse and hidden harm).
- One of the issues examined was the change of provider from DASH to Addaction.
- Attendance by front line practitioners was very important to the effectiveness of the audit and this audit was well attended.
- The audit was not set up to 'case manage' individual cases but it can look in depth, although staff attending need to be aware of the parameters of the audit.
- There was evidence of risk- averse practice by professionals at Conferences, as well as evidence that the outcome of one Conference was 'steered' in a certain way by professionals from statutory agencies, directly contradicting the summing up by the chair.
- History (over the lifespan of the child) was not always taken into account.
- Addaction's involvement is a key issue. They are not being asked by conferences for advice, and they may not be fully aware of the learning from Serious Case Reviews.

AS – This report reflects what I and managers have found. The fundamental challenge for the Board is the issue of Risk Management / Risk Aversion.

Following the presentation, at 10.30 SH requested that members split into small groups to consider the report and answer the following four questions:

1. What are we pleased about?
2. What are we worried about?
3. What should we request more information on, as a Board?
4. What actions should we take forward as a Board in response to the report?

At 10.55 the meeting reconvened and the following answers to questions 1 – 4 were noted:

1. What are we pleased about?

- The voice of the child was represented.
- The audit process was good and the “immediate” learning for practitioners involved, and their sense of involvement in the work of the HSCB.
- Triangulation/ validation from other findings.
- Very good elements of practice were identified in the case audit, and we should learn from these.
- With regard to Addaction we acknowledged that there is a service there, that can be improved.
- Relationship between CP and PLO was better evidenced.
- Low rate of repeat CP plans, and reduced numbers overall of children on a CP plan (we were high in numbers compared to similar authorities).

2. What are we worried about?

- Query of a disconnect between commissioning contract and practice delivery re: Addaction.
- Concern about understanding about and confidence in the process of “step up” and “step down” to and from a child protection plan.
- Attendance at CPC.
- Embedding of learning from audits / inspections.
- Four cases were deemed inadequate in the audit.
- How do we empower/ support CPC chairs.
- Focus on adult factors (D&A; MH; DA; LD), and not evidencing impact on parenting capacity and on the child (hidden harm agenda).
- Not taking account of history.

3. What should we request more information on, as a Board?

- It would be helpful to have more information in future about the cohort of children’s cases being audited, age/ gender/ ethnicity/ disability.
- More about Addaction work, what they do in practice, in comparison with commission expectations
- Not everyone was aware Addaction had taken on this work.

	<ul style="list-style-type: none"> • Are there particular elements in commissioning contracts regarding information sharing/ safeguarding? • What are the training, support and QA arrangements for CPC chairs? • Are the HSCB supervision standards being applied across partners? <p>4. What actions should we take forward as a Board in response to the report?</p> <p>1) Empowerment of CP conference chairs. AS requested HSCB give Case Conference Chairs the authority to over-rule decisions made by conferences if the evidence of harm did not support the decision.</p> <p>This could apply when a child was made subject to a child protection plan or when a discontinuation was agreed. It was acknowledged that this was a challenging and innovative development however HSCB also noted that it would support the findings of the audit and ensure that children were only made subject to Child Protection Plans when the evidence supported this.</p> <p>There was an extensive discussion which concluded with HSCB agreeing the request. AS was asked by the HSCB Chair to monitor and review the use of this power reporting back to HSCB in due course. It was acknowledged that power should be used rarely because discussion in the case conference ought to resolve these differences of opinion in most cases. AS agreed to do so.</p>	
4.1	<p>Action: Arrange that relevant guidance is amended to reflect the decision of the Board, and to monitor and review the use of this power reporting back to the Board as appropriate. - AS</p>	Adam Scott
4.2	<p>2) Step down process HSCB needs to pay close attention to the effectiveness of Early Help including the “step up”/ “step down” process. The Step Down process is currently being audited by Safeguarding and Review.</p>	Gordon Murray
4.3	<p>Action: Early Help report to be presented to the Board in October 2016, encompassing implementation of the early help strategy and offer and the progress of the Leominster pilot– GM.</p> <p>Action: Report findings of the audit of discontinued CP plans to the QA subgroup – AS.</p>	Adam Scott / Business Unit
	<p>3) Supervision standards</p>	

4.4	<p>Action: QA subgroup to focus on compliance with and effectiveness of supervision standards in the QA of agency Section 11 returns, with findings to be followed up by the workforce development group as necessary.</p> <p>4) Commissioning for safeguarding children</p> <p>HSCB would like assurance that the commissioning process includes safeguarding children expectations, and is quality assured. There will be a contractual meeting between public health and the provider to look at next steps, to review protocols, training, and whether there are any gaps etc. AW will update the Director of Public Health with concerns raised at this meeting, including the question of whether the provider has a service improvement plan in place.</p>	QA Sub Group
4.5	<p>Action: CB and public health to review current contract for substance misuse services and commissioning arrangements more widely, and provide an assurance report on both to the Board.</p>	Chris Baird
4.6	<p>Action: QA subgroup to review section 11 returns for information on commissioning arrangements and priorities.</p> <p>Each agency was invited to consider how they capture the voice of the child in the work they do, and how they can report this to the Board. It was also agreed that HSCB should ensure that feedback and learning from positives of audit and review should take place as well as areas to improve.</p> <p>During this exercise there was also some early feedback from the Board members' observations of Child Protection Conferences, and the following points were noted:</p> <ul style="list-style-type: none"> • The chairing of the conferences had been very good. One observer did note how the chair involved the child in the conference. • One observer reported that attendees at the conference seemed unsure what services were 'out there.' • In one case where there were drug use issues, Addaction wasn't invited. • One observer noted that what they felt was a good decision was made, but that it was based on inadequate information. • One observer commented on the poor waiting facilities available for families. • One observer noted that the child was kept on a CP Plan despite lack of evidence of significant harm. 	QA Sub Group

	<p>Additional QA activity</p> <p>There are a number of related audits that will be reported to HSCB via the QA Sub Group, in addition to those mentioned earlier:</p> <ul style="list-style-type: none"> i) an audit of early help carried out by the QA Sub Group and ii) a single agency audit being carried out within Wye Valley Trust, post the recent inspection (HF). 	
<p>5.</p>	<p>Delivering the HSCB Business Plan</p>	
	<p>BJ presented a report to the Board from HSCB Executive Group, and the main discussions were as follows:</p> <p><u>Graded Care Profile</u></p> <p>There was a discussion around Priority Area 3 – <i>Identification and response to childhood neglect</i>, specifically around the implementation of the Graded Care Profile (GCP).</p> <p>It was suggested that GCP takes time to complete, which may be a barrier to making referrals.</p> <p>BJ – GCP is one of a number of tools. It would normally be done as part of an assessment in a multi-agency setting, and it shows us what elements of a child’s needs are being neglected.</p> <p>It is to be relaunched and built into multi agency training, so that all agencies are fully aware of it.</p> <p>HF – The Board needs to support GCP, and it should be used at every stage of the child protection process.</p> <p>It was noted that the NSPCC is working on Graded Care Profile 2 (GCP2), which has more accessible language, and has been seeking agencies to help input in its development, although the deadline for participating may now have passed. It was also noted that GCP is free of charge to use whereas GCP2 will be chargeable (by NSPCC).</p> <p>AS – This highlights the need for a coherent neglect strategy for the HSCB.</p> <p>It was agreed by the Board to endorse the overall direction of travel proposed in relation to neglect, rather than specifically the Graded Care Profile at this stage.</p>	

5.1	<p>ACTION (Workforce Development Sub Group) To review the training for designated safeguarding leads in schools to ensure that the elements of GCP are reflected, together with findings from the current SCR, and consider potential involvement with GCP2 (assuming this opportunity is still available).</p> <p><u>Workforce development</u></p> <p>There has been good progress with the development of the multi-agency training pool, which had its first meeting in June and has around 30 professionals signed up to date. To ensure consistency with that amount of trainers there will be briefing sessions and training available. Board partners are asked to continue to support this important development.</p> <p><u>HSCB Effectiveness</u></p> <p>BJ reported that there were still one or two issues to resolve, including confirmation of budget, before the Training Officer post can be advertised. This will be a 0.5 FTE role and will be based within the Business Unit.</p> <p>The amended reporting cycle was noted. LR informed members that the Wye Valley NHS Trust Inspection Action Plan would be taking place in November rather than September.</p> <p><u>Budget Paper</u></p> <p>BJ presented a paper outlining the budget, although Board members felt the document was not easy to understand, as it appeared to forecast an overspend , which is not possible.</p>	Workforce Development Sub Group
5.2	<p>Action (Business Unit) to ask finance department to set out the agreed budget for 2016/17 showing a balanced budget, and clearly indicating income and expenditure, for the information of HSCB partners, and revised paper to be sent out.</p> <p><u>Voice of the practitioner (practitioner forum)</u></p> <p>BJ presented a paper outlining the progress of the practitioner forum, including feedback received at the end of the event (voice of the practitioner).</p> <p>There was a specific comment on the feedback forms about an issue with safeguarding referrals for ‘out of county’ children. LR reported that this had since been clarified with the MASH manager.</p>	Business Unit

5.3	<p>The Chair noted that there are messages for all members on these feedback forms to take back to their individual agencies.</p> <p>Action (Executive Group) The Board asks the Executive Group to review this feedback formally and to respond to the Practitioners' Forum on behalf of the Board.</p>	Executive Group
6.	Annual Report	
6.1	<p>The Annual report was to be looked at in the afternoon's development session. This would also include pointing out any inaccuracies in the report.</p> <p>JL pointed out that he was unfortunately unable to attend the afternoon session, but reminded members that the Children and Young Peoples Plan needed to be included in, and aligned with the report.</p> <p>Action: (Chair and BJ) to ensure CYPP priorities and outcomes are reflected in HSCB annual report 2015-16.</p>	Chair / Bill Joyce
7.	Any Other Business	
	<p>BJ gave a brief update on what would be taking place in the afternoon's development session following this meeting, including the Wood review of local safeguarding children boards, and the Government's response to the review.</p> <p>HF was also unable to attend the development session, but SS would be able to represent Wye Valley NHS Trust.</p>	
	<p>Meeting closed at 12.30</p> <p>Date of next meeting:</p> <p>17th October 2016 9.30 to 12.30pm, Fownhope and Mordiford rooms Plough Lane, Hereford.</p>	