

# **City of London and Hackney Safeguarding Children Board Annual Report 2012/13**

## **City of London**

### **1. Background**

The City of London is mainly a business centre with a daytime population of over 330,000 people. It has a resident population of approximately 737 children and young people aged 0 to 18, representing 10% of the total population of the area (source: ONS 2011 Census). In addition, over 2,000 children attend the City's four independent schools, the vast majority of whom reside outside of the City of London.

There is 1 maintained primary school, Sir John Cass Foundation Primary School, located in the east of the City of London in the Portsoken ward. Approximately 30 % of the pupils are CoL residents. A higher proportion of pupils attend Prior Weston Primary School which is located in Islington on the north border with the City of London.

There are no maintained secondary schools within the City of London, although the City of London Corporation sponsors 3 Academies in Hackney, Southwark and Islington.

In 2011, 87% of the school population at the Sir John Cass Foundation Primary School was classified as belonging to an ethnic group other than White British, compared to 22.5% in England overall. Some 32% of pupils speak English as an additional language. Bangladeshi is the most recorded commonly spoken community language in the area.

Educational outcomes for early years, Key Stage 1 and Key Stage 2 are above the national average.

The number of City of London children and families requiring statutory social care intervention is low compared to other Local Authorities. The highest number of children on a Child protection Plan in 2012/13 was 6. There were less than 10 Children Looked After by the City of London in 2012/13 with the majority of these unaccompanied asylum seeking children. No resident children of the City of London Children were made subject to a Court Order or were accommodated in 2012/13.

### **2. Governance**

The Children's Executive Board is the Strategic Multi Agency partnership for Children and Young People in the CoL. It is chaired by the Director of Children and Community Services and has representation from statutory and the voluntary sector agencies. The Director reports on the work of the CEB to the Health and Well Being Board.

The CEB is responsible for ensuring the objectives and priorities of the Children and Young People's Plan (CYPP) are delivered by all partners. The CYPP priorities are:

- Stronger Safeguarding
- 'Early Help' offer
- Children's Workforce Development
- Healthy Living
- Achievement & Learning
- Partnerships
- User Engagement

Whilst Stronger Safeguarding is a priority in its own right, it also cuts across all other priority areas and is integral to achieving the CYPP objectives.

The City of London Safeguarding Children Sub Committee is both a Sub Committee of the City and Hackney Safeguarding Children Board(CHSCB) and the CoL Children's Executive Board (CEB).

The Terms of Reference of the CoL Sub Committee require it;

- To oversee and monitor the effectiveness of work to progress Children & Young People's Plan priorities and any safeguarding inspection action plans;
- To hold each agency to account, giving open and constructive consideration to issues and challenges emerging from casework and quality assurance processes;
- To share information about policy and practice developments which may impact upon the conduct of daily business;
- To highlight examples of good practice in casework;
- To provide a forum for the debate around systems issues highlighted in case reviews;
- To act as a consultancy forum for response to strategic change proposals;
- To contribute to the CHSCB annual report.

The Sub Committee meets on a bi-monthly basis is Chaired by the Assistant Director People in the CoL. The AD People also chairs the CoL Safeguarding Adults Sub Committee, which strengthens joined up working across agencies and enhances learning opportunities.

The Chair represents the CoL on the Children Executive Board and, alongside the Director Community and Children Services, on the main City and Hackney Safeguarding Children Board.

Representatives from the CoL also sit on the main Sub Committees of the City and Hackney Safeguarding Children Board including;

- the Quality Assurance Sub Committee – Service Manager Children Social Care
- the Training Sub Committee- Service Manager Children Social Care
- the Serious Case Review Sub Committee- Team Manager Children Social Care
- the Finance Sub Committee- AD People Services

The City of London also makes an annual financial contribution to the CHSCB.

Membership of the City of London Safeguarding Children Sub Committee is made up of the following representatives;

City of London Corporation

- Assistant Director People Chair
- Service Manager Children Social Care and Local Authority Designated Officer
- Service Manager Education and Early Years
- Service Manager Commissioning and Partnerships

Police

- City of London Police Detective Inspector

Health

- City and Hackney Clinical Commissioning Group Designated Nurse
- Homerton University Hospital Named Nurse for Child Protection
- East London Foundation Trust Named Professional

Education

- Sir John Cass's Foundation Primary School Deputy Head teacher
- City of London School for Girls Safeguarding Lead
- City of London Safeguarding Lead
- Guildhall School of Music and Drama Safeguarding Lead
- Charterhouse Square Safeguarding Lead
- St Paul's Cathedral School Safeguarding Lead

Probation

- London Probation Service City and Hackney Safeguarding Lead

Commissioned Services

- City of London Youth Services Lead Provider – City Gateway

Sub Committee Support

- Manager City and Hackney Safeguarding Children Board
- City and Hackney Safeguarding Children Board Coordinator

Sub Committee members are expected;

- To keep their organisation informed about the activities of the Board and the Sub Committee, championing the work of the Board and the safeguarding agenda within their organisation;
- To work constructively with partner agencies to ensure that the Sub Committee is an effective multi-agency forum;

- To help the Board identify and address its priorities and challenges in relation to safeguarding practice and contribute to an analysis of same in an annual report;
- To attend Sub Committee meetings and contribute to debate and decision-making;
- To lead practice initiatives generated by the work of the Sub Committee;
- To be able to challenge others and the work of their own agency;
- To raise any general safeguarding issues for multi-agency discussion;
- To ensure the provision of quality assurance information about and on behalf of the organisation;
- To act on concerns raised by the learning and improvement process and in turn ensure these are acted on within the organisation;
- To act as a single point of contact for conflict resolution between agencies.

## City of London Sub Committee Attendance

Organisation	Meetings attended by agency (%)
<b>Chair of City of London Sub Committee</b> • Assistant Director People, City of London	100
<b>City and Hackney Safeguarding Children Board</b> • Board Manager	100
<b>Community and Children's Services (City of London)</b> • Children's Services Manager	80
<b>London Probation</b> • Senior Probation Officer	40
<b>City of London Police</b> • Detective Sergeant and/or Detective Inspector, City of London Police	60
<b>NHS East London and the City</b> • Designated Nurse Safeguarding Children	100
<b>Homerton University Hospital</b> • Named Nurse Child Protection	40
<b>East London Foundation Trust</b> • Named Professional Safeguarding Children	20
<b>City of London; Education And Early Years</b> • Manager	20
<b>City of London; Youth Services</b> • Manager	80
<b>City of London Schools</b>	
• Second Master, City of London School for Boys	60
• Deputy Head, City of London School for Girls	60
• Head teacher, Sir John Cass's Primary School	40
• Deputy Head, St Paul's Cathedral School	80
• Charterhouse Square School	40

### **3. Performance 2012-13**

*"Local authorities and their partners should use a combination of nationally collected and locally published performance information to help benchmark performance, facilitate improvement and promote accountability. It is crucial that performance information is not treated as an unambiguous measure of good or bad performance as performance indicators tend to be."*

**The Munro Review of Child Protection; Final report, A child Centred System, Professor Eileen Munro,**

During the latter part of 2012/13, CoL has been seeking to develop a performance framework that goes beyond the traditional Children Social Care/Child Protection indicators in order to help measure the effectiveness of safeguarding and child protection arrangements across the partnership. This will be a key priority for the Sub Committee in 2013/14 as we move into the new era of Health and Well Being Boards and the Outcomes Frameworks linked to these.

In terms of the Children Social Care activity, the volume of contacts, referrals, assessments, Children in Need plans, Child Protection Plans and Court Applications for the City of London are significantly lower than national averages. The City of London is the second smallest Local Authority in the country after the Scilly Isles. This is reflected in the small number of cases that are allocated to Children Social Care compared to other Local Authorities. The low numbers are not statistically comparable with other Local Authorities when benchmarking services, therefore a more innovative approach is required to help evidence the quality of provision, which is addressed further in the section on Quality Assurance. Nevertheless, despite the small numbers, data still helps to inform performance review and service planning.

During 2012/13, work has been undertaken to review the Early Intervention and Prevention Framework in order to strengthen further the Early Help offer to children and families in the CoL. Building on the outstanding feedback and judgements from Ofsted across a number of service areas including Sir John Cass Children Centre, Sir John Cass Foundation Primary School and Fostering Services, the CoL CEB is committed to pursuing continuous improvement and excellence in the services available to all Children and Families. Refining our systems for recording, referral and assessment via Early Intervention services in order to prevent escalation into 'specialist' services will be a key priority for 2013/14.

The following data highlights volume of activity that went through the Children Social Care service in 2012/13.

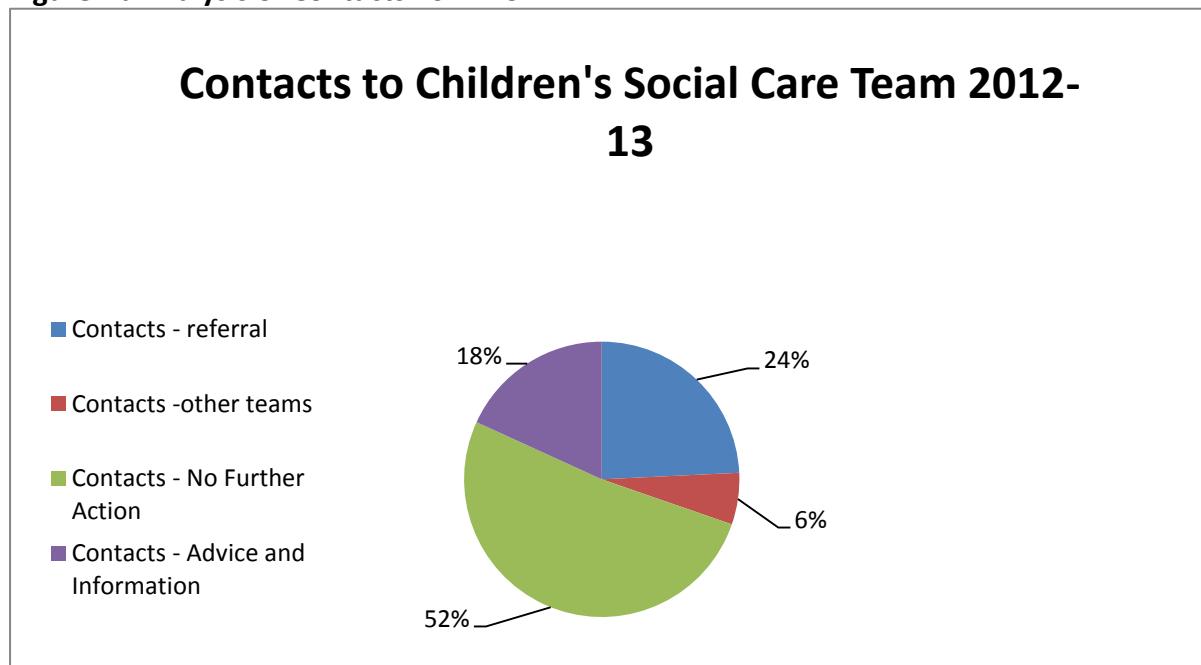
#### **Contacts and Referrals**

Over the year there were a total of 66 contacts made to Children's Social Care Team. The number of contacts that went on to referral was 16. Figure 1a shows further detailed analysis of the contacts for 2012-13.

**Figure 1a Contacts to Children's Social Care Team 2012-13.**

	APR	MAY	JUN	JUL	AUG	SEP	OCT	NOV	DEC	JAN	FEB	MAR	TOTAL
<b>CONTACTS</b>	<b>1</b>	<b>11</b>	<b>4</b>	<b>4</b>	<b>8</b>	<b>8</b>	<b>6</b>	<b>9</b>	<b>0</b>	<b>5</b>	<b>7</b>	<b>3</b>	<b>66</b>
<b>Contacts to referral</b>	<b>0</b>	<b>2</b>	<b>1</b>	<b>1</b>	<b>2</b>	<b>6</b>	<b>2</b>	<b>1</b>	<b>0</b>	<b>0</b>	<b>1</b>	<b>0</b>	<b>16</b>
<b>Contacts - other teams</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>Less than 5</b>
<b>Contacts - no further action</b>	<b>1</b>	<b>8</b>	<b>3</b>	<b>0</b>	<b>3</b>	<b>0</b>	<b>3</b>	<b>7</b>	<b>0</b>	<b>3</b>	<b>3</b>	<b>3</b>	<b>34</b>
<b>Contacts - advice and information</b>	<b>0</b>	<b>1</b>	<b>0</b>	<b>2</b>	<b>1</b>	<b>1</b>	<b>1</b>	<b>1</b>	<b>0</b>	<b>2</b>	<b>3</b>	<b>0</b>	<b>12</b>

**Figure 1b Analysis of Contacts 2012-13**



Analysis of the No Further Action highlighted the limitations of the electronic recording system which did not fully reflect the signposting of some of these contacts. As a result of the implementation of the new electronic recording system in August 2013 and the implementation of the new early intervention and targeted services offer across children social care, the recording of No Further Action will not be recorded as an outcome.

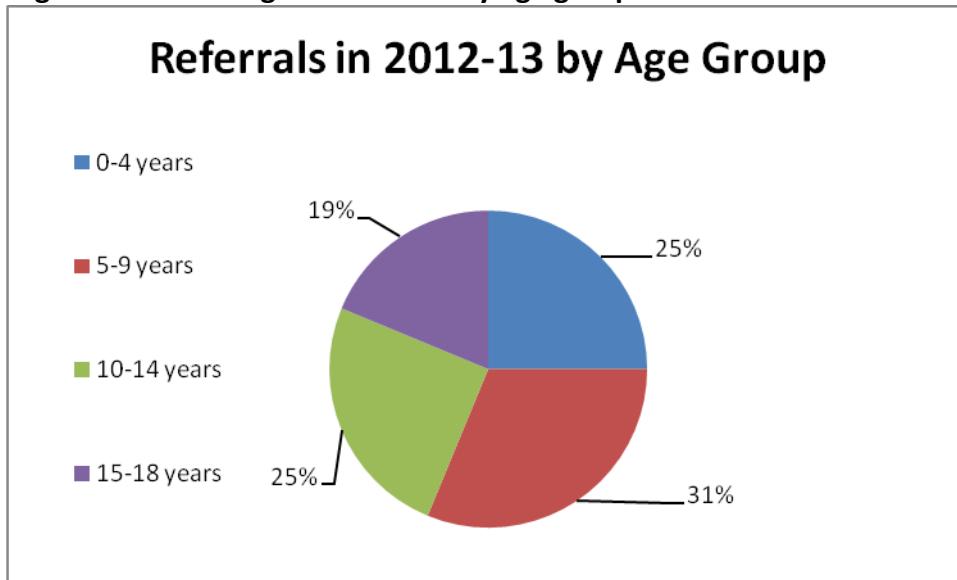
#### Referrals in 2012-13 by Age

The breakdown of the referrals according to age shows that there is an even spread across the age group with no group particularly showing more referrals than another. Figure 2a and 2b provides a breakdown.

**Figure 2a. Referrals in 2012-13 by Age**

Age Group	Number of Referrals
0 - 4 years	Less than 5
5 - 9 years	5
10 -14 years	Less than 5
15 -18 years	Less than 5

**Figure 2b Percentage of Referrals by age group.**



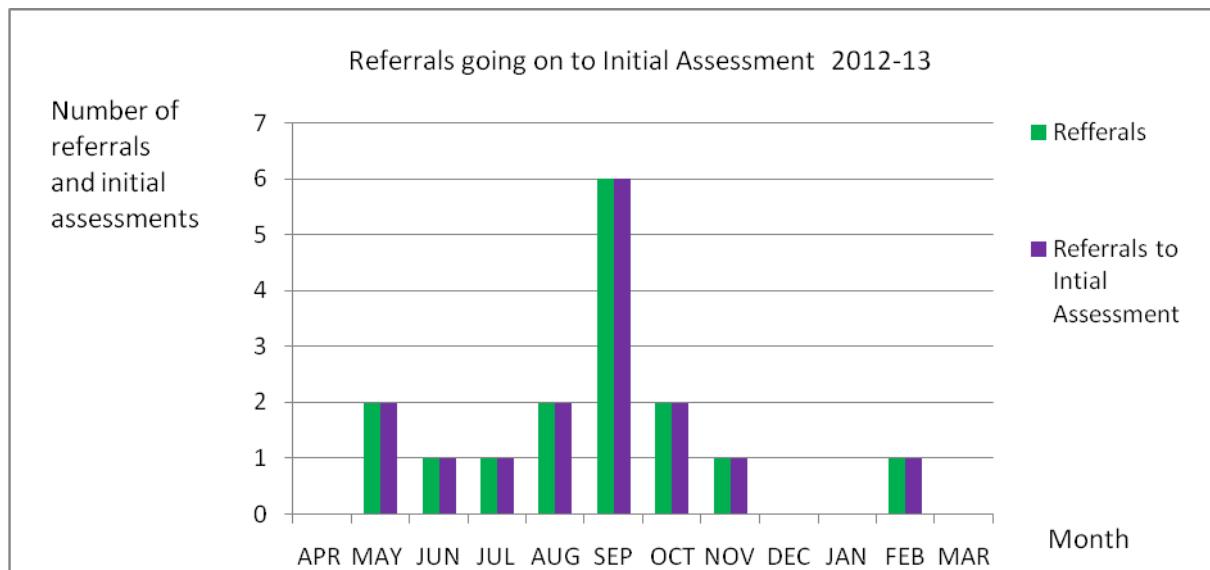
### Initial Assessments

All 16 referrals into the Children's Social Care team went to initial assessment and all were completed within 10 working days of the referral as noted in Figs 3a and 3b.

**Fig 3a**

	APR	MAY	JUN	JUL	AUG	SEP	OCT	NOV	DEC	JAN	FEB	MAR	TOTAL
Referrals		2	1	1	2	6	2	1	0	0	1	0	16
Referrals to Initial Assessment	0	2	1	1	2	6	2	1	0	0	1	0	16
Initial Assessments within 10 days	0%	100%	100%	100%	100%	100%	100%	100%	0%	0%	100%	0%	16

**Figure 3b Referrals and going on Initial Assessments 2012-13**



In 2013, as part of the redesign of the children social service, to incorporate early intervention and targeted services, the Initial Assessment will be replaced by a single assessment that will need to be completed within 45 working days.

### Child Protection

The City of London has low numbers of children subject to child protection plans and this has consistently been the case, with an average of two to four children being on a plan at any one time.

Between 2012 and 2013 there have been 6 children on child protection plans, 4 were due to physical and all 6 were due to neglect. An overarching theme that was present in all six cases was a history of domestic violence. Although this may not have led directly to the child being placed on a plan there were predisposing factors relating to domestic violence that impacted upon the child or children's welfare.

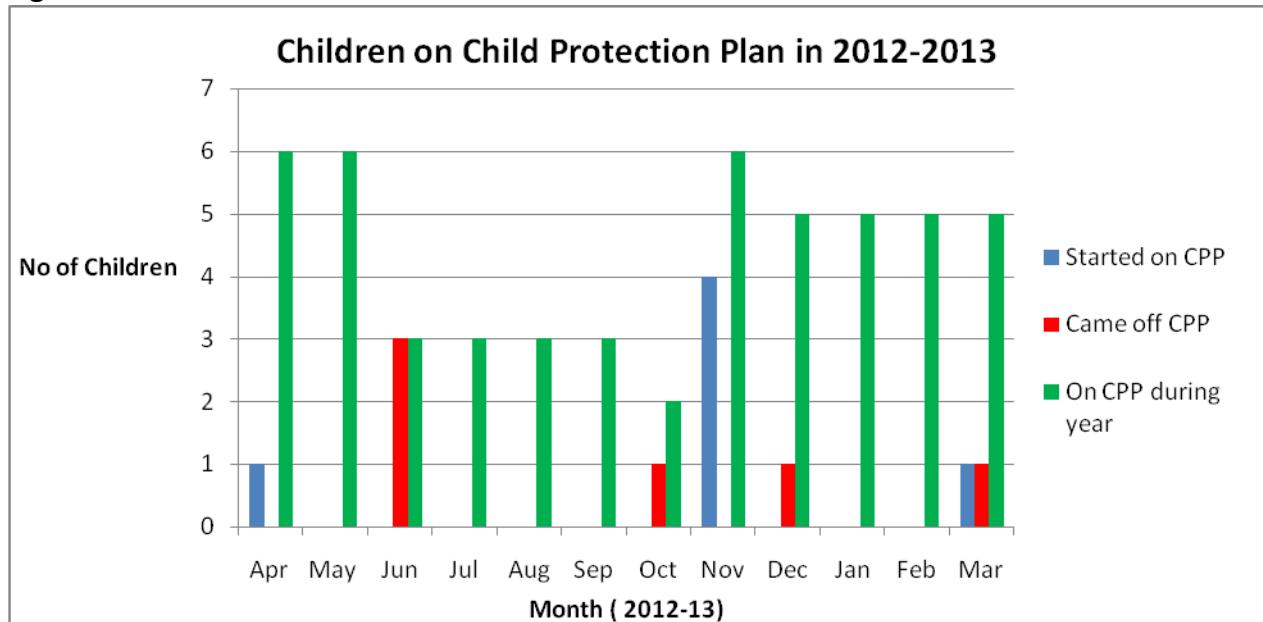
Figure 4a provides details of the number of children that started on a CPP and the number of children that came off their plan

Figure 4b provide an analysis to show the number of children that have been on a CPP which at the start of the year was 6 and at the end of 2012-13 was 5, although the most number of children on a CPP at any time was 6.

### Figure 4a Child Protection Plan in 2012-2013

Number of children:-	Apr	May	Jun	Jul	Aug	Sep	Oct	Nov	Dec	Jan	Feb	Mar
Started on CPP	1							4				1
Came off CPP			3					1		1		1
On CPP during year	6	6	3	3	3	3	2	6	5	5	5	5

**Figure 4b Children on Child Protection Plan in 2012-2013**



#### **4. Quality Assurance**

During 2012/ 2013 there has been an increased focus upon placing more emphasis onto the qualitative data available rather than focusing solely on the quantitative information to measure outcomes for children and young people.

In November 2011, a quality assurance framework was developed to improve practice standards in the City of London. Part of this quality assurance framework involves a cyclical review by;

- City of London Department of Community and Children's Services Departmental Leadership Team (DLT) having oversight of a case in children's social care, observing practice and giving constructive feedback.
- The Senior Management Team (SMT) reviewing the "Top Three Cases" across the People's Directorate- these cases are referred to the SMT by officers within the Department against agreed eligibility criteria.
- Traditional case files audits carried out by Managers in Children Social Care.
- Social Workers carrying out Peer reviews
- Social Care, Health and Education staff completing multi-agency audits.

Between December 2011 and February 2012 case file audits were completed on all open cases to the children's team, this was the start of a quarterly audit cycle and the baseline for future data analysis.

A generic auditing tool was developed, with focus being placed on the quality and timeliness of assessments, reports and planning for children and young people. The audits, carried out in late 2011/early 2012 showed that there was a direct correlation between the drift in care plans and the quality and timeliness of assessments.

A similar picture was found across the leaving care service. Although the outcomes for the young people were good and the intervention and support deemed excellent there was limited evidence of the young person's journey through the service. This has now been addressed and file audits carried out in early 2013 show that there is now clear evidence of the support being offered to the young person and their journey through the service, which reflects the quality of the support offered. This was echoed by Ofsted in the Fostering Inspection in March 2013.

Following the Safeguarding and Looked After Children's Ofsted Inspection in March 2012 a Safeguarding and Looked After Children Improvement Plan was developed. The plan is monitored through the City Safeguarding Sub Committee and a review in 2013 identified that all actions had been completed, or had significantly progressed and were being embedded into practice. See below regarding the role of the Local Authority Designated Officer (LADO) which was identified for development work following the inspection. The only outstanding action for completion by March 2013 was the implementation of a new Children Social Care recording system. During the year Core Logic won the contract to implement the Framework I case management system across Children and Adult Social Care. This will go live in August 2013.

#### Fostering Inspection

The City of London also had their Ofsted Fostering Inspection in March 2013. The outcome from this inspection was Good with Outstanding for Outcomes for Looked After Children. Recommendations from this Inspection related to recruitment and the participation of young people in performance management of staff. These development areas have been added to the Safeguarding and Looked After Children improvement Plan.

#### Children's Centre Inspection

During 2012/13 the only Children Centre in the CoL, Sir John Cass Children Centre was subject to a full Ofsted Inspection. The Inspection judged the Safeguarding arrangements to be Outstanding. All Private, Voluntary and Independent early years settings were judged as either good or outstanding in their inspections.

A key area of work in 2013/14 will be to develop further opportunities for multi-agency reflective learning. With the City of London having such small numbers of complex cases, the Sub Committee will be working to help shape a learning and Quality Assurance framework that is relevant to the needs of the professional network operating within the Square Mile.

## **5. Partners**

The following section provides information on some of the partners involved in the work of the City of London Safeguarding arrangements. Some agencies, such as health and probation work across Hackney and the City of London, whilst others such as the police and schools are City specific.

### **Children's Social Care**

The City of London's Children's Social Care Service is relatively small and consists of one generic children's team that provides services for children and families across the whole of the City and on all disciplines including; adoption, fostering, children with disabilities, children in need, child protection, looked after children, unaccompanied minors seeking asylum and care leavers, along with providing a duty and assessment service. Due to the number of children within the City it would not be viable to have separate specialist teams to cover these areas, which is the case in other London Local Authorities.

The average caseload for a Social Worker in the City of London is 15, whilst this is statistically lower than national averages, the size of the service presents unique challenges in terms of retaining skills, knowledge and resource management. Staff engage in continuous professional development opportunities , for example all Social Workers have been Achieving Best Evidenced trained, undertaken Family Group Conference Training and are engaged in Adoption support and training on a regular basis to develop and maintain these key set of skills. However, a challenge for the service is having the opportunities to implement these skills in practice given the volume of activity. Work is underway to develop formal partnerships with Higher Education Institutes and other partner authorities to accommodate this need.

This approach creates a seamless service for children and young people, whereby they can remain with the same social worker during their journey through the various services. The outcomes for City children and young people who are Looked After or Care Leavers has been identified as being outstanding, with a higher than national average of LAC and Care Leavers going onto further Education.

In 2013 work will be undertaken to further implement the principles of Munro by aligning early intervention and prevention, and targeted work, such as the troubled Families Initiative within Children Social Care.

### **City of London Police**

All safeguarding, including child protection, is dealt with by the City of London Police Public Protection Unit (PPU) based at Bishopsgate Police station. The unit is staffed by a team of 12 officers led by a Detective Inspector. In addition to the responsibility for child protection, the PPU also investigates missing people, sexual offences; management of violent and sexual offenders, hate crime, domestic abuse, honour based violence, female genital mutilation and forced marriage.

All the officers have completed the specialist child abuse investigators course and are

dedicated and passionate about improving vulnerable people's lives.

Children coming to police notice are referred to the PPU automatically. Between the period 1st April 2012 until the 31<sup>st</sup> March 2013 City of London Police processed 185 reports involving children up to the ages of eighteen, the majority of which related to non-City of London children. Not all referrals are sent to the Corporation of London (COL) Children's Services Department and those not resident in the force area were forwarded direct to safeguarding agencies in that child's borough.

The PPU is currently working alongside partners across the Safeguarding Sub Committee to implement the Association of Chief Police Officers' (ACPO) national Child Sexual Exploitation action plan and to produce coordinated working protocols. The City of London Police is also active on both the City and Hackney Executive Safeguarding and City Local Safeguarding Boards.

Due to the transient nature of the City it attracts a high volume of tourists and visitors and to this end the PPU is in the early stages of working with the Safer City Partnership regarding the hotel industry which will be centred on raising awareness about domestic abuse, sexual offences and child sexual exploitation.

Having conducted a recent review of the Public Protection Unit has led to seven day weekly cover now being established, with a PPU officer on duty between 8am and 4pm at weekends. The unit can be contacted on 0207 601 2040

## **Probation**

Offenders who live in the City of London Corporation area will be supervised by probation if they are sentenced to a Community Order or subject to a licence following release from a 12 month plus prison sentence. There is no probation office in the City of London, so the offenders are supervised by Hackney Local Delivery Unit. A key part of Probation Officers' role is to protect children from offenders who may pose a risk of harm to them. They do this by carrying out risk assessments, home visits, and safeguarding checks. The liaison and exchange of information with the City of London safeguarding department and other appropriate agencies will be carried out by Probation Officers at Hackney probation. If there are concerns about an offender's risk to his or her children or other children under 18 with whom the offender lives, a risk management plan is put in place so that all the agencies are clear about their role and responsibilities. In this way, the risk to children is minimised and regularly monitored and reviewed. The number of offenders that the service worked with in 2012/13 was extremely low and less than 5. Hackney's Local Delivery Unit was inspected by Ofsted in March 2013 and received 'outstanding' for its work in the safeguarding of children.

## **Health in the City**

The health commissioning organisation covering the City until 31<sup>st</sup> March 2013 was NHS North East London and the City PCT. This organisation commissioned health services on behalf of seven cluster PCT areas from Redbridge to City and Hackney. From the 1<sup>st</sup> April

2013, commissioning of local health services for the City is the responsibility of NHS City and Hackney Clinical Commissioning Group (CCG). The Designated Nurse for Safeguarding Children is based in the CCG.

The City and Hackney CCG commissions health services from Homerton Hospital which includes community health and specialist child development centres. The CCG also commissions mental health services from East London Foundation Trust.

GPs are not commissioned by the local CCG. The commissioning of GPs and other independent health services (Pharmacists, Dentists, Opticians) is the responsibility of the NHS Commissioning Board (NHS England).

There is currently one GP practice in the City, which has received safeguarding training from the Designated Nurse. The Designated Nurse although hosted by the local CCG has the responsibility to oversee the health contribution to safeguarding children across the health economy this includes primary care , ambulance services, out of hours providers and private health.

In June 2012 a Named GP for safeguarding was appointed for City and Hackney who works collaboratively with the Designated Professionals to support GPs safeguarding children arrangements and training.

East London NHS Foundation Trust (ELFT) provides community and inpatient mental health and addictions services for children, young people and adults residing in the City and across East London. Staff receive training, advice and support from a Trust Safeguarding Children Team. The team are actively involved in the work of the City and Hackney Safeguarding Children Board. The Named Professional for Safeguarding Children (City and Hackney) sits on the City Safeguarding Committee. During 2012/13 there were less than 10 City of London children that had some involvement with ELFT.

### **City of London School (CLS)**

CLS is an independent boys' day school, owned by the City of London Corporation, located on the Embankment opposite the Tate Modern. It currently has 922 pupils aged between 10 and 18. Boys can enter at 10+, 11+, 13+ or 16+ following a competitive examination and interview. Approximately 15% of the boys attend CLS on sponsored awards which are means-tested and therefore their parents do not have to pay school fees. Another 20% have some fee remission on academic grounds and are awarded scholarships. This ensures a wide range of economic, ethnic and social backgrounds. In effect, the School reflects the diverse and cosmopolitan nature of London with the pupils commuting from all over the capital. The number of our boys who live in the Square Mile itself is very small.

It is a very successful school academically and virtually all of our boys go to Russell group universities when they leave at 18.

Child protection and safeguarding issues are rare. When issues do surface these are sometimes related to marital breakdowns, parental pressure and unrealistic expectations, mental health problems, and parents who could be seen to be neglecting their sons for work-related reasons. Typically there might be four or five child protection cases each year. These are discussed with the lead school governor on child protection and reported to the Board of Governors (anonymously) on an annual basis. When necessary, information is shared with City of London Children Social Care, the Local Authority Designated Officer and/or the home authority where the pupil lives.

The school employs two part-time counsellors who can see boys at short notice and, if necessary, refer them to outside agencies.

Between January – March 2013, The City of London Corporation Town Clerk commissioned a Safeguarding Review of City of London Schools including CLS. The review identified that there was good safeguarding arrangements in the school. The School is represented on the City Safeguarding Children Board Sub Committee.

### **City of London School Girls (CLSG)**

CLSG is an academically selective girls' independent school serving 720 pupils aged between 7 and 18 years of age. Entry is by competitive examination at 7+, 11+ (the main entry point) or 16+. The school is fee paying but around 20% of students are supported by means tested bursaries. Students come from all over London and beyond, with the average child travelling for about 40 minutes in each direction to and from school each day. Few of the school's students are City residents. With very few exceptions, leavers progress to competitive universities in the UK or beyond.

Safeguarding concerns are rare. However, when they do surface the majority of the issues relate to mental health difficulties experienced by students for example eating disorders, self-harming, depression and anxiety. This is not an untypical pattern for girls and young women at academically focused schools, although pressures from home rather than school are often the root cause of individuals' problems. In addition, some of our students are subject to the usual range of problems that can affect all young people, including parental marital breakdown and occasionally issues such as parental substance abuse and domestic violence. Some of our pupils experience so called "opulent neglect" when both parents are very engaged in demanding and lucrative careers and as a result "outsource" child care and attempt to compensate for spending little time with their children by excessive material and financial generosity.

The School has links with the City of London Children Social Care services and the Local Authority Designated Officer. Where necessary referrals are made to this service, however, the majority of cases requiring multi agency engagement are with the home authorities of the pupils.

Between January – March 2013, The City of London Corporation Town Clerk commissioned a Safeguarding Review of City of London Schools including CLS. The review identified that

there was good safeguarding arrangements in the school. The School is represented on the City Safeguarding Children Board Sub Committee.

### **Charterhouse Square School**

Charterhouse Square School is an independent, non-selective, co-educational day school with 200 children aged between three and eleven, situated in the Barbican area of the City of London.

The school prides itself on its happy, stimulating and safe environment. To create this environment Safeguarding is embedded across the ages and Key Stages. The school has two Child Protection Officers so that a trained individual is always on site for help and advice and Child Protection training is a vital part of staff induction and development processes.

The School has links with the City of London Children Social Care services and the Local Authority Designated Officer, and is a member of the City Safeguarding Children Board Sub Committee.

### **Sir John Cass Foundation Primary School (SJC)**

SJC is the only maintained school in the City of London. As such, it has a strong relationship with the City of London Corporation. It is a one form entry school. As well as the Primary School, the site is also the location of the Cass Children Centre.

The school is represented on the City of London Children Executive Board, Safeguarding Sub Committee and Early Intervention and Prevention Sub Committee.

During 2012/13 the Cass Children Centre was inspected by Ofsted, when it was judged as outstanding for its safeguarding arrangements. The school was also inspected and judged as outstanding by Ofsted.

During 2012/13 the school has welcomed the introduction of children social care staff working at the school in order to strengthen early intervention and partnership working.

The Children Social Care service worked with approximately 10 City of London children during the year who attended Sir John Cass.

### **St Pauls Cathedral School**

St Paul's Cathedral School is a co-educational preparatory school for boys and girls aged four to 13 and a residential choir school for the boy choristers of St Paul's Cathedral. It is located in the heart of the City of London and has a history that can be traced back to the 12th century.

St Paul's Cathedral School is a Christian, co-educational community where the values of love, justice, tolerance, respect, honesty, service and trust are encouraged and practised to

promote positive relationships throughout the school community and where the safety and welfare of each child is of the utmost importance.

The school is represented on the City of London Safeguarding Sub Committee and has a positive relationship with the City of London Corporation and the Children Social Care Service. During 2012/13 there were no referrals in respect of children living in the City of London who attend St Paul's.

## 6. Learning and Development

During 2012/13, the City Safeguarding Sub Committee agreed to commission multi-agency safeguarding training, from the CHSCB, to take place in the City with representatives from City agencies only. This training was commissioned due to feedback from participants at traditional CHSCB training which on occasion suggested that this might have been too Hackney centric.

As such CHSCB provided three very successful bespoke safeguarding training sessions to multi-agency groups of City professionals with 79 delegates attending these sessions in total. One session was delivered on a Saturday to a group of early years settings and two more to mixed groups of City employees and commissioned services.

The training was very well received with ratings for whether the course met its objectives scoring from 'Very good' to 'Excellent' in all five aims. Delegates seemed to find all the content useful. On one of the courses 64% of delegates scored as 'Excellent' the question '*Do you feel that the training will enable you to practice more effectively?*'

*"Best safeguarding training since I've worked in the City. Good workshops/ Good examples."*  
- Excerpt from an evaluation form from the training on 4<sup>th</sup> March

In addition to this bespoke training for City of London professionals, 35 delegates attended CHSCB multi-agency training from April 2012 to March 2013. This was a significant improvement from the previous year, when only 10 delegates attended in total. The breakdown of which courses and groups they attended are shown in the table below.

Training Group	Course Title	Attendance
A	05/03/2013 - Safeguarding Children - a shared responsibility	2
	09/05/2012- Safeguarding Children - a shared responsibility	2
	11/07/2012 - Safeguarding Children - a shared responsibility	2
	12/09/2012 - Safeguarding Children - a shared responsibility	1
	20/06/2012 - Working with diversity in safeguarding	1

	children	
	24/01/2013 - Working with diversity in safeguarding children	1
<b>Total</b>		<b>9</b>
<b>B</b>	03/10/12 - Communicating and listening to children through play	1
	03/10/2012 - Communicating and listening to children through play	1
	04/03/2013 - Applying systemic theory to child protection and multi-agency working	1
	05/07/2012 - DV workshop - Safety Planning	1
	05/09/2012 - Risk assessment, analysis and decision-making	1
	06/03/2013 - Working together to safeguard children - sharing responsibility	1
	08/05/2012 - Working with resistant and uncooperative families	1
	11/09/2012 - Working with cultural and economic diversity in safeguarding children	1
	12/02/2013 - Impact of parental learning disability on children and young people	1
	12/02/2013 - Risk assessment, analysis and decision-making	2
	12/07/2012 - Impact of abuse and neglect on the development of children and young people	1
	15/01/2013 - Safeguarding in a digital world	2
	24/10/2012 - DV workshop - How to identify families at risk	1
<b>Total</b>		<b>15</b>
<b>C</b>	13/03/2013 - Managing allegations against professionals working with children	1
	19/07/2012 - Managing allegations against professionals working with children	1
	19/09/2012 - Training for designated and named safeguarding children officers	1
<b>Total</b>		<b>3</b>
<b>Lunchtime Seminars</b>	11/02/2013 - CHSCB Seminar: The case of Child P	3
	17/12/2012 - CHSCB Seminar: Safeguarding Adolescents, Challenging Professional Perceptions	1
	23/05/2012- Lunchtime Seminar: Safeguarding in a Digital World	1
	29/01/2013 - CHSCB Seminar: Understanding mental illness	3
<b>Total</b>		<b>8</b>
<b>Grand Total</b>		<b>35</b>

## **7. Local Authority Designated Officer Activity 2012/13**

The LADO role in the City of London is currently under the remit of the Children's Social Care Service Manager. Due to the size and demography of the City annual reporting on LADO investigations has always been low. In 2011/2012 there were no referrals made to the LADO. Recommendations from the Safeguarding and Looked After Ofsted Inspection in 2012 identified that further scrutiny was required in regard to the low number of referrals made to the LADO.

As part of the scrutiny in depth audits were undertaken on youth services, early years settings and schools, the following checks were undertaken, which followed the Section 11 audit requirements;

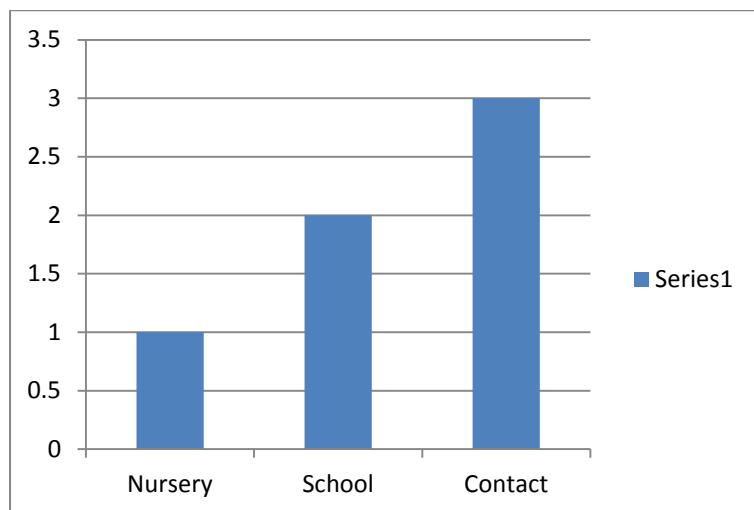
- Disclosure and Barring Service (DBS) of staff and frequency of updating.
- Agencies Safeguarding Leads.
- Awareness of safer recruitment practices.
- Whether staff knew when they would need to make a referral.
- Staff awareness of who they need to contact and the procedure.
- Review of safeguarding procedures.
- A review of Safeguarding training and how often courses are attended.
- Any actions identified from the audit would be followed up within an agreed timescale.

The majority of the audits across the settings have been completed and the process has been well received by agencies. Overall there have been no serious issues highlighted from the auditing process and most agencies have found it helpful to meet with the LADO and go through the referral process.

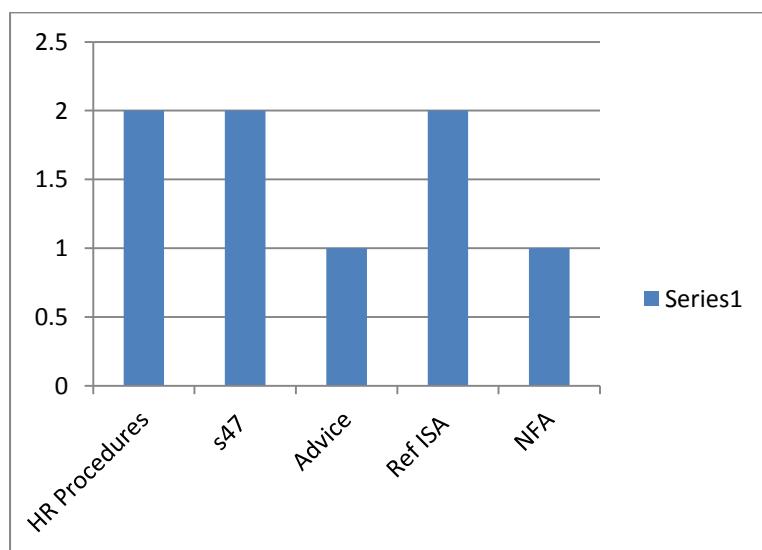
Out of hours safeguarding training was offered to staff in early year's settings and schools, this training was offered by the City, as staff found it difficult to attend during the working day. The training was organised for the weekend and was well attended by agencies.

Information on Private Fostering arrangements was also shared with agencies and the expectations around the notification of private fostering arrangements.

**Fig1 LADO Referrals & Contacts City of London 2012/2013**



**Fig 2 Outcome of LADO investigations**



### LADO Investigations

As can be seen from Fig 1 there have been three LADO referrals that were progressed in 2012/13. There were also three contacts that did not progressed to a referral. Fig 2 highlights that the cases that went to HR procedures were the same as the ISA referrals.

## **8. Priorities for 2013 -14**

The Safeguarding Sub Committee will be focusing on implementing the following Business Plan priorities for 2013/14;

- Completion of City specific Annual Report for 2012/13
- Review Terms of Reference in light of publication of new Working Together to Safeguard Children Guidance 2013
- Implement new London Child Protection Procedures across all partners
- Continue to build on strong community links to raise safeguarding awareness, including through training and development opportunities
- Implement revised Early Intervention and Prevention Framework, new Early Intervention and Social Care service and evaluate effectiveness of model.
- Oversee implementation of Child Sexual Exploitation Protocol
- Implement a multi-agency reflective learning framework across the partnership.
- Implement a multi-agency performance framework that supports evidence of effective safeguarding practice across all agencies.
- Implement Safeguarding in Education Action Plan across City schools.