

City & Hackney
Safeguarding Children Board

Annual Report
2013/14



Foreword by the Independent Chair

In the City and Hackney Safeguarding Children Board we work together to help make our children and young people safer. The partnership the board represents is made up of government agencies, voluntary sector bodies and individuals, each with a different role or function but all collaborating to ensure our work is effective, coordinated and focused on what really matters; safeguarding the young and vulnerable.

Following my first full year as independent chair I continue to be impressed by board members and in particular the dedication of their frontline staff. These key public facing teams are made up of ordinary people who often do extraordinary things, sometimes in the most difficult of circumstances. This annual report reflects the results of their hard work, professional dedication and the difference they have made in the lives of children and young people. Reading the report will help you understand the work partners do, the success they have achieved and the context of the continuing challenges they face.

Challenge is not just to be found in the complex nature of the work partners do, but in the context within which it is delivered. During the last year the economic downturn, reorganisation in the public sector and welfare reforms, have often placed professionals and those who depend on them under increased pressure. However even in these difficult times, board members continue to improve their understanding of and support towards tackling neglect and maltreatment, domestic violence and other abusive relationships, not least child sexual exploitation. We are also firmly focused on early help, engaging hard to reach communities and supporting community inspired initiatives to eradicate female genital mutilation.

Engagement with and through the community is key. The board could not do the work it does without the active participation and support of the voluntary sector and I wish to formally recognise and thank Hackney Council for Voluntary Services and City Gateway for all they do to ensure voices are heard and specialist services delivered. In the past year we have also recruited three lay members. Critically each lives in and is from the communities we serve. They are well placed to ask the right questions and to provide the constructive challenge we need to stay on track.

Our aim is to ensure that children are seen, heard and helped, so listening to their voices is an absolute priority. I've recently been able to engage directly with them in a range of forums; their candour, challenge and willingness to engage has been inspiring and I plan to meet many more children, young people, parents and carers over the coming year.

Please read this review, it will help you understand the work done and what has been achieved. Use it to ask questions and hold us to account later on for those things we say we will do next year. Board partners work to protect children and young people so when things go wrong, or things could have been done better, we are all keen to know why, learn lessons and drive any improvements that are needed.

What people seldom see however, is the fact that most often things go well. In most cases partners and their staff do get it right and successfully help the families and children who need their support. In my opinion we don't celebrate that routine success enough, so I want to take this opportunity as the independent chair to thank them for all they do and the difference they continue to make in so many lives.

Jim Gamble
Independent Chair





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About the Annual Report



The CHSCB annual report for 2013/14 is set out differently to that of previous years. We want this transparent assessment of the performance and effectiveness of local services to be read as widely as possible and with that in mind, the format has been designed to be accessible and easy to understand.

Pages 8-21 set the context for safeguarding in both Hackney and the City. These sections include demographic information and consider the performance, trends and themes in respect of particular vulnerable groups of children and young people.

Pages 22-26 set out the governance and accountability arrangements for the CHSCB. It provides information about the structures in place that support the CHSCB to do its work effectively.

Pages 27-42 set out the progress made in the City and Hackney during 2013/14. These sections outline the multi-agency developments that have taken place to improve safeguarding and include accounts of the engagement that has taken place with children, young people, families and communities.

Pages 43-47 highlights the lessons that the CHSCB has identified through its Learning & Improvement Framework and the actions taken to improve safeguarding practice as a result.

Pages 48-50 describes the activity with regards to multi-agency training delivered by the CHSCB and single agency training delivered by partners.

Pages 51-52 cover the priorities for improved communication by the CHSCB.

Pages 53-57 set out the priorities for 2014/15 and the key messages from the Independent Chair of the CHSCB to key people involved in the safeguarding children and young people.

In line with statutory requirements and best practice, the Independent Chair of the CHSCB has formally sent a copy to the following:

- The Chairman of The Policy and Resources Committee, City of London Corporation.
- Town Clerk of the City of London Corporation
- The Chair of the City Health and Wellbeing Board
- The Mayor of Hackney Council
- The Chief Executive of Hackney Council
- The Chair of the Hackney Health and Wellbeing Board
- The Mayor's Office for Policing and Crime
- The Independent Chair of the City and Hackney Safeguarding Adults Board (CHSAB)

- The Chair of Hackney's Community Safety Partnership / The Chair of the 'Safer City Partnership'
- The report will be shared for discussion with key groups of young people through Hackney's Youth Parliament and City Gateway.

CREDITS

With thanks to: Gary Manhine, Sean Pollock and Hannah Paul for use of their photographs throughout this document.



Glossary of Terms



ABH	Actual Bodily Harm	HCVS	Hackney Council for Voluntary Service
BME	Black and Minority Ethnic	HLT	Hackney Learning Trust
CAF	Common Assessment Framework	HUHFT	Homerton University Hospital Foundation Trust
CAFCASS	Children and Family Court Advisory and Support Service	LA	Local Authority
CAIT	Child Abuse Investigation Team	LAC	Looked After Child / Children
CAMHS	Child and Adolescent Mental Health Services	LADO	Local Authority Designated Officer
CCG	Clinical Commissioning Group	LSCB	Local Safeguarding Children Board
CDOP	Child Death Overview Panel	MAP	Multi Agency Panel
CHSAB	City and Hackney Safeguarding Adults Board	MAPPA	Multi Agency Public Protection Arrangements
CHSCB	City and Hackney Safeguarding Children Board	MARAC	Multi Agency Risk Assessment Conference
CHYPS	City and Hackney Young People's Service	MASE	Multi Agency Sexual Exploitation
CPA	Community Partnership Advisor	MAT	Multi Agency Team
CPP	Child Protection Plan	MPM	Management Planning Meeting
CRIS	Crime Reporting Information System	NHS	National Health Service
CSC	Children's Social Care	NSPCC	National Society for the Prevention of Cruelty to Children
CSE	Child Sexual Exploitation	OFSTED	Office for Standards in Education, Children's Services and Skills
CYPPP	Children and Young People's Partnership Panel	PPU	Public Protection Unit
DBS	Disclosure and Barring Service	PSHE	Personal, Social and Health Education
DfE	Department for Education	PSP	Pupil Support Plans
DVIP	Domestic Violence Intervention Project	SCR	Serious Case Review
EIP	Early Intervention and Prevention	SDVC	Specialist Domestic Violence Court
ELFT	East London Foundation Trust	SEND	Special Educational Needs and Disability
ESOL	English for Speakers of Other Languages	SLT	Senior Leadership Team
FGM	Female Genital Mutilation	SRE	Sex and Relationship Education
FJR	Family Justice Review	TRA	Tenant Resident Association
FRT	First Response Team	UASC	Unaccompanied Asylum Seeking Children
GLA	Greater London Authority		
GP	General Practitioner		



City & Hackney Safeguarding Snapshot 2013/14



Hackney safeguarding snapshot 2013/14



44% of children living in poverty



Approximately
32%
of children & young
people in receipt of
free school meals

Safeguarding & Looked After Children
Inspection – **Good** in 2012

Pilot multi-agency inspection of child
protection arrangements – **Outstanding** in
2013

40%
of schools
graded
outstanding
by Ofsted for
behaviour &
safety



372 new early help cases of children
under 6 identified and services provided

342 new early help cases for children &
young people over 6 years of age identified
& services provided

101 children & young people
proactively identified as being at risk of
Child Sexual Exploitation and services
provided

679 incidents of children & young
people going missing



of children & young people in Secondary
Schools, including Academies, were
classed as persistently absent (>15% of
sessions missed) (a reduction from 5.6% in
2012/13)

391 domestic
violence notifications
made to the police
where children and
young people were
in the household



410 individual cases managed by
Hackney Council's domestic abuse team
included children in the household

Domestic violence & abuse crime is up by
26% in Hackney compared to 17%
average for London Boroughs

2769 referrals to
Hackney Children's
Social Care



2246 assessments completed by
Hackney Children's Social Care

405 child protection investigations

220 Children subject to a Child
Protection Plan as of March 2014.

1915 open Children in Need
cases as of March 2014

326 children & young people looked
after as of March 2014

129 allegations against staff working
with children and young people

16 Private Fostering arrangements as of
March 2014

1000 referrals to Child & Adolescent
Mental Health Services/ Approximately
700 children & young people receiving help
from CAMHS at any given time

97% of relevant staff at Homerton
University Hospital Foundation Trust have
received mandatory level 1 training, 84 %
level 2 training, 82% level 3, 100% level 4





The City safeguarding snapshot 2013/14



898 children live in the City
12% of the total population

21% living in low income families



The successful inspections highlighting **outstanding** safeguarding arrangements including City Gateway, The City Police response to Domestic Violence, Sir John Cass School, Sir John Cass Children Centre and the 2013 Fostering Inspection



All schools inspected as **good** or **outstanding**

15 new cases resulting in early multi-agency help being provided to children, young people & their families

2,635 visits to the Cass Child & Family Centre April to August 2013. Of these, 42 were related to targeted family support

51 contacts made with Children's Social Care about children and young people in 2013/14

20 referrals accepted by Children's Social Care





Safeguarding Context in the London Borough of Hackney



Some children are at more risk of being abused and/or neglected due to them being particularly vulnerable.

The categories and themes set out in this section do not cover all the factors influencing the risk to children and young people within the London Borough of Hackney. The focus is on key local vulnerabilities and related themes, about which the CHSCB needs to have heightened scrutiny in terms of effective multi-agency practice to protect children and young people.

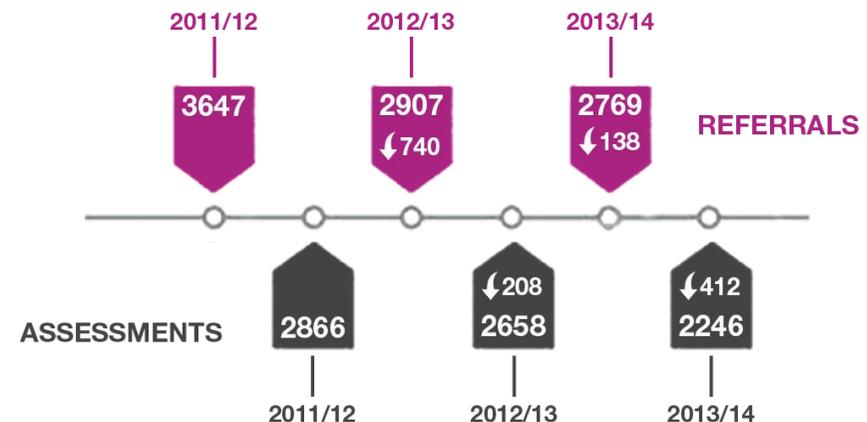
HACKNEY DEMOGRAPHICS

The London Borough of Hackney is an inner city London borough. There are approximately 62,000 children and young people under the age of 20 years, representing 25% of the total population. Of these, 19,000 are aged under five years. Over 70% of children and young people aged 0-19 living in Hackney belong to black or other minority ethnic backgrounds.

It is a richly diverse community with significant numbers of Asian, Black African, Black Caribbean, Black British, Turkish, Kurdish and Charedi Jewish children. There are over 180 languages spoken in the borough. Hackney is ranked the second most deprived borough in England and it is estimated that 44% of children and young people in Hackney are living in poverty, with around 32% eligible for and in receipt of free school meals.

CONTACTS, REFERRALS & ASSESSMENTS

In 2013/14, Hackney Children's Social Care (CSC) received an average of 210 contacts per week regarding a range of issues concerning the welfare of children and young people. This is a reduction from the previous two years, although greater than the average weekly contacts made in 2010/11 (182). The significant initial increase after 2010/11 was partially due to recording changes including information requests from other local authorities being classified as 'contacts'. Refining these processes along with an increased local knowledge of the [Hackney Child Wellbeing Framework](#) are both considered to be potential contributors to the decrease in the number of contacts made over the last year.





Of the 10,942 contacts received in 2013/14, 2769 resulted in a referral being accepted by Hackney CSC, a small decrease from 2907 in 2012/13. A total of 2246 statutory social work assessments were completed in 2013/14 in comparison to 2658 in 2012/13 and 2866 in 2011/12.

Local Authorities undertake assessments of the needs of individual children to determine what services to provide and what action to take. The full set of statutory assessments under the **Children Act 1989** include:

ASSESSMENTS OF CHILDREN AND YOUNG PEOPLE IN NEED:

A child in need is defined under the Children Act 1989 as a child who is unlikely to achieve or maintain a satisfactory level of health or development, or their health and development will be significantly impaired, without the provision of services; or a

child who is disabled. In these cases, assessments by a social worker are carried out under **section 17** of the Children Act 1989. Children in need may be assessed under section 17 of the Children Act 1989, in relation to their special educational needs, disabilities, or as a carer, or because they have committed a crime. The process for assessment should also be used for children whose parents are in prison and for asylum seeking children. When assessing children in need and providing services, specialist assessments may be required and, where possible, should be coordinated so that the child and family experience a coherent process and a single plan of action.

CHILD PROTECTION ENQUIRIES:

Concerns about maltreatment may be the reason for a referral to local authority children's social care or concerns may arise during the course of providing

services to the child and family. In these circumstances, local authority children's social care must initiate enquiries to find out what is happening to the child and whether protective action is required. Local authorities, with the help of other organisations as appropriate, also have a duty to make enquiries under **section 47** of the Children Act 1989 if they have reasonable cause to suspect that a child is suffering, or is likely to suffer, significant harm, to enable them to decide whether they should take any action to safeguard and promote the child's welfare. There may be a need for immediate protection whilst the assessment is carried out.

Some children in need may require accommodation because there is no one who has parental responsibility for them, or because they are alone or abandoned. Under **section 20** of the Children Act 1989, the local authority has a duty to accommodate such children in need in their area. Following an application under **section 31A**, where a child is the subject of a care order, the local authority, as a corporate parent, must assess the child's needs and draw up a care plan which sets out the services which will be provided to meet the child's identified needs

The reductions in the numbers of referrals and assessments set out above may indicate that partner agencies are becoming more familiar with the Hackney Child Wellbeing model; with pathways for accessing early support and signposting being more effective. Whilst these

performance measures can be seen to reflect the known strengths of the early help arrangements in Hackney, work will be undertaken by the CHSCB over 2014/15 to seek further reassurance about the effectiveness of this help and its correlation in reducing demand for statutory social work intervention.

The number of child protection enquiries in Hackney also decreased from 994 in 2012/13 to 405 in 2013/14. Child protection enquiries are initiated to decide whether and what type of action is required to safeguard and promote the welfare of a child or young person who is suspected of, or likely to be, suffering significant harm. This reduction was in line with a targeted strategy by Hackney CSC to reduce child protection enquiries following analysis of the high rate reported in 2012/13.

Over the past year, Hackney CSC adjusted their approach to ensure, as far as possible, that families experienced the least intrusive level of intervention, with referrals being dealt with through Children in Need assessments wherever possible. Given the overall reduction in assessment activity and the rate for child protection enquiries now reporting below that of statistical neighbours and the national average, this is also an area that will be subject to ongoing monitoring by the CHSCB.





CHILDREN ON CHILD PROTECTION PLANS

Following a child protection enquiry, where concerns of significant harm are substantiated and the child is judged to be suffering, or likely to suffer, significant harm, social workers and their managers should convene an Initial Child Protection Conference (ICPC). An ICPC brings together family members (and children / young people where appropriate) with supporters, advocates and professionals to analyse information and plan how best to safeguard and promote the welfare of the child / young person. If the ICPC considers that the child / young person is at a continuing risk of significant harm, they will be made the subject of a Child Protection Plan (CPP).

Since 2011 there has been a steady increasing trend in the number of children and young people subject to a CPP in Hackney. As of March 2014, there were 220 CPPs, a slight reduction from 225 in March 2013. The rate of CPPs in Hackney on 31 March 2014 was 37.9 children per 10,000. This was broadly in line with statistical neighbours (41 per 10,000 children) and the national average (42.1 per 10,000 children).

Children subject to a Child Protection Plan (31st March):



The number of children subject to a CPP for a second or subsequent time decreased from 17.1% in 2012/13 to 14.1% in 2013/14 and is now in line with the national average. There has been an increase in the percentage of children on a CPP for between 12 months and 2 years from 8% in 2011/12 to 32% in 2013/14. This indicator is likely to correlate to the reduction in repeat child protection plans, with more children receiving multi-agency help and protection through a CPP for longer periods, rather than being removed from a CPP too early. The length of time children are subject to a CPP will continue to be monitored closely.

Targeted work has taken place to reduce the number of children on CPPs under multiple categories, leading to a reduction from 42% in 2012/13 to 5% in 2013/14. As a result, there is now a clearer picture of the primary reason a child is subject to a plan. This has given the picture of 46% of CPPs being under the sole category of Neglect, 32% for Emotional Abuse, 12% for Physical Abuse and 5% for Sexual Abuse.

CHILDREN AND YOUNG PEOPLE AT RISK OF SEXUAL EXPLOITATION

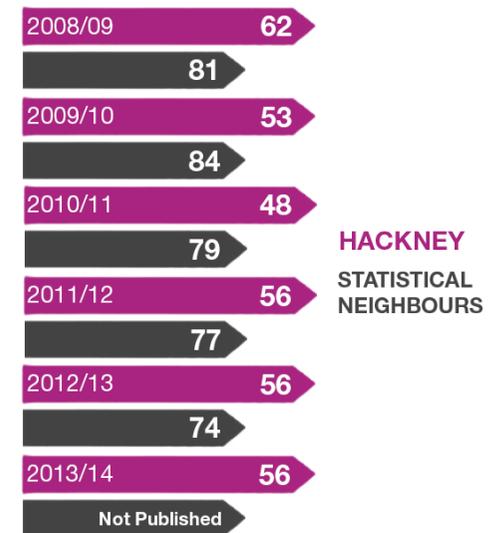
Multi-agency work to identify and protect children and young people who may be at risk of Child Sexual Exploitation (CSE) across the London Borough of Hackney continues. This multi-agency work is coordinated by the CHSCB CSE Steering Group comprising all key partners, including those from the City of London. In January 2013, a multi-agency Operational

Group was developed to monitor individual cases in Hackney. The function of this group has been to ensure that individual young people identified as being at risk of CSE are receiving an appropriate level of response and to identify themes and issues that may help improve how partner agencies work together to tackle this abuse. In March 2014, this group was officially transformed into a MASE (Multi Agency Sexual Exploitation) forum, in line with the implementation of the [Pan-London CSE Operating Protocol](#) by the Metropolitan Police.

Locally, we continue to learn and improve our multi-agency response to this abuse; developing a more sophisticated understanding of the link with abusive relationships; how young boys and girls grow up with skewed attitudes towards sex and how the influence of poor parenting through domestic violence and neglect can exacerbate risk factors. The London Borough of Hackney's initial problem profile identified 101 children and young people at risk of CSE in 2013/14. All of these children are being monitored through the MASE meetings. Child Sexual Exploitation was identified as a priority for the CHSCB for 2013/14 and the achievements made in tackling CSE across both the City and Hackney are set out in more depth later in this report.

LOOKED AFTER CHILDREN

A child or young person who is "looked after" is in the care of the local authority. They can be placed in care voluntarily by parents struggling to cope, they can be unaccompanied asylum seeking children or young people or in other circumstances, CSC will have intervened because the child or young person was at risk of significant harm. As at 31st March 2014, Hackney was responsible for looking after 326 children and young people, an increase of 21% compared to the same time in 2011 (270). Rate per 10,000 children shown below:



Hackney continues to have a lower rate of children in care than statistical neighbours (other local authorities with similar profiles) and this rate has remained constant since 2011/12 at 56 children per 10,000.



New admissions into care have shown a year on year increase in the over 16 age group between 2011 and 2013, both in actual numbers, and as a percentage of the overall cohort of children starting to be looked after. This is attributable to the acceptance of young people with housing needs as being 'looked after' and the correlation with an increase in the use of Section 20 (Children Act 1989) accommodation. There has also been a recent trend in unaccompanied asylum seeking males aged over 17 years presenting for services.

LOOKED AFTER CHILDREN (OUT-OF-BOROUGH PLACEMENTS)

When a decision is made by a Local Authority (LA) to place a looked after child outside of the LA area, high priority must be given to the child's needs. During 2013/14, Hackney Children and Young People's Services have led work to identify the support provided to this group of looked after children across multi-agency partners and to resolve any common issues, for example around accessing mental health support for young people placed in other areas. This work has included reviewing the recommendations made by Ofsted in their thematic report on children placed at a distance from their home authority, and using these to strengthen the support that is provide to this group of looked after children.

At the end of March 2014, 77 (24%) of looked after children were placed in Hackney. 94 (29%) young people were placed in a neighbouring local authority (Waltham Forest, Newham, Haringey, Islington, Tower Hamlets or City) and 155 (47%) were placed in a non-neighbouring local authority ('at a distance' according to the new government definition). 201 of the 249 (81%) of the looked after children in placements outside of Hackney were placed in other London local authorities (neighbouring and non- neighbouring boroughs). 48 children were placed outside of London and this includes 28 children placed in Essex, Kent and Thurrock. Only 34 young people were placed over 20 miles from where they used to live in Hackney.

CHILDREN SUBJECT OF CARE PROCEEDINGS

The Government implemented the *Family Justice Review (FJR)* in an attempt to significantly reduce delay in care proceedings concerning children and young people considered to be at serious risk of significant harm. As a result of the FJR, the expectation is that all care proceedings should be completed within 26 weeks. In exceptional circumstances, cases can be extended for a further 8 weeks.

- Since 5th August 2013, the duration of court proceedings in Hackney now averages 30 weeks. This is a significant reduction from

an average of 44 weeks in the first two quarters of 2013/14.

- The improvement in timeliness reflects more effective pre-proceedings work with high quality social work statements and case analysis helping Courts make their decisions more swiftly. Close and effective working between The Children and Family Court Advisory and Support Service (CAFCASS) (judged Good by Ofsted in early 2014) and Hackney Children's Social Care is also a strong factor in the improving picture in this area.
- Since August 2013, pre-proceedings agreements and assessments were initiated in 33 cases in Hackney.
- Care proceedings were issued in 13 cases (20 of the 33 cases did not go to court as a result of intervention and improvements made by parents).

BABIES

Research and experience tell us that very young babies are extremely vulnerable and that work carried out in the antenatal period to assess risk and plan intervention is essential to minimise future harm. At the Homerton University Hospital, weekly maternity psychosocial meetings are held to oversee unborn (or very newly born) infants of vulnerable parents or parents to be. These multi-agency discussions act as a "safety net" to ensure that clear

multi-agency plans are in place for babies and that these plans are understood and communicated to the relevant agencies.

At any one time, there are between 45-50 cases being considered by the maternity psychosocial meetings. Each week an average of 20 cases are considered with those due most imminently being prioritised.

A significant majority are either under the care of Children's Social Care in either Hackney or the City or other boroughs where the infant is booked for delivery at the Homerton. The parents of the children have a range of vulnerabilities including poor mental health, young parents, parents with learning disabilities, parents with drug or alcohol misuse, women experiencing domestic violence and women with partners who are convicted of offences against children.

The most common issues over 2013-14 have been domestic violence, complex mental health issues and complex maternal substance and alcohol issues. Maternal learning disability has also been a feature.



DOMESTIC VIOLENCE AND ABUSE

Across all 32 London boroughs, domestic crime is up by 17% from 12/13 to 13/14. Hackney is showing a 26% increase. This may relate to an increase in confidence on reporting of domestic crime and a definition change in ABH offences. It is also likely that the definition change of domestic violence crime to include those offences reported by those aged 16-18yrs has contributed to the increase. Regardless, the increase remains a serious concern to the CHSCB. Of the 919 individual cases managed by the Council's domestic abuse team during 2013/14, 410 cases included children in the household. Domestic Violence was identified as a priority for the CHSCB over 2013/14 and further details regarding progress are set out later in this report.

PRIVATE FOSTERING

A child under the age of 16 (under 18, if disabled) who is cared for and provided with accommodation by someone other than a parent, person with parental responsibility or a close relative for 28 days or more is privately fostered. As at the end of March 2014 there were 16 children being cared for in private fostering arrangements in Hackney. This is a slight increase from the figure of 12 in March 2013. Of the 16, 14 were new arrangements that began in 2013/14. The majority of these children (8 of 14) were born in Africa. Hackney continues to have a low rate of notifications about private fostering arrangements compared with statistical neighbours, particularly in the context of the high numbers of children and young people living in Hackney. Plans

have been put in place for a renewed awareness raising campaign with professionals and specific communities in Hackney over 2014/15.

YOUNG CARERS

Young carers are children and young people under 18 who provide regular or ongoing care and emotional support to a family member who is physically or mentally ill, disabled or misuses substances. A young carer becomes vulnerable when the level of care giving and responsibility to the person in need of care becomes excessive or inappropriate for that child, risking impacting on his or her emotional or physical well-being or educational achievement and life chances'. *Hackney Council's Young Carers Project* currently works with 138 young carers. The Hackney Young Carers Strategy has recently been reviewed and the implementation of a multi-agency delivery plan will ensure ongoing focus and the meeting of need for this particular vulnerable group.

CHILDREN WITH DISABILITIES

The Disabled Children Service in Hackney is working with 174 children and young people. The Disabled Children Service manages low level safeguarding concerns although where there are increased concerns or it becomes evident that a parent is unable to safeguard their child from harm, the First Response Team (FRT) in Hackney CSC will investigate the concerns. The Disabled Children's Service remains involved throughout.

YOUTH OFFENDING

The young people who are involved with Youth Justice in Hackney often have complex needs requiring significant support both in and out of custody.

- Young Hackney has continued to see the number of young people they work with decrease from previous years.
- At the end of March 2014 they had worked with 196 young people through pre-court disposals (youth caution and youth conditional cautions) and community orders compared to 228 at the end of March 2013.
- The number of young people in custody on remand or sentence has also dropped from 82 in 2012/13 to 58 in 2013/14.
- The overall decline in numbers involved in formal youth justice is consistent with a national reduction in the number of young people formally entering the Criminal Justice System.
- For Hackney in 2013/14, 84 new entrants were recorded compared to 98 the previous year.

CHILDREN'S MENTAL HEALTH

The Child and Adolescent Mental Health Services (CAMHS) in City and Hackney are provided by Homerton University NHS Foundation Trust (First Steps and the CAMHS disability team, a joint service with the ELFT CAMHS); Clinicians employed by London Borough of Hackney's children's

social care and the Specialist Service is provided by the East London NHS Foundation Trust (ELFT). ELFT CAMHS provides the specialist (tier 3) community based service, the CAMHS provision within the Young Hackney Service and a service for adolescents with more complex mental health needs, for example, first onset psychosis and complex eating disorders. East London NHS Foundation Trust also provides the inpatient service (tier 4) and the out of hours service for City and Hackney.

The ELFT CAMH service receives approximately 1,000 referrals a year, and has a caseload of approximately 700 cases at any one time. The level of referrals to specialist CAMHS has been consistent for the last few years. Waiting times for young people to be seen by specialist CAMHS is within 5 weeks (100%). This is well below the national average and the other East London boroughs. Emergencies are seen within 24 hours and urgent appointments seen within 2 weeks. The number of young people presenting in A&E having self-harmed has reduced over the last few years but there has been an increase in the number of non-emergency self-harm referrals.

For 2013/14 the total number of young people receiving inpatient care remained consistent at 38 cases. This was consistent with the previous year's total admissions. This group are supported by the Adolescent Team who provide an assertive outreach, home treatment model of intervention in

order to prevent young people from being admitted to inpatient (Tier 4) services and provide the support for them to be treated at home.

The CAMH services are working closely with schools and other agencies including other CAMHS providers to look at how Tier 1 and 2 services can provide an early intervention service for young people who self-harm. Following the recent national research study into family therapy intervention, which the ELFT CAMHS took part in, the service is rolling out the learning from the national research pilot. It is hoped this will provide a more appropriate treatment pathway for this group of young people and their families.

In 2013/14, in partnership with senior managers in children's social care, specialist CAMHS have established a safeguarding supervision and consultation group in order to ensure senior staff have additional enhanced supervision in terms of safeguarding children.





Safeguarding Context in the City of London



The focus is on key local vulnerabilities and related themes, about which the CHSCB needs to have heightened scrutiny in terms of effective multi-agency practice to protect children and young people.

Some children are at more risk of being abused and/or neglected due to them being particularly vulnerable. The categories and themes set out in this section do not cover all the factors influencing the risk to children and young people within the City of London.

CITY DEMOGRAPHICS

The City of London has a small population, which is projected to grow slowly in the coming decades. The current population estimate is 7,604 of which 898 are children and young people aged 0 to 19.

Of the total number of children and young people, 604 are aged 0-9 years old and 294 are aged 10-19 years old. The City's residents are predominantly white and speak English as their main language, although 43% of the children and young people are recorded as coming from Black and Ethnic Minority (BME) backgrounds. 21% of children living in the City are in low-income households. 22.3% of primary school children are eligible for and claiming free school meals.

CONTACTS, REFERRALS AND ASSESSMENTS

Children's Social Care (CSC) record all contacts made to them concerning children and young people. These contacts progress to referrals if the needs of the children or young people suggest the involvement of Children's Social Care (CSC) is required. CSC will then make a decision as to whether an assessment is required or not. Local Authorities undertake

assessments of the needs of individual children to determine what services to provide and what action to take. The full set of statutory assessments under the [Children Act 1989](#) include:

- Assessments of children and young people in need: A child in need is defined under the Children Act 1989 as a child who is unlikely to achieve or maintain a satisfactory level of health or development, or their health and development will be significantly impaired, without the provision of services; or a child who is disabled. In these cases, assessments by a social worker are carried out under [section 17](#) of the Children Act 1989. Children in need may be assessed under section 17 of the Children Act 1989, in relation to their special educational needs, disabilities, or as a carer, or because they have committed a crime. The process for assessment should also be used for children whose parents are in prison and for asylum seeking children. When assessing children in need and providing services, specialist assessments may be required and, where possible, should be coordinated so that the child and family experience a coherent process and a single plan of action.
- Child Protection Enquiries: Concerns about maltreatment may be the reason for a referral to local authority children's social care or concerns may arise during the course of providing services to the child and family. In these circumstances, local authority children's social care must initiate enquiries to find out what is happening to the child and whether protective action is required. Local authorities, with the help of other





organisations as appropriate, also have a duty to make enquiries under [section 47](#) of the Children Act 1989 if they have reasonable cause to suspect that a child is suffering, or is likely to suffer, significant harm, to enable them to decide whether they should take any action to safeguard and promote the child's welfare. There may be a need for immediate protection whilst the assessment is carried out.

- Some children in need may require accommodation because there is no one who has parental responsibility for them, or because they are alone or abandoned. Under [section 20](#) of the Children Act 1989, the local authority has a duty to accommodate such children in need in their area. Following an application under [section 31A](#), where a child is the subject of a care order, the local authority, as a corporate parent, must assess the child's needs and draw up a care plan which sets out the services which will be provided to meet the child's identified needs.

In 2013/14:

CSC RECEIVED A TOTAL OF 51 CONTACTS

- 20 contacts met the threshold for a referral
- The largest group of referrals originated from the police.

OF THE 31 CONTACTS THAT DID NOT ESCALATE TO A REFERRAL:

- 11 were passed to the Early Intervention Service
- 9 were referred onto services in the subject/s home borough
- 7 were for information, advice or guidance only
- 1 was an immediate referral to another internal service
- 1 was a notification of a missing child and
- 2 were recorded as requiring No Further Action.

OF THE 20 REFERRALS ACCEPTED BY CSC:

- 16 resulted in an assessment
- 5 of these were child protection enquiries (Section 47 enquiries under the Children Act 1989)
- 3 referrals ended with no further action being taken by Children's Social Care and
- 1 was stepped down to the Early Intervention Services.

OF THE 16 ASSESSMENTS (INCLUDING THE CHILD PROTECTION ENQUIRIES):

- 5 resulted in further social work input as Children in Need

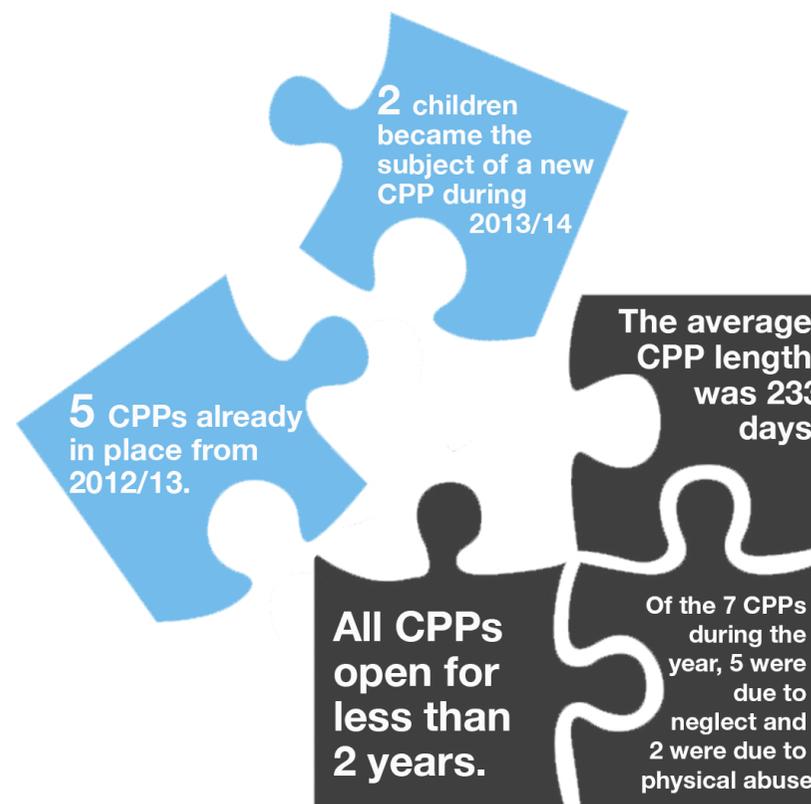
- 3 case was closed with no further action
- 3 cases resulted in an Initial Child Protection Conference
- 3 cases were stepped down to early help
- 2 resulted in the children becoming looked after.

CHILDREN ON CHILD PROTECTION PLANS

Following a child protection enquiry, where concerns of significant harm are substantiated and the child is judged to be suffering, or likely to suffer, significant

harm, social workers and their managers should convene an Initial Child Protection Conference (ICPC). An ICPC brings together family members (and children / young people where appropriate) with supporters, advocates and professionals to analyse information and plan how best to safeguard and promote the welfare of the child / young person. If the ICPC considers that the child / young person is at a continuing risk of significant harm, they will be made the subject of a Child Protection Plan (CPP).

Children who have a CPP are considered





to be in need of protection from either neglect, physical, sexual or emotional abuse; or a combination of one or more of these. The CPP details the main areas of concern, what action will be taken to reduce those concerns and by whom, and how professionals, the family and the child or young person (where appropriate) will know when progress is being made. The City of London continued to have consistently low numbers of CPPs.

CHILDREN AND YOUNG PEOPLE AT RISK OF SEXUAL EXPLOITATION

Multi-agency work to identify children and young people who may be at risk of Child Sexual Exploitation (CSE) across the City of London continues. This multi-agency work is coordinated by the CHSCB CSE Steering Group comprising all key partners.

No child sexual exploitation involving a child has been identified in the City, but partners are clear about the multi-agency response required. During 2013/14, the City Police undertook an awareness raising campaign with local businesses and hoteliers to heighten the understanding and profile of CSE across this sector. Further details of the progress by the City in respect of CSE are set out later in this report.

LOOKED AFTER CHILDREN

A child or young person who is “looked after” is in the care of the local authority. They can be placed in care voluntarily by parents struggling to cope, they can be unaccompanied asylum seeking children or young people or in other circumstances, CSC will have intervened because the child or young person was at risk of significant harm.

During 2013/14 a total of 11 children and young people were looked after by the City of London. A summary of activity is set out as follows:

- 3 children and young people were accommodated under continuing Full Care Orders;
- 8 children and young people were accommodated under Single Period of Care of whom 6 were unaccompanied asylum seeking children (UASC) and 2 were emergency accommodations of local children.
- None of the children and young people already looked after at 1 April 2013 left care during the year.
- The range of periods in care for those children and young people still looked after at 31 March 2014 was 465 to 1945 days
- 2 UASC who turned 17 years old during 2013/14 transitioned from foster placements to semi-independent living.
- No other looked after child moved

placement during the year (beyond short term holiday respite).

- All looked after children were placed within 12 miles/ 19.5 kilometres of the City.
- All looked after children received at least an annual medical and annual dental assessment during the year.
- In February 2014, the City of London appointed a Virtual Head Teacher to monitor and support LAC education.

PRIVATE FOSTERING

A child under the age of 16 (under 18, if disabled) who is cared for and provided with accommodation by someone other than a parent, person with parental responsibility or a close relative for 28 days or more is privately fostered.

Young carers are children and young people under 18 who provide regular or ongoing care and emotional support to a family member who is physically or mentally ill, disabled or misuses substances. A young carer becomes vulnerable when the level of care giving and responsibility to the person in need of care becomes excessive or inappropriate for that child, risking impacting on his or her emotional or physical well-being or educational achievement and life chances’

There were no children subject to private fostering arrangements or identified as young carers in the City of London

during 2013/14. Improving awareness of private fostering will form part of a wider communications campaign in the City during 2014 – *“Notice the Signs”* – with related publicity information regarding private fostering also being reviewed.

CHILDREN WITH DISABILITIES

There were fewer than 10 children and young people with disabilities known to the City of London in 2013. The City’s Special Educational Needs and Disability (SEND) Strategy 2013–17 describes the City’s strategy for children and young people aged 0 to 25 with SEND. A disability register is also currently under review.



The Board



WHAT IS THE CHSCB?

The CHSCB is the key statutory body overseeing safeguarding children arrangements across the City of London and the London Borough of Hackney. It comprises senior leaders from a range of different organisations and has two basic objectives defined within the Children Act 2004; to co-ordinate the safeguarding work of agencies and to ensure that this work is effective.

The CHSCB is governed by the statutory guidance in [*Working Together to Safeguard Children 2013*](#) and the Local Safeguarding Children Board (LSCB) Regulations 2006. The CHSCB regularly self assesses its performance through reference to a risk register. In 2014/15, a comprehensive self-assessment process is scheduled as part of the CHSCB business planning process for 2015/16.

KEY ROLES

The Independent Chair

The Independent Chair of the CHSCB is Jim Gamble. Supported by a Senior Professional Advisor, a Board Manager and a Board team, the Independent Chair is tasked with ensuring the Board fulfils its statutory objectives and functions. Key to this is the facilitation of a working culture of transparency, challenge and improvement across all partners

with regards to their safeguarding arrangements.

From April 2013, the Independent Chair became directly accountable to both the Chief Executive of the London Borough of Hackney and the Town Clerk of the City of London. The Director of Community and Children's Services for the City and the Director of Children's Services for Hackney both continue to work closely with the Independent Chair on safeguarding challenges.

The City of London Corporation and Hackney Council

Both local authorities are responsible for establishing an LSCB in their area and ensuring that it is run effectively. The City of London and Hackney Council have agreed to the operation of a dual-borough LSCB given the range of individual organisations covering both areas.

The ultimate responsibility for the effectiveness of the CHSCB rests with the political leaders of both the City of London and Hackney Council. The Chief Executive of Hackney and the Town Clerk in the City are accountable to these roles. The Lead Members for Children's Services in both areas are Councillors elected locally. Lead Members have

the responsibility for making sure their respective local authority fulfils its legal responsibilities to safeguard children and young people. The Lead Members contribute to the CHSCB as participating observers and are not part of the decision-making process.

Partner Agencies

All partner agencies across the City of London and the London Borough of Hackney are committed to ensuring the effective operation of CHSCB. This is supported by the CHSCB Constitution that defines the fundamental principles through which the CHSCB is governed. Members of the Board hold a strategic role within an organisation are able to speak for their organisation with authority, commit their organisation on policy and practice matters and hold their organisation to account.

Designated Professionals

Health commissioners should have a Designated Doctor and Nurse to take a strategic, professional lead on all aspects of the health service contribution to safeguarding children across the local area. Designated professionals are a vital source of professional advice on safeguarding children matters to partner agencies and the CHSCB.

KEY RELATIONSHIPS

There is a clear expectation that LSCBs are highly influential strategic arrangements that directly influence and improve performance in the care and protection of children. There is also a clear expectation that this is achieved through robust arrangements with key strategic bodies across the partnership. In 2013/14, governance of the CHSCB was further strengthened through the development of clear protocols with the City & Hackney Safeguarding Adults Board (CHSAB) and the respective Health and Wellbeing Boards and Community Safety Partnerships across both the City of London and Hackney. These protocols set out the interface across these forums to ensure clarity of strategic alignment and management of risk. From the CHSCB's perspective, this helps ensure that the voice of children and young people and their need for safeguarding is kept firmly on the agenda in terms of multi-agency work involving vulnerable adults, health and wellbeing and the local response to crime.



BOARD MEMBERSHIP

The Board met three times during the 2013/14 and had a membership made up of representatives from all statutory partners and others concerned with safeguarding children.

- Hackney Children's Social Care
- The City of London Community & Children's Services
- The Metropolitan Police Service - Child Abuse Investigation Team (CAIT)
- The City of London Police
- The Metropolitan Police Service - Hackney Borough
- Hackney Learning Trust
- London Probation Service
- Children and Family Court Advisory and Support Service
- Hackney Council for Voluntary Services
- Homerton University Hospital NHS Foundation Trust
- City & Hackney Clinical Commissioning Group + Named GP
- Public Health
- NHS England
- East London NHS Foundation Trust
- Young Hackney
- Hackney Health & Community Service (Adults)
- Schools
- Lead Members in the City & Hackney

BOARD ATTENDANCE

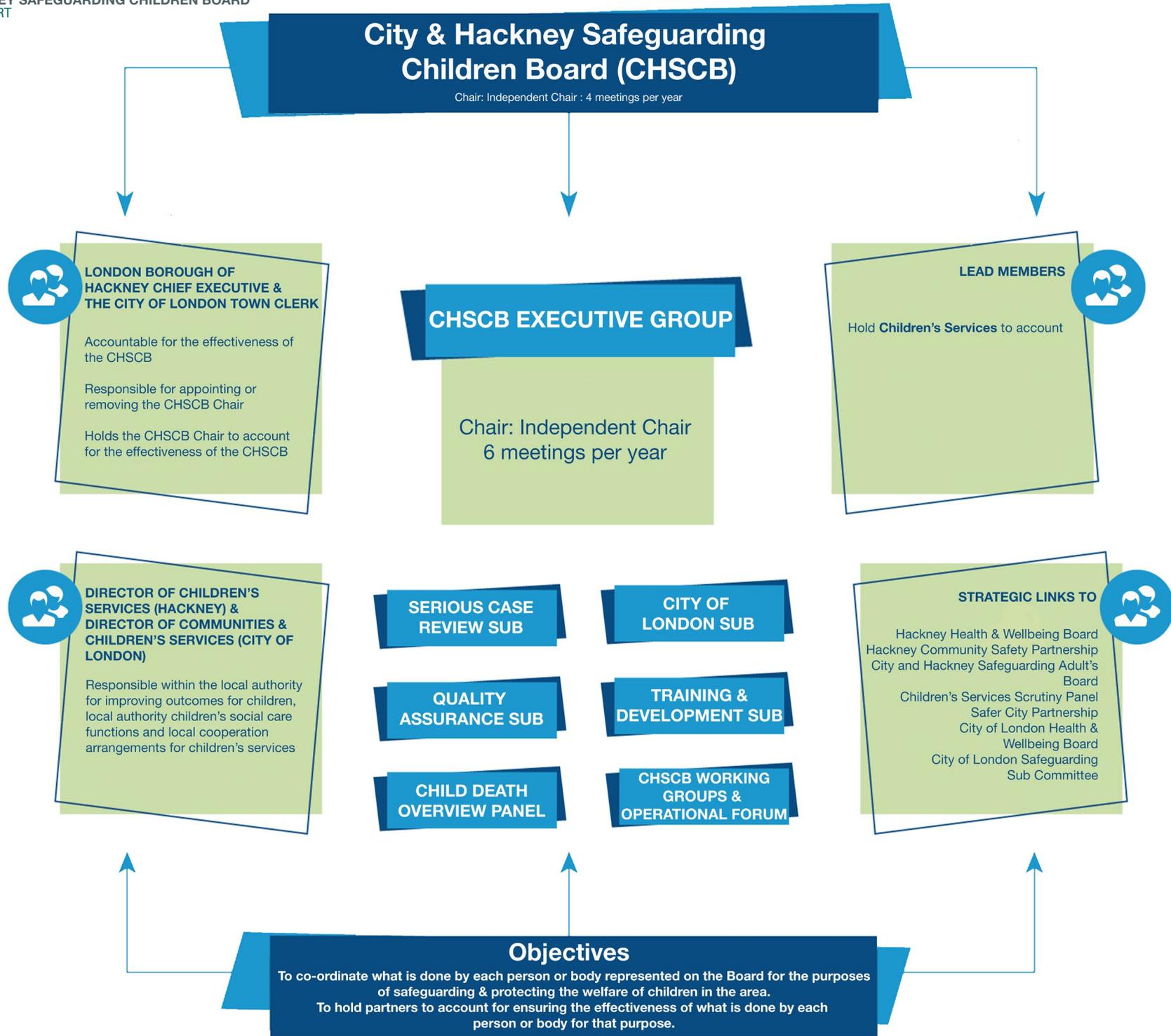
The Board, the CHSCB Executive, Sub-Committees and Steering Groups continue to experience good attendance with representation across Board partners, lay members, the voluntary sector and the involvement of other agencies and groups. A list of current Board Members is set out at the back of this report. The attendance rates by agency for 2013/14 are set out below. The  represents how many seats there are per organisation.

- Independent Chair  100% attendance
- Hackney Children's Social Care  100% attendance
- The City of London - Community & Children's Services  100% attendance
- The Metropolitan Police Service CAIT  100% attendance
- The City of London Police  66.7% attendance
- The Metropolitan Police Service - Hackney Borough  100% attendance
- Hackney Learning Trust  100% attendance
- London Probation Service  33.3% attendance
- CAFCASS  66.7% attendance

- Hackney Council for Voluntary Services  66.7% attendance
- Homerton University Hospital NHS Foundation Trust  100% attendance
- City and Hackney Clinical Commissioning Group  100% attendance
- Public Health  100% attendance
- NHS England  50% attendance
- East London NHS Foundation Trust  100% attendance
- Young Hackney  66.7% attendance
- Hackney Health and Community Services (Adults)  33.3% attendance
- Executive Head School Representative  66.7% attendance
- Lead Member for Children and Young People (Hackney)  33.3% attendance
- Lead Member for Children and Young People (City of London)  50% attendance

BOARD STRUCTURE

During 2013/14, the main Board was supported by a range of sub-committees and task groups that enable it to do its work. The structure of the board, key accountabilities and relationships is illustrated on the next page.

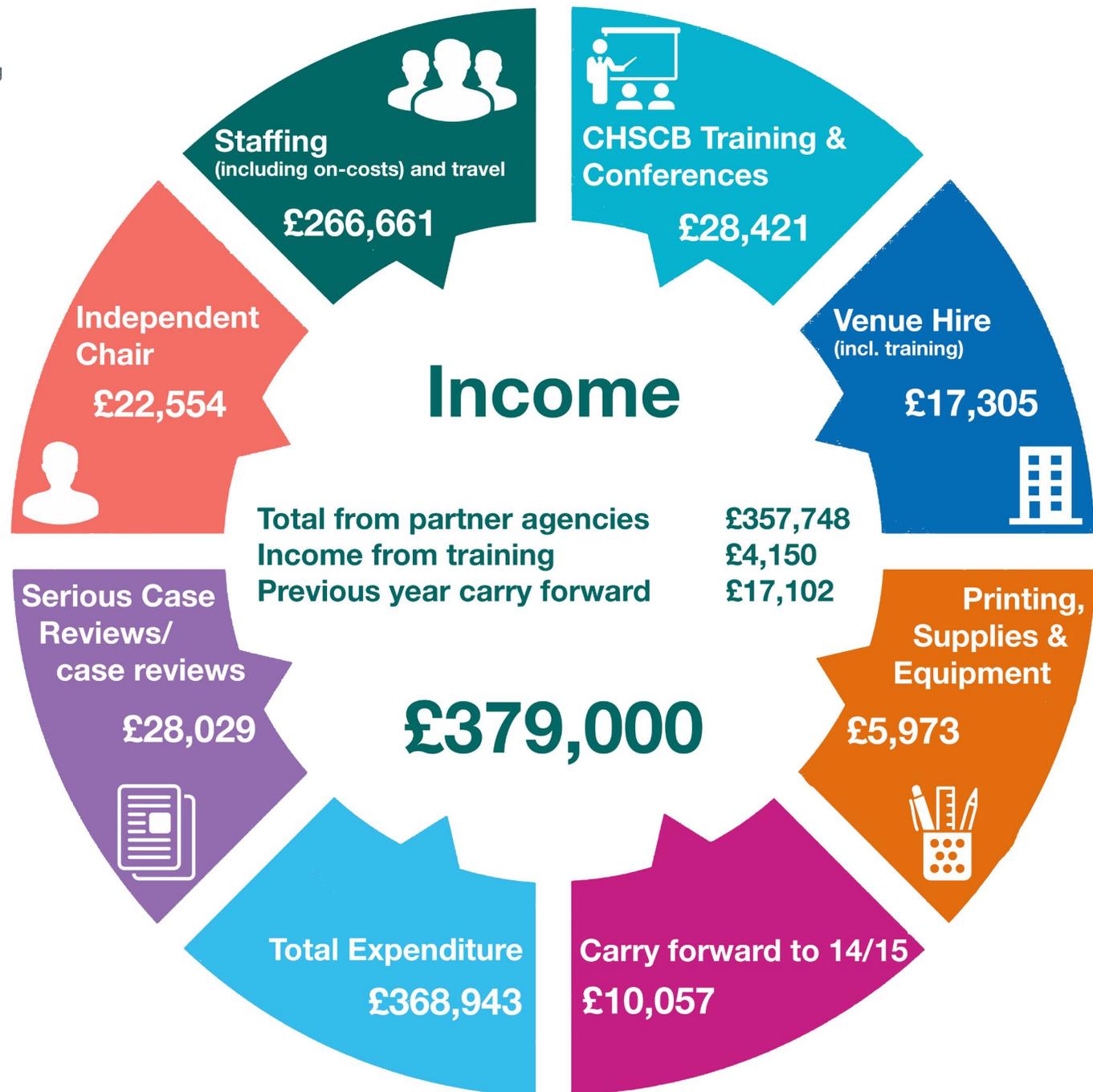




FINANCIAL ARRANGEMENTS

Partner agencies continued to contribute to the CHSCB's budget for 2013/14, in addition to providing a variety of resources, such as staff time and free venues for training. Contributions from partners for 2013/14 totalled £379,935 with Hackney Council contributing a significant 69% of the total agency funding.

Charges for non-attendance at training events provided an income of £4,150. An under-spend of £17,102 was carried forward from the previous financial year making the total income available to the board £379,000. This income ensured that the overall cost of running the CHSCB, including the commissioning of one serious case review and one internal review were met.





Progress in Hackney

EARLY HELP

Early help services across Hackney are delivered by the council's Young Hackney division, Hackney Learning Trust and a range of partners, including 74 schools, a network of 21 children centres delivering a range of services and working closely with schools, GPs and health colleagues as well as other local service providers, including the community and voluntary sector.

In 2013, the pilot joint inspection of multi-agency arrangements for the protection of children judged the overall effectiveness as outstanding. The inspection cited that "children and young people in Hackney have access to and benefit from an extremely wide range of early help services which are sharply focused on meeting the diverse needs of local communities."

The inspection further identified that "children supported through early help services have their needs identified in good quality action plans, which are implemented effectively". Multi-agency early help was described overall as "making a distinct difference helping to build resilience in families, safely reducing risks for children and preventing children and young people entering the child protection system unnecessarily"

The framework supporting early help in Hackney has remained consistent since this inspection. The range of early help services available to children, young people and their families are set out within the [Hackney Resource Guide](#) that was

refreshed during 2013/14.

The Partnership Triage has operated since 2009 to act as a single point of contact and research for notifications coming from the Police Public Protection Desk. Since then, its role has expanded to undertake checks on families where there are concerns at the level defined as Partnership / Partnership Plus in the Hackney Wellbeing Framework. The Partnership Triage Unit has continued to provide proportionate, relevant and accurate information to help practitioners assess and respond to need. Its role includes creating intelligence packages for MARAC meetings considering high risk domestic violence in addition to engaging in research involving children and young people involved in gang activity. During 2013/14, the Partnership triage received 4986 notifications. Evidencing the effectiveness of the police in identifying risk early, the vast majority of notifications continue to be made from this source.

The existing range of multi-agency panels that coordinate the delivery of early help services to children and their families in Hackney have also continued to operate over 2013/14.

Multi-Agency Team (MAT) meetings occur fortnightly in each of the 6 strategic Children's Centres in Hackney. Chaired by a qualified social worker employed by Hackney Learning Trust, MAT meetings focus on children under 6 years of age and their families who require coordinated

packages of support. MAT's are attended by a range of professionals who work with children at the Early Years Foundation Stage including midwives, health visitors, Children's Centre family support teams, speech and language therapists and First Steps. During 2013/14, 373 children were referred for support via the MAT meetings. A range of quality assurance activity scrutinizes the effectiveness of the MAT process and outcomes for children and young people.

Multi-Agency Panel (MAP) meetings occur once per term in each school. Chaired and led by the school, MAPs focus on school and individual pupils who require additional support. MAPs

are attended by a range of professionals. As part of Hackney's Common Support Framework, Pupil Support Plans (PSPs) are used as CAF-compliant assessments. The CHSCB has identified a need to improve oversight of this particular part of the early help system and will be progressing actions in line with the 2014/15 business plan.

The Children & Young People's Partnership Panel (CYPPP) meets weekly, borough-wide. The CYPPP focuses on the most complex and difficult cases where children and families require or are receiving coordinated packages of support. The CYPPP is attended by senior professionals in Children's Social





Care, Child and Adolescent Mental Health Services, Police, Housing Services, Hackney Learning Trust and the Drug and Alcohol Action Team. During 2013/14, 342 children and young people were referred to the CYPPP to determine the most appropriate, multi-agency support required to prevent the escalation of needs and/or risk.

In the period of June 2013 to March 2014, 18 cases of vulnerable adolescents were audited with a specific focus on judging whether identified risks at the outset of intervention had reduced or otherwise. 11 out of 18 cases audited demonstrated a reduction in risk, with those young people identified with less severe needs showing the greatest progress. Whilst a small sample, this has reinforced the impact and effectiveness of multi-agency early help arrangements in Hackney.

Health professionals have continued to ensure the provision of early help services, including counselling, parenting support and perinatal mental health services. Other health led forums supporting early help over 2013/14 have included paediatric psychosocial meetings at Homerton University Hospital and LINK meetings between GPs, health visitors and midwives.

Hackney Council for Voluntary Services (HCVS) also provided support and training to the voluntary and community sector (VCS), helping create a better understanding about the refreshed Hackney Child Wellbeing Model. HCVS

report that “VCS organisations better understand their role in early identification and early intervention, particularly for families with multiple needs”

Whilst acknowledging the identified strengths of the arrangements in Hackney, the learning arising from one case review, analysis of data and the feedback from the Schools Safeguarding Audit requires the CHSCB to seek further reassurance about the continued effectiveness of early help. This is set out as a priority in the 2014/15 business plan.

CHILD SEXUAL EXPLOITATION

The Child Sexual Exploitation (CSE) working group has existed since June 2011 to coordinate and oversee both the strategic and operational response to this abuse of children and young people. Progress over 2013/14 includes:

- In January 2013, a multi-agency Operational Group was developed to monitor individual cases.
- The function of this group was to ensure that young people identified as being at risk of CSE were being safeguarded and to identify themes and issues from these cases that may require strategic action by partners.
- In March 2014, the Operational Group officially transformed into the MASE (Multi Agency Sexual Exploitation) forum, in line with the implementation of the Metropolitan Police operating protocol on CSE.

This has strengthened the police involvement in the forum and that of partner agencies.

- In January 2014 a High Risk Case Discussion Forum was also established to consider the needs and profiles of some of the most vulnerable young people in the Borough.
- This forum enabled in depth discussion of 15 looked after young people, or those on the edge of care, that are persistently going missing, are known to be highly vulnerable to or involved in sexual exploitation and have proved particularly challenging for professionals to engage with or stabilise.
- The pilot joint inspection of multi-agency arrangements for the protection of children undertaken in March 2013 identified that ‘There are many good examples of effective partnership working to tackle child sexual exploitation with practice embedded across the partnership, but this work is not yet underpinned by an overarching strategy so everyone knows what the partnership is trying to achieve’.
- Over 2013/14, the CHSCB engaged the services of an academic leader in the field of CSE, to lead this work alongside the CSE Working Group.
- The agreed approach to developing the strategy was to base it securely in an understanding of local patterns of CSE, an understanding

of the needs of young people that have been identified as being at risk and of local service delivery models.

- The delivery of training and awareness raising amongst professionals and the wider community;
- Innovative work being undertaken in schools to promote healthy relationships through sex and relationship education; targeted early intervention group work in schools with both young men and young women;
- Mapping of resources to ensure that these are responsive to identified needs and promoting strong inter-agency working.
- Work is currently being undertaken to develop the borough’s forward strategy building on the strong professional engagement and commitment that is already in place.

Local support for children and young people at risk of CSE is delivered via Children and Young People’s Services or through specialist provision offered by Nia and the Safer London Foundation. Where there are significant levels of concern, multi-agency plans are put in place on a case-by-case basis to ensure the needs of vulnerable young people and risk are managed in a timely and consistent manner.



During 2013/14, Hackney also developed a local problem profile in respect of CSE.

- There is no single profile of CSE activity in Hackney.
- The most common type of

exploitation involves young women being exploited by male peers or those slightly older than them.

- Unlike some areas that have attracted a lot of press attention, there is currently no identified pattern of targeted and organised abuse by groups of adult men,

although there have been some investigations involving more than one exploitative adult and a number of young women identified as potential victims.

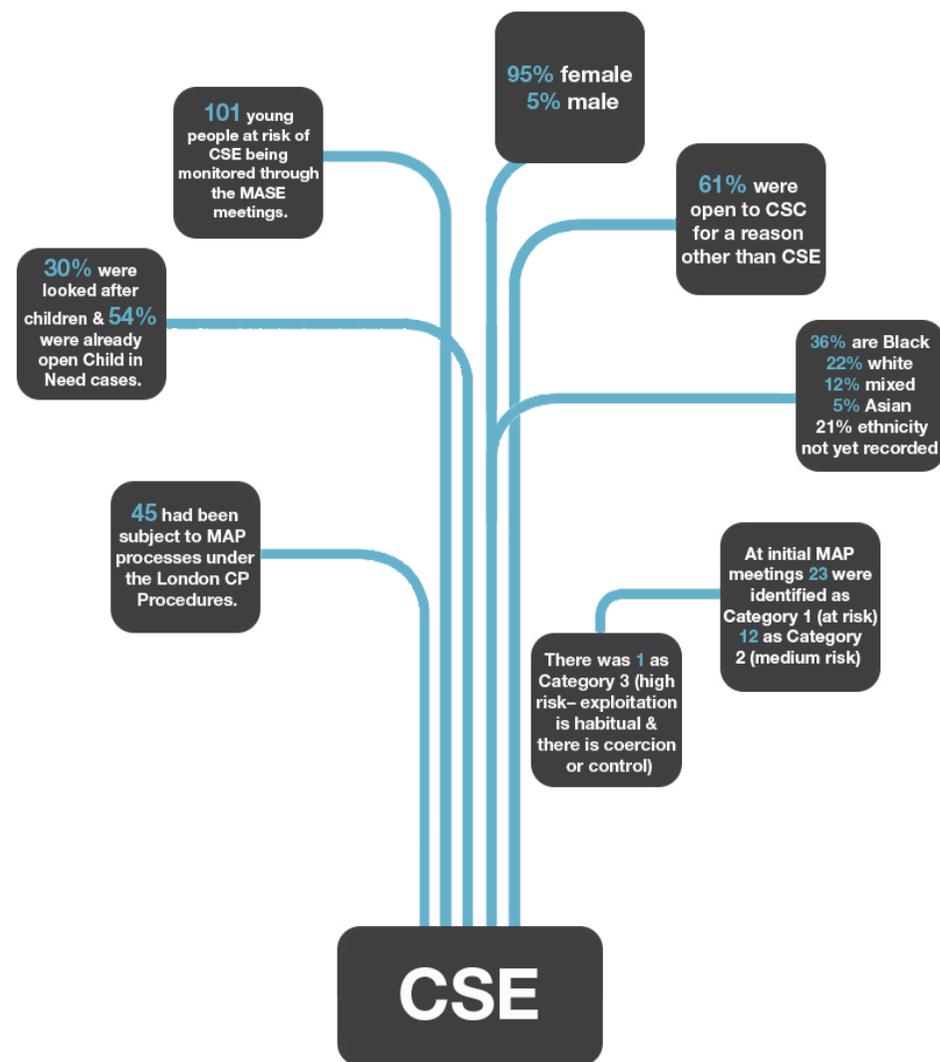
- Although there is evidence of gang involvement in relation to some young people, in most instances where this is the case, this is not the only form of exploitation and, as yet, there are no patterns emerging in relation to specific gangs.
- There is a mixed picture in terms of where young people are being exploited with evidence that some young people are being exploited in other London boroughs and, on some occasions in other towns and cities.
- Whilst the use of social media is a feature in some cases, this has rarely emerged as a method of perpetrators targeting young people.
- It is more often used as a method of keeping in touch once contact has been made. In most cases initial contacts appear to be through associates, peers and friendship groups or opportunistic meetings whilst young people are out in the community.
- A consistent feature has been that the vast majority of young people identified as being of concern by professionals do not perceive themselves to be at risk, believing that they are 'in control' and

consenting to sexual activities.

- Within the cohort of young people that have been considered at the High Risk forum there are two significant themes emerging: current or past Youth Justice interventions.
- Most have been identified as having had poor school attendance and engagement since primary school.

The overall progress by the partnership in responding to CSE is positive. There is well established and coordinated multi-agency work with young people identified as being at risk. There is a functioning MASE, with members retaining a good understanding of the local profile and local responses. Areas identified by the CHSCB for development include:

- Strategies to ensure that relevant and proportionate information about the local profile and professional responses is disseminated to those that need it.
- A significant amount of training has taken place within the children's workforce. However, some professionals and groups who may be well placed to identify vulnerable young people, particularly those working at a community level, have not yet received training and awareness raising.
- There are gaps in identification and





- support for vulnerable young men
- Streamlining current referral pathways to ensure that these are consistent and well understood.
- Coordinated, forensic analysis needed across services to target resources more effectively.

In terms of prevention and early help, a range of activity has been undertaken over 2013/14 including a comprehensive mapping of Personal, Social and Health Education (PSHE) delivery on Sex and Relationship Education (SRE) has been completed for all secondary schools in Hackney. Schools have been supported and provided with funding to deliver these programmes. There also continues to be a broad range of early support services within the borough working with young people that

could potentially be vulnerable to CSE, including Young Hackney, voluntary groups and sexual health services. There is a range of schools-based early intervention group work available in some schools, provided through the voluntary sector.

Areas identified by the CHSCB for development of the prevention and early help of CSE include:

- Whole school approaches towards consent, gender equality and healthy relationships.
- Mainstreaming of shared values and approaches towards identifying vulnerabilities, tackling harmful attitudes, building resilience and healthy relationships across all agencies providing early support

services.

- Programmes to raise awareness and provide support to parents and communities to mobilise and build resilience. Delivering more targeted work with boys and young men on gender identity, equality, relationships and respect.

Additional issues identified by the CHSCB include:

- Increasing the capacity of the Borough police to collect evidence and manage responses to cases that do not meet the remit of the CSE teams recently established.
- Strategically develop of a wider range of disruption options.
- Develop a plan for best use of voluntary sector capacity to ensure

an effective balance between individual case work and outreach activities, targeted at vulnerable groups where exploitation may not yet have been identified.

DOMESTIC VIOLENCE AND ABUSE

A strategic safeguarding model for domestic violence is in place across Hackney, with a protocol between the CHSCB, the Community Safety Partnership, the Health and Wellbeing Board and the City and Hackney Safeguarding Adult Board. During 2014/15, the Community Safety Partnership will be undertaking a review of the configuration of partnership services for domestic abuse, in order to reduce domestic abuse; better manage the risk to victims; and to track perpetrators more effectively. Progress over 2013/14 includes:

- Operational improvements to the MARAC (multi-agency risk assessment case conference), which manages the risk to victims of domestic abuse.
- MARAC now meets on a weekly basis, an improvement from meeting on a three weekly basis although this has presented some challenges for some agencies to ensure regular attendance. Triage arrangements are in place. Systems and processes have all been revised, through combined work of the key partners.





- Additional funding was secured and a dedicated probation officer began work with the Council's domestic abuse support team and the police community safety unit, providing better risk management and faster information sharing.
- An external expert agreed to provide professional advice to help develop a family justice type model of domestic abuse intervention, and a focus on perpetrator tracking.
- The Domestic Violence Intervention Project (DVIP) has been co-located with Hackney CSC to enhance the identification of risk factors associated with domestic violence. Over the past two years, The DVIP has completed 43 risk assessments on adult perpetrators and engaged 30 men in perpetrator programmes. The service has attended home visits with social workers to undertake risk assessments on 21 women and have engaged 45 women in support. The service provided 214 case consultations to social workers and provided 8 days of direct training to staff.
- Evaluation of the impact of the service demonstrates improved social work responses to engage perpetrators and support victims, a reduction in repeat domestic violence incidences, more timely decision making and earlier access to support and preventative

measures. All these factors have contributed to the overall effectiveness of safety planning and positive outcomes for children and young people.

- The Specialist Domestic Violence Court (SDVC) is a joint initiative between Hackney Council and the London Borough of Tower Hamlets. A SDVC sits two days a week, with a specially trained judiciary and wrap-around support for victims/witnesses. It is a partnership approach to domestic abuse by the police, prosecutors, court staff, probation, local authorities and specialist support services for victims. Agencies share information to identify and risk-assess cases, support victims and their families and bring offenders to justice. It has resulted in an increase in prosecutions and convictions, and victim satisfaction rates are also improving. Just over half of the cases going to the specialist court are Hackney cases.
- The GLA's East London Rape Crisis Centre continues to provide support and counselling for those raped or sexually abused and who are reporting historically. (there are 4 Rape Crisis Centre hubs across London and Hackney is part of the East London hub)
- Domestic abuse is a criterion that has been selected locally as part of the Troubled Families project.

CHILDREN MISSING FROM HOME AND CARE

Partner agencies continue to work closely to ensure that children who go missing from home or care are provided with the most appropriate safeguarding response, whether through statutory or non-statutory intervention. In 2013/14:



Roles and responsibilities of partner agencies are outlined in the CHSCB multi agency missing children protocol. The protocol is currently under review following the publication of the revised Department for Education statutory guidance on '[Children who run away or go missing from home or care](#)' published in 2014. There is an increased emphasis on key areas such as information sharing and the role of an 'independent' person to conduct return interviews for children that go missing from home and care.

In order to comply with the latter requirement, over 2013/14, Hackney Learning Trust has developed the post of a 'Missing Children Social Worker'. This post will hold responsibility for

conducting return interviews with Hackney children that have returned from a missing episode. Work is also underway to develop a stronger profile of children that go missing in Hackney through the Missing Children Forum. This multi-agency group has continued to review a number of high risk cases to ensure robust safeguarding action is in place and identify relevant learning to develop practice and help inform future service planning.

FEMALE GENITAL MUTILATION (FGM)

The work of the CHSCB during 2013/14 focused on working closely with Public Health to identify gaps within the system, develop a FGM action plan and set up a steering group involving partners in health, education, children social care, police and voluntary sector organisations. Work has also involved engaging communities. In March 2014, a consultation event was arranged with a group of 20 Somali women who provided suggestions on the best approach to address the issue. Feedback from the event included;

- Opportunities need to be provided for women to gain meaningful work and access to English for Speakers of Other Languages (ESOL) classes.
- FGM is not the only problem affecting the Somali community. FGM is often connected to other issues affecting the community.

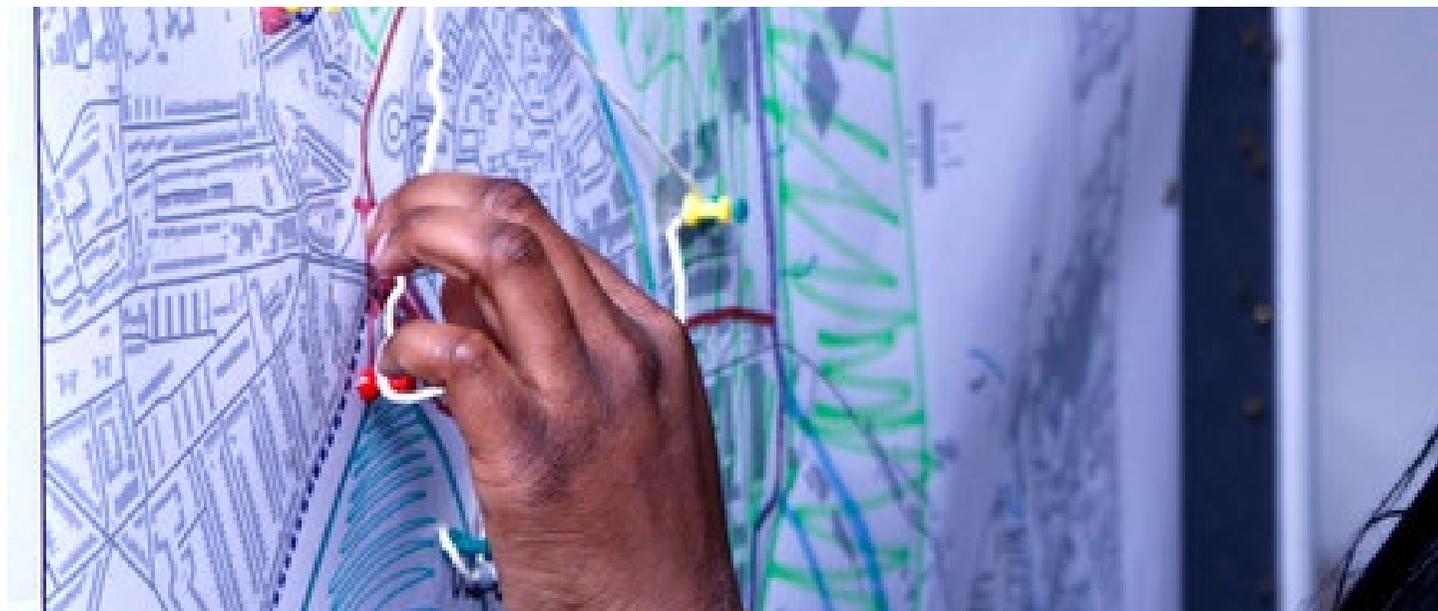


- Safe spaces need to be available where women can meet and support each other.
- Any work should include the men and religious leaders.

The CHSCB intends to include these recommendations in the overall FGM work plan for 2014/15, host a community conference, produce an online survey and create a community steering group (involving survivors, advocates and faith leaders) to be chaired by the Independent Chair of the CHSCB. FGM now features in the [Hackney Wellbeing Framework](#) (threshold tool) and a local protocol has been developed regarding the operational response to FGM by Hackney CSC which will be implemented in 2014. Local challenges to this issue primarily relate to the identification and reporting by the health agencies most likely to meet women who have been subject to FGM. Over 2014/15, the CHSCB intend to strengthen the strategic response to this issue. Priorities include progressing necessary revisions to the initial action plan and underpinning this with a coherent FGM strategy.

HARMFUL PRACTICES WORKING GROUP

During 2013/14, Local Authorities linked to a serious case were involved in a joint review of their progress against the implementation of the [National Action Plan](#) to tackle abuse linked



to faith or belief which was published by the Department of Education in 2012. The review acknowledged the strategic leadership taken by the CHSCB and the positive work focused on empowering practitioners and engaging with communities. Areas identified for further work which will be taken forward by the CHSCB over 2014/15 included listening the voice of the child, disseminating the learning from a related case review, engaging with seldom heard communities and continued engagement with faith leaders.

PREVENTING RADICALISATION

As part of [Hackney's Prevent programme](#), "Channel" is the local multi-agency approach to protect people at risk from radicalisation.

Channel uses existing collaboration between statutory partners and the local community to identify individuals at risk of being drawn into terrorism; assess the nature and extent of that risk; and develop the most appropriate support plan for the individuals concerned. Channel is about safeguarding children and adults from being drawn into committing terrorist-related activity. It is about early intervention to protect and divert people away from the risk they face before illegality occurs. Channel began as a Home Office pilot back in 2007 in two police forces; prior to the Prevent strategy being fully developed. It expanded again in 2008 and again in 2009 and now operates across England and Wales. In the London Borough of Hackney, there were 5 referrals made from April 2013

to March 2014. Four related to adults and one of the cases involved a young person. Multi-agency priorities include:

- Continue to raise the level of understanding by staff in key services so that they can recognise when someone may be vulnerable to being radicalised and can respond appropriately.
- Establish internal review points between key services and other professionals to set out the process for assessment of people identified to be at risk.
- Raise community awareness of Prevent issues and increasing confidence in the local approach locally.
- Increase partner organisations confidence in delivering Prevent



within their organisations by ensuring that the approach to Prevent in Hackney is consistent across the partnership.

COMMUNITY PARTNERSHIP ADVISOR (CPA) CONSULTANCY

The CPA provides a consultancy and support service to staff across the City of London and Hackney, as well as training to staff working on issues related child trafficking, so called ‘honour’ based violence, forced marriage, female genital mutilation and children abused through faith, faith belief or culture. Given the uniqueness of the role, the expertise of the CPA has been called upon by other local authorities.

- During this financial year the CPA provided support and consultancy in 61 cases. All of these cases derived from Hackney.
- The support provided by the CPA included advice to staff and joint home visits and office interviews with parents and children.
- Most of the cases involved staff seeking to understand how the family’s religious and cultural background influenced the actions and how knowledge of this could be grounded in their work with the family.
- In 10 cases staff required support in relation to spirit possession and witchcraft. In 8 of the case it was the worker’s first experience of

working on such cases and the initial challenge involved gaining an understanding of the issue.

- In 3 cases the assessment was undertaken jointly with the social worker and this involved interviewing the parent.
- There were 5 trafficking cases, all of which involved adults or children from the African continent.
- There were 6 cases involving the Orthodox Jewish (OJ) families.
- Staff also requested support in identifying culturally specific community organisations that could provide support for families. This suggests that there is a need for these services to play a more integral role in providing early help and support to families.



“The CPA has always been willing to meet service users jointly with members of the

unit and bring ideas to discussions about their beliefs and cultural rules. During discussions the CPA has remained child focussed, often concentrating on the impact these beliefs and practices are likely to have on the child(ren) in the family and has been able to provide evidence based understanding about these risks as well as highlighting areas of particular concern.”

PARENTAL MENTAL HEALTH

Managers and practitioners from Adult Mental Health Services and Children’s Social Care have continued to develop closer working relationships in Hackney and have again refined the [Joint Working Protocol](#) during 2013/14. The protocol clarifies the nature of collaborative working, risk assessments and parallel planning regarding children who have a parent with mental health problems. Practitioners from each agency have continued to spend time in each other’s agency to provide information, discuss cases and assist in problem-solving.

TIMESCALE DISPENSATION

In March 2011, Hackney CSC received approval to trial a single assessment process with no fixed completion timescales and flexibility on the timing of the first core group meeting following a Child Protection Conference. CSC has been piloting these approaches for nearly three years. On 20 May 2013 Hackney CSC received [additional approval by the Department for Education \(DfE\)](#) to trial flexibility around the timing of the initial child protection conference. Progress over 2013/14 has been communicated to the DfE. Hackney CSC report that both internal and external evaluations have shown a positive impact on the quality of practice as a result of these flexibilities with practitioners demonstrating increased professional skill and confidence.

The DfE commissioned the [Child Wellbeing Centre](#) to research three of the six pilot authorities in early 2014. Findings showed that whilst assessments in Hackney ordinarily took longer to complete when compared to the other six pilot sites (median 43 days), 89% were judged as good, compared to just 33% and 0% of the two other local authority areas researched.



“In Hackney a cluster of factors (including organisational conditions, management ethos,

resources and the unit or ‘Hackney Model’) appeared to have facilitated a more noticeable shift away from practice driven by timescales and opened up opportunities for more direct work to affect change during the assessment process, when this was deemed to be in the best interests of children and families.”

ELECTIVE HOME EDUCATION

During 2013/14, the safeguarding arrangements for children educated at home were strengthened through the implementation of a joint protocol between Hackney Learning Trust and Hackney Children’s Social Care. This protocol defines the response when families refuse engagement and the wellbeing of the child needs to be established. During 2013/14:



- 146 children were identified as being educated at home by Hackney Learning Trust
- 6 cases required the application of the joint protocol.
- All 6 cases resulted in improved engagement with the family and assurance that the children were safe and well cared for.

THE PAUSE PROJECT

The Pause project is an intensive programme that addresses the needs of women who have had multiple children permanently removed through care proceedings and are likely to have more children removed unless their circumstances significantly change. This innovative approach is early help at its farthest extreme.

- The project currently has 17 women engaged.

- To date there have been no pregnancies for any Pause client and the overwhelming majority of clients who initially came on to the project have remained engaged.
- Pause practitioners have provided intensive, individualised support to clients around a variety of needs but most commonly support has centred on women's substance misuse issues, mental health needs, housing and their experience of domestic violence.
- Practitioners have assisted 10 out of 17 women in accessing some type of education or training, 12 around contact with their children and 8 with some type of health and wellbeing provision (i.e. self defence, personal training).
- In addition, the majority of the women have been able to improve and reflect upon their ability to

develop and maintain a meaningful and productive relationship with a professional as many Pause clients have struggled with their engagement with services in the past.

LOCAL AUTHORITY DESIGNATED OFFICER (LADO)

All LSCBs have responsibility for ensuring that there are effective procedures in place for investigating allegations against people who work with children. The LADO should be informed of all such allegations and provide advice and guidance to ensure individual cases are resolved as quickly as possible. A dedicated LADO post was introduced into Hackney in May 2013 as part of the support team attached to the CHSCB. This unique governance arrangement is considered to have created improved consistency

and independence; whilst helping establish strong relationships of trust across key professionals. Key trends in LADO activity are set out below:

- 129 contacts were made with the LADO in 2013/14. This is a 30% increase from 99 in 12/13 and 94 in 2011/13. This upward trend is encouraging and reflects a system improving in its ability to identify and refer issues of concern involving professionals.
- 52 allegations were made against teachers and teaching staff (increasing from 42 in 2012/13 although the overall proportion remained static at 41% of the total contacts). This reflects a sustained level of awareness across the school community regarding their responsibilities in this area and the close working that has taken place





between the LADO and Hackney Learning Trust (HLT).

- A reduction in allegations made against foster carers was noted over 2013/14 compared to the previous year (from 17% to 6%).
- Allegations against early years' workers increased significantly from 9% to 18%. This increase also reflects the close working relationship between the Early Years and Families Service and the LADO; with a focus on awareness raising amongst this professional group in 2013/14.
- A majority of the reported concerns involved physical abuse of children. With a 48% rise from last year (58) to 86 cases this year.
- 21 (16%) referrals related to possible sexual abuse/ sexual harassment.
- 20 (15%) referrals related to behaviour that may question the individual's suitability to work with children.
- 2 (2%) Referrals were in relation to emotional abuse.
- 46 referrals (36%) resulted in at least one Management Planning Meeting (MPM) being held. Advice was offered on the other cases ranging from referral onto another process, i.e. Standards of care, or internal investigation due to conduct issues, and in some cases referrals were made directly to Ofsted due to the nature of the concerns.

- In over half of the cases subject to MPM, the allegations were substantiated.
- Three cases were referred to the DBS and six people dismissed from their posts.

The LADO has also been engaged in a variety of other work projects, including setting up a dedicated safer workforce steering group and participating in the development of peer audits across the London LADO network. In 2012/13, a priority for the LADO was to improve the facility for recording with the introduction of the new system by Hackney Children's Social Care. This was only partly achieved in 2013/14 due to IT difficulties. Further details are available in the LADO Annual Report 2013/14.

HEARING FROM CHILDREN, YOUNG PEOPLE AND PARENTS/ CARERS

The CHSCB has identified a need to implement improved engagement opportunities with children and young people. During 2014/15, there will be a specific focus on the direct engagement by the Independent Chair as well as developing a systematic way in which the CHSCB can test out the experiences of children and young people who are considered particularly vulnerable.

The CHSCB has, however, ensured through its governance of the case reviews undertaken that the voices of

the children and young people have been heard directly through their active engagement in these processes. Some of the messages from children and young people have reinforced the need for professionals to ensure they get the simple things right. Children and young people spoke of the need for professionals to turn up on time, show respect and talk to them. Failing to do this will not build relationships of trust; crucial to effect positive change for children and young people.

Hearing the views of parents about issues impacting on their ability to provide good enough parenting has also continued through 2013/14. The CHSCB remains committed to working in partnership with nine primary schools and children centres to offer parents an open and safe setting to discuss their

difficulties and strengths.

The work with parents during 2013/14 involved themed sessions on their role in safeguarding children and was delivered by the Community Partnership Adviser (CPA). The parents were provided with training on safeguarding children including private fostering, cultural practices and parenting, domestic violence, forced marriage, child trafficking, abuse linked to faith and belief and other harmful practices. A specific session was delivered on child sexual exploitation. Advice on where to seek support and early help was also provided.

These sessions also offered an opportunity for the CHSCB to hear the views of parents on the main issues they believe are affecting families in





the borough. The main three concerns parents raised included domestic violence, gangs and support for single parents. Further focused work by the CPA has been planned with the parents to provide support and training on the concerns they raised.

HEARING FROM THE COMMUNITY

During 2013/14, the CHSCB led on a seminar regarding the perception of mental health within Black and Minority Ethnic communities in partnership with an organisation, led by a local imam offering support to the Muslim community in Hackney. Twenty-five participants attended and the seminar involved presentations by the imam, pastor, the Police, City and Hackney Mind and the CPA. Over 2014/15, the CHSCB will progress the action points arising from this seminar with local faith leaders to help them understand how to work with families where mental health exists.

- The need for religious leaders to be trained in how to recognise mental health issues and where to seek ongoing advice and support.
- An educational outreach programme being available to community members; helping parents to understand the impact of parental mental health on children and how to recognise and support children who may have mental health issues.

- The need for a campaign targeting hard to reach and seldom heard groups to increase their understanding for mental health issues.

ENGAGING THE ORTHODOX JEWISH COMMUNITY IN HACKNEY

The Interlink Foundation delivers child protection training for voluntary groups and schools within the Jewish Orthodox community. The CHSCB funds the delivery of a proportion of these in conjunction with Haringey LSCB. Training content is regularly reviewed with Interlink to ensure that safeguarding guidance and local contact and process information is up to date and clear. Intelligence from Interlink about the demand for training is encouraging – where previously the need for it has had to a degree to be ‘sold’ to the community, groups are now beginning to seek it out proactively.



“I will now be able to know which kind of things to observe and what to report and record.” –Interlink

evaluation report

HEARING FROM FRONT-LINE STAFF

Engagement with front-line staff also continued with members of the CHSCB Executive sustaining the front-line visits programme set up in 2012. Sixteen

different operational meetings and/or events were held across the partnership in order to give senior managers a direct and realistic view of practice on the ground, the challenges faced by practitioners and a snapshot perception of effectiveness. This programme has continued to help provide assurance to the CHSCB with regards to the quality of safeguarding practice. The CHSCB has identified a requirement to improve practice observations within the City of London. Some examples of the observations are set out below:



“The CAIT Sergeant reported excellent relationships with Hackney’s CSC”.



“Step up and down processes in Access & Assessment worked well. New recording

system has introduced some issues but these are being worked through. Very positive, articulate and knowledgeable managers of a challenging service area. Very positive about the systems, processes and interface with the multi-agency network.”



“Exemplary demonstration of collaborative working across education,

social services, health and other bodies in the Children and Young People’s Partnership Panel”



“Each agency was represented (Child Protection Conference)... ...a failure to attend by the school nurse was addressed later with the Head of Nursing.”



“There was good evidence of working across borough boundaries (Psychosocial Maternity meeting). There was good evidence that the MAT (early help) structure through children’s centres is well understood, used and participated in.”



“Extensive and impressive work (Fostering & Adoption Panel) had been done on the match of children to new families. This was a very detailed piece of work and of a high quality.”



“I understand GPs cannot attend (MARAC) but given some of the issues discussed a form could be designed to collect information from primary care; this could also help raise issues related to domestic violence in primary care.”



“The Rapid Response Meeting (held for unexpected child deaths) was typified by significant cross sector ‘professional curiosity’ and constructive challenge. It was disappointing that the GP was not present.”



Progress in the City

EARLY HELP

A new Early Intervention and Prevention (EIP) Service was implemented in the City of London during 2013/14. There has been significant work and strong leadership applied by the City of London Corporation in developing its early help response with partners following a “strengths based learning review” in early 2014 identifying this as a gap. The Department of Community and Children’s Services has also been working closely with City residents as well as colleagues from City of London community policing, health, education and the voluntary sector to gain a better understanding of what the needs of communities are. Through a partnership approach, the aim is to ensure that the right services are available and accessible at an early stage, therefore reducing and, where possible, preventing the involvement of statutory services.

The City has a number of clear strengths in terms of early help provision:

- Universal services (such as Stay and Play at the Libraries) are well attended and have strong links with outreach and family support services via Cass Child and Family Centre.
- The size of the City offers the possibility of ‘knowing’ families across the authority and therefore being easily able to identify need and identify support at an early stage.

- Good partner relationships already exist and there is good evidence of joint working between social care (adults and children), police, health, housing, substance misuse and the education and early years’ service.
- There is a well-established ‘raising awareness’ programme which focuses on work with the Bengali community. This has been running in partnership with the Police and local Child & Family Centre. The programme has so far covered forced marriages, honour based violence, female genital mutilation, domestic abuse, substance misuse, child sexual exploitation and extremist behaviour. Feedback from the community has been very encouraging and topics of discussion are now led by the community.

In terms of progress against the implementation of the new EIP Service:

- There has been an increase in referrals, which have mainly come from the children’s centres and health professionals.
- The step-down process is working well. Families known to statutory services are introduced to the EIP service, who continue to support the child and their family.
- There appears to be a high number of domestic abuse referrals, which have come from a number of sources.
- Pre-CAF and integrated working





training has been delivered to the health visiting and community policing teams with positive feedback.

- There is evidence of increased workflow through the EIP service as new referrals have been received and a number of cases have been closed.
- The EIP coordinator is now providing case supervision to family support workers at the Child and Family Centre and now has access to the centre's information recording system.

The EIP Service initiative can evidence improvement and early help provision that has led to a marked decrease in the number of children or young people open to the City's statutory social work service.

- During quarters one and two, the average monthly Child in Need caseload (not including looked after children and child protection) was 13.
- During quarters three and four, following the introduction of the Early Intervention Service, this monthly average dropped to 8.33.
- The Early Intervention Service had an average caseload of 13.5 as of 31 March 2014.

This data points to the effective and improving ability of the City of London to engage early with children and young people, avoiding the need for

a statutory response from CSC. The City does, however, recognise the low numbers it is dealing with and in 2014, a communications campaign will be launched to professionals and the community to heighten awareness of concerns for both children and vulnerable adults.

Engagement from the partnership has been positive with the development of the early intervention and prevention offer building on the successes identified in the Safeguarding and Looked after Children Inspection March 2012. Work is currently underway to develop a new City specific threshold document, a new resources document and an Early Intervention and Prevention Strategy. These will be in place autumn 2014.

CHILD SEXUAL EXPLOITATION

The Child Sexual Exploitation (CSE) working group of the CHSCB includes representation from the City of London. Whilst no children have been identified in the City as being at risk of CSE, there is a strong leadership focus on ensuring that partners are well positioned to respond. Agencies in the City are not complacent and are aware of the need to remain vigilant on this issue of abuse.

- Locally, the City of London Police has established and published a protocol for identifying, recording and investigating child sexual exploitation. This includes guidance

on multi-agency working and referral pathways, prevention, intervention and disruption strategies.

- In addition it includes guidance on assessing and managing risk. This protocol has been circulated throughout the force and is easily accessible via the force intranet page, along with a list of useful contacts.
- Five force wide awareness days were held during 2013/14, where officers, police staff and partner agencies met to raise awareness of child sexual exploitation, clarify what to look out for and how to identify and manage risks. The day also included a production by a theatre group, *Alter Ego*. The sessions received very good feedback and in order to ensure all frontline officers had received training, 'mop up' training sessions were held, utilising a PowerPoint presentation to cover the definitions, risk and intervention/prevention strategies and Q&A sessions.
- In addition, members of the Public Protection Unit (PPU) attended joint training days with the Metropolitan Police to increase awareness, skills and discuss working practices. The City of London Force Action Plan has been completed and implemented and a CSE reference library is maintained within PPU for practitioners to access relevant

documents should they require.

- CSE awareness days were presented to local schools and presentation packs were circulated to CHSCB partners containing presentations, posters and relevant information.
- The PPU continue to monitor reports that may pertain to CSE as they come in to the force, ensuring these reports have been appropriately flagged. Where necessary, appropriate safeguarding measures have been taken and referrals made (often to outside forces).
- PPU supervisors have continued to feedback to police officers to ensure CSE incidents are recorded correctly.
- The City Police have also led on an awareness raising campaign with local businesses.

DOMESTIC VIOLENCE AND ABUSE

The response to domestic violence in the City of London remains a strategic priority and is primarily driven through the Safer City Partnership and the Domestic Abuse Forum involving key partner agencies. This forum has commissioned a review of the partnership's awareness, understanding and response to domestic violence which will report in 2014/15. Progress made during 2013/14 includes:



- A review of the City's MARAC arrangements was completed resulting in revised operating protocols to support effective multi agency working.
- The City of London Police funded the secondment of a Victim Coordinator, from Victim Support. This role forms part of the Public Protection Team and have been engaging with the community and

professionals to raise awareness of domestic violence, support the prevention agenda and ensure timely and effective victim support responses are in place when incidents of domestic violence occur.

- The Police, via Safer City Partnership, have trained hotels in the City to identify possible signs of domestic abuse. A toolkit is being

produced to develop this work further in 2014/15.

- Learning and awareness events are timetabled in 2014 including a Safer City Partnership Conference for businesses in the Square Mile and a joint seminar, as part of the Knowledge Transfer Programme run by the City of London with Goldsmiths University.

FEMALE GENITAL MUTILATION (FGM)

Whilst the population profile is not suggestive of a significant prevalence of FGM, the City of London and local partners continue to be engaged in the development of the strategic and operational response as part of the CHSCB. Learning derived from the engagement work in Hackney and the progress made in developing the





response with partners will significantly influence a City specific approach to the identification and management of FGM scheduled to be implemented over 2014/15.

LOCAL AUTHORITY DESIGNATED OFFICER (LADO)

All LSCBs have responsibility for ensuring that there are effective procedures in place for investigating allegations against people who work with children. The LADO should be informed of all such allegations and provide advice and guidance to ensure individual cases are resolved as quickly as possible. The LADO role in the City is integrated with the CSC Service Manager.

- There were four referrals to the City LADO in 2013/14 reflecting the same picture to the previous year.
- The referrals concerned school and nursery staff.
- Three of the LADO referrals resulted in a child protection investigation and one resulted in no further action.
- No notifications were required to the Disclosure and Barring Service.

HEARING FROM CHILDREN, YOUNG PEOPLE AND PARENTS/ CARERS

City Gateway, a commissioned provider, has been working closely with young people in the City of London since April 2013. A defined engagement strategy

will be launched in 2014 with a clear focus on safeguarding issues. During the year, City Gateway has invested time in getting to know a range of young people, build trust and engage with them to understand their perspective on key development issues affecting their lives.

Specific sessions have been held focusing on issues of drug use and the normalisation of cannabis in many of the schools that the City young people attend. Two sets of 3 -6 weeks sessions were set up with the City Drug and Alcohol Team, where young people were able to ask questions about the long-term effects of drugs, as well as gain clarity about the legality of different substances. This was followed up in working with a number of the girls around relationships and sexual health. The main focus of this work was identifying the values they looked for in relationships.

Young people have also engaged through writing and performing drama's and role plays about the different approaches their parents have to discipline within their households, specifically looking at ethnic differences around issues such as smacking children, and access to the internet and SMART phones. This work ended with the young people identifying what positive encouragement looked like, and offering each other feedback and encouragement within the youth

work setting. Young people have set priorities for the next 12 months as smoking and healthy eating during Ramadan, relationships for young men and bullying.

HEARING FROM THE COMMUNITY

The City of London Bangladeshi community although small in size, experiences the same issues as Bangladeshi communities in neighbouring boroughs. A concerted effort was placed by the CHSCB in engaging with this community. This prompted the need to adopt an approach involving partners from the police, children social care and community organisations aimed at raising awareness within the community on a raft of issues.

A series of planned events focusing on raising awareness on Prevent, 'honour' based violence, forced marriage, domestic violence, private fostering and cultural practices and parenting was organised. The CPA is part of a multi-agency team and at the first event delivered a presentation on 'honour' based violence, private fostering and cultural practises and parenting. The event was attended by 40 community members and the outcome of the session was to raise awareness of these issues along with providing information on where to seek support within the community.

HEARING FROM FRONT-LINE STAFF

The CHSCB programme predominantly involved practice observations of services in Hackney during 2013/14. During 2014/15, the CHSCB Executive programme of front-line visits will ensure City services are equally considered. There are similar examples of excellent practice in the City and opportunities for agencies in Hackney to observe and learn from the unique partnership arrangements that exist.

During 2013/14, the Independent Chair of the CHSCB participated in direct observation and engagement with social work and police staff. The Chair observed the flexibility of social work staff and their clear professional curiosity when discussing the downward trend in the receipt of domestic violence referrals from the Police. This resulted in the social work staff meeting with the Police that day to undertake a joint exercise of reviewing the notification from the previous days. From this exercise, one case was identified that was felt to meet the threshold for a social work assessment and this was escalated for immediate action.



Learning & Improvement



In 2013/14, the CHSCB revised and improved its **Learning & Improvement Framework** that defines how the CHSCB identifies lessons for improving safeguarding practice and how such lessons are disseminated, embedded and evaluated. The following sets out the details of the lessons identified through reviews of practice, auditing and the analysis of performance data.

SERIOUS CASE AND CASE REVIEWS

Serious Case Reviews (SCRs) are undertaken to learn lessons and improve the way in which local professionals and organisations work together to safeguard and promote the welfare of children. The CHSCB must always undertake a SCR when the following criteria are met under Regulation 5 of the 2006 LSCB Regulations.

- (a) abuse or neglect of a child is known or suspected; and
- (b) either — (i) the child has died; or (ii) the child has been seriously harmed and there is cause for concern as to the way in which the authority, their Board partners or other relevant persons have worked together to safeguard the child.

The CHSCB also undertakes smaller scale multi-agency case reviews for cases where the criteria for a SCR has not been met. In 2013/14, the CHSCB agreed to afford these reviews similar status to SCRs in terms of their importance as a source of learning and improvement. During 2013/14:

- The CHSCB SCR Sub Committee met five times.
- Of the cases considered by the SCR Sub-Committee, one resulted in a SCR and two multi-agency

case reviews were commissioned.

- All three of these cases involved children resident in Hackney.
- The SCR and case reviews will be published in 2014/15.
- A broad summary of the themes that can be detailed at this stage are set out below.



CHILDREN NEED TO BE SEEN, HEARD AND HELPED

Safeguarding is everyone's responsibility. Even if you aren't working with children and young people every day, you will meet them, you will be entering households where children are living and you will see them in the communities that you work and live in. You have a responsibility to make sure that you think about them as well. Whatever you are doing, always ask yourself the question "should I be worried about a child" and if you are, speak with your line manager and follow the simple guidance set out in the document **"What to do if you are worried about a child."**

As well as making sure children are being thought about, nothing can replace the importance of seeing children in the context of where and with whom they live to check they are ok. If there is a concern about a child, someone in the professional network needs to see the child in their home environment. This is

non-negotiable. Furthermore, if professionals are going to take time to hear what children are saying and put themselves in the child's shoes to think about what their life might truly be like; this won't be achieved by not crossing the threshold of the child's home. Be curious about children, see them, hear them and work with the family and other professionals to help them.



ESCALATION OF CONCERNS

Safeguarding is everyone's responsibility and front-line staff need confidence in talking with each other about decisions that have been made, discussing any concerns regarding those decisions and where there isn't agreement; escalating those concerns as appropriate. Remember, equally important is the culture of how we work; and it is vital that front-line staff are encouraged to remain professionally curious and to raise issues where they feel that their concerns for children and young people aren't being addressed. The CHSCB has issued a simple escalation policy that can be found **here**.



NEGLECT

Neglect is an area of growing concern for local communities. How public agencies respond to



cases of neglect is based on an approach that seeks to measure how neglect impacts on a child(ren) and if the impact is such that some form of intervention is necessary. To ensure we can understand the complex issues of neglect, the CHSCB is proposing a focused period of learning; leading to the production of new cross-agency guidelines on how to respond to this area. Key to this work will be addressing the following questions:

- Are professionals confident in recognising what constitutes neglect?
- Do professionals routinely and effectively use the past history of families to inform current decision making.
- Do professionals and services focus on the presenting issues in families and not see beyond these to other vulnerable family members? Do all professionals “think family”?
- In relation to working with chronic neglect, are agencies getting the balance between short term and long term work right?



INFORMATION SHARING

Good information sharing is vital when

professionals are worried about people and want to help them. Numerous Serious Case Reviews show that both children and adults

are seriously harmed or die when professionals don't share information. The legal jargon can often complicate what front-line staff need to do and as such, the CHSCB is issuing the simple mandate.... If you care...share!

Professionals should always seek agreement to share information when it is right to do so and where this does not place a child or adult at risk. However, if there is no agreement, or if information is seen as “third-party”, this should NEVER be used as an excuse for not sharing information, holding a professional's meeting or having a conversation with a fellow professional when there are good reasons to be worried about a child or adult's safety or their wellbeing. If you are worried about someone, you are allowed to talk with other professionals without fearing you are doing something wrong. You aren't. Talking to each other and sharing information when trying to protect people from actual or likely harm or to prevent a crime is lawful and in the substantial public interest. Further details and guidance on information sharing can be found [here](#).

THE CHILD DEATH OVERVIEW PANEL

The Child Death Overview Panel (CDOP) undertakes a systematic review of all child deaths across the City of London and Hackney and recommends ways to

improve child safety and welfare. The CDOP enables the CHSCB to carry out its statutory functions relating to child deaths. In 2013/14, there were:

- Twenty-six deaths of children and young people who were normally resident in Hackney.
- Thirteen deaths were classified as unexpected
- The rate of infant mortality (deaths of children under the age of 1) increased from 5 in 2012/13 to 5.5 per 1000 live births in 2013/14.
- The rate of deaths of children and young people aged 1-17 decreased from a rate of 22.6 per 100,000 in 2012/13 to 16.3 in 2013/14. Whilst a decrease, this figure remains above the national average for this year (12.5 per 100,000)
- There were no deaths of children or young people resident in the City of London.

During 2013-14, nine of the deaths were in children aged 10-18 years. This is a further increase in deaths in this age group from four in 2012/13 and two in 2011/12. Though the causes of death were different in many of the cases, this is a worrying trend and the CDOP continue to investigate to attempt to identify any underlying causes or risk factors. The focus in the forthcoming year will particularly be on reviewing self-inflicted deaths by asphyxiation with emerging patterns among teenagers. It will also consider possible contribution from ‘the choking game’, which has become popularised amongst young people.

Clear factors that could help prevent child deaths in the future were identified in only four of the twenty-six cases reviewed during 2013/14 (15%). Despite this, recommendations arising





from both the CDOP and the rapid response group have directly impacted on improving the wellbeing and safety of children and young people during 2013-14. Some examples are set out below with a full account provided in the [**CDOP Annual Report 2013/14**](#).

- The development of a robust rota system for attending medical emergencies in unregistered patients
- The introduction of a system in the London Ambulance Service to improve response times following delayed response
- Continued implementation of the universal vitamin D supplementation to pregnant women and children under 4 years old through the “A Healthy Start for All” programme through community pharmacies.
- Awareness raising of safe sleeping messages continues to be a priority for the CDOP and all children’s centres in Hackney were contacted to ensure access to material had been provided.

SCHOOLS SAFEGUARDING AUDIT

In January 2013, the CHSCB initiated an audit programme of schools aimed at establishing the compliance with their duties under section 175 of the Education Act 2002 (Section 157 for independent schools). The CHSCB engaged 61 Maintained schools, 7 Academies, 2 Free schools, 4 Community special schools, 43

Registered and 19 Unregistered independent schools.

Response rates varied. A full list of those schools who responded and those who did not is available from the CHSCB on request. The Independent Chair has written to those Head teachers failing to return the audit asking for its completion and outlining the statutory responsibilities with regards to safeguarding children. Self-assessed findings indicate that the significant majority of school settings are conscious and committed to safeguarding children and young people and are confident they can demonstrate good compliance with their statutory duties. Learning from this exercise has identified:

- The need to raise awareness of the Hackney Wellbeing Framework across school settings and
- Further highlight the revised minimum standards on safer recruitment.

The CHSCB will oversee the performance of the schools in responding to the actions arising from this audit. A full audit of statutory partners under Section 11 of the Children Act 2004 was conducted in early 2011, with a follow up in early 2012. The next full audit is scheduled across June and July 2014.

SAFER RECRUITMENT AUDIT

Audit findings reported to the CHSCB in April 2013 indicated that there was general variation in compliance with safer recruitment practice across organisations in Hackney. Compliance with safer recruitment practices generally correlated with size of the organisation – the larger the organisation the more likely the evidence of good practice; ordinarily due to a dedicated HR department. Smaller organisations had more variation in practice, although were able to demonstrate a good level of compliance with safer recruitment policies and practice. The audit evidenced that organisations were ready and willing to comply with safer recruitment practice. Organisations were unsure, however, of requirements and needed clarity on issues such as DBS checks in the light of national policy change. The following actions were undertaken by the CHSCB as a result:

- The production of a ‘minimum standards’ protocol, signed off by the CHSCB in January 2014, clarified and standardised good practice across City and Hackney. The guidance was disseminated to partner agencies, made available on the CHSCB website and is used as a resource in the CHSCB Group C training ‘Safer Recruitment’.
- A ‘best practice’ position statement was also produced concerning DBS checks.

SINGLE AGENCY AUDITING

Partner agencies of the CHSCB continue to operate a variety of single agency quality assurance frameworks to maintain oversight of the safeguarding work of their particular agency. These are subject to oversight by the CHSCB and add valuable learning on how safeguarding practice can be improved, as well as providing reassurance to the CHSCB that partners are comprehensively scrutinising safeguarding activity in their individual agencies. Some examples are detailed below:



Hackney Learning Trust

undertakes / facilitates auditing of early help cases and those underpinned by the Common Assessment Framework (approximately 20% of cases every 6-12 months). Changes arising from the findings of this auditing and the supporting quality assurance activity include:

- Development of a MAT and CYPP “step-up / step-down’ protocol
- Development of a joint CSC / Education protocol clarifying arrangements for effective working



Hackney Homes

audited approximately 500 Anti-Social behaviour cases with 18 staff providing feedback. Examples of what changed as a result include: A review initiated of all procedures with a focus on early intervention and referral pathways.



Safeguarding training planned over 2014/15 for all officers who visit families in their homes.



Probation

The London Probation Trust audited 28 Hackney cases during 2013/14 as part of an internal quality assurance programme.

East London

NHS Foundation Trust

East London NHS Foundation Trust (ELFT)

During 2013/14, a number of case audits were undertaken regarding the risk and care of children in South Hackney Community Mental Health Team and the Therapeutic Community Outreach Service. Together with other quality assurance activity, this has led to work to revise the overall programme to strengthen the focus on children and young people, in addition to the provision of training.

Homerton University Hospital

NHS Foundation Trust

Homerton University Hospital NHS Trust audited 72 cases in maternity, 577 in health visiting, 525 in school nursing and 12 in “CHYPS” Plus. Examples of what changed as a result of this activity during 2013/14;

- There is improved documentation regarding sensitive information (i.e. domestic violence and whether pregnant women are seen alone).
- A monthly audit is undertaken of the number of fathers involved in the initial assessment and new birth visit.
- A HUHFT domestic violence policy is being developed with more staff awareness raising sessions planned.



Hackney Children's Social

Care operate a comprehensive quality assurance programme including auditing, engagement with practitioners, hearing from children and young people, family feedback and external scrutiny and review. During 2013/14, Hackney Children's Social Care undertook 206 case audits, 4 management case review days and an annual analysis of family feedback. Findings relevant to safeguarding illustrated:

- Good quality multi-agency involvement in the majority of cases audited.
- Feedback being provided consistently to referrers.
- The child's voice being clearly recorded and young people being actively involved in planning and decisions.

Some inconsistency in recording was identified, which in part, related to the implementation of a new IT system.



Young Hackney

audited 304 cases during 2013/14, with The Partnership

Triage reviewing around 25% of cases “handed-off” to other agencies (some 18000 documents per annum). The impact of this activity includes:

- Partnership Triage ‘hand-offs’ now include combined case chronologies to assist decision making.
- Guidance on safe planning and safeguarding during external trips / visits was updated and re-issued.



The City of London Children & Families

Service audited 35 full cases. 46 cases were also audited to review the

application of thresholds at “the front door”; 17 cases were subject to audit as part of a strengths based review in early 2014. A number of cases were subject to a deep dive process; with learning also being identified through a review of one stage 2 complaints process and observations of front-line practice by senior managers. The City of London identified that:

- Children and young people known to the Children and Families team are being safeguarded effectively.
- Children and young peoples’ views are listened to by their social worker and visible in recordings and assessments.

- The clear majority of children and young people in the City are receiving a high level of support and are achieving good outcomes.
- Recording issues and the quality of Independent Reviews were highlighted as areas for improvement and this has resulted in swift action by the City of London.

DATA ANALYSIS

In 2013/14, the CHSCB further developed its multi-agency dataset model. Whilst this remains subject to continual review and improvement by the Quality Assurance Sub Committee, the dataset framework provides a more coherent set of proxy indicators that can be used to scrutinise and prompt questions about the multi-agency safeguarding performance across all partners of the CHSCB. There have been significant challenges for the CHSCB in establishing the full dataset over 2013/14. This has been related to the dataset model, the timeliness of submissions and technical difficulties for some partners to fully comply with the requests for data.

The CHSCB recognises that this impacts on its ability to have full oversight of the safeguarding system and is committed to rectifying these issues. As such, this item has been escalated as an issue on the CHSCB risk register to allow for ongoing monitoring by the Board.



Training & Development



The Training & Development Sub-Committee met five times in 2013/14 and has continued to oversee the implementation and evaluation of a robust multi-agency training programme delivered on behalf of the CHSCB. This programme helps support partner agencies meet their responsibilities to ensure staff receive safeguarding training. During 2013/14, the CHSCB also agreed a review of training options and produced a revised ***Training Strategy for 2014/15***. In addition to providing an unswerving focus on safeguarding practice, the CHSCB's training programme offers the opportunity for practitioners to network, to learn from each other and to strengthen their understanding about working together, professional challenge and the diverse contexts afforded by the people living in the City and Hackney.

Training was well attended and received positively by those attending.

- A total of 52 training courses held / 9 lunchtime seminars.
- 1,232 professionals attended / attendance rates similar to 2012/13 (1241) .
- 66 Housing staff trained by the CPA. This training was also extended to include Tenant Resident Associations (TRAs).
- 4 lunchtime seminars were delivered to CSC staff on child trafficking, forced marriage and 'honour' based violence, female genital mutilation and abuse linked to faith, belief and culture. Each

session provided an opportunity for staff to discuss current cases. This is an ongoing piece of work that is set to continue into the next financial year.

- 4 safeguarding surgeries delivered by the CPA at Hackney Council for the Voluntary Sector (HCVS) events. These surgeries were aimed at helping new organisations to develop and implement safeguarding policies and providing safeguarding training to new and existing groups.
- 11 Voluntary Sector organisations received bespoke safeguarding training from the CPA.
- 2 independent schools received targeted training from the CPA.
- 2 bespoke safeguarding children training sessions and bespoke training on abuse linked to faith and belief delivered in the City of London.

Increased or sustained attendance was seen from the Voluntary and Community Sector, Young Hackney, Schools, The City of London, GPs and Probation. These increases were helped through the ongoing work of partners in raising awareness of training opportunities and better targeting of communications. The increase of school staff was due to the scaling back of school training provision by Hackney Learning Trust. Decreases were seen from Hackney CSC, although the attendance of 158 staff over 2013/14 is still high and not considered significant given the proportion

of staff attending and the stability of this workforce. The London Metropolitan Police, Hackney Learning Trust, Health and Community Services and Housing representation at core training was also noted to have dropped over 2013/14. Whilst acknowledging that organisations will have access to single agency training and that operational pressures can affect the release of staff, low attendance by any agency will remain a concern for the CHSCB. Where attendance has been of concern, this has been addressed directly by the Independent Chair and the Chair of the Training & Development Sub-Committee with the agencies involved.

ADDITIONAL SAFEGUARDING TRAINING ACROSS THE CITY & HACKNEY

Numerous single agency training and development programmes further supported the focus on safeguarding children over 2013/14. These included:

- A Safeguarding Community Programme co-ordinated by Hackney Council for Voluntary Services enabled over 300 sessional workers; parents and volunteers to better understand safeguarding in the context of their work and community.
- There were 2298 attendants at safeguarding training delivered by Hackney Learning Trust's Safeguarding in Education Team.
- The annual uptake for mandatory safeguarding training for Homerton

University Hospital staff in 2013/14 was all above target – (97% for level 1 training, 84% for level 2, 82% for level 3 and 100% for level 4).

- Hackney Children's Social Care delivered 178 courses with the attendance total equalling 1595
- A robust training programme regarding Child Sexual Exploitation was delivered to all partners led by the City Police;
- Early intervention training in the City led by Children and Families including a focus on Solihull training across the partnership.
- The launch of the Knowledge Transfer Programme in the City, including the initiation of a 3-year research programme into the implementation and impact of the Solihull approach.
- Joint safeguarding training between the Police and Hackney CSC was held as part of the Police 2 week induction.
- Police training delivered in relation to 'Every Child Matters' and the completion of Merlin and CRIS reports concerning children.

EVALUATING THE IMPACT OF TRAINING

Working Together 2013 requires that Local Safeguarding Children Board's (LSCBs) monitor and evaluate the effectiveness of training, including multi-agency training, for all professionals in the area. A new evaluation framework was developed in 2013/14 involving self-evaluations, auditing and targeted interviews. This will progress over 2014/15 although the CHSCB recognize that further work is required to better understand what difference training is making on frontline practice. A selection of participant feedback is set out below:



"A really useful and incredibly vital piece of training run by professionals who do this every day."

Young women's experience of sexual violence and exploitation in the context of group and gang offending



"I will be more curious, more challenging of my values and take nothing for granted."

Lunchtime Seminar - Understanding Child Sexual Exploitation (CSE) – Findings from the recent Torbay Serious Case Review



"I thought the course addressed the two issues: exploitation and gang violence

really well. I feel well equipped and that I have increased knowledge."

Working with sexually exploited young women: Tools for Practitioners



"Will have a meeting with SLT and management. Will feed back to them and

make some necessary changes to recruitment policy."

Safer Recruitment



"An essential course. Absolutely inspiring. Promoting curiosity and professional and personal resilience."

Risk assessment, analysis and decision-making evaluation form – June 2013



"I feel better equipped to understand the levels of ongoing discrimination that the communities face."

Cultural Awareness Workshop



"I have some cases open currently that I feel I will be able to work on more effectively because of this training particularly in regards to spiritual and cultural beliefs."

Working with cultural and economic diversity in safeguarding children



"I thought this was a very well designed and informative course that made me further critically reflect on the issues."

Impact of neglect and emotional abuse on the development of children and young people evaluation form – November 2014





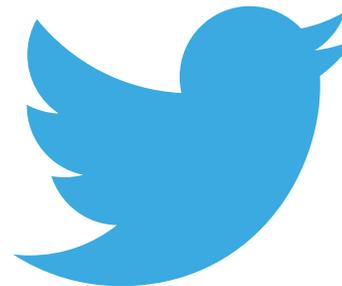
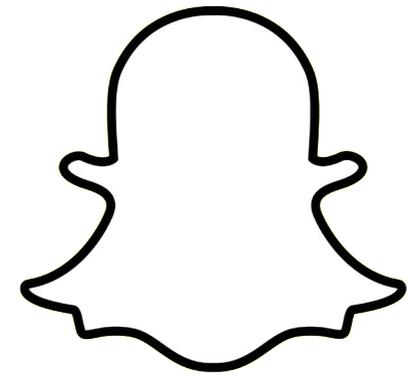
Communication

In 2013/14, the CHSCB continued to disseminate key safeguarding messages and news via its newsletter and the CHSCB website. Hits on the CHSCB website increased 16.5% over the year from 30,945 to 36,054 unique page views having experienced a drop over the previous 12 months. This is encouraging and there is tangible evidence of the increases relating to the publication of key learning with access to information on training remaining important.

There has been a 129.17% increase over the course of 2013-14 of staff viewing information on Serious Case Reviews. Unique pages views of this section jumped from a monthly average of 79 views across April – September 2013 to 257 views per month across October to March 2014. This shift in page views can be seen starting in the week in which the CHSCB hosted the lunchtime seminar ‘Understanding Child Sexual Exploitation (CSE) – Findings from the recent Torbay Serious Case Review (February 2013)’. The CHSCB has developed plans to improve its current communication strategy.

The following areas have been identified for improvement and will be implemented over the course of 2014/15:

- Creating a defined Communications and Engagement Sub group
- Designing and launching a new CHSCB website
- Implementing the use of social media and other technology to help communication with and from the Board
- Improving opportunities for engagement by the CHSCB with children, young people and families and
- Improving feedback from professionals.





Priorities for next year & beyond

The immediate priorities for the CHSCB are set out in the refreshed ***business plan for 2014-15***. The intention is for this plan to provide a bridge for the CHSCB for the next 12 months. A more robust process of partnership engagement across the City and Hackney will be used in developing the business plan for 2015 onwards.

Over 2014/15, the Board will continue to strengthen its governance arrangements between CHSCB members and other partnership Boards and ensure that it provides a more effective challenge to the safeguarding system across the City and Hackney. Underpinning all of our priorities, the CHSCB will evidence more direct engagement with children, young people and families and ensure a robust communications and engagement strategy is in place to support this.

COMMUNICATION & ENGAGEMENT

Improving communication and engagement helps the CHSCB to understand the experiences of children, young people, families, staff and communities. This directly influences service planning and improvements in practice.

THE QUALITY OF PRACTICE AND SERVICE DELIVERY

Early Help
Neglect
Domestic Violence
Child Sexual Exploitation and;
Child abuse linked to faith, belief or harmful practices

LEARNING & IMPROVEMENT

For the CHSCB to ensure lessons are identified, disseminated, embedded and that they lead to improvements in the quality of safeguarding practice and service delivery.





What you need to know



CHILDREN AND YOUNG PEOPLE

- Nothing is more important than making sure you are safe and well cared for.
- As adults, sometimes we think we always know best...we don't..... and that's why your voice is so important.
- This is about you and we want to know more about how you think children and young people can be better protected.
- We want to talk to you more often and we want to know the best way to do this.....please help.
- If you are worried about your own safety or that of a friend, speak to a professional you trust or speak to ChildLine on 0800 1111



PARENTS AND CARERS

- Public agencies are there to support you and prevent any problems you are having getting worse...Don't be afraid to ask for help.
- Tell us what works and what doesn't when professionals are trying to help you and your children.
- Make sure you know about the best way to protect your child and take time to understand some of the risks they can face.

- You'll never get ahead of your child when it comes to understanding social media and IT – but make yourself aware of the risks that children and young people can face.

THE COMMUNITY

- You are in the best place to look out for children and young people and to raise the alarm if something is going wrong for them.
- We all share responsibility for protecting children. Don't turn a blind eye. If you see something, say something.
- If you live in Hackney, call the First Response Team on 0208 3565500
- If you live in the City, call the Children & Families Team on 020 7332 1224 / 3621
- You can also call the NSPCC Child Protection helpline on 0808 800 5000



FRONT-LINE STAFF AND VOLUNTEERS WORKING WITH CHILDREN OR ADULTS

- Make children and young people are seen, heard and helped... whatever your role.

- Your professional judgement is what ultimately makes a difference and you must invest in developing the knowledge, skills and experiences needed to effectively safeguard children and young people. Attend all training required for your role.
- Be familiar with, and use when necessary, the Hackney Wellbeing Framework and/ or The City of London Early Intervention Framework to ensure an appropriate response to safeguarding children and young people.
- Understand the importance of talking with colleagues and don't be afraid to share information. If in doubt, speak to your manager.
- Escalate your concerns if you do not believe a child or young person is being safeguarded. This is non-negotiable.
- Use your representative on the CHSCB to make sure that your voice and that of the children and young people you work with are heard.
- If your work is mainly with adults, make sure you consider the needs of any children if those adults are parents.

LOCAL POLITICIANS

- You are leaders in your local area. Do not underestimate the importance of your role in advocating for the most vulnerable

children and making sure everyone takes their safeguarding responsibilities seriously.

- Councillors Antoinette Bramble (Hackney) and Dhruv Patel (The City of London) are the lead members for Children's Services and have a key role in children's safeguarding – so does every other councillor.
- You can be the eyes and ears of vulnerable children and families... Keep the protection of children at the front of your mind.

CHIEF EXECUTIVES AND DIRECTORS

- You set the tone for the culture of your organisation and your leadership is vital if children and young people are to be safeguarded.
- Understand the capability and capacity of your front-line services to protect children and young people - make sure both are robust
- Ensure your workforce attend relevant CHSCB training courses and learning events.
- Ensure your agency contributes to the work of CHSCB and give this the highest priority. Be Section 11 compliant.
- Advise the CHSCB of any organisational restructures and how these might affect your capacity to safeguard children and young people.



THE POLICE

- Robustly pursue offenders and disrupt their attempts to abuse children.
- Ensure officers and police staff have the opportunity to train with their colleagues in partner agencies.
- Ensure that the voices of all child victims are heard, particularly in relation to listening to evidence where children disclose abuse.
- Ensure a strong focus on MAPPA and MARAC arrangements.

HEAD TEACHERS AND GOVERNORS OF SCHOOLS

- Ensure that your school / academy / educational establishment is compliant with 'keeping children safe in education' (DfE, 2014) which outlines the processes which all schools, in the maintained, non-maintained or independent sector, must follow to safeguard their pupils.
- You see children more than any other profession and develop some of the most meaningful relationships with them.

- Keep engaged with the safeguarding process and continue to identify children who need early help and protection.

CLINICAL COMMISSIONING GROUPS

- CCGs in the health service have a key role in scrutinising the governance and planning across a range of organisations. You are required to discharge your safeguarding duties effectively and ensure that services are commissioned for the most vulnerable children.

THE LOCAL MEDIA

- Working in safeguarding children is a tough job.
- Communicating the message that safeguarding is everyone's responsibility is crucial to the CHSCB and you can help do this positively.
- Hundreds of children and young people are effectively safeguarded every year across the City and Hackney.

This is news.





The City & Hackney Safeguarding Children Board



Independent Chair

Jim Gamble



CHSCB Team

Rory McCallum

Angela Bent

Sandra Reid

Janet Lamb

Leethen Bartholomew

Muna Rahman

Andrew Merkley

Senior Professional Advisor

Board Manager

Business and Performance Manager

Local Authority Designated Officer

Community Partnership Advisor

Training & Development Co-ordinator

Board Co-ordinator



Participant Observers

Cllr Antoinette Bramble

Cllr Dhruv Patel

Lead Member for Children's Services, London Borough Hackney

Lead Member for Children's Services, City of London Corporation



Board Members

Shirley Green

Prof. Sally Glen

Michelle Leather

Zafer Yilkan

Keith Paterson

Clinton Blackburn

Ade Adetosoye

Chris Pelham

Jonathan Warren

Sarah Wilson

Kim Wright

Simon Laurence

Barry Loader

Alan Wood

Sheila Durr

Sarah Wright

Kristine Wellington

Charlotte Graves

Tricia Okoruwa

Penny Bevan

Kay Brown

Linda Neimantas

Ruth Hallgarten

Clare Highton

Dr Nick Lessof

Mary Lee

Dawn Jarvis

Vanessa Lodge

Janice Thomas

Lay member

Lay member

Lay member

Senior Service Manager, CAF/CASS

Detective Chief Inspector, Child Abuse Investigation Team

Detective Inspector, City of London Police

Director of Community and Children's Services, City of London Corporation

Assistant Director People, Community and Children's Services, City of London Corporation

Director of Nursing, East London NHS Foundation Trust

Director for Specialist Services, East London NHS Foundation Trust

Corporate Director, Hackney Health & Community Services

Borough Commander, The Metropolitan Police

Detective Chief Inspector, The Metropolitan Police

Corporate Director, Hackney Children and Young People's Services

Assistant Director, Hackney Children and Young People's Services

Head of Safeguarding and Learning, Hackney Children's Social Care

Head of Safeguarding, Children & Families, Hackney Council for Voluntary Services

Chief Executive, Hackney Homes

Education Director and Head of The Hackney Learning Trust

Director of Public Health, Hackney Public Health

Assistant Director, Hackney Revenues and Benefits

Senior Manager, Community Rehabilitation Company

Named GP for Child Protection, NHS City and Hackney Clinical Commissioning Group

CCG Chair, NHS City and Hackney Clinical Commissioning Group

Designated Doctor, NHS City and Hackney Clinical Commissioning Group

Designated Nurse, NHS City and Hackney Clinical Commissioning Group

Programme Director for Children and Maternity Programme Boards

Director of Nursing, North Central and East London, NHS England

Executive Headteacher, Sebright Primary School