



Minutes of Herefordshire Safeguarding Children Board

Board Meeting

Tuesday 23.10.2018 9.30am to 12.30pm

Plough Lane Offices, Hereford HR4 0LE

Present:		
Sally Halls	SH	Independent Chair, Herefordshire Safeguarding Children Board
Chris Baird	CB	Director of Children's Wellbeing Services, Herefordshire Council (arrived 10.00am, left 12.10pm)
Alison Curson	AC	Deputy Director of Nursing, 2gether NHS Foundation Trust
Councillor E Swinglehurst	ESw	Lead Member, Children's Wellbeing (participant observer)
Emma Shearer	ES	Headteacher, Riverside Primary School, primary schools representative
Sian Bailey	SB	Headteacher, Blackmarston School - special schools representative
Julie Taylor	JT	Detective Inspector, West Mercia Police, representing Sue Thomas
Lucy Flanagan	LF	Director of Nursing, Wye Valley NHS Trust
Dr Sally Stucke	SS	Designated Doctor, NHS Herefordshire CCG
Philip Hudson	PH	HSCB Lay Member
Keith Barham	KB	Deputy Head of Service, West Mercia Youth Justice Service
Jocelyn Anderson	JA	Chief Executive Officer, WMRSASC representing HVOSS
Tim Knapp	TK	Headteacher, Whitecross School, secondary schools representative
George Branch	GB	Assistant Chief Officer, Warwickshire & West Mercia CRC (left at 10.45am)
Ellen Footman	EF	Head of Safeguarding, Designated Nurse for Safeguarding Children and Adults, NHS Herefordshire Clinical Commissioning Group
Ali Wells	AW	Safeguarding Officer, Herefordshire and Ludlow College - FE Colleges representative, representing Debra Baldwin
David Cookson	DC	Deputy Head of Service, National Probation Service: West Mercia
In attendance:		
Ed Hughes	EH	Business Support Coordinator, Safeguarding Boards Business Unit
Lisa Beavan	LB	Learning & Development Officer, Safeguarding Boards Business Unit
Apologies:		
Liz Elgar	LE	Assistant Director Safeguarding and Family Support, Childrens Wellbeing
Debra Baldwin	DB	Director of Personnel and Senior Designated Safeguarding Person, Herefordshire and Ludlow College - FE Colleges representative
Sue Thomas	ST	Superintendent, Local Policing Commander for Herefordshire, West Mercia Police
Julie Shaw	JS	Service Manager, CAF/CASS

1.	Introduction	Action
	The Chair welcomed all to the meeting and introductions were made.	

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 03.07.2018 were approved as an accurate record, with one amendment on page 8, paragraph 10, as follows:</p> <p>The phrase '<i>date rape drug</i>' should be replaced by '<i>drug used in drug facilitated rape</i>'.</p> <p><u>Matters arising from the minutes</u></p> <p>None</p> <p><u>Action Log</u></p> <p>Action No. 69 (25.01.2017) CSE Strategic Group - Criminal Justice agencies (YJS/CRC/NPS) to discuss arrangements for representation on the CSE Strategic group. ONGOING – NPS will be meeting shortly to review partnership attendance – for update once this meeting has taken place.</p> <p>Action No. 104 (03.07.2018) Police Inspection Report - SH to write to RL querying agency involvement in the development of the action plan, requesting oversight by HSCB of progress with improvements in relevant areas of activity. Completed – report on agenda.</p> <p>Action No. 105 (03.07.2018) County Lines - CSE Sub Group to publicise 'signs to look out for' for parents, to include money, new mobile phones etc. (there are many examples of such materials already available). The need for public messages about the dangers of carrying knives, as the use and carrying of knives are increasing, was noted also. In progress, on CE group Workplan. To close.</p> <p>Action No. 106 (03.07.2018) Draft Annual Report - Business Unit to re-send draft annual report via email to members with a deadline for making any amendments. Completed – report on agenda.</p> <p>Action No. 107 (03.07.2018) CSE Films - CSE Sub Group members to review CSE films and resources including BAIT and Chelsea's Choice referenced on the HSCB website, and report back to a future HSCB meeting on the appropriateness of continuing support. In progress - Members of the CE sub group felt that the best approach was to ask the DSL in schools for their opinion on whether these resources are suitable. Responses are due by next CE meeting (November) and will be reported to the next HSCB meeting (January 2019).</p>	DC

	<p>Action No. 108 (03.07.2018)</p> <p>CSE Sub Group - JA to contact the Chair of the CSE Sub Group to discuss a representative from WMRSASC becoming a member of the group, given their role as a provider of a relevant specialist service.</p> <p>Completed – JA has contacted the Chair of the sub-group who explained that the request had been discussed at CE Sub Group. Members agreed that the operational Prevent and Disrupt Group was the appropriate forum for WMRSASC to sit on, given their expertise in providing an operational service. The Terms of Reference for the CE Sub Group of the Board should remain strategic.</p>	
3.	Serious Safeguarding Incidents	
	<p>SH informed members of the August 2018 letter from West Midlands Ambulance Service, informing all Safeguarding Boards Chairs in the region that WMAS had identified an internal error which had led to a number of safeguarding referrals not being sent to the relevant social service agency.</p> <p>The letter was noted. SH had requested an update but none had yet been received. This will be followed up with a request for the outcome of the WMAS internal investigation and assurance about measures that have been taken as a result.</p>	SH/EH
4.	Scrutiny / Assurance – Thematic Scorecard	
	<p>Members discussed the type of performance scorecard that they would wish to see at future meetings.</p> <p>The following was requested for inclusion in a regular performance report to each Board meeting:</p> <ul style="list-style-type: none"> ▪ a general data update giving an overview of the general safeguarding landscape, ▪ a more detailed report on a board priority (Neglect, CE & Missing, etc.). ▪ information on progress with the multi-agency Ofsted Improvement Plan should be included in the performance report, and this was agreed. ▪ Audit outcomes (i.e. qualitative information). <p>It was noted that data needs to have context / narrative and not just numbers to be useful.</p> <p>All data will be produced from information that agencies already gather, to save unnecessary work for agencies.</p> <p>It was suggested that an 'individual case journey' could be included at each Board meeting also.</p>	AB
5.	Board Effectiveness – Delivering the Board Business Plan	
	<p><u>Serious Organised Crime report</u></p> <p><i>West Mercia Police was assessed by HMIC as 'requiring improvement' in respect of how effective it is at keeping people safe and reducing crime.</i></p>	

<p>5.1</p>	<p><i>The report was requested in order to provide assurance that the issue is being addressed, and assess any implications in relation to safeguarding children</i></p> <p>JT presented the report on behalf of Sue Thomas.</p> <p>A formal governance programme is in place at a Force level to deliver the recommendations and improve the response and approach towards SOC.</p> <p>Locally in Herefordshire a monthly SOCJAG – Serious Organised Crime Joint Agency Group - has been established with a range of partners invited. The meetings are a forum for multi-agency sharing of information and intelligence.</p> <p>A SOCJAG multi agency conference was held on 26 September at Hereford Town Hall, where more than 130 attendees were addressed and briefed around SOC. Issues such as CSE, organised crime gangs and local activity towards organised crime was presented.</p> <p>A SOC profile has been produced for Herefordshire which will be shared with partner agencies and partners are urged to share intelligence to develop the profile.</p> <p>SOC will form a standing agenda item at future Herefordshire CSP meetings.</p> <p>Examples of partnership working towards local SOC issues include:-</p> <ul style="list-style-type: none"> • Joint agency work to target and disrupt foreign national offenders linked to international food premises in the City. Recent success to secure closure orders on two premises is the first to be achieved in the Force area. • Partners working together around Operation Saxophone with links to ‘County Lines’ drugs activity and CSE. <p>The report was noted.</p> <p>AW pointed out that she was unclear on how best to pass ‘soft intelligence’ received through the colleges to the Police, and JT offered to discuss this with her outside the meeting. Police are developing a form to enable this to be done.</p> <p>Action – CE Sub Group to review current pathways for intelligence sharing to ensure that these are simple and easy to use.</p> <p>Members discussed multi agency work related to children who go missing. JT advised that the Missing Coordinator is now based within the Police Station 2 days per week which is welcome.</p> <p>All children who go missing have a return interview, even those placed in Herefordshire from Local Authorities in other areas of the UK.</p> <p>The situation for children from Herefordshire placed outside of the county is not clear and SH asked that Children’s Social Care clarify whether they all receive return interviews and report back at the next meeting.</p>	<p>CE Sub Group</p>
------------	---	---------------------

5.2	<p><u>CCG Safeguarding annual report</u></p> <p>The CCG's annual safeguarding report is brought to HSCB for the information of members, to provide an overview and assurance of safeguarding arrangements across the CCG and its commissioned services.</p> <p>EF explained the new structure for the CCG in Herefordshire and Worcestershire which means more staff in safeguarding related roles, though they have a larger geographical area to cover. One consequence of a larger team is that there is more than one point of contact for safeguarding, which was welcomed.</p> <p>The report sets out a number of priorities for 2018-19 as follows:</p> <ol style="list-style-type: none"> 1. To develop a safeguarding training strategy for CCG and ensure training compliance is monitored. For providers Wye Valley and 2Gether to produce a Training Needs Analysis that supports training compliance including Prevent 2. Review safeguarding structure to ensure effective support for commissioned services; and engagement with safeguarding Boards and their sub-groups 3. Implement safeguarding supervision structures for commissioned Named professionals 4. Support the implementation of CP-IS in WVT 5. Develop effective pathways for LAC especially out of area placements 6. Develop pathways for Nursing Homes safeguarding referral processes 7. Review NHS England SATs action plan and complete <p>As the report had only just been received it and many Board members had not had the chance to read it fully, members were invited to contact EF with any specific queries.</p> <p>In response to requests, CCG colleagues undertook to provide a briefing to the next HSCB (January), explaining the local NHS and how it works, including how the CCG relates to Wye Valley Trust and 2gether, and how agencies work together; to include details of safeguarding structures within each agency and the CAMHS pathway.</p> <p>Action: provide a briefing to the next HSCB (January), explaining the local NHS and how it works, including how the CCG relates to Wye Valley Trust and 2gether, and how agencies work together; to include details of safeguarding structures within each agency and the CAMHS pathway. Case examples to be used as illustration where possible.</p> <p><u>Corporate Parenting annual report</u></p> <p>CB presented the Corporate Parenting annual report and Action Plan on behalf of Gill Cox.</p> <p>The report outlines the progress made during year one of a three year strategy. Achievements highlighted included good levels of academic attainment, improved placement stability and six care leavers studying at university.</p>	EF and colleagues
-----	--	-------------------

Areas that have been slower to progress include developing work experience placements and apprenticeships, reducing the impact of placement disruption on stability of schooling, capacity of the CLA health team to respond to rising numbers of looked after children and the impact of the high turnover of social workers on relationships with looked after children.

Key issues for HSCB

Within the action plan the HSCB was identified as the lead for several actions including:

- multi-agency thematic audits for looked after children – the first audit specifically relating to looked after children took place in January 2018 and focussed on emotional and mental health needs. The audit provided some very useful learning and a task and finish group has now been established to develop mental health pathways for looked after children and care leavers.

AC identified Elaine Cook-Tippins as the contact for the task and finish group from 2gether Trust.

- Implement a joint approach to assessing and managing risk for adolescents – previously the policy and procedure sub-group developed an approach based on the YOU risk assessment tool. However this work was not completed and it is not clear how this work is now being taken forward.

It was not immediately clear where this second action originated, and clarification was requested.

CB noted that the Corporate Parenting Board is being strengthened from January 2019 onwards.

On Page 11 of the Action Plan, the action owner for one action is shown as HSCB, when in fact it should be the Children & Young People's Partnership.

The report and action plan were noted.

Report on Pilot Inspection of West Mercia Youth Justice Service

KB presented the above report for discussion.

West Mercia Youth Justice Service was subject to a pilot joint inspection in March/April 2018. As the primary purpose of the inspection was for the inspectorate to test a new inspection framework and methodology there was no published inspection report.

The service was inspected against 12 standards, across the three domains of;

- Organisational delivery
- Court disposals
- Out of court disposals (*Out of court disposals are a method of resolving offences without prosecution before the court and include the formal sanctions of Youth Cautions and Youth Conditional Cautions*).

The overall rating was requires improvement, and across the 12 standards there was 1 inadequate, 4 requires improvement and 7 good. The inadequate rating is being addressed.

Out of the 12, 7 of the standards had judgements relating to safeguarding.

Results are an average across West Mercia. 7 cases out of 50 were from Herefordshire.

There were five key recommendations and an improvement plan has been agreed to address these recommendations and the more detailed findings of the inspection. The improvement actions form part of the service's delivery plan in the 2018/19 Youth Justice Plan.

The report was noted.

Ofsted Report and Improvement Plan

CB presented the report and improvement plan arising from the recent Ofsted inspection of Local Authority Children's Services in Herefordshire. (extract from report below):

The Ofsted inspection team contacted Herefordshire on 4 June 2018 and were in Herefordshire from 11 to 22 June 2018. The inspection was carried out under the new Inspection of Local Authority Children's Services (ILACS) framework, implemented in November 2017.

The new inspection framework focuses much more on the experience and outcomes for children as the basis for its judgements. The inspection does this by looking at case records and speaking to social workers and other front line workers directly.

The inspection focused on the effectiveness of local authority services and arrangements in place to help and protect children; the experiences and progress of children in care wherever they live including those children who return home; the arrangements for permanence for children who are looked after (including adoption); and the experiences and progress of care leavers.

In addition Ofsted evaluated the effectiveness of leaders and managers and the impact they have on the lives of children and young people and the quality of professional practice.

The outcome of the inspection was that Herefordshire has been judged as requires improvement overall. The judgements contributing to this outcome are set out below:

Judgement	Grade
<i>The impact of leaders on social work practice with children and families</i>	<i>Inadequate</i>
<i>The experiences and progress of children who need help and protection</i>	<i>Requires Improvement</i>
<i>The experiences and progress of children in care and care leavers</i>	<i>Requires Improvement</i>
<i>Overall effectiveness</i>	<i>Requires Improvement</i>

CB noted that the inspectors used the previous 2014 inspection as a baseline, and constantly compared their findings to the previous report. They found that since 2014, too many children had experienced poor service, and not enough improvements had been made.

From a partner perspective, the following areas were highlighted as requiring improvement and contributing to too many children in Herefordshire receiving

a poor service:

- Early Help, including work that would reduce the need to refer for a social care assessment and/or service
- The consistent understanding and application of the HSCB Thresholds of Need
- Ownership of risk and reflections of a “referring on” culture
- Support for Child in Need, children subject to child protection plans, looked after children, and care leavers (for example support for mental health)

The Local Authority will be submitting an Action Plan in response to the inspection, by 25 October. The current Plan is very short term and will be reviewed and refreshed in December 2018.

The Board was asked to

- reflect on the recent Ofsted inspection of local authority children’s services in Herefordshire
- set out what the Board can do to drive improvement, recognising that despite the best efforts over the past four years Ofsted noted that the pace of change has been too slow and that too many children receive a poor service in Herefordshire.

A partnership improvement group has been set up to oversee the multi-agency aspects of the improvement plan. EF noted that the health safeguarding leads meeting will be considering the health aspects.

Peer on Peer abuse

JA, AW and TK raised the issue of peer on peer abuse. They have the sense that there isn’t capacity to meet all needs. It was noted that referrals often come back from MASH.

TK said that his school had had to invest heavily in ‘in house’ services, and support teams. ES pointed out that this is inconsistent; larger schools have the capacity to do this, but smaller schools do not.

CB noted that the local authority has a sense of where the gaps are, but not necessarily sufficient resources to fill those gaps. There are difficult decisions about what services to commission. Commissioning decisions are traditionally based on the JSNA. There is a needs assessment for children ongoing, led by Public Health, but this has not picked up the issue of peer on peer abuse. This is an area of responsibility for the Children and Young People’s Partnership.

It was agreed that there would be an update at the next HSCB meeting in January.

Thresholds – Levels of Need

CB noted that Ofsted found that thresholds were not consistently understood and applied. Members discussed whether all agencies have full awareness of the referral process e.g. to MASH or CAMHS etc., and what should be done to improve.

A relaunch of thresholds for Levels of Need is planned after the MASH Board have considered the issue.

Training and awareness needs to take account of staff turnover. The HSCB Policy & Practice sub group have been working on this.

<p>5.3</p>	<p><u>Board member attendance at Child Protection Conferences</u></p> <p>SH queried whether Board members were still attending Child Protection Conferences regularly, and asked LB to provide a report on amalgamated responses from the feedback to the next Exec.</p> <p>If visits are to be continued, clear terms of reference for the conference and the observer were requested.</p> <p>After discussion, the following actions were agreed:</p> <p>1) Thresholds: MASH partnership group to review the current thresholds of need document, and advise the Policies and Procedures subgroup on areas in need of refresh. Outcome is to be reported to HSCB in January, following discussion at Executive in December.</p>	<p>Exec/ SH</p>
<p>5.4</p>	<p>2) Provide a progress report on the multi-agency Ofsted improvement plan to each HSCB meeting, as part of the regular performance report.</p>	<p>CB</p>
<p>5.5</p>	<p>3) Provide a summary report to HSCB in January on observations and outcomes from member attendance at CPCs.</p>	<p>LB</p>
<p>6.</p>	<p>Board Effectiveness - Delivering the HSCB Business Plan:</p>	
<p>(a)</p>	<p><u>Executive Report</u></p> <p>The Executive report was noted and the Board was asked to:</p> <ul style="list-style-type: none"> • Endorse the view of the Executive that the next stage in development of the Early Help Strategy should be to ensure that the multi-agency Early Help offer is coherent, comprehensive, and easily accessed. • Note that all agencies have a duty to raise awareness within their own organisations about private fostering and the duty to refer, and take action accordingly. The Executive identified GPs, public health nursing staff and police officers to be specifically targeted for awareness raising in the coming year. • Note leaders' responsibility to ensure that staff are familiar with and actively using the Resolution of Professional Disagreements Policy. HSCB will be requesting evidence from agency monitoring activity to this effect in due course. • Note that early help is everyone's responsibility, not just that of the local authority team. This means playing an active role in assessing need and delivering early help, or ensuring that a child and family are provided with appropriate support pending intervention by the Early Help Team. <p>All recommendations were agreed / noted.</p> <p>Regarding the Resolution of Professional Disagreements Policy, members felt that the process needs to be followed up further. The recent Serious Case Review had identified ROPD as an issue. Professionals need encouragement</p>	

<p>(b)</p> <p>6.1</p>	<p>in 'going higher'.</p> <p>It was agreed that there should be a relaunch of awareness of ROPD and escalation. Agencies need to accept that their responsibility towards a child does not end when 'referred on' to others.</p> <p>LB gave a brief verbal update on the progress with the Serious Case Review, the full findings of which will be presented at a specially extended HSCB meeting in January.</p> <p>Members discussed what happens with cases that are deemed not to meet the threshold for Serious Case Review. SH reminded members that, until the new safeguarding arrangements are agreed and operational, the Independent Chair remains responsible for determining whether the SCR threshold has been met.</p> <p><u>Draft Annual Report</u> The final draft HSCB annual report was presented and will be sent to members for comment and feedback after the meeting.</p> <p>Action – Members to send any comments and amendments on the draft annual report to Business Unit via email by the end of October.</p> <p><u>Sub Group attendance</u></p> <p>A table was presented showing all instances where HSCB member agencies did not attend HSCB and sub group meetings from January 2018 to date.</p> <p>The information was noted and Board members were asked to address any attendance issues relating to their own agency.</p>	<p>Board members</p>
<p>7.</p>	<p>Any other Business (notified to the Chair in advance)</p>	
<p>7.1</p>	<p>None</p> <p><u>Any other Business (not notified to the Chair in advance)</u></p> <p><u>Contributions by agencies to the costs of learning reviews</u> EF requested that the Board consider employing independent authors for all learning reviews which are currently authored by member agencies and the following discussion points were noted.</p> <ul style="list-style-type: none"> ▪ This will have additional cost implications and a decision could not be made without knowing the financial implications of PLRs, and SARs. ▪ Specific agreement would be needed from funding partners to fund the additional costs. ▪ What added value would it bring to have an external author? <p>Action – LB to provide report setting out the issues for the Executive to consider (December) and report to HSCB in January.</p>	<p>LB/ Exec</p>

8.	Information items	
	<p>HSCB Executive minutes</p> <p>HSAB Annual Report</p> <p>The above documents were noted.</p>	
	<p>Meeting closed at 12.35pm</p> <p>Date of next Board meeting: Tuesday 15 January 2019 Plough Lane, Hereford</p>	