

Committee(s)	Dated:
Audit and Risk Management Committee	7 May 2019
Subject: Deep Dive: CR 17 Safeguarding	Public
Report of: Director of Community and Children's Services	For Information
Report author: Sharon McLaughlin, Business Support Manager	

Summary

This report is to update members on the work undertaken to mitigate the Strategic Risk - SR 17 Safeguarding, relating to the protection of children and adults at risk, defined as an adult with social care needs, who is or may be at risk of significant harm.

Failure to follow the safeguarding policies and the arrangements in place designed to prevent harm to children and adults at risk may result in harm to service users and risks to the City of London's reputation, possible investigation and a reduction in public confidence in the services provided.

The number of child protection investigations and adult Safeguarding alerts is very low compared to other local authorities. The City of London aims to be proactive in the response to safeguarding and is seeking to promote a broader understanding of safeguarding. This is reflected in a focus on the prevention of abuse as well as a robust response to incidents of abuse. The importance of strong strategic links with other key partners such as the City of London Police, Education and Health is recognised as essential in order to ensure that all our residents are safeguarded both within the community and in their homes.

Mitigating actions include the delivery of safeguarding training programmes, the Adoption of a Corporate Safeguarding Policy, the appointment of Safeguarding Champions across the City of London, the delivery of a Member safeguarding briefing programme, the implementation of new partnership safeguarding arrangements, campaigns to raise awareness and an audit of safeguarding within the City's Family of schools.

The gross risk is currently assessed as AMBER with the likelihood rated as rare and the impact serious, see appendix 1.

Despite a range of mitigating actions to protect children and adults at risk, they cannot entirely eliminate the risk and the potential impact on individuals, public confidence and the reputation of the City of London and this is reflected in the risk score assigned to this important statutory duty.

Recommendation

Members are asked to:

- Note the report.

Main Report

Background

1. As part of the Children Act 2004, all local authorities were required to establish Local Safeguarding Children Boards to further improve safeguards for children. The Local Safeguarding Children Board is the key statutory partnership which agrees how the relevant organisations in each local area will work together to safeguard and promote the welfare of children, and for ensuring the effectiveness of what they do.
2. The partnership arrangements for safeguarding adults in the City of London have been developed in accordance with statutory requirements set out in the Care Act 2014 and best practice standards developed by the Association of Directors of Social Services (ADASS) "Safeguarding Adults 2005". The City of London works in partnership with Hackney on the City and Hackney Safeguarding Adults Board
3. The City of London is a strategic partner alongside the London Borough of Hackney in relation to safeguarding and the City and Hackney Safeguarding Children Board (CHSCB) and the City and Hackney Safeguarding Adult Board (CHSAB) monitor the effectiveness of work to safeguard and promote the welfare of children and adults, championing good practice and analysing data to inform service planning. The Director for Community and Children Services and the Assistant Director (AD) People Services sit on both Boards. The City specific sub-committees, which meet bi-monthly, for both children and adults and report on the work of the sub-committees into the main Boards, are Independently chaired and have representation from the City of London Corporation, City of London Police, Health, Education and other agencies, for example from the Voluntary Sector, who work across the City of London.
4. Community and Children Services Grand Committee has a Safeguarding Sub Committee for Children and Adults. This sub- committee oversees the City of London's responsibilities to safeguard children and adults at risk. Annual reports on both Children and Adults Safeguarding are presented to this sub-committee. These reports provide background information regarding the governance arrangements, membership, partnership engagement and performance information in respect of safeguarding activity for Children and Adults.
5. Both Boards are independently chaired. The Executive Boards have Sub Committees who are chaired by partner agencies and cover areas such as quality assurance, training and finance.

6. The Children Act 2004 as amended by the Children and Social Care Act 2017 places new duties on key agencies in a local area. Local Safeguarding Children Boards will be replaced by new local safeguarding partnership arrangements. These arrangements place statutory responsibilities upon three agencies to develop and implement a new partnership, these are Local Authorities, Health and Police.
7. “Working Together to Safeguard Children, a guide to inter-agency working to safeguard and promote the welfare of children” was issued by the government in July 2018 setting out the framework to support the development and implementation of these new arrangements. As a result, the CHSCB will be replaced by the City and Hackney Safeguarding Children Partnership (CHSCP). The new governance arrangements need to be approved by the Department for Education by end of June 2019 and in place and operational by September 2019. The final decision regarding the CHSCP governance arrangements will be made by the Chief Officers of the City of London Corporation Department of Community and Children Services, Hackney Children Services, the City and Hackney Clinical Commissioning Group, the City of London Police and the Metropolitan Police Service in Hackney. A report was presented to the Community and Children Services Committee in April 2019 setting out the details of the arrangements and the options currently being considered (see Non-Public Appendix 2).

Current Position

8. The Adults and Children’s Social Care teams continue to meet Care Quality Commission (CQC) and Ofsted performance targets in respect of children and adults and work has been done to develop a performance framework that places more emphasis onto qualitative data available rather than focusing solely on the quantitative information to measure the effectiveness of safeguarding arrangements across the partnership.
9. Ofsted conducted a focused visit under the new Ofsted inspections of Local Authority Children’s Services (ILACS) framework in October 2018 which looked at the City of London’s offer for care leavers. The outcome was positive with much evidence demonstrating a strong offer for care leavers.
10. A Safeguarding in Education Forum has engagement from all City of London Schools- this meets on a termly basis and provides updated information regarding national/regional and/or local policy and practice requirements regarding safeguarding in schools. Membership of the Forum includes representatives from the City of London Academies.
11. As well as attending the Safeguarding in Education Forum, safeguarding leads from City schools, also attend the CHSCB Sub Committee. This provides more generalist advice, support and challenge regarding safeguarding arrangements across partner agencies.

12. The City of London Safeguarding Policy was implemented in 2014. It is subject to review on an annual basis. A corporate safeguarding audit was undertaken in 2018/19 which focused on:
- The safeguarding responsibilities of each of the City of London's departments
 - Departmental heads' understanding of these responsibilities
 - Governance structures for monitoring and reporting safeguarding issues
 - Responses to safeguarding incidents and how these were reported to the relevant committee(s)

13. Headline themes / initial conclusions to emerge from the initial draft report include;

Departmental Heads' understanding of their safeguarding responsibilities varied with a potential over reliance on DCCS for understanding and guidance in respect of safeguarding responsibilities.

Current governance structures are not effective in ensuring a clear line of sight between frontline practice, departmental heads and the Director of Community and Children's Services who is the designated person with overall responsibility for safeguarding of children, young people and adults. The Director of Community and Children's Services received insufficient information from the Departmental Heads to have oversight of the safeguarding issues arising in these departments.

The corporate safeguarding policy should be updated with regards to mechanisms to ensure sufficient oversight of the City of London's safeguarding responsibilities, including those outside of the Local Authority area and those which apply to its charitable elements

The final audit report and recommendations will be presented to Summit, Chief Officers Group and Audit and Risk Management Committee.

14. This year a campaign to raise awareness of the role of the Local Authority Designated Officer (LADO) within the education sector in the City of London will take place during the current academic year. A training gap analysis has been carried out and training to address this will be delivered during the summer term. A conference for staff from the sector will take place in September 2019.
15. In terms of Member training and development, in November 2018 Community and Children's Services circulated a copy of 'Digital Parenting' magazine to all Members. The magazine covers a range of issues in relation to digital safeguarding; <https://parentzone.org.uk/projects/digital-parenting-magazine>
16. DCCS will be working with Town Clerk's Department to deliver a Member briefing programme in 2019 that will enhance member knowledge and

understanding of key safeguarding areas across children and adults including;

- The Mental Capacity Act and Making Safeguarding Personal.
- Adult Social Care
- Rough Sleepers
- SEND/Safeguarding- Education and Safeguarding
- The role of Corporate Parent- Children's Social Care

17. The aim of the sessions is to raise awareness of Member responsibilities in respect of safeguarding and as such good engagement / attendance in the sessions is very much encouraged. Further information will be made available to members in May.

City of London Academies Trust (COLAT)

18. One of the key priorities set out in the City of London Corporation's Education Strategy 2019-2023 is the commitment to "...work in partnership to deliver education that is safe, inclusive, supportive and empowering for all – regardless of age, background or circumstance".

19. Through equality of opportunity and by maintaining a proactive stance on promoting inclusion and social mobility, the City of London aims to uphold the rights of children to protection, provide a safe environment for children to learn in, and ensure that the health, safety and welfare of pupils are of paramount importance to all the adults who work in the Family of Schools.

20. As part of its 2018/19 Annual Action Plan, the Education Board commissioned an independent safeguarding review to quality assure safeguarding practices against statutory requirements and current guidance to align best practice approaches across the Family of Schools within their localised contexts.

21. The objective of the review was to ensure robust safeguarding arrangements are in place across each school so that children and young people are kept safe in education and enabled to flourish and achieve their full potential. The findings of this review indicated that safeguarding across the Family of Schools is effective.

22. All 15 schools understand and believe in the principle that safeguarding is everyone's responsibility; they recognise the essential role schools play in protecting children from abuse, safeguarding them from harm and promoting their welfare and demonstrated throughout this review that they take this responsibility seriously.

23. It has been assessed that all schools have effective protocols in place to ensure they are compliant and monitoring the safety and wellbeing of staff and students. It has recommended to schools that Headteachers diarize regular checks of their school's Single Central Register, designated officers continue to ensure training is up-to-date (particularly for governors), and that all senior members of staff undertake Safer Recruitment training.

24. Governors receive training at least annually in all schools and safeguarding is kept on meeting agendas throughout the year. Several schools in the Family of Schools are attending mental Health First Aid training on 1 May organised and paid for jointly by the Education Unit and Public Health Team.
25. All schools indicate that staff receive safeguarding training when appointed, refresher training is run annually, and updates are provided throughout the year at staff meetings and workshops. The Trust schools have clear policies and procedures in order to provide a safe environment for students to learn, and that staff are well-trained so they are able to work with confidence.
26. In the City of London Academy Trust (CoLAT) the Chief Executive Officer (CEO) is meeting with headteachers at least twice each academic year for a safeguarding review/update. The CEO's recommendations are proposed to ensure there is consistency and common practices across COLAT.

Conclusion


27. The owner of this risk is the Director of Community and Children's Services, however every department has a responsibility to ensure that staff are aware of the risk and how they should recognise and respond to safeguarding issues. The corporate safeguarding audit recommendations will drive forward a work plan of raising awareness and understanding of child and adult safeguarding across the Corporation.
28. Social Care staff are fully trained and have the knowledge to enable them to detect signs of abuse, ill treatment and exploitation. It is essential that this awareness is continued across the organisation as many other departments come into contact with children and adults at risk.
29. Risk of abuse is an ongoing risk and whilst the City of London has taken a series of mitigating actions there is always a degree of uncertainty due to the nature of this risk.

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**CR17 Safeguarding
Appendix 1**

Risk no, title, creation date, owner	Risk Description (Cause, Event, Impact)	Current Risk Rating & Score		Risk Update and date of update	Target Risk Rating & Score		Target Date	Current Risk score change indicator
<p>CR17 Safeguarding</p> <p>22 September 2014</p> <p>Andrew Carter</p>	<p>Cause: Not providing appropriate training to staff, not providing effective management and supervision, poor case management</p> <p>Event: Failure to deliver actions under the City of London' safeguarding policy. Social workers and other staff not taking appropriate action if notified of a safeguarding issue</p> <p>Effect: Physical or mental harm suffered by a child or adult at risk, damage to the City of London's reputation, possible legal action, investigation by CQC and or Ofsted</p>	<p>Likelihood</p>  <p>Impact</p>	<p>8</p>	<p>The results of the Ofsted focused visit on care leavers has been reported to the Community and Children's Services Committee in January 2019 and to the Audit and Risk Management Committee in March 2019. The outcome was positive with much evidence demonstrating a strong offer for care leavers. Three recommendations have been included on the Children's Social Care Services Improvement plan.</p> <p>A review of the Safeguarding arrangements in the City of London family of schools has been completed and a draft report is being prepared. The report will be presented to the Education Board in May 2019.</p> <p>The Children Act 2004 as amended by the Children and Social Care Act 2017 places new duties on key agencies in a local area. Local Safeguarding Children Boards will be replaced by new local safeguarding partnership arrangements from September</p>	<p>Likelihood</p>  <p>Impact</p>	<p>8</p>	<p>31-Mar-2020</p>	<p></p> <p>Constant</p>

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Action no	Action description	Latest Note	Action owner	Latest Note Date	Due Date
CR17q	A review is being carried out into the business continuity arrangements for the staff providing the out of hours social care service. Following the review, a detailed and clear protocol for addressing issues regarding connectivity to the City of London Social Care system issues will be developed.	There have been some issues with the Out of Hours Social Care service being able to connect to the City of London Social Care System and work is being undertaken to address the issue. A full diagnosis of the issues has been completed and an action plan is being monitored by the Mosaic Advisory Board to ensure a permanent solution is in place. Ongoing monitoring and maintenance of the arrangement with Hackney will be subject to review at the People Senior Management Team meetings.	Hasna Begum; Sharon McLaughlin	12-Apr-2019	30-Jun-2019
CR17r	A raising awareness campaign is being planned and will be launched shortly. This will cover education and early years settings and will include the role of the Local Authority Designated Officer and safeguarding enquiries.	A raising awareness campaign around Safeguarding and the role of the LADO within the Education Sector in the City of London will take place during the current academic year. A training gap analysis has been carried out and training to address this will be delivered during the summer term. A conference for staff from the sector is being planned for September 2019.	Theresa Shortland	12-Apr-2019	30-Sep-2019
CR17S	A review of safeguarding arrangements within the City of London family of schools, including the CoL academies has been commissioned by the Education Division. It is anticipated that the review will be completed by 31 March 2019	A review of the Safeguarding arrangements in the City of London family of schools has been completed and a draft report is being prepared. The report will be presented to the Education Board in May 2019.	Anne Bamford	12-Apr-2019	31-May-2019
CR17T	The Children Act 2004 as amended by the Children and Social Care Act 2017 places new duties on key agencies in a local area. Local Safeguarding Children Boards will be replaced by new local safeguarding partnership arrangements. These arrangements place statutory responsibilities upon 3 agencies to develop and implement a new partnership, these are Local Authorities, Health and Police.	The City and Hackney Safeguarding Children Board will be replaced by the City and Hackney Safeguarding Children Partnership (CHSCP). The new governance arrangements need to be approved by the Department for Education by end of June 2019 and in place and operational by September 2019. The final decision regarding the CHSCP governance arrangements will be made by the Chief Officers of the City of London Corporation Department of Community and Children Services, Hackney Children Services, the City and Hackney Clinical Commissioning Group, the City of London Police and the Metropolitan Police Service in Hackney. A report was presented to the Community and Children Services Committee in April 2019 setting out the details of the arrangements and the options currently being considered.	Sharon McLaughlin; Chris Pelham	17-Apr-2019	30-Sep-2019
CR17U	DCCS will be working with Town Clerks Department to deliver a Member briefing programme in 2019 that will enhance member	The aim of the sessions is to raise awareness of Member responsibilities in respect of safeguarding. The briefings will include;	Chris Pelham	17-Apr-2019	31-Dec-2019

	knowledge and understanding of key safeguarding areas across children and adults.	<ul style="list-style-type: none"> • The Mental Capacity Act and Making Safeguarding Personal. • Adult Social Care • Rough Sleepers • SEND/Safeguarding- Education and Safeguarding • The role of Corporate Parent- Children's Social Care 			
CR17V	The City of London Safeguarding Policy was implemented in 2014. It is subject to review on an annual basis. A corporate safeguarding audit was undertaken in 2018/19.	<p>The corporate safeguarding audit focused on:</p> <ul style="list-style-type: none"> • The safeguarding responsibilities of each of the City of London's departments • Departmental heads' understanding of these responsibilities • Governance structures for monitoring and reporting safeguarding issues • Responses to safeguarding incidents and how these were reported to the relevant committee(s) <p>The final audit report and recommendations will be presented to summit, Chief Officers Group and Audit and Risk Management Committee.</p>	Chris Pelham	17-Apr-2019	31-Oct-2019